

INCLUSIVE ILLINOIS 2014 IMPACT REPORT

ONE
CAMPUS
MANY
VOICES

DIVERSITY STRENGTHENS EXCELLENCE & INNOVATION

Research indicates that people from diverse backgrounds working together identify more creative solutions to problems than people working in more homogenous groups. Thus, increased diversity encourages everyone on campus to think in more creative and innovative ways.



Our Diversity Values Statement exemplifies the breadth and depth of Illinois' commitment to a welcoming and inclusive climate. Our Statement encourages our campus to be intentional in making the vision a reality. This Inclusive Illinois Impact Report demonstrates the work, effort, and commitment to create and sustain a diverse and inclusive environment.

Diversity Values Statement

As the state's premier public university, the University of Illinois at Urbana-Champaign's core mission is to serve the interests of the diverse people of the state of Illinois and beyond. The institution thus values inclusion and a pluralistic learning and research environment, one which we respect the varied perspectives and lived experiences of a diverse community and global workforce. We support diversity of worldviews, histories, and cultural knowledge across a range of social groups including race, ethnicity, gender identity, sexual orientation, abilities, economic class, religion, and their intersections.

Our commitment to diversity means:

- We demonstrate our values and appreciation of the perspectives and contributions of the wide spectrum of people reflected in our community;
- We support curricular, interdisciplinary, and co-curricular learning environments that expose students to multiple perspectives including the histories and contributions of groups across social and economic identities; and
- We provide opportunities for students, faculty, staff, and administrators to establish meaningful relationships across differences and we actively encourage the campus community to participate in programming and events to create, develop and sustain those relationships.

As such, we aspire to create a truly pluralistic environment, free of barriers associated with identity, in our pursuit of academic and scholarly excellence.

Phyllis M. Wise, PhD

Chancellor

University of Illinois at Urbana-Champaign





.....
Welcome

**Major Campus Collaborations
and Commemorative Events**

- Inclusive Illinois 6
one campus, many voices
- Emerging Women Leaders Program 8
- Celebration of Women Faculty at Illinois 8
- 28th Annual Celebration of Diversity 9
- Dr. Martin Luther King, Jr. 10
Commemoration
- LGBTQ Luncheon 11
- Faculty Women of Color
in the Academy Conference 11

COLLEGES AND UNITS

- College of Agricultural, Consumer,
and Environmental Sciences **14**
- College of Applied Health Sciences **15**
- College of Business **15**
- College of Education **16**
- College of Engineering **17**
- College of Fine and Applied Arts **18**
- College of Law **19**
- College of Liberal Arts & Sciences **22**
- College of Media **23**
- College of Medicine **23**
- College of Veterinary Medicine **24**
- Division of General Studies **25**
- Graduate School of Library and
Information Science **25**
- School of Social Work **26**
- University Library **26**
- Beckman Institute **27**
- Division of Intercollegiate Athletics **28**
- Institute for Genomic Biology **28**
- Office of Public Engagement **30**
- Office of Student Financial Aid **31**
- Office of Undergraduate Admissions **31**
- Office of the Vice Chancellor
for Student Affairs **33**
- Prairie Research Institute/Illinois State
Archaeological Survey **37**

Welcome to the 2014 Inclusive Illinois Impact Report. *Inclusive Illinois, one campus, many voices*, is the campus' commitment to cultivating a community at Illinois where everyone is welcomed, celebrated, and respected. Many programs and events were held this past year that promoted an inclusive and welcoming environment. This report shares the

highlights, including college and unit programs to campus-wide events. Thanks to critical collaborations with campus partners and Inclusive Illinois representatives, our campus can celebrate its achievements.

We thank you for your interest and support of *Inclusive Illinois!*

Menah Pratt-Clarke, JD, PhD

Associate Chancellor
Associate Provost for Diversity



INCLUSIVE ILLINOIS COMMITMENT STATEMENT

- 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 and my conduct.

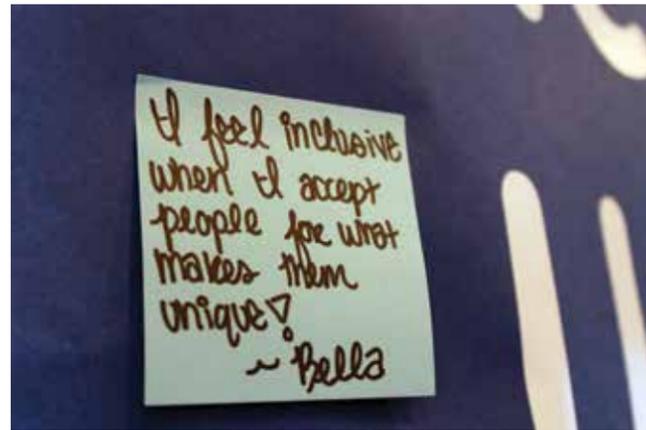
Campus Collaborations & Commemorative Events

INCLUSIVE ILLINOIS

ONE
CAMPUS
MANY
VOICES

inclusiveillinois.illinois.edu

INCLUSIVE ILLINOIS DAY



Inclusive Illinois Day was held on September 23, 2013. Colleges, departments, and units across campus demonstrated their support of an inclusive campus community by engaging and challenging their faculty,

staff, and students to publicly express how they individually and collectively foster an inclusive environment. A lecture entitled "Race is a Myth; Racism is Real" was given by Dr. Alan Goodman, Professor of Biological

Anthropology at Hampshire College in Amherst. Dr. Goodman's lecture was the first in the **Chancellor's Lecture Series on Diversity and Cultural Understanding**.

Inclusive Illinois Week

The inaugural **Inclusive Illinois Week** was held April 7-11, 2014. The week's events were held to encourage expression of individual and collective voices and to showcase the impact that diversity has had on our campus and beyond.

Inclusive Illinois Week events included:

- Inclusive Illinois #ManyVoices Campus Conversations
- FashionAble Fundraiser
- Celebration of Women
- Chancellor's Lecture Series on Diversity and Cultural Understanding – "What Makes A Family?"
- Inclusive Illinois Tailgate and Game Day

The **Campus Conversations** dialogue provided opportunities for members of the campus to connect and engage in conversations on what it means to be a part of the Illinois community and the role of our individual voices in making up the Illinois community. **The Celebration of Women** showcased how women have contributed to Illinois' research advancements, its growth, and renowned reputation. The FashionABLE fashion show highlighted the latest in couture fashion for differently-abled persons. The lecture highlighted the experience of Zach Wahls and his story about how having two mothers impacted same sex marriage legislation in Iowa and other states' similar legislation. Lastly, the tailgate and game day event provided an opportunity for campus and community members to come together with family, friends, and colleagues and show support for the Illinois baseball team.



#ONECAMPUS Moving Beyond Digital Hate

In February 2014, Inclusive Illinois hosted a campus and community forum entitled **#ONECAMPUS: Moving Beyond Digital Hate**. The forum brought together students, faculty, staff, and community members to engage in thoughtful and reflective conversation

on ways to encourage meaningful dialogue, in response to a negative campus Twitter campaign. The forum provided an opportunity for attendees to listen and share with each other ideas, concerns, and opportunities arising from the ways in which the use of social media impacts the Illinois

community. Campus Information Technology and Educational Services and Krannert Center for the Performing Arts partnered with Inclusive Illinois to ensure broad campus and community participation in the forum.

