

INCLUSIVE ILLINOIS IMPACT REPORT 2009



InclusiveIllinois one campus, many voices.



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Welcome to the inaugural Inclusive Illinois Impact Report. The *Inclusive Illinois, one campus, many voices* initiative began in the fall of 2007 and is coordinated by the Office of Equal Opportunity and Access.

Inclusive Illinois showcases the ways in which the University demonstrates its commitment; celebrates its achievements; and educates the campus and community about diversity and inclusivity. It highlights the importance of respecting the intersecting identities that faculty, staff, and students bring to campus.

This is a dynamic campus environment with 69,678 students, 29,586 staff, and 5,726 faculty. With all the contributions from the campus community, we must take time to recognize and appreciate the colleges and units on our campus that enrich the Illinois Experience. Our gratitude extends to each of the Inclusive Illinois College and Unit Representatives and to our Inclusive Illinois Student Advisory Group. Through their dedicated efforts, the mission and vision of Inclusive Illinois continues to flourish.

We thank you for your interest and commitment!

Menah Pratt-Clarke

Interim Assistant Chancellor and Director

I believe it is not enough simply to look for and celebrate our commonalities. Let us - with the same passion - learn and appreciate what distinguishes us from each other.

Let us nurture these distinctions with the full understanding that the greatness of this country has been built in no small measure on us constructively engaging them.

~Chancellor Richard Herman

I know there are at least 6,912 languages in use around the world. I know that there are 50 states in our nation, each with its own set of laws and regulations. But if all I have is a dim awareness of diversity, I'm not well prepared when the world brings me in direct contact with opportunities, ideas, and people that are new to me. Diversity is not a problem to be solved, it is a solution to be welcomed, encouraged, and embraced.

~Interim Provost Robert Easter



Inclusive Illinois one campus, many voices.



At Illinois, it's all about our commitment . . .
a commitment to
understand, respect, value, and appreciate
all members of the campus community.

INDIVIDUAL COMMITMENT

As a member of the University of Illinois community, I commit to supporting Inclusive Illinois. I will encourage the expression of different voices, perspectives, and ideas. I will challenge my own beliefs, opinions, and viewpoints. I will advocate for an accessible, safe, and respectful environment to enhance the living, learning, and working community at Illinois. I will acknowledge and respect the multiple identities represented in each individual. My commitment will be demonstrated by my voice

COLLEGE/DEPARTMENT/UNIT COMMITMENT

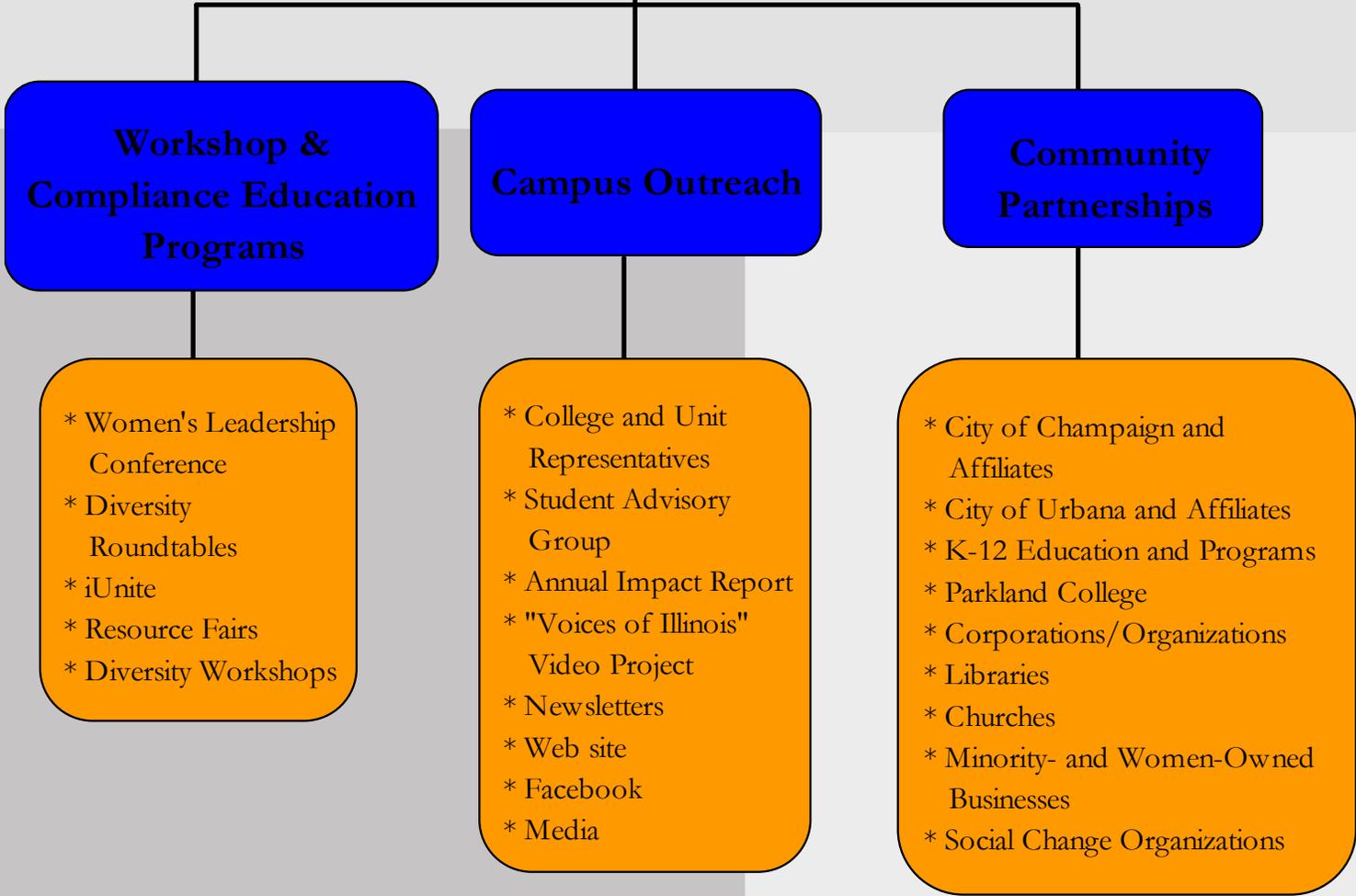
As members of the University of Illinois community, our college/department/unit commits to supporting Inclusive Illinois. Our college/department/unit will encourage the expression of different voices, perspectives, and ideas. Our college/department/unit will challenge our own beliefs, opinions, and viewpoints. Our college/department/unit will advocate for an accessible, safe, and respectful environment to enhance the living, learning, and working community at Illinois. Our college/department/unit will acknowledge and respect the multiple identities represented in each individual. The commitment of



