Inclusive Illinois

2015 IMPACT REPORT

one campus, many voices

Diversity Strengthens Excellence & Innovation

People from diverse backgrounds working together identify more creative solutions to problems than people working in more homogenous groups. Increased diversity encourages everyone on campus to think in more creative and innovative ways.

Table of Contents

2 Diversity Values Statement

3 Welcome

4 Office of Diversity, Equity, and Access

Colleges and Units

9 Division of Public Safety

9 Office of Public Engagement

10 College of Agricultural, Consumer, and Environmental Sciences

10 University of Illinois Extension

11 College of Applied Health Sciences

11 College of Business

12 College of Education

13 College of Engineering

14 College of Fine and Applied Arts

14 Krannert Art Museum

15 Division of General Studies

16 Graduate College

16 School of Labor and Employment Relations

17 College of Law

17 College of Liberal Arts and Sciences

18 Graduate School of Library and Information Science

18 College of Media

18 College of Medicine

19 School of Social Work

19 College of Veterinary Medicine

20 University Library

20 Division of Intercollegiate Athletics (DIA)

21 Office of International Programs

21 Office of the Vice Chancellor for Institutional Advancement

22 Office of the Vice Chancellor for Research

22 Office of The Vice Chancellor for Student Affairs

Chancellor Introduction

The University of Illinois at Urbana-Champaign is a pre-eminent public university, one of the nation's original land-grant schools and an institution with global reach. We are home to faculty, students and staff from every state in the nation and from more than 100 countries. Together, we are a community with a broad diversity of identities, practices and thoughts.

Creating a community of diverse voices, perspectives, experiences, and identities is essential to our excellence. It is, indeed, the only sustainable road to excellence.

We, as an institution and as a community, have a responsibility to model diversity in practice and we also have a responsibility to lead the intellectual and philosophical discussions that open new avenues of understanding and create a more inclusive world.

We are committed to being the place where these conversations begin and where robust debate can really take root. And this dialogue is important because the knowledge and understanding that come out of it doesn't simply end up published in scholarly journals or academic papers. This enhanced understanding then becomes the building blocks that help transform how we all live and work in a 21st century, global community.

To deliver on this ambitious promise, we must be committed to fostering a diverse campus – not measured only by numbers – but by actions. It isn't enough to have many different voices and different perspectives. Our goal is to be a campus where all of those voices are encouraged to speak and where all of those ideas are valued.

That is our definition of truly Inclusive Illinois.

Barbara J. Wilson

Acting Chancellor

Welcome Message

Welcome to the 2015 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!

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.

Menah Pratt-Clarke, JD, PhD

Associate Chancellor
Associate Provost for Diversity

Office of
Diversity, Equity, and Access

Inclusive Illinois Day

Inclusive Illinois Day was held on September 24, 2014 as a campus-wide event that offered each college, department, and unit an opportunity to show their support of an inclusive campus community through its programs, activities, and classes related to diversity, and to demonstrate its commitment to diversity and inclusion. A special lecture on behalf of the Chancellor's Lecture Series and as part of the "Inclusive Illinois Day Lecture Series on Diversity and Cultural Understanding" entitled "Work Force Diversity: A 21st Century Discussion" was given by Ted Childs, former Vice President of IBM Global Workforce Diversity.

Inclusive Illinois Campus Conversations on Diversity:

During spring 2015, Inclusive Illinois embarked upon a large-scale campus conversation on diversity. Each college and unit executed events to explore the question: "How do we build an inclusive Illinois for our college or unit?" Simultaneously, Inclusive Illinois hosted six workshops and lectures to inform the discussions taking place in each of the colleges and units.

These events culminated in four campus-wide conversations on diversity. These conversations were held with graduate and professional students, undergraduate students, faculty, and staff. Each conversation consisted of a panel discussing the unique ways diversity and inclusion have impacted their work or academic experience at the University of Illinois. The discussions also provided an opportunity for participants to reflect upon the panel information and offer recommendations for building a more inclusive Illinois. The conversations concluded with senior administrators meeting to review findings from the first three conversations, reflect upon work conducted in the colleges and units and national issues of diversity and inclusion which impact the Illinois experience, and offer recommendations about building a more inclusive Illinois.

During spring 2015, Inclusive Illinois embarked upon a large-scale campus conversation on diversity. Each college and unit executed events to explore the question "How do we build an inclusive Illinois for our college or unit?"