Emerging Women Leaders Program

The Emerging Women Leaders Series is a new year-long leadership development program for mid-level professional women at Illinois who aspire to become organizational leaders. The focus of this program is to equip women with fundamental leadership strategies so that they have a positive impact within the departments where they are employed, and communities in which they live and serve. Its mission is to empower and equip mid-level women who are looking to develop leadership skills for advancement with expert leadership knowledge and practical tools that result in strategic career planning, professional skill building, and heightened self-awareness.

The inaugural program offered a space for reflection and discussion for 19 women. Participants had the opportunity to discuss leadership issues and engage in interactive leadership sessions with senior women administrators on a variety of topics, including working with diverse groups, networking, and community involvement. The program concluded with a luncheon recognizing the program's participants.



Newly Promoted Associate Professors



Newly Promoted Full Professors

CELEBRATION of Women Faculty at Illinois

On October 1, 2014, the Gender Equity Council, the Office of the Provost, and the Office of the Chancellor hosted a luncheon that showcased the milestones and accomplishments of newly tenured and/or promoted women faculty members at Illinois. The luncheon also acknowledged the 2013 University Scholars and recently named and endowed female chairs and professors.

28th Annual Celebration of Diversity

diversity.illinois.edu/makeadiffaward.html

The 28th Annual Celebration of Diversity acknowledged the efforts of campus community members to create, promote, and sustain an inclusive campus environment through programs, collaborations, and events. Nearly 400 campus and community leaders attended. The event featured Chancellor Phyllis M. Wise as the keynote speaker and performances by the University of Illinois Jazz Ensemble, led by Tito Carillo, and Native American storyteller, writer, and oral historian, Gregory Rodgers.

Each year, the Office of Diversity, Equity, and Access grants awards to peer-nominated individuals for their commitment to diversity and inclusion. In 2013, Professor Louis Bergonzi, Professor Adrian Burgos, Dr. Lynette O'Neal, and University Housing were recognized for their contributions to diversity with the Larine Y. Cowan "Make a Difference" Award.



DR. MARTIN LUTHER KING, JR. COMMEMORATION

inclusiveillinois.illinois.edu/mlk

With the theme “Honoring the Civil Rights Movement as the Struggle Continues: Empowering the Dream...Make it Your Own”, the 2014 Dr. Martin Luther King, Jr. commemoration celebration challenged over 2,000 guests to push themselves to live Dr. King’s dream and make it their own



Spanning just over a week, the events were as follows:

- 13th Annual Countywide Celebration
- 29th Annual Dr. MLK, Jr. Advocacy for Justice Community Celebration
- 29th Annual Unity Breakfast
- Dr. MLK, Jr. Youth Commemoration and Afternoon of Service
- Dr. MLK, Jr. Day of Service
- Freedom Riders Film and Discussion
- Realizing The Dream: Exploring Social and Economic Class on Campus
- Panel discussion on “What is the Civil Rights Movement?": Perspectives from varying identities
- Poverty Simulation
- Dr. Martin Luther King, Jr. Community Celebration



LGBTQ Luncheon

ON FEBRUARY 28, 2014, OVER 60 FACULTY AND STAFF attended a luncheon on LGBTQ issues – the first of its kind. The theme was “Beyond Visibility: Supporting LGBTQ Faculty and Staff.” Chancellor Phyllis Wise

spoke, and participants discussed the challenges they face as LGBTQ members of the campus community. The event was organized by the Chancellor and Provost Committee on LGBT Concerns.



Faculty Women of Color in the Academy

inclusiveillinois.illinois.edu/WCA/index.html

The second annual **Faculty Women of Color in the Academy (FWCA) National Conference** was held on March 28-29, 2014 at the I-Hotel and Conference center. Over 200 faculty, administrators, post-doctorate scholars, and graduate students from 18 states attended. The conference featured a tenure/tenure-track path and a track for graduate students and post-doctoral scholars. The conference opened with a session focused on the challenges, opportunities, and best practices of interdisciplinary work in academia. Concurrently, a session designed for post-doctorate scholars and graduate students focused on preparing these attendees for the Academy.

On March 29th, conference participants focused on challenges encountered by women of color in academia, practical solutions to those challenges, and strategies to create a more welcoming and inclusive climate for women of color at all academic ranks. The graduate student track focused on obstacles that female faculty of color face on the road to tenure, strategies to address institutionalized bias and ways to create a more equitable and inclusive campus environment.

The conference featured keynote speakers: Dr. Nell Painter, historian and professor emeritus at Princeton University; Dr. Waded Cruzado, President of Montana State University; and Professor Kimberlé Crenshaw. The conference also held two book signings for Carmen Gonzalez’s co-edited volume, *Presumed Incompetent* and Dr. Nell Painter’s, *The History of White People*.



COLLEGES & UNITS



ONE MANY
CAMPUS VOICES
INCLUSIVE ILLINOIS

College of Agricultural, Consumer, and Environmental Sciences

Research Apprentice Program

This year marks the 25th anniversary of the creation of the Research Apprentice Program (RAP), now one of the premiere STEM programs in the nation with a proven track record of ensuring the collegiate and career success of talented high school students. RAP encourages students from underrepresented backgrounds to enter careers in the food and agricultural sciences. The recent addition of “weekend RAP” (wRAP) provides a short-term STEM-focused learning experience for 50 additional high school students every year.

Second Annual LGBT Research Symposium

The Department of Human and Community Development co-sponsored the Second Annual LGBT Research Symposium, “Methodological Challenges and Opportunities of LGBT Research in the Social Sciences,” on May 21-22. This year’s program built upon the success of Illinois’ first LGBT Research Symposium that provided researchers with an opportunity to present their own challenges, opportunities, and lessons learned while conducting social science research with LGBT populations.

University of Illinois Extension

University of Illinois Extension offers educational programs to residents of all of Illinois’ 102 counties. Extension educators and program staff provide basic nutrition, food safety, and food budgeting education to limited-resource audiences. **Supplemental Nutrition Assistance Program education staff partner with over 1200 organizations in 89 counties** to deliver the largest nutrition education effort for low-income families in Illinois, reaching over 569,000 residents in 2013. A second program, the **Expanded Food and Nutrition Education Program reached 3,300 new families in 2013**, for a total of 19,279 family members. Program staff are members of the communities they support; trained to address critical issues facing families, youth and communities; and dedicated to reaching diverse, low-income populations. Program participants report better eating habits, smarter shopping and budgeting, and improved food



safety practices. **During the 2013-14 academic year, Extension’s Spanish language web pages averaged over 500,000 page views per month.** The most popular content included family life, nutrition, and health programming and Sólo Para Niños (“Just for Kids”) education modules, which focus on science and natural resource topics.



COLLEGE OF APPLIED HEALTH SCIENCES

Deaf Community INSPIREd by Sweden Students in the Department of Speech and Hearing Science (SHS) and approximately two dozen members of the Urbana-Champaign deaf community ventured into bilingualism when they studied Swedish Sign Language with Mr. Mats Jonsson of the Stockholm University Department of Linguistics. He came to the University of Illinois as part of the Illinois-Sweden Program for Educational and Research Exchange (INSPIRE). While Mr. Jonsson taught Swedish Sign Language here, Donald Haring, instructor of American Sign Language in SHS, joined the Stockholm University faculty to teach an introductory course in American Sign Language.