InclusiveIllinois one campus, many voices.



INCLUSIVE ILLINOIS one campus, many voices





College of Agricultural, Consumer and Environmental Sciences

The diversity found within the College of ACES is more than a set of metrics; it is the keystone upon which our academic vitality is based. Diversity is not a problem to be solved, it is a solution to be welcomed, encouraged, and embraced.

Robert Hauser
Interim Dean Designate

College of Applied Health Sciences

Respect for differences is a cornerstone of teaching, research, and service in the College of Applied Health Sciences. Each person brings an individuality to their efforts that is shaped by their distinct experiences in life and provides a valuable lens to view the world and share with others. This individuality is appreciated within our classrooms, research labs, and offices. Appreciation of diversity and respect for individual differences are reflected in the rich mix of faculty and student perspectives related to health, aging, and disability – the broad topics of our college. We understand the roles of a public university and the need to serve all people of Illinois, the nation, and the world. Health, aging, and disability are experienced differently across a variety of social, cultural, and socio-demographic group characteristics and living conditions. AHS has a longstanding commitment to engage students, staff, and faculty across gender, race, ethnicity, disability, and socio-economic class. The expertise of our faculty and their appreciation for diversity is reflected in AHS curricula and results in a diverse student body being recruited and retained in our programs. Our faculty and staff are leaders in expanding understanding and sensitivity in an ever-changing society and our scholarship thrives due to a diverse community of students, staff, and faculty. We teach and learn from each other in a dialogue built on respect for difference and appreciation of the creative energy that such differences bring to the intellectual vitality of the campus.



Tanya Gallagher
Dean

College of Business

We know that diversity makes us stronger as a college and we are proud that we are the number one minority recruiter in the Big 10. When our students graduate, they will enter a business environment with co-workers from every walk of American life. Diversity, in all its forms, is also critically important to the central mission of this great public institution. Not only do we have the responsibility of using education to empower those who make up the various components of the American ethnic and economic mosaic, but our university is enriched, in return, by the new and diverse ideas these students bring with them.



Larry DeBrock
Dean



Mary Kalantzis
Dean

College of Education

A core value of this institution is one of respect for diversity of ideas and identities combined with the responsibility to provide ready access to the tools of learning for everyone. As a college, we understand that these ideals work best under conditions in which everyone's voice is equally represented and heard. Yet, as a society, we have not reached this larger goal; we recognize that there are ways in which full and complete participation in all facets of life are restricted because of discriminatory practices and structural inequalities. We believe core responsibilities of educators and researchers are to advocate for equity, to respect differences, to enhance representation, and to interrogate and challenge inequalities in our school systems and in all facets of life. Thus, we value the vast range of perspectives of individuals of all backgrounds - whether students, faculty, staff, or community friends - that come together in the College to inspire new discussions that leads us into new avenues of research and exploration toward an inclusive and just future.

