

OFFICE OF THE PROVOST
AND VICE CHANCELLOR FOR ACADEMIC AFFAIRS

DIVERSITY INITIATIVES COMMITTEE

FINAL REPORT

2006-2007



ILLINOIS
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

OFFICE OF THE PROVOST
DIVERSITY INITIATIVES COMMITTEE
FINAL REPORT

TABLE OF CONTENTS

I.	COMMITTEE CHARGE.....	1
II.	COMMITTEE MEMBERSHIP	2
III.	EXECUTIVE SUMMARY (Not to exceed one page).....	3
IV.	COMMITTEE ACTIVITIES AND PROCESS.....	4
V.	RECOMMENDATIONS OR FINDINGS	5
VI.	ATTACHMENTS.....	6

Font specifications: 10 pt. Palatino

Please update page numbers as relevant

OFFICE OF THE PROVOST
DIVERSITY INITIATIVES COMMITTEE
FINAL REPORT

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN

CHANCELLOR'S DIVERSITY
INITIATIVES COMMITTEE



June 21, 2007

Richard Herman, Chancellor
Linda Katehi, Provost
Swanlund Administration Building

As co-chairs of the 2006-2007 Chancellor's Diversity Initiatives Committee, we are pleased to submit the enclosed final report of the Committee, titled "Project 2012 - Transforming Illinois: Re-envisioning Diversity and Inclusion."

The purpose of this report is to provide recommendations to assist Illinois during the course of the report's five-year timetable in reaching the next level of *excellence in education, scholarship, and public engagement by creating and sustaining an academic environment of diversity and inclusion*, ultimately achieving national recognition as an exemplar of these values. The Committee knows that you share our firm belief in the centrality of these values to the core mission of Illinois. The Committee feels this fundamental understanding is of vital importance, given the critical role of higher education in advancing the goals of social equality and in light of the status of Illinois as a premier public institution. Accordingly, all of the recommendations involve examining and transforming existing institutional practices and beliefs that maintain structures of power and privilege based on race, ethnicity, gender, gender identity, sexuality, economic class, religion, and disability. Specifically, we propose four broad thrusts, set out in greater detail along with corresponding goals and initiatives in the enclosed report summaries:

- I. Enhance Education and Workplace Environment Thrust;
- II. Increase Representation Thrust;
- III. Enhance Scholarship Thrust; and
- IV. Expand Community and Public Engagement Thrust.

A critical component of Transforming Illinois is the incorporation of ongoing evaluation and assessment of activities to track Illinois' progress in achieving this transformative vision. Specifically, we recognize that a critical evaluation of Illinois' strengths and weaknesses and the key aspects of assessment (e.g., data collection of current efforts, dissemination of relevant practices/policies, clear benchmarking, collection of data performance) are needed to document, assess, improve, and modify Illinois' efforts, as needed.

The Committee suggests three administrative officers should hold primary responsibility for identifying, benchmarking, tracking, and rewarding progress toward achieving the vision: the newly hired Associate Vice Chancellor for Student Affairs/Director of Intercultural Relations, a newly proposed Chief Diversity Officer, and a reinstated Vice Chancellor for Public Engagement.

The foundation for the strategic initiatives resulted from the Committee's collective work during monthly meetings over the course of the year (Appendices D, E, and G), two one-day retreats (Appendix F), consultations with key stakeholders (Appendices H and I), formalized feedback from students (Appendices K and L), colleges, and student affairs units as well as careful consideration of recommendations made by previous Chancellor's Diversity Initiatives Committees (Appendix M), the preliminary and final drafts of the campus strategic plan, and the evaluation of strategic diversity plans/initiatives of other universities across the country (Appendix N).

OFFICE OF THE PROVOST
DIVERSITY INITIATIVES COMMITTEE
FINAL REPORT

We greatly appreciate the opportunity to work on these critical issues, to assist in establishing a Illinois-wide vision making diversity a core value of this institution and, as a result, helping Illinois achieve national preeminence in this vital area. We were pleased to see the ways in which Transforming Illinois is consistent with the broader mission of Illinois as evident in the current strategic plan. The thrusts, objectives, goals, and strategic initiatives are directly related to the five main goals identified in the campus strategic plan. These connections are detailed in the final report. We envision the report providing concrete suggestions to further develop and actualize the diversity goals articulated in the campus strategic plan. Moreover, we recommend that Transform Illinois be adopted as a framework for the diversity plans for all campus units.

We would also like to take this opportunity to commend the Committee members. This was one of the most informed and committed committees we have been a part of. The attached is truly a vision of our collective work (struggle) and vision.

Please let us know if you would like to meet with us to discuss the Committee's recommendations or if you need additional information.