College of Business

LEAD Program

The summer of 2013 marked the **ninth year of the Leadership Education and Development (LEAD) Program** at the College of Business. The three-week business institute allows high-achieving minority students from around the country to explore their interest in the business world. During their time on campus, the 28 rising high school seniors learn from top business faculty, travel to Chicago to meet with corporate executives from sponsor companies, and work together in small teams on a case competition. This year, four of the participants will enter the University of Illinois at Urbana-Champaign as part of the Class of 2018.



Business Diversity Exchange

The seventh annual Business Diversity Exchange took place in January. With sponsorship from companies like Caterpillar, Deloitte, Ernst & Young, Navigant, Shell, PWC, and KPMG along with business organizations

including the Association of Latino Professionals in Finance & Accounting, Minority Business Students Association, National Association of Black Accountants, National Black MBA Association, and Business Council, the Business Diversity Exchange has become a

mainstay in the College of Business. Through a number of workshops led by each of the sponsor companies, the conference focused on exploring a more expanded definition of diversity in the workplace that includes more than ethnic diversity. The keynote address by Dr. Samuel Betances capped off the day for the more than 200 attendees.

Future Women in Business Leadership Conference

On November 23, 2014, young women from Chicago area high schools met with current students and alumni at the Illini Center in Chicago for the College of Business'

fourth annual Future Women in Business Leadership Conference. The program allowed the high school students to connect with graduates and current students from each of the majors within the College of Business to learn more about their career opportunities with a business degree. Karyn Watkins, an alumna of the College of Business and founder of The Red Pump Project, an HIV/AIDS awareness non-profit organization, served as the keynote speaker for the event. Her message to the young women emphasized finding their passion and creating their own unique path to ensure they are always working in an area that they are interested in and motivates them.

The Enrichment Academy

Targeting a wide variety of student subpopulations in the College of Business, specifically first-generation, minority, transfer, and international students, the Enrichment Academy focuses its efforts on connecting students with the necessary resources to be successful academically, professionally, and in extracurricular activities. The program hosted 18 incoming freshmen for the Early Arrival Program, which connected students with important resources within the college and around the university.

Samuel A. Kirk Symposium: Honoring 50 YEARS of Contributions to the Field of Special Education

The Department of Special Education hosted the Samuel A. Kirk Symposium in May 2014 to honor to legacy of **Sam Kirk who is considered the father of the field of Special Education** and whose work at Illinois from 1947 to 1968 led to the implementation of federal laws guaranteeing public education for people with disabilities and for preparing teachers in special education. The symposium brought several pioneers in Special Education to campus to discuss the growth and development of the field and Illinois' legacy in the history of this important work.



Galapagos School Visit

The College of Education hosted a group of students from the Galapagos Charter School in Chicago to introduce them to the University of Illinois and discuss the importance of attending college. Galapagos serves a neighborhood where only 25% of adults have a high school diploma and where current high school graduates are underrepresented at colleges across the country. The college visit introduces young students to the culture of college and helps them see themselves as future scholars.



College of Education

Undergraduate students participate in the Greater China Initiative



College of Education undergraduate students participated in a two and a half week intensive study abroad experience in China, observing and teaching in schools in Shanghai, Nanjing, and Beijing. The students visited with students from pre-school aged through middle and high school and also met Chinese college students training to become teachers. Students who participated will bring a global perspective to their future teaching careers.

COLLEGE OF ENGINEERING EXPLORE ENGINEERING



On September 14, 2013, the College of Engineering held their Explore Engineering event. This day-long event provided prospective engineering students with an opportunity to talk to professors about the work that they do, to find out what engineering is like for current



students, and to discuss different engineering majors and careers. There was also a mini registered student organization fair that included organizations such as the **National Society of Black Engineers (NSBE)** and the **Society of Hispanic Professional Engineers (SHPE)**.



College of Fine and Applied Arts

The Illinois Theatre

9 Parts of Desire, formerly a one-woman show reconceived by Illinois Theatre in collaboration with the author. *9 Parts* focused on the damage—direct and collateral—that accrues to Iraqi and Iraqi-American women who live with the crushing burden of war and its impact on culture. In the re-conception of the play, six female actors worked across a wide range of personal identities. Author Heather Raffo, who also directed, engaged with the local Iraqi, Arab, and Arab-American communities—on campus and off—to provide context for her very personal vision of war and its resonance through multiple perspectives.

In producing Bruce Norris's Pulitzer Prize-winning play, **Clybourne Park**, Illinois Theater engaged with an imaginative twist on themes in Lorraine Hansberry's *A Raisin in the Sun*. What happens when urban communities “gentrify”? How might projects of “urban reclamation” work to undermine hard-

won gains by inner-city communities? Are cultural histories erased when so-called “white flight” is inverted? This production, directed by Professor Lisa Gaye Dixon, encouraged audiences to ask challenging questions about the nature of community progress from a perspective that is often overlooked.

Theresa Rebeck's 2012 play, **O Beautiful**, tackled thorny issues related to religious belief, abortion, gun control, original intentions of the Founders, issues of race in a “typical American” community, teen suicide, and bullying. This sprawling play, directed by guest Gina Rattan, riveted audiences and helped to engage conversations about these significant issues that young people, parents, and educators face every day.

Recently Illinois Theatre produced work by Definition Theatre Company, a diverse company comprised of Illinois alumni who are focused on considerations of identity in their work. In Tarell Alvin McCraney's *The Brothers Size*, the company touched a nerve in the community with the expressive, poetic

language for which the playwright is well known. Despite misgivings about the language used, the thematic underpinnings of the work—which asked us to consider the impact of the prison-industrial complex on young African-American men—ultimately drove the conversations in positive directions and led to new pathways established with the local community.

All of Illinois Theatre's productions, which have included two Shakespeare productions —**The Tempest** and **Much Ado About Nothing**—operate under a color-blind casting policy intended to give students opportunities to express themselves and explore a wider range of emotional content than might otherwise be possible. Illinois Theatre is able to present classic plays with racially, culturally, and gender-diverse ensembles. Celebrating diversity and the various points of view in our world is the very “stuff” of making theatre. Four of our six productions were directed by women, which may well be a record for this (or any) mainstream institution.



On January 23, 2014, Krannert Art Museum Opened Two Exhibitions Whose Goals Were to Bring Feminism and Arts Activism to the Forefront of Campus Discussion.

Not Ready to Make Nice: Guerrilla Girls in the Artworld and Beyond

Not Ready to Make Nice: Guerrilla Girls in the Artworld and Beyond sought to illuminate and contextualize the important historical and ongoing work of these highly original, provocative, and influential artists who champion feminism and social change. Focusing primarily on recent work, the exhibition featured rarely shown international projects that traced the collective artistic and activist influence around the globe. In addition, a selection of iconic work from the 1980s and '90s illustrated the formative development of the group's philosophy and conceptual approach to arts activism.