College of Engineering

The creativity and ideas of American women and minorities have yet to be fully exploited in engineering and science. As the largest and top-ranked engineering college for the entire American Midwest, it is imperative that the College of Engineering play a significant role in advancing the roles of women and minorities in engineering. Increasing the diversity of our faculty and students is also fundamentally important to accelerating the rate and impact of our research. Studies have shown that creativity increases and the range of potential solutions grows when teams of individuals from different personal, cultural, and disciplinary perspectives are brought together. The College must be able to draw on a diverse and highly motivated pool of engineering researchers and students to address major societal challenges.



Ilesanmi Adesida
Dean

College of Fine and Applied Arts



Robert Graves
Dean

Diversity is a core value of the arts. Diversity of perspectives is crucial to the creation and study of art and environmental design. For if one purpose of the fine arts is to express ideas, beliefs, and emotions, then our students need to understand the experiences of individuals and groups with whom they wish to communicate. And if an important objective of the design arts is to build environments that foster enjoyable and sustainable living for all of us, then it is essential for us to embrace cultural diversity. In short, the College of Fine and Applied Arts cannot accomplish its mission without acknowledging the variety of experiences and perspectives that arise from differences. Cultural diversity enriches great art, and the arts, in turn, can play a unique role in helping people understand the experiences of those who are different. As a result, the College strives to create an equitable and inclusive environment for persons of all races, religions, genders, nationalities, levels of physical ability, and sexual orientations. We are committed to reflecting the world we live in through the recruitment and retention of a diverse community of faculty, staff, and students.



Bruce Smith
Dean

College of Law

Lawyers must be prepared to represent clients from diverse backgrounds and with diverse legal needs. Lawyers also increasingly operate in a global legal setting that places a premium on cross-cultural understanding. Diverse backgrounds and viewpoints contribute to richer and more robust discussions of pressing public policy issues, ultimately yielding better approaches to the problems we confront as a nation and as a world.

College of Liberal Arts and Sciences

The very essence of a liberal arts education connotes the recognition of multiple identities and a commitment to equal opportunity. It provides a safe harbor for engagement in analytical and critical thinking and fosters a community whereby our citizens are empowered to contribute actively in our democratic and global society. The importance of our multiple identities is therefore woven into our fabric. It is the cornerstone of our respect for each other and our ideas and is central to our curriculum, admissions, and hiring practices. Nowhere is this commitment more evident than in the College's four-fold mission: creation and dissemination of knowledge and scholarship at the highest level; preparation of graduate students to play leading roles in academia and the public and private sectors; preparation of undergraduate students for lifetimes of impact and leadership; advancement of Illinois, the United States, and the world through technology transfer, economic development, and preparation of future leaders. LAS embraces our social and moral responsibility and commits to our faculty, student body, and campus neighbors that we will provide on every level policies and processes that: (1) earnestly promote inclusivity in our recruitment and retention of faculty, staff, and students, (2) safeguard human dignity by removing systematic injustices, and (3) promote and support a diverse and expansive curriculum for our students to prepare them for participation in the globalized world.



Ruth Watkins
Harry E. Preble Dean



Walter Harrington
Interim Dean

College of Media

The College of Media is committed to strengthening, embracing, and celebrating the rich tapestry of diversity and inclusiveness at Illinois and dedicated to creating an environment in which all members of the campus community are safe and respected regardless of social identity and disability. The College of Media promotes a better understanding of diversity and diversity-related issues through academic and professional programs, scholarship, creative endeavor, community outreach, and television, radio, and web programs produced through Illinois Public Media. The College of Media continues to improve and create opportunities for underrepresented students, faculty, and staff to thrive and participate fully in the Illinois experience.



College of Medicine

As the U.S. population becomes more diverse, so does the patient population that modern physicians treat. Physicians must not only be competent in the basic and clinical sciences, they must also recognize cultural impacts on states of human health and disease. Disparities in patient health and health care are attributed to racial, socio-economic, and other societal factors. The curriculum of the College of Medicine strives from first year to graduating senior to introduce cultural influences on health care and help physicians-in-training to prepare for these and other challenges in their future practices. The College of Medicine recruits, retains and graduates students from a

Bradford Schwartz
Dean

variety of racial, ethnic, and socio-economic backgrounds, especially those underrepresented in the field of medicine or from areas with low physician to patient ratios, including students from a rural Illinois. Students from varied racial, geographic, and academic backgrounds contribute to an environment rich in cultural and intellectual diversity bring unique perspectives to health care.