Sincerely,

Helen A. Neville, Ph.D.
Co-Chair, Chancellor's Diversity Initiatives Committee

Feniosky Peña-Mora, Sc.D.
Co-Chair, Chancellor's Diversity Initiatives Committee

Enclosure

cc: Renee Romano, Vice Chancellor for Student Affairs

DIVERSITY INITIATIVES COMMITTEE 2006-2007 MEMBERS AND CONTRIBUTORS

Helen Neville – Co-Chair (Educational Psychology and African American Studies & Research Program)
Feniosky Peña-Mora – Co-Chair (Civil and Environmental Engineering and Office of the Provost)
Lorraine Cathy Acevedo (Office of Dean of Students)
Maureen Mosley Banks (Safety and Compliance)
Nathaniel C. Banks (African American Cultural Center)
Christopher D. Benson (African American Studies and Research Program)
Sundiata Cha-Jua (African American Studies & Research Program and History)
Jorge Chapa (Center on Democracy in a Multiracial Society and Sociology)
David Chih (Asian American Cultural Center)
D. Anthony Tyeeeme Clark (Native American House and American Indian Studies)
Kimberly D. Collins (Disability Resources and Educational Services)
Faye L. Dong (Food Science and Human Nutrition)
Eve E. Earles (Engineering Administration)
Priscilla J. Fortier (Minority Student Affairs)
Dianne S. Harris (Landscape Architecture)
Stacey Kostell (Admissions and Records)
Sheila Adele Lozano (Office of Dean of Students)
Patricia Barret Malik (Disability Resources and Educational Services)
Keith Marshall (Office of the Provost)
Curtis B. McKay (Office of Dean of Students)
Luis Mirón (Educational Policy Studies)
Menah Pratt-Clarke (Equal Opportunity and Access)
William Riley (Office of the Dean of Students)
Teresa D. Savage (Communications Administration)
Kimberly J. Shinew (Recreation, Sport & Tourism)
Siobhan B. Somerville (English and Women and Gender Studies)
William C. Welburn (Graduate College)
Student Representatives
Celina Villanueva
Treva Ellison
Ex officio
William E. Berry (Office of the Chancellor)
Ruth V. Watkins (Office of the Provost)

Other Contributors

Vice Chancellor Renee Romano (Student Affairs)
College Deans
Student Affairs unit heads

Administrative Support

Cindy Curtiss (Office of the Chancellor)
Phyllis Tate (Office of the Provost and Vice Chancellor for Academic Affairs)

Student Support

Latina Franklin (Graduate Assistant)
Jawwad Akhtar (Undergraduate Assistant)
RST555 Students (Spring 2007)
Ayanna Coleman
Harrison Hsueh

Facilities Support

ACES Library
Beckman Institute
Illini Union

Transforming Illinois: Executive Summary

Project 2012 - Transforming Illinois: Re-envisioning Diversity and Inclusion emerged from the collective work of the Chancellor's Diversity Initiatives Committee. The Committee proposes four thrusts to help transform Illinois into a preeminent leader among universities in the area of campus diversity and inclusion:

- I. *Improve Education and Workplace Environment Thrust*, intended to create an environment of respect in which all members of the campus community can thrive personally, professionally, and intellectually;
- II. *Increase Representation Thrust*, designed to increase representation of students, faculty, academic professionals and staff from underrepresented groups in terms of recruitment, retention, graduation/promotion, decision-making committees/councils, and upper administration, and proportional sharing of resources, awards, endowed chairs and recognition on campus;
- III. *Enhance Scholarship Thrust*, intended to enhance diversity scholarship, particularly in terms of innovative, interdisciplinary research on critical societal needs related to diversity issues; and
- IV. *Expand Community and Public Engagement Thrust*, designed to promote diversity in terms of education, arts, culture, community outreach, and economic development.

The Committee suggests three administrative officers should hold primary responsibility for identifying, benchmarking, tracking, and rewarding progress toward achieving the vision: *the newly hired Associate Vice Chancellor for Student Affairs/Director of Intercultural Relations, a newly proposed Chief Diversity Officer, and a reinstated Vice Chancellor for Public Engagement*. The Committee also recommends that Transform Illinois be adopted as a framework for the diversity plans for all campus units.

The four thrusts include 12 recommended goals and a series of corresponding initiatives, which are directly related to the five main goals articulated in the campus strategic plan. The goals and highest priority initiatives are:

Goal 1: Establish Welcoming Environment

- Review and Amend Student Code of Conduct
- Create a Hate Free Zone campus

Goal 2: Increase Cultural Competence

- Create opportunities for cross-cultural collaborative student based projects
- Require a 3 hour course on U.S. Minorities (as part of the Cultural Studies General Education requirement)

Goal 3: Develop Quality Facilities

- Move forward with planning processes for improvement of all affected facilities

Goal 4: Increase Representation of Diverse Students

- Goal 4a: Increase representation of diverse undergraduate students
 - Increase the numbers of need and merit-based scholarships
- Goal 4b: Increase representation of diverse graduate students
 - Increase the numbers and types of graduate fellowships

Goal 5: Increase Representation of Diverse Employees

- Goal 5a: Increase diverse faculty
 - Double the number of underrepresented tenure track faculty
- Goal 5b: Increase diverse senior-level administrators, academic professionals, and staff
 - Establish an Administrator/AP/Staff Retention Task Force

Goal 6: Increase Representation of American Indians

- Establish an American Indian Recruitment Advisory Committee

Goal 7: Rethink Underrepresentation

- Determine preferred subgroup categories and the criteria for underrepresentation in each category

Goal 8: Increase Capacity for Diversity Related Scholarship

- Create and fund Critical Initiative for Diversity Research, Teaching, and Scholarship Program

Goal 9: Strengthen Diversity Related Studies

- Revise the 2003 Enhanced Rights document

Goal 10: Enhance Campus-Community Initiatives

- Create a Community Advisory Board

Goal 11: Increase Funding Independence

- Incorporate diversity initiatives into the Brilliant Futures Campaign efforts

Goal 12: Centralize and Establish Effective Communication

Create centralized database or clearinghouse for diversity initiatives for the campus