Frida Kahlo Engages and Educates at Krannert Art Museum

On February 27, nearly 500 University of Illinois students, faculty, and Champaign-Urbana residents gathered at Krannert Art Museum to experience a multi-media retrospective of the activist work of the Guerilla Girls entitled “Not Ready to Make Nice: 28 Years of the Guerrilla Girls” presented by Frida Kahlo, one of the group's founding members. Earlier in the day, Kahlo engaged with approximately 150 faculty and students in the East Gallery as she and Not Ready to Make Nice curator, Neysa Page-Lieberman, told stories and answered questions about specific works on display. There was a high level of student engagement at both events and throughout the exhibition.

COLLEGE OF LAW



Alumnus honored and endowed scholarship announced at 14th Annual LLSA Banquet

The Latina/o Law Students Association (LLSA) held its 14th Annual Alumni Banquet at the Champaign Country Club on April 5, 2014. The evening highlighted the many successes of the past year for the College of Law's LLSA student

organization. The evening's keynote address was delivered by Steve Flores ('07) of the Chicago law firm Winston & Strawn. A significant highlight of the LLSA banquet was the formal announcement of the LLSA Scholarship Fund endowed by Dean Bruce Smith and alumnus Federico Rodriguez ('98). Just over ten years ago, a group of visionary alumni established the fund, with the goal of raising \$100,000 for an endowed scholarship to both support and attract talented Latino and Latina students to the College. Under the leadership of the LLSA Scholarship Committee, that goal was recently met, and the first LLSA endowed scholarship will be awarded this fall.



INCLUSIVE ILLINOIS DAY

gives colleges and units the opportunity to demonstrate, celebrate, and educate about their efforts to promote diversity and inclusion within the student, staff, and faculty populations at Illinois.



COLLEGE OF LIBERAL ARTS & SCIENCES

100 Years of the College of Liberal Arts and Sciences: Gallery of Excellence

The diversity of LAS has been an important part of our past and is critical to our future. In 2013-14, in honor of its 100th anniversary as a college, the LAS Gallery of Excellence was established in an attempt to highlight a few of the most prominent names to emerge from the College in its first century. These distinguished alumni, faculty, and staff are included.



David Blackwell, who earned his PhD in Mathematics in the 1920s and became the first African American scholar inducted into the National Academy of Sciences



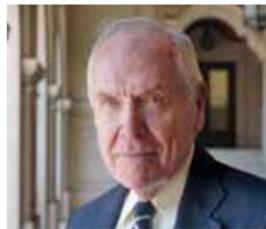
Maudelle Tanner Brown Bousfield, the first African American woman to graduate from Illinois in 1906, with degrees in Astronomy and Mathematics



St. Elmo Brady, the first African American scholar in the nation to earn a PhD in Chemistry, in 1916



Robert Copeland, the first African American college dean at Illinois



Rolando Hinojosa-Smith, scholar of Latino studies who earned a PhD in Spanish from LAS and was the first Chicano author to be awarded the prestigious Premio Casa de las Americas award



Freeman Hrabowski, graduate of both LAS and Education who is now president of the University of Maryland-Baltimore County and a leading figure in math and science education



Luis Leal, professor of Spanish from 1959 to 1976 and one of the founders of the field of Chicano literary studies;



Carol Lee, who earned her degree in the teaching of English in 1966 and is now an educator and co-founder of innovative schools in Chicago

Society for the Advancement of Chicanos/ Hispanics and Native Americans in Science

The Illinois chapter of the national Society Devoted to Advancing Hispanics/Chicanos, and Native Americans in Science (SACNAS) has a mission to foster the success of Chicano/Hispanic and Native American scientists in attaining advanced degrees and careers with positions of leadership in science. The Illinois chapter hosted and co-hosted numerous events on campus this past year as well as helped support seven graduate students to attend the national conference held in San Antonio

October 2013.

The SACNAS UIUC Chapter also regularly performs science demonstrations for area grade schoolers to encourage children to become excited about science and interested in pursuing careers in science. SACNAS conducted scientific demonstrations for high school students at the 2014 Latino Youth Conference and grade school children at the 2014 Leal Science Night and 2014 Leal Family Fun Night. SACNAS has also organized

their own outreach activities for local grade schools. Every month, SACNAS members performed scientific hands-on activities with 5th grade students from the bilingual program at Leal Elementary School. Another monthly activity started Spring 2014 was **Cena y Ciencias**, where a group of interactive science activities delivered in Spanish to elementary school students in the dual language program, which combines native Spanish speaking students with native English speaking students.

COLLEGE of MEDIA

UNIVERSITY OF ILLINOIS BROADCAST JOURNALISM STUDENTS WON A 2014 CRYSTAL PILLAR AWARD FROM THE NATIONAL ACADEMY OF TELEVISION ARTS AND SCIENCES (NATAS) MID-AMERICA REGION for the best college student TV newscast. The students won for the November 19, 2013 edition of UI-7 News, which among other things, extensively covered the Gifford, Illinois tornado. NATAS is the same organization that presents the prestigious Emmy Awards to professional broadcasters and video producers.

The Crystal Pillar is NATAS' highest award for high school and college student television productions. This is the first NATAS award for a student TV newscast at the U of I and the second straight year U of I broadcast



students have won a Crystal Pillar Award. In 2013, journalism students were honored for their documentary "Illinois Travels to Turkey." This year's Crystal Pillar winners are all broadcast journalism students in the Class of 2014. The students were taught by Department of Journalism lecturers Ken Erdey and John Paul. The Crystal Pillar award for UI-7 News will be presented at the Mid-America Gala held September 27, 2014 in Kansas City.

COLLEGE OF MEDICINE

The College of Medicine at Urbana recognizes the importance of training the next generations of doctors to be sensitive to the impact of culture on patient health and wellness. Understanding how patients' backgrounds influence the state of health and disease grows ever more vital as the U.S. population diversifies. The college continues to recruit, retain, and graduate students who represent the diversity of our society, thus bringing a racial, ethnic, socio-economic and intellectual richness to the training ground of all medical students. In addition, the College coordinates a series of activities titled **Practicing Medicine in a Diverse Society** to help students understand how race, socio-economic and other societal determinants bring about disparities in health and the provision of health care.

Activities from the past year include:

- Core lecture on Culture
- Rural Health Disparities
- Violence and Victimization
- Affordable Care Act
- Interpersonal Violence
- Know Thyself—Identity as a Key Determinant of Effective Patient Care
- Celebration of Diversity in Medicine
- Doctor Patient Communication
- LGBT Health Disparities
- Demographic Changes and Health Disparities

College of Veterinary Medicine

As part of Inclusive Illinois week, the College of Veterinary Medicine sponsored a class competition to determine which veterinary class could demonstrate their interest and dedication to promoting diversity awareness. Across campus, units were encouraged to host bulletin boards on which students and employees could post their diverse expressions. The College of Veterinary Medicine took it a step further and had the posted notes, varying in color based on the class of students, placed on **Dr. Moolittle**, a re-painted and re-purposed life-sized plastic cow remaining from the 1999 Cows on Parade art exhibit in Chicago. Dr. Moolittle normally serves as a model in the College's Clinical Skills Learning Center on which veterinary students normally learn basic restraint procedures such as placing a halter around her head and neck. For Inclusive Illinois week, **she served as the canvas on which students created a mosaic of posted notes expressing how they strive to be more inclusive.**



DIVISION OF GENERAL STUDIES

IN FALL 2013, THE DIVISION OF GENERAL STUDIES (DGS) ESTABLISHED A DIVERSITY AND INCLUSION COMMITTEE charged with increasing awareness, building relationships, and ensuring that DGS is creating an inclusive environment. The committee's work has included investigating cultural competency assessments to be administered to the staff, examining ways to enhance the General Studies course curriculum to address diversity issues most effectively, and developing an Inclusive DGS Lunch and Learn series to facilitate professional growth and discussion around diversity topics.