College of Veterinary Medicine

The College of Veterinary Medicine adopts the principles of inclusion developed by the Association of American Veterinary Medical Colleges. We affirm the inherent dignity in all of us. We respect the differences as well as the commonalities that bring us together and call for civility and respect in our personal interactions. We affirm the right of freedom of expression of thoughts and opinions and recognize that learning and teaching thrive in this type of environment. We promote open expression of our individuality and our diversity within the bounds of courtesy, sensitivity, and respect. We affirm the value of human diversity for the enrichment of the community and foster a climate conducive to success for all members of the academic community. We confront and reject all forms of prejudice and discrimination, including those based on race, ethnicity, gender, age, disability, sexual orientation, religious or political beliefs, socio-economic background, or any other differences that have led to misunderstandings, hostility, and injustice. We encourage all members of the academic veterinary medical community to provide formal and co-curricular opportunities to enhance the personal and professional growth of students, faculty and staff through equity, inclusion and cultural competency training. We strive to build a true community based on mutual respect that affirms learning and growth for all members of the community. We affirm that each member of the campus community is expected to work in accord with these principles and to make individual efforts to enhance the quality of campus life for all. These principles were authored by Lisa Greenhill and Jamie Fratkin of the Association of American Veterinary Medical Colleges (AAVMC) – www.aavmc.org.



Herbert Whiteley
Dean



Graduate College

The Graduate College is committed to fostering an inclusive graduate community at Illinois. We embrace students from a wide range of nationalities, ethnicities, and lifestyles. Diversity among our graduate community ensures more voices in shaping transformative knowledge and creative expression. The Graduate College Educational Equity Office (EEP) addresses issues of access, inclusion, and retention in graduate education for individuals from US populations that are underrepresented in graduate education at Illinois. The Graduate College is also proud of our diverse alumni who are leaders in education, business, government, and nonprofit sectors around the world.

Deba Dutta
Dean

Graduate School of Library and Information Science

The Graduate School of Library and Information Science (GSLIS) supports Inclusive Illinois. GSLIS is committed to recruit and retain an excellent body of diverse students, faculty and staff with the overall goal of enriching the campus community and environment. GSLIS aims to provide excellence in delivery of academic programs and education by strengthening and diversifying research in library and information science and preparing students for leadership in a global environment.



John Unsworth
Dean

School of Labor and Employment Relations

In the emerging global, knowledge-driven economy, workforce diversity is essential to business success and at the heart of constructive employment relations. Diversity in physical and social characteristics, combined with diversity in thought and perspective, are engines of innovation that are essential for the 21st Century. This potential is only realized, however, where there is respect and dignity for all and where there is the capability to bridge across cultures and perspectives. In the School of



Joel Cutcher-Gershenfeld
Dean

Labor and Employment Relations (LER), we develop next generation leaders in human resource management, the labor movement, government, and academe -- all of whom have to be leaders with respect to diversity. Further, we are responsible for advancing the frontiers of practice, policy, and theory in this domain, which is an important part of our field of labor and employment relations. Accordingly, we embrace having a diverse student body, staff and faculty, and we are committed to supporting freedom of thought and mutual respect through public engagement, curriculum innovation, student initiatives, and leading-edge research.

School of Social Work

At the School of Social Work, we emphasize three themes: research-based practice, a commitment to diversity, and a focus on the reciprocal interactions between people and their ecological systems. In 2009, the School opened the doors to the future by celebrating its long-awaited building dedication at 1010 W. Nevada in Urbana. Chancellor Richard Herman said of the new building project, "I believe that the work that will be conducted in this beautiful new facility, within this excellent program, will be among the most important work conducted at Illinois and in the nation."



Wynne Korr
Dean

University Library



Paula Kaufman
University Librarian
and Dean of Libraries

Diversity is a commitment to recognizing and appreciating the variety of characteristics that make the individuals in our community, our collections, and our services unique in an atmosphere that promotes and celebrates individual and collective achievement. Examples of these characteristics are: age; cognitive style; culture; disability (mental, learning, physical); economic background; education; ethnicity; gender; geographic background; language(s) spoken; marital/partnered status; physical appearance; political affiliation; race; religious beliefs; sexual orientation. The University Library extends these principles in its mission to provide excellent service and first rate collections.

Office of Inclusion and Intercultural Relations

The Office of Inclusion and Intercultural Relations (OIIR), a new division of Student Affairs, was created in the fall of 2008 to improve campus climate by providing transformative learning experiences to the Illinois community that result in an appreciation for diversity and cross cultural engagement. With the leadership of Associate Vice Chancellor and Director Anna Gonzalez, OIIR contributes to the academic mission of the University by providing students educational opportunities around various dimensions of diversity and the intersections of identities.