- March 5 & 6: Unconscious Bias with Erin McConahey
- March 10: Real Talk about Culture, Belonging, and Safe Spaces in Higher Education, Prof. Terrell Strayhorn
- March 17: Talking Race - Why is it so difficult for us to honestly dialogue on race? Prof. Derald Wing Sue
- March 30: Campus conversation on Diversity for Graduate and Professional Students
- March 31: Racial Microaggressions at the University of Illinois, Urbana-Champaign, Prof. Stacy Harwood
- March 31: Campus Conversation on Diversity and School Spirit for Undergraduate Students
- April 1: Campus Conversations on Diversity for Faculty, Staff, and Campus Administrators
- April 9: Transdisciplinary Applied Social Justice and Reflections on the Campus Climate Conversation, Dr. Menah Pratt-Clarke

Office of
Diversity, Equity, and Access

Dr. Martin Luther King, Jr. Commemoration

With the theme "Developing a World Perspective: Building Global Communities", the 2015 Dr. Martin Luther King, Jr. commemoration celebration challenged over 2,000 guests to push themselves to live Dr. King's dream and expand it to meet the changing needs of a global society. Spanning just over a week, the events were as follows:

- 14th Annual County MLK Celebration
- 30th Annual Dr. MLK, Jr. Advocacy for Justice Community Celebration
- 30th Annual Unity Breakfast
- Dr. MLK, Jr. Youth Commemoration and Afternoon of Service
- Dr. MLK, Jr. Day of Service
- Realizing The Dream: A Civil Rights Pilgrimage
- MLK Uncorked: A Civil Rights Era inspired jazz ensemble
- Poverty Simulation
- Dr. MLK, Jr. Community Celebration & Creative Expressions Contest

3rd Annual Faculty Women of Color in the Academy

The third annual Faculty Women of Color in the Academy Conference was held on April 10 - 11, 2015 at the i-Hotel and Conference Center. Almost 300 women of color faculty, university administrators, post-doctoral fellows, and graduate students attended. The two day conference featured workshops and speakers, such as Dr. Kerry Ann Rockquemore, President and CEO of the National Center for Faculty Development & Diversity. Content focused on improving conditions for pre-tenure faculty by creating supportive communities for writing productivity and supporting work/life balance.

New this year, the Administrator Track was added for higher education professionals to focus on mentoring, leadership, career navigation, and professional development. The administration track was led by Dr. Geneace Williams J.D. and Dr. Devona Pierre. The Graduate Student Track workshops were led by three dynamic University of Illinois faculty members: Dr. Isabel Molina, Dr. Sandra Rodriguez-Zas, and Dr. Yoon Pak.

Workshop topics included Crossing the Finish Line: Finishing Grad School; Starting a New Race: Visioning a Career; and Getting a Running Start on the Tenure Track: Knowing the Rules of the Game.

Conference keynote speakers, Dr. Caroline Sotello Viernes Turner, Professor at California State University, Sacramento, Professor Emerita, Arizona State University, and past president of the Association for the Study of Higher Education, presented on “Traversing the Unknown: Journey of a Woman of Color Professor”; and Dr. Menah Pratt-Clarke, Associate Chancellor and Associate Provost, University of Illinois at Urbana-Champaign, shared “Lessons from a Mother’s Journey through Sharecropping to the Academy.”

Almost 300 women of color faculty, university administrators, post-doctoral fellows, and graduate students attended.

Office of
Diversity, Equity, and Access

29th Annual Celebration of Diversity

The 29th annual Celebration of Diversity program brought together nearly 400 campus and community leaders to affirm their collective support for an inclusive society and community and to celebrate the achievements of faculty, academic professionals and civil service employees who make significant contributions in creating and sustaining an inclusive living, learning, and working community at Illinois.

The Larine Y. Cowan “Make a Difference” Awards are presented to distinguished individuals in four distinctive categories. The 2014 award recipients were Dr. Reggie Alston for Excellence in Access and Accommodations; Mr. Melvin Boatner and Jan Erkert for their Leadership in Diversity; Alejandro Gomez Jr. for his work for LGBTQ Affairs; and Dr. Andrew Alleyne and Dr. Stacy Harwood for Teaching and Mentoring in Diversity.

Division of
Public Safety

During the 2014-2015 academic year, policing in a diverse society was at the forefront of the national conversation. Officers and members of the campus community worked closely to create positive dialogues leading to deeper understanding of the challenges that groups, individuals, and officers face in policing encounters.

The International Student Safety Committee was formed to identify unique safety issues that international students face. This committee developed learning and training opportunities for both officers and students. International students were able to directly interact with officers in informal and fun settings which gave students and officers a chance to laugh with and learn from one another.

Office of
Public Engagement

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

Latina/o Youth Conference

Asian American and Pacific Islander (AAPI) Heritage Month AsiaFest Celebration

Making Communities Visible: The Dreamgirls Project

Association for Women in Mathematics Outreach Project

Community Learning Lab

Word Transformers: An After School Literacy Program