IN MARCH 2014, A DGS JAMES SCHOLARS STUDY ABROAD GROUP TRAVELED TO LEUVEN, BELGIUM AND VIENNA, AUSTRIA to learn about exploring majors and



careers in a global context. Through lectures, site visits, guided tours and cultural immersion, nineteen DGS freshman explored the rich history and world-class offerings of our partner universities in these locations. There were also ample opportunities for cross-cultural exploration and growth within the group as the seven international students and twelve U.S. students on the trip learned from each other and formed deep friendships borne out of their shared experiences.



IN MAY 2014, DGS HOSTED ITS FIRST-EVER COSTA RICA STUDY ABROAD EXPERIENCE

open to all students in DGS, also emphasizing exploration in a global society. Fourteen students from a rich diversity of backgrounds participated in a ten-day cultural immersion experience partnering with the Instituto San Joaquin de Flores to learn about Costa Rica's people, landscape, biodiversity, politics, and day-to-day lives. Students increased their own multicultural competency and awareness of the impact of privilege in their daily lives.

Graduate School of Library and Information Science

In collaboration with the American Library Association's Office for Diversity, Graduate School of Library and Information Science Assistant Professor, Nicole Cooke, co-planned a retreat for Spectrum Doctoral Fellows in April 2014. **The Spectrum Doctoral Fellowship Program seeks to reinforce and expand efforts to recruit racially and ethnically diverse individuals to the Library and Information Science professorate.** Among other offerings, the retreat included discussions about managing the transition from practitioner to researcher and beyond as well as a presentation on frameworks of marginalization.

In April 2014, **GSLIS and the University Library Teaching Alliance, with support from the Provost's Initiative on Teaching Advancement (PITA), sponsored a lecture titled, "Cultural Competency in the Classroom: Transforming Library and Information**



Science Education," by Clara M. Chu, chair and professor of the Department of Library and Information Studies at the University of North Carolina at Greensboro. She emphasized the importance of acquiring cultural competency, which enables both educators and students to thrive in culturally diverse classrooms, whether face-to-face or online.



SCHOOL of SOCIAL WORK

The School of Social Work's **Annual Diversity Celebration** was held on **April 29, 2014**. The event was attended by over 50 students, faculty, and staff. The School of Social Work Diversity Committee has worked to ensure that the School of Social Work reflects a learning environment that truly values, respects, and celebrates diversity.

UNIVERSITY LIBRARY

In March 2013, the Library presented an exhibit titled **"Celebrating Success: 20 Years of the LGBT Resource Center."** The exhibit highlighted the history of LGBT activism on this campus as well as the establishment of the LGBT Resource Center in 1993. The exhibit was a **collaborative project of the Social Sciences, Health, and Education Library, the Student Life and Culture Archives, and the LGBT Resource Center.**

The University Library sponsored the Library Access Midwest Program (LAMP) Summer Institute in summer 2013. LAMP is a regional network of academic libraries and information science schools, which seeks to encourage the participation of students from historically underrepresented populations in library and information science careers. Associates from the Mortenson Center for International Library Programs took part in the institute and interacted with the LAMP scholars.

The Library's International and Area Studies Library presented **"Past, Present, Future: Indian Cinema at 100,"** a fall semester program that included screenings of key films, public forums on Indian film and popular culture, and an appearance by filmmaker and activist Onir. In April 2014, **"An Evening of Carnatic Music"** brought veena player, **Saraswathi Ranganathan**, mridangam player, **Patri Satish Kumar**, and **Ganapathi Ranganathan on the kanjira** together to provide another aspect of Indian culture.

BECKMAN INSTITUTE

The **Nadine Barrie Smith Memorial Fellowship** honors alumna Nadine Barrie Smith (1962-2010; Ph.D. Biophysics '96). The fellowship, which provides funding to female engineering graduate students who are conducting research in the general field of medical imaging (e.g., ultrasound, optical, magnetic resonance) at the Beckman Institute, is made possible by the generous support of her family. The 2013

Fellow was **Giang-Chau Ngo (bioengineering)**, who worked with Brad Sutton in advancing magnetic resonance imaging techniques. **The 2014 Nadine Barrie Smith Memorial Fellows are Genevieve LaBelle (electrical and computer engineering) and Qian Yin (materials science and engineering).** LaBelle plans to work with Brad Sutton in the Magnetic Resonance Functional Imaging Lab. LaBelle's

research interests are in making MRIs better and faster by integrating computing, magnetic resonance, and neuroscience. Yin is working with Jianjun Cheng's group to utilize nanotechnology to tackle the challenges of cancer diagnosis. Through collaborations with Wawrzyniec Dobrucki at Beckman, she has developed polymeric nanoparticle-based contrast agents for in vivo x-ray computed tomography.



INTERCOLLEGIATE ATHLETICS

DIVISION OF

Identify Illinois partnered with Inclusive Illinois on September 25, 2013 to bring Inclusive Illinois to the Irwin Academic Services building. Student-athletes expressed how and why they felt inclusive of other cultures on post-it notes which were posted prominently for individuals visiting the Irwin Academic Services building to read and reflect upon. Additionally, over 60 student-athletes and DIA administrators took the time to “Make the Commitment” to being inclusive of all individuals.

Identify Illinois also hosted an **Inclusive Illinois Game day tailgate, in conjunction with Inclusive Illinois Week**

campus-wide (April 7-11, 2014). The tailgate took place one hour prior to the April 11, 2014, Michigan vs. Illinois baseball game at 6 p.m. at Illinois Field. Identify Illinois distributed “Baseball 101: Learning the fundamentals of baseball” reference sheets for students who may have never attended a baseball game. Inclusive Illinois was prominent throughout the game, including having Associate Chancellor and Associate Provost for Diversity, Dr. Menah Pratt-Clarke, throw out the first pitch as well as in-game promotions of Inclusive Illinois. Students attending the event received player autographs on their posters and baseball cards after the game.



