

September 21, 2020

Addressing Racism and Social Injustice at the University of Illinois

Working Group 2: Diversity and a Culture of Inclusion

Kevin Hamilton, Dean, Professor Fine and Applied Arts, FAA (Co-Chair)

Antoinette Burton, Director, Humanities Research Institute, OVCRI; Professor, History, LAS (Co-Chair)

Shawna Patterson-Stephens, Associate Vice Chancellor for Student Affairs/OIIR Director

Monique Rivera, Academic Engagement Liaison, KCPA

Keiko Price, Senior Associate Director of Athletics, DIA

Kaamilyah Abdullah-Span, Director of Campus Culture and Climate, OVCDEI

Kanesha Overton, 2nd Year Medical Student, Carle Illinois College of Medicine

Margaret Browne Hunt, Assistant Director of Strategic Research Initiatives, Chief Diversity Officer, Cancer Center at Illinois

Jenny Davis, Interim Director, American Indian Studies, Associate Professor, LAS

Isabel Molina-Guzman, Associate Dean for Diversity and Inclusion, Professor, LAS

Helen Neville, Professor, Educational Psychology & African American Studies, College of Education & LAS

Elizabeth Hsiao-Weckler, Mechanical Science and Engineering, Grainger College of Engineering

Kimberly Otchere, Director of Inclusion and Talent Development, Housing/Student Affairs

Paulina Camacho, PhD Student, FAA

Jim Hintz, Associate Vice Chancellor for Student Success and Engagement, Student Affairs, (Ex-Officio)

Avé Alvarado, Executive Director of Diversity, Equity & Inclusion, Graduate College, (Ex-Officio)

Rebecca Nash, Administrative Assistant, Fine and Applied Arts

Dear Colleagues:

Thank you for agreeing to serve on the Diversity and a Culture of Inclusion working group under the coordination of the Addressing Racism and Social Injustice at the University of Illinois Steering Committee. Professor Antoinette Burton and Dean Kevin Hamilton will chair this working group. Rebecca Nash, Assistant to Dean Hamilton, will provide the staffing and support. Your work will complement the efforts of three other teams being charged as part of this effort: Teaching and Scholarship; Public Safety, Policing, and the Justice System; Community Action and Public Engagement.

Over the past 12 years, the university has put the core pieces of the structure in place to move forward to assess and plan diversity efforts to increase the access and retention of historically underrepresented populations. Many units, departments and colleges have initiated diversity

planning and assessment to increase access and retention of historically underrepresented populations, improve campus climate and inter-group relations, incorporate diversity into the curriculum and program design, and utilize diversity as a resource for an enriched and engaged campus life and residential student experience. But questions still remain as to how we can combine our efforts to embed diversity as a fundamental value across all aspect of the university. We now have a chance to develop a model that will integrate the core pieces, the academic and the co-curricular experience to create a coordinated, holistic inclusion plan for our university.

I ask that you consider the following areas in your work:

- Cognizant of the structural and institutional barriers that exist which have inhibited our ability to do this systemic work, identify the needed interventions as well as gaps in campus services and support.
- Design an action plan to provide the foundations for measurable, lasting change. Detail the organizational priorities and conditions necessary to accelerate cross-campus collaboration. What needs to be structurally in place to move the work of diversity and inclusion collectively forward to reach all aspects of campus life?
- Provide recommendations for assessment and accountability processes that will facilitate continued, sustained implementation of programs and positive structural change. How do we create an institutional culture that prioritizes diversity, equity, and inclusion in all university decisions, interactions, and goals?

In your discussions and action plans, I ask that you be guided by these core principles:

- Embed racial equity and inclusion as foundational values throughout a University of Illinois educational and workplace experience, as well as its public engagement.
- Prioritize concrete action steps and plans that will lead to positive, lasting change.
- Establish processes that are bold, open, generative, collaborative, transparent, and respectful of our traditions of shared governance.

The Steering Committee will have their initial meeting on September 24, 2020. As the first step of this process, I ask that by October 5th, you develop initial timelines, milestone goals, and interim report deadlines with Sean Garrick, who chairs the Steering Committee. Your final Working Group report will be due to the Steering Committee May 1, 2021.

I thank you for your service as we transform the capacity of the University of Illinois to create a more just society.

Sincerely,



Sean C. Garrick
Vice Chancellor for Diversity, Equity & Inclusion