Women's Resources Center



Pat Morey
Director

The Women's Resources Center opened its doors on February 27, 2009 and is located on the second floor at 703 S. Wright Street in Champaign. Its goals are to empower women; expand the understanding of issues affecting women; identify personal, social, economic, and political issues adversely affecting women; offer support; encourage academic achievement and retention; and provide services and programs to all students.



Leslie Morrow
Director

In the fall of 2008, the LGBT Resource Center welcomed a new director, Leslie Morrow, and continues its efforts to address homophobia on the campus and to work to make the environment safe, affirming, and inclusive for all students, faculty, staff, and LGBT students, faculty, and staff in particular. The Center provides a confidential forum for LGBT students, faculty, and staff to discuss the campus climate, and works with campus units to increase awareness and affirmation of LGBT people and reduce discrimination and harassment based on gender or sexual orientation. It refers LGBT people to appropriate campus and community support services, and collaborates with faculty, staff, and students to develop programs to celebrate the LGBT presence on the campus by organizing and sponsoring events associated with LGBT Awareness Week and National Coming Out Day.

Student Affairs promotes understanding, appreciation, and respect for diverse people and the value and benefit everyone contributes to the University community. We serve a diverse student population and strive to create an atmosphere and institutional culture which is welcoming to all individuals, regardless of difference. By doing this, we contribute to the educational mission of the University of Illinois, "preparing students for lives of impact, and addressing critical societal needs through the transfer and application of knowledge."

*~Vice Chancellor
C. Renée Romano*



The inaugural celebration of “iUnite: Explore, Engage, Embrace” featured campus-wide events to learn about and celebrate the unique cultures and contributions of faculty, staff, and students at Illinois. The events engaged campus community members in critical dialogues within safe spaces to enhance their understanding about the complexity of intersecting identities. The annual event encourages the campus to embrace the value of differences in individuals, communities, and cultures, while exploring diversity and inclusion through local and global lenses. Events are held at varying locations on campus, and included films, live performances, lunch discussions, residence hall programs, and lectures.

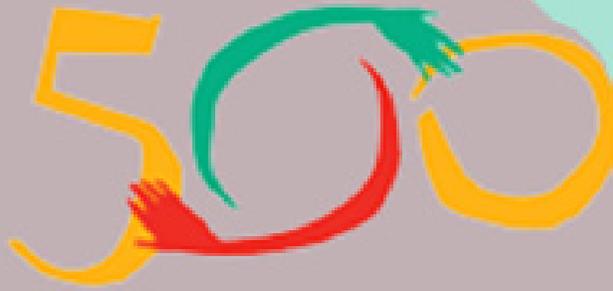


*Chancellor Richard Herman, Guest-in-Residence
Nontombi Naomi Tutu, and Vice Chancellor
C. Renée Romano*



Inclusive Illinois Day

Inclusive Illinois Day of Celebration and Commitment on Wednesday, September 23, as part of iUnite 2009, is an opportunity for each college, department, and unit to show their support for Inclusive Illinois and iUnite; to showcase their programs, activities, and classes about diversity; and to demonstrate their commitment to diversity and inclusivity.



DREAMS AGO ...

Project 500 was the first major attempt by the Urbana campus to provide equal educational opportunity for all children of families in Illinois. The University of Illinois at Urbana-Champaign established the Afro-American Cultural Center as a “support” to the special educational opportunities initiative, commonly referred to as “Project 500.” In 1969, the Afro-American Cultural Program (later renamed the African-American Cultural Program, and known today as the Bruce D. Nesbitt African American Cultural Center) and the African-American Studies Program were established to meet other needs of the students and the University. In November, 2008, the University of Illinois commemorated the **40th Anniversary of Project 500**, with ceremony, networking, and social events across campus.



Since its founding in 1974, La Casa Cultural Latina has demonstrated an unwavering commitment to Latina/o students, the campus community, and to local and global communities.

La Casa reflects the diversity of Latino cultures and exemplifies *el éxito latino* that shapes the Americas in our contemporary world.

La Casa Cultural Latina celebrates its **35th Anniversary in 2009/2010**. The celebration will be an opportunity to recognize and honor La Casa’s history, while cultivating a vision for the future.





Division of Disability Resources and Educational Services (DRES)

A unit of the College of Applied Health Sciences at the University of Illinois, DRES is the campus office responsible for ensuring that qualified individuals with disabilities are afforded an equal opportunity to participate in and benefit from the curricular, co-curricular, and vocational opportunities available on campus.

In 2008, Melissa Mitchell, news editor for News Bureau, featured the exhibition that highlighted student designs to address disability issues. The exhibition, “Disability + Design” was displayed in the Illini Union’s Art Gallery, and was coordinated by campus community members Susann Sears, DRES; Deana McDonagh, Industrial Design; Stephen Diebold, Industrial Design; M. Lydia Khuri, Housing Division; and members of the Delta Sigma Omicron service fraternity.