Genome Day



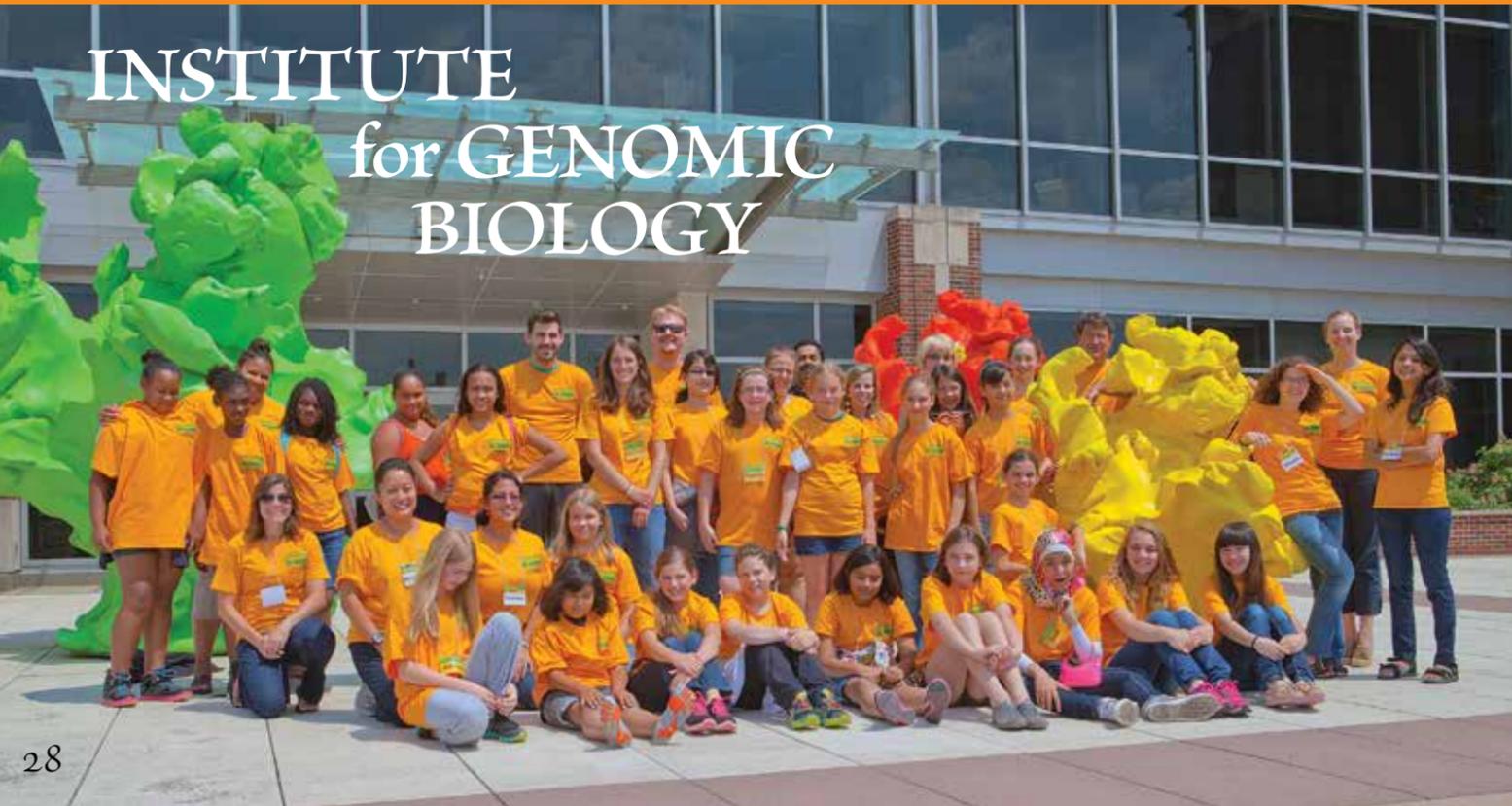
For the second year running, the Institute for Genomic Biology (IGB) invited the community to learn about DNA, genes, genomes, and evolution in an approachable environment appropriate for all ages. Primarily intended for children in grades k-4, all members of the community enjoyed exhibits and activities designed to present concepts on the environment, energy use and production, health, and fundamental research at the IGB.

This year's Genome Day was presented in Spanish as well as English, with each activity being staffed by volunteers presenting in both languages thanks to the assistance of members of the **UIUC chapter of the Society Devoted to Advancing Hispanics/Chicanos & Native Americans in Science (SACNAS).**

Nearly 500 attendees participated in activities such as investigating planarian flatworms, learning how organisms relate to each other on the Tree of Life, extracting strawberry DNA to make necklaces, and dancing with plants on the big screen.



INSTITUTE for GENOMIC BIOLOGY



OFFICE of PUBLIC ENGAGEMENT

The Office of Public Engagement supports faculty, staff, and student research and teaching initiatives that positively impact our community through diverse programs and services. Through the Public Engagement Grant program, funding is provided for community-related projects, scholarly work, creative endeavors, course development, and other activities within the broad framework of public engagement. A number of 2014 grant supported programs focused on diversity and inclusion.

Faculty Women of Color in the Academy: a conference that establishes partnerships and promotes research supporting women of color in the academy.

Latina/o Youth Conference: a one-day campus event that exposes local Latina/o students to information about successfully preparing for higher education.

Lunar New-Year Celebration 2014: a cultural diversity program that teaches University of Illinois students leadership and civic engagement while educating others about diversity and inclusiveness.

LIFT College Access Mentoring Program: a program that pairs University of Illinois student mentors with underrepresented high school student mentees in the local community to expose mentees to the university.



A First Taste of Illinois: Provides scholarships to middle and high school students who have little to no access to the arts to attend the Illinois Summer Youth Music program.

Asian American and Pacific Islander Heritage Month AsiaFest Celebration: This event celebrates and demonstrates the diversity and commonality that unites AAPIs in Champaign-Urbana and in East Central Illinois.

OFFICE OF STUDENT FINANCIAL AID

ILLINOIS PROMISE

The Illinois Promise program began in the fall of 2005 to ensure the affordability of higher education for Illinois residents from the lowest income levels. Illinois Promise assures eligible recipients sufficient grant and scholarship funds in combination with a minimal employment expectation to cover their estimated cost of tuition and fees, room and board, and books and supplies. In addition to the financial component, students are able to participate in a mentoring program, receive academic support and tutoring, and pursue various enrichment and community-

building opportunities throughout the year from the Office of Illinois Promise Student Services. During the 2013-14 year, there were 864 Illinois Promise scholars on campus.

STUDENT VETERANS

The University of Illinois at Urbana-Champaign, with 296 student veterans on campus during the 2013-14 academic year, continues to be recognized as a Military Friendly School – a designation given to the top 20% of schools nationwide that deliver the best experience for military students. The Office of Student Financial Aid supports these students

by certifying their veterans benefits and processing their financial aid. Veteran Student Support Services, a unit within the Office of the Dean of Students, assists veterans with their transition to college, mentoring, academic support, and connecting with campus and community resources. They also provide a Student Veteran Lounge, located on the food court level of the Illini Union, which provides a central location for our student veterans to study and socialize with other veterans.

OFFICE of UNDERGRADUATE ADMISSIONS

Experience Illinois!



Experience Illinois

Undergraduate Admissions partnered with Lindblom Math and Science Academy, Prosser Career Academy, Jones College Prep, and South Shore International College Preparatory High School to bring approximately 200 students to campus for Experience Illinois in the spring of 2014. Piloted in 2012, the program aims to build a long-term relationship with high-achieving ninth- and tenth-grade students who are low income or underrepresented, creating a pipeline to Illinois. Emphasizing the importance of academic preparedness, Experience Illinois allows students to participate in a mock admissions exercise, attend mock college classes in different areas of study, and explore career options with the Career Center.



Multicultural Academic Achievement Receptions

In August 2013, high school seniors were invited to Multicultural Academic Achievement Receptions to be recognized for their academic achievements. In attendance with alumni and current Illinois students, these students learned about the college search process and were encouraged to apply to Illinois.

