



I L L I N O I S

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

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Preeminence in education, scholarship, and public engagement by creating and sustaining an environment of diversity and inclusion in tandem with achieving excellence in diversity education, scholarship, and engagement

Below is an outline of the Chancellor's Diversity Initiatives Committee recommendations provided to the Chancellor and the Provost in its interim report dated December 15, 2006. The foundation for these strategic initiatives recommendations emerged from the committee's collective work during monthly meetings fall semester, a one-day retreat, consultations with key stakeholders, careful consideration of recommendations made by previous Chancellor's Diversity Initiatives Committees, and the evaluation of strategic diversity plans/initiatives of other universities. Throughout the spring semester, we will seek feedback from a broad range campus and community members on the document and refine the initiatives based on the suggestions provided.

The recommendations are organized around four broad initiatives:

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

These broad initiatives include potential activities to achieve their goals such as the creation of the following:

- Ban on the Chief, including ensuring that rights to representations of the Chief are not passed to any other group
- UIUC Hate-Free Zone Campaign
- Student Code of Conduct to Include Policies for Punishment of Individuals and Groups who Engage in Group-Based Bigotry and Hate Activities (whether intentional or unintentional)
- Project 200 for American Indians
- Illinois First Nation Program
- American Indians, Colonialism and Justice Steering Committee (which can be launch as a follow up to the Racism, Power and Privilege Forum)
- Provost's Undergraduate Scholarship Program
- Chancellor's Undergraduate and Graduate Merit Fellowship Program
- Campus-wide SUCCESS Program (to close the graduation gap among underrepresented students; modeled after the very successful EOP model)
- Diversity Curricular Requirement focused on US Underrepresented Groups based on Race, Ethnicity, Gender, Sexuality, Class, and Disability
- Rewards to Integrate Diversity Issues into Curriculum
- Illinois Experience Characterized by the Development of Cultural Competence and Appreciation (e.g., Awareness, Knowledge, Skills)
- D² Project (Double Diversity Project to double the number of underrepresented faculty and staff on campus)
- Diversity Collaborative Research Projects
- University Diversity Award (Scholarship/Teaching)
- Diverse Faculty, Staff, Academic Professionals and Administrators Retention Task Force
- New Marketing Tools to Recruit LGBT Students, Faculty, Staff, Academic Professionals, and Administrators
- Status Change for LGBT and Women Concerns Offices to Centers
- UIUC Diversity Initiatives Clearing House
- UIUC Diversity Initiatives Development Unit
- Racial, Ethnic, Gender, Sexuality, Disability Facilities
- Community Exchange Center (to support community-based diversity initiatives)
- Orchard Downs as a Model for Diversity and Inclusion
- Chancellor's Committee on the Status of Race and Ethnicity
- Restructured Chancellor's and Provost's Diversity Initiatives Committee (to create an umbrella committee for all the Chancellor's and Provost's committees on Race, Ethnicity, Women, Sexuality, Disability issues)