In 2009, Terrell Starr, features staff writer for the Daily Illini, highlighted two University staff who had positively impacted campus by serving the needs of campus community members with disabilities, part of a series about shattering perceptions of disability on campus. Timothy Nugent, founder of DRES in 1948, improved the accessibility of higher education for students with disabilities. After 36 years of leading DRES, Nugent retired in 1986, yet remains active as a guest lecturer in the community. Bryan McMurray arrived at the University in the fall of 1970, and now works as the vision and hearing specialist at DRES, making sure that blind, deaf, and hard of hearing students have the resources they need. McMurray has worked at DRES since 1994, and chairs University committees focused on special needs and access.



Campus Events that Celebrate Diversity

In the spring of 2009, several events offered educational, cultural, and leadership opportunities for the campus community.

Community Matters: A Symposium on Leaders and Leadership

featured Simon J. Ortiz (Acoma Pueblo); Cecelia Fire Thunder (Oglala Sioux Tribe of South Dakota); Theresa Two Bulls (Oglala Sioux); and Gerald Vizenor (Anishinaabe), Minnesota Chippewa Tribe.

The Women of Color

hosted its 20th Annual Conference, *The Renaissance of the B.L.A.C.K W.O.M.A.N.*, with keynote Pearl Cleage, writer and playwright of *Flyin’ West*, the most produced new play in 1994 in the US.

The First Annual Asian Pacific American Heritage Month Celebration

featured a Hmong Qeej performance, Korean drumming, Chinese poetry and dance, a cappella from Hindi-English group Chai-Town, South Asian dance with Ghungroo Dance Company, martial arts demonstrations, and step dance from Asian American fraternity Lambda Phi Epsilon, among others.

∞ Campus Highlights and Awards ∞

Japan House Celebrates 10th Anniversary

Japan House celebrated its 10th anniversary in Urbana with a series of special events in October 2008, highlighted by a performance titled “*Hidden Beauty: Yugen in Tea, Noh, and Contemporary Washi Art*” at the Krannert Center for the Performing Arts. Professor emeritus of art and design, and the founding director of Japan House, Shozo Sato, gave brief introductions to the Noh performances. Affiliated with the College of Fine and Applied Arts, Japan House is an educational facility that promotes the study of Japanese arts and culture through courses, seminars, community outreach, and visiting artists.

Mannie L. Jackson I-LEAP Program Wins National Advising Award

The Mannie L. Jackson Illinois Academic Enrichment and Leadership Program (I-LEAP) received a 2009 Outstanding Advising Program Award from the National Academic Advising Association (NACADA). NACADA recognizes innovative and exemplary academic advising services with a plaque and awards ceremony to be held in the fall during the annual conference. Program Director Sheri Shaw, Assistant Director and Academic Skills Specialist Kirkshinta Turnipseed, and Graduate Assistant Shondra Loggins were instrumental in developing and implementing this outstanding program.



From left to right: Kirkshinta Turnipseed, Mannie L. Jackson, Sheri Shaw

Kenneth Ballom

Associate Vice Chancellor for Student Affairs and Dean of Students

In the fall 2008, Ken Ballom joined Illinois as Associate Vice Chancellor and Dean of Students. He oversees the Office of the Dean of Students, including Emergency Dean; New Student Programs; Fraternity and Sorority Affairs; the Illinois Leadership[©] Center; the Student Tenant Union; the Career Center; the Counseling Center; the Office of Minority Affairs; and Student Conflict Resolution. Ken brings extensive experience in leadership in the field of higher education to Illinois.



McKinley Foundation Social Justice Award

The Office of Equal Opportunity and Access received the 2009 McKinley Foundation Social Justice Honorable Mention in recognition of the office's dedication to social justice and its work to increase awareness of injustice.



Four Students Named ARL Diversity Scholars

The Association of Research Libraries (ARL) Diversity Initiatives Working Group has selected seventeen MLS students to participate in the 2008-10 Initiative to Recruit a Diverse Workforce as ARL Diversity Scholars. Four GSLIS students were among those named: Camille Chesley, Sorrel Goodwin, Harriett Green, and Michelle Guittar.

American Indian Studies

In 2009, Robert Warrior, member of the Osage Nation of Oklahoma, director of American Indian Studies, and an English professor, served as a historical advisor for “Wounded Knee,” the last episode in the five-part *We Shall Remain* series on Native American history. Wounded Knee screened to four sold-out audiences at the Sundance Film Festival.