Peer Recruitment Program

The Peer Recruitment Program encourages University of Illinois students to join Undergraduate Admissions staff as peer recruiters in an effort to increase enrollment of underrepresented students. Peer Recruiters visit high schools with Undergraduate Admissions staff and volunteer for campus visit programs, such as Orange and Blue Days, so they can answer questions and provide insight based on their personal experiences at Illinois. DuSable Leadership Academy, North Lawndale College Prep, and Phoenix Military Academy are among the high schools visited by the Peer Recruitment Program in the fall of 2013.

OFFICE of the VICE CHANCELLOR FOR STUDENT AFFAIRS

THE FEARLESS PROJECT

In April 2014, Campus Recreation sponsored **The Fearless Project by Jeff Sheng**. Jeff Sheng and the Fearless exhibit documents high school and collegiate athletes who openly self-identify as lesbian, gay, bisexual, or transgender and are out to their predominantly straight teammates and coaches. It features photos of the athletes with accompanying text written by the athletes. Exhibitions include over 50 high schools and colleges. The Fearless Project has also been on exhibit at the ESPN headquarters in 2008, the 2009 International LGBT Human Rights Conference in Copenhagen, Denmark, Nike World Headquarters in 2010, and the 2010 Winter Olympics in Vancouver.

GET INSPIRED NETWORKING EVENT

The Get Inspired Student & Alumni Networking Night was a collaboration between The Career Center, the Bruce D. Nesbitt African American Cultural Center, and the Black Alumni Network. This program occurred during the Black Student Reunion Weekend and provided students a unique opportunity to network with alumni. Prior to this event, we offered workshops on Professional Etiquette and the Art of Networking to students in AFRO 199, 100 STRONG: Academics, Leadership & Community. Over 75 students and 16 alumni participated in this event.

EMPLOYER PANEL FOR STUDENTS WITH DISABILITIES

In collaboration with the Disability Resources and Educational Services (DRES) office, **an employer panel for students with disabilities was held in February 2013**. Representatives from Panera Bread, Northrop Grumman, Walgreens, and Sandia Labs discussed accommodations procedures for their company, their experiences accommodating employees, and other beneficial information regarding on-boarding and transition to the world of work.



RESUME BONANZA

The **Resume Bonanza** was offered from March 2013 in the LGBT Resource Center, the Native American House, the Women's Resources Center, La Casa Cultural Latina, the Asian American Cultural Center, and Bruce D. Nesbitt African American Cultural Center. This program was designed to help students in the cultural centers prepare for the All Campus Career Fair. Trained career services paraprofessionals provided individual resume reviews in a different cultural center every day of the week and disseminated information about the career fair.

YOUR IDENTITY AT WORK

Your Identity at Work is a collaboration with University Housing, Office of Inclusion and Intercultural Relations, and Disability Resources and Educational Services (DRES). This is an educational program that invites students to share their personal experiences and insights into their own social identities, and learn how those could impact their choice of professional environments.

BLACK HEALTH WEEK

During the week of February 3, 2014, McKinley Health Center's Special Populations collaborated with the Bruce D. Nesbitt African American Center to host Black Health Week. Events featured speakers and instructors from the Counseling Center, Urban Health Program, McKinley Health Center, and Campus Recreation. **Health and wellness was the focus with topics on nutrition, fitness, mental health, sexual health, and men's health. At the health and wellness resource fair, students learned more about the health disparities prevalent among African Americans.** HIV testing was offered as well as information on other services around campus that contribute to participants' overall well-being.

FIVE DAYS FOR CHANGE

Five Days for Change is an intensive week-long training program designed to provide university staff members with the opportunity to acquire and strengthen cultural competencies, awareness, and skills. This training is intended to increase the visibility, skill, and effectiveness of allies in the cause of social justice and campus civility.

BLACK AND LATINO MALE SUMMIT

The Bruce D. Nesbitt African American Cultural Center and La Casa Cultural Latina sponsored the 4th **Annual Black and Latino Male Summit** on February 22, 2014. The event was attended by over 125 students, community members and administrators from the surrounding community, universities, and even the Chicago Public School system. The theme for this year's Black and Latino Male Summit was "Out of Many, One." The goal was to highlight and empower Black and Latino males by allowing them to engage in dialogue about society's stereotypes and perceptions of them while brainstorming strategies to combat them. Participants were able to select from 15 workshop sessions that focused on: higher education, workplace professionalism, issues in urban environments, and navigating social norms and stigmas.

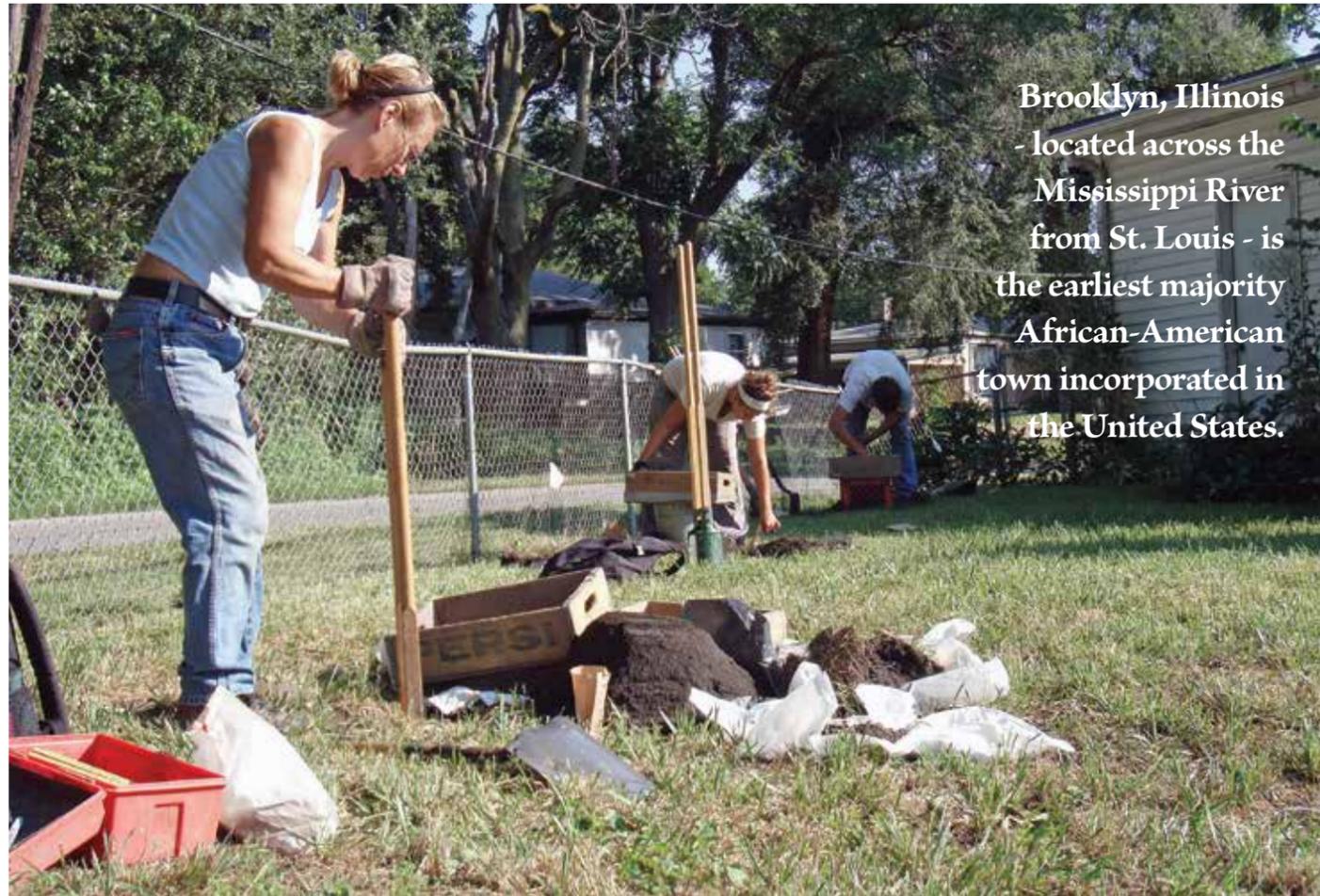


The Office of Minority Student Affairs (OMSA) is an academic and retention support services unit in the Division of Student Affairs. We collaborate with academic units and Student Affairs staff to foster a climate of success for the students we serve, irrespective of race or ethnicity. OMSA serves students beginning at the 6th grade through preparation for a doctoral degree. In 2013-2014, OMSA received more than \$1 million in federal funding to serve first-generation and low income families and students underrepresented in graduate education. Signature annual events include the **Annual Mom's Day Scholastic Awards Ceremony**, which honored 279 underrepresented, Educational Opportunities Program (EOP), President's Award Program (PAP) and TRiO students. With 686 total attendees, this year's program was one of the largest in its history for the second consecutive year.

THE MINGLES

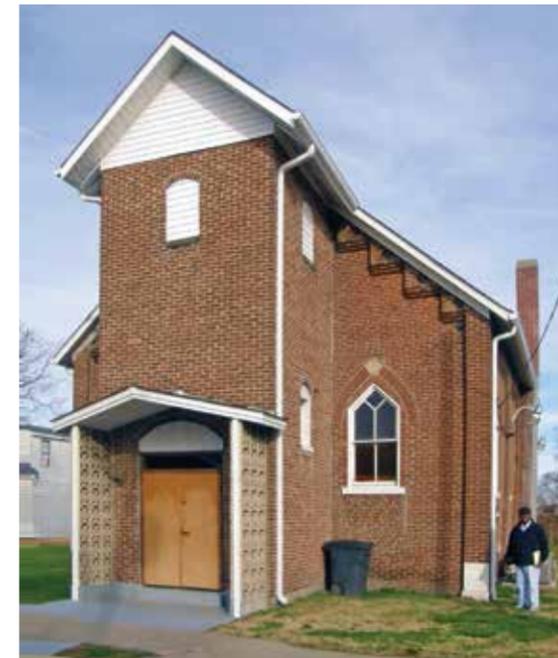
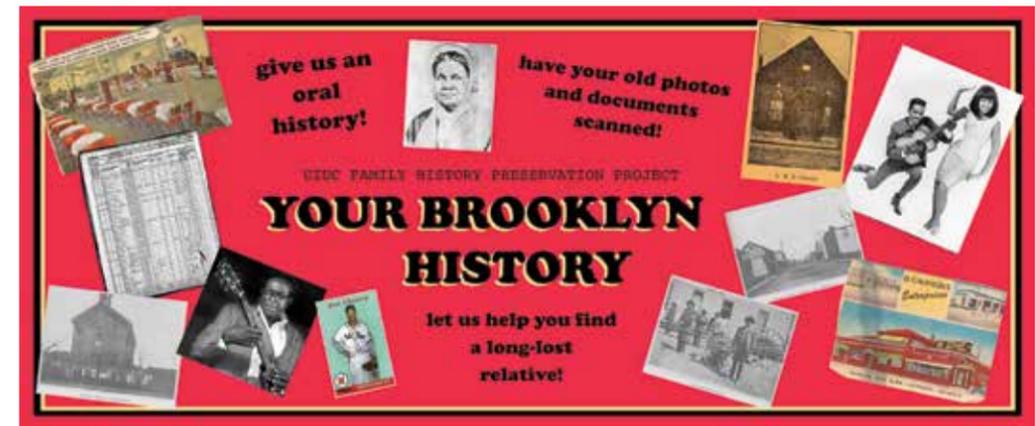
University Housing's Residential Life is committed to creating inclusive communities. The Residential Life team continues to develop ways to engage cultural awareness. The Mingles is a new initiative intended to provide a safe space for students to share their multicultural experiences and learn from others. The Mingles events are open to everyone and includes dialogues, film screenings, and spoken word events centered on creating space for cross-cultural interaction. This year, the focus was on conversations around race.

Prairie Research Institute ILLINOIS STATE ARCHAEOLOGICAL SURVEY



Brooklyn, Illinois
- located across the
Mississippi River
from St. Louis - is
the earliest majority
African-American
town incorporated in
the United States.

According to oral traditions, Brooklyn was first established as a refuge community known as Freedom Village in 1829 by former slave Priscilla Baltimore and eleven other families.



For over six years, the Illinois State Archaeological Survey (ISAS), one of the state scientific surveys in the Prairie Research Institute, has worked with local residents to preserve and interpret the town's past as a medium to build community pride and confidence as it moves into the 21st century.

Through the joint efforts of ISAS and the community, this cooperative effort has enhanced the understanding of Brooklyn's rich history. Archaeological testing of several early house lots by ISAS volunteers were conducted in hopes of identifying structures and artifacts dating to the

early years of the community. ISAS staffers Miranda Yancey-Bailey, Joseph Galloy, and Mera Hertel have been very involved in assisting the Historical Society of Brooklyn, Illinois (HSOBI) in historic research and the photo-documentation and preservation of fragile historical documents obtained by the society. Using this documentation **Yancey-Bailey and Galloy prepared a successful nomination to the U.S. National Park Service to include the Brooklyn's Quinn Chapel A.M.E. Church on the National Underground Railroad Network to Freedom list.** This important

designation highlighted the significant role Brooklynites played in the Underground Railroad of southwestern Illinois.

During the 2013 Brooklyn Juneteenth Celebration, ISAS volunteers assisted HSOBI with the digitization of historical documents brought by local residents and conducted interviews to record oral histories of Brooklyn's older residents. **The efforts to reveal and preserve Brooklyn's history by the historical society and ISAS volunteers are part of an inspiring 30 minute video, "Founded by Chance, Sustained by Courage".**



2014-15 EVENTS

September 22-26, 2014
I-Unite/Inclusive Illinois Week

September 24, 2014
Inclusive Illinois Day

September 27, 2014
La Casa Cultural Latina's
40th Anniversary Celebration

November 12, 2014
29th Celebration of Diversity

January 16-24, 2015
Dr. Martin Luther King, Jr. Commemoration

April 10-11, 2015
Faculty Women of Color in the Academy
(FWCA) Conference

ONE
CAMPUS
MANY
VOICES



ONE
CAMPUS

MANY
VOICES