*At Illinois,
educational
opportunities
are endless.*

*Through courses,
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CAS/MillerComm Lecture Series

In October 2008, syndicated columnist and author Naomi Klein spoke on the topic “Shock Doctrine: The Rise of Disaster Capitalism in Latin America,” based on her book of nearly the same name. The event was hosted by the Center for Latin American and Caribbean Studies at Illinois.

Krannert Center for the Performing Arts

In January 2009, Krannert Center showcased *Choctalking on Other Realities*, a one-woman theatrical production featuring LeAnne Howe, associate professor, American Indian Studies and English. The presentation covered historical accounts from the 1970s to 1990s in different parts of the world, making cross-cultural connections with the American Indian experience outside the US.

Dr. Frances G. Carroll Speaker Series

In February 2009, the Department of African American Studies hosted politician and civil rights veteran Julian Bond, first president of the Southern Poverty Law Center and chairman of the National Association for the Advancement of Colored People (NAACP). Bond was interviewed by Illinois scholar-in-residence, Jabari Asim, author of *What Obama Means ... for Our Culture, Our Politics, Our Future*. The event was a collaboration between the University and the History Makers, the non-profit African American video and oral-history archive headquartered in Chicago.

Rolando Hinojosa-Smith, Jr. Lecture Series

In April 2009, the Latina/Latino Studies Program, with support from the Carr Reading series, sponsored a lecture by Junot Díaz, Pulitzer Prize-winning author of *The Brief Wondrous Life of Oscar Wao* (2007) and *Drown* (1996).

College of Media

*Competing Against Discrimination:
Achieving Equality in Athletics at the
University of Illinois*

WILL sponsored a University High School student documentary, which aired in September 2008. The documentary looked at Illinois’ record on disability, gender, equity, and race relations as seen through the eyes of athletes and coaches.

I Remember, I Believe

This Youth Media Workshop radio series, which aired in June 2009, looked at the experiences of two African-American women who dealt with segregation in our community. Illinois journalism graduate student Keri Carpenter and WILL’s Dave Dickey produced the series from interviews recorded by eight African-American middle school students.

The Center for Democracy in a Multiracial



Jorge Chapa
Director

CDMS is committed to the practice of democracy, equality, and social justice within the changing multiracial society of the United States. In 2008-2009, CDMS hosted two events about diversity: the “Race, Diversity, and Campus Climate” conference, and the “Immigration and Race in Illinois” workshop on campus. In 2010, CDMS will host the “Diversity & Democracy” conference at the Illini Union.

The Center’s three core principles:

- to learn how to fully realize the benefits of diversity, negotiate conflicts, and form coalitions with individuals and groups of various racial and ethnic backgrounds;
- to empower campus community members to live in racially diverse communities, maintain friendships with people of different back grounds and function more effectively in an increasngly diverse work place by teaching and learning about racial diversity in formal classroom activities and informal interactions on campus; and
- to prepare students for civic engagement and participation in a democratic society.

Inclusive Illinois Roundtable on Diversity



In the fall of 2008, OEOA and DRES co-sponsored an Inclusive Illinois Diversity Roundtable on Disability. The event featured campus contacts, resources, and programs around issues of disability, and offered campus community members a chance to ask the panel questions and share their experiences with the audience.

Illinois Network for Women in Higher Education

The University of Illinois was selected as the host location for the INWHE Annual Conference in the spring of 2009. The theme was “Leading from Where You Are - Breaking the Silence: Building Multicultural Alliances for Change,” and highlighted the importance of collaboration among institutions of higher learning, as well as the art of networking and mentoring.



Office of the Provost Lecture Series



During 2008-2009, the Office of the Provost, through the Provost’s Initiative on Gender Equity and the Gender Equity Council, hosted the fall lecture series. Featured lecturer was Dr. Evelyn Hammonds, Dean of Harvard College and Professor of the History of Science and of African and African American Studies. Her lecture was titled “Rationales for Diversity in Science and Technology.” In addition, Dr. Abigail Stewart, Professor of Psychology and Women’s Studies, and Director of University of Michigan ADVANCE Program at the Institute for Research on Women and Gender was featured. Her lecture was titled “Advancing Faculty Diversity in Science and Engineering.”

↻ Campus Programs and Resources ↻

Program on Intergroup Relations

The Program on Intergroup Relations (PIR) facilitates dialogue among students from different social and cultural backgrounds. PIR provides students with a proactive educational experience that promotes the exploration of group identities and open discussion of social justice issues. PIR seeks to advance students' understanding of and respect for diversity and social justice issues and to augment students' skills in responding to intergroup differences and conflicts.



Diversity Technology for Community Engagement

The DTEC Coalition is committed to breaking cultures of silence by encouraging and creating spaces where community members engage and document issues related to racism, power, and privilege at Illinois. For this reason, the DTEC Coalition has developed a project to facilitate the written, audio, and video recording of individual experiences related to racism, power, and privilege.

Ally Network

The Ally Network is a group of self-identified faculty, staff, and teaching/graduate/resident assistants who work both to facilitate the development of all students around issues of sexual orientation and to improve the experience of lesbian, gay, bisexual, and transgendered (LGBT) students. Allies can be LGBT or heterosexual. Network members support and realize these goals by providing information and education; raising awareness; engaging in political and social advocacy; and through personal example. The Network strives to examine and address the obstacles presented by homophobia and heterosexism to the LGBT and straight communities alike. The Network is sponsored and administered jointly by the Sexual Orientation Diversity Allies (S.O.D.A.) Committee of the Counseling and LGBT Resource Centers.

Division of Intercollegiate Athletics

DIA launched its diversity initiative, *Identify Illinois*, aimed at exposing students of color to the many campus opportunities to support Illinois athletics. Whether it's joining Illini Pride, interning or volunteering in the athletic department, becoming involved in the Illini band or dance team, or just supporting your fellow students in competition as they represent our University, we appreciate the role you are playing as a part of the Illinois diverse community. DIA hopes to educate and inform individuals about the many ways students and faculty can become involved in Illinois athletics.



Terry Cole
Senior Associate
Director of Athletics



Joe Cross
Chair
Committee on Diversity

Chancellor's Campuswide Committee on Access and Accommodation

CCAA is comprised of faculty, staff, and students at Illinois whose goal is to improve accessibility on campus for people with disabilities. The Committee seeks to raise awareness on campus about the range and variety of disabilities, and the need for all programs and individuals at Illinois to take responsibility for their part in making campus fully accessible to all. Accessibility must become a component of all our programs, facilities, academic resources, and public events. The Committee welcomes the input of persons concerned with improving access at Illinois and will share ideas with the campus community leaders to work proactively in making Illinois an inviting and supportive place to live, work, teach, and learn.

Chancellor's Diversity Initiatives Committee

The 2006-2007 Committee prepared the report "Project 2012 - Transforming Illinois: Re-envisioning Diversity and Inclusion," and conducted a comprehensive review of the status of the campus, carefully analyzing strategic goals and proposing a number of initiatives to accomplish its objectives. The 2007-2008 and 2008-2009 Committees built on that foundation by assessing campus progress and establishing benchmarks and indicators for meeting the objectives.

Committee on Race and Ethnicity

The Committee provides advice, counsel, and perspectives that enable the campus, colleges, units, and departments to recruit and retain exceptional faculty and staff and to attract excellent students from all sectors of the population. These essential efforts help make Illinois preeminent among colleges and universities. The Committee also focuses on the graduation gap for underrepresented undergraduate students and ways to close it.

Council on Gender Equity

The Chancellor and Provost set up the Council on Gender Equity (CGE) in 2007, drawing on recommendations from the Provost's Gender Equity Planning Team and the Chancellor's Committee on the Status of Women, subsumed in the new council. CGE priorities in AY 08 were to implement interventions that would improve representation of women faculty and promote local and global gender equity issues across campus. More equal representation of women and other types of diversity in the faculty and student body will assure excellence in education at Illinois during the coming decades. During the year, CGE set up subcommittees to explore gender equity in faculty recruitment and development across campus. With support from the Provost's Office, CGE issued the first request for proposals for interventions to advance faculty in underrepresented units and selected two interventions focused on improving faculty recruitment: one in architecture and one in the College of Engineering.

Ethnography of the University Initiative

The EUI began in 2002 as a group of faculty, staff, and students at Illinois interested in research on universities as institutions. The initiative recognizes that universities and colleges are complex institutions with multifaceted and often conflicting values, commitments, and identities. The collaborative, campus-wide project is dedicated to directing and supporting student inquiry on the University.

2009-2010 EVENTS

September 23, 2009

Inclusive Illinois Day of Celebration and Commitment
(part of iUnite)

September 25-27, 2009

La Casa Cultural Latina
35th Anniversary Events

October 6, 2009

Inclusive Illinois Diversity Roundtable on LGBT Issues

November 6, 2009

YWCA 125th Anniversary Gala

November 11, 2009

OEOA 24th Annual Celebration of Diversity

January 15-25, 2010

Rev. Dr. Martin Luther King, Jr.
Campus and Community Events

February 25, 2010

Inclusive Illinois Diversity Roundtable

April 3, 2010

Women's Leadership Conference

April 7, 2010

CDMS Diversity & Democracy Conference

May 19-20, 2010

Biennial Conference for Women

FUTURE PLANS

The 2009 Inclusive Illinois Impact Report is available online at:

WWW.INCLUSIVEILLINOIS.ILLINOIS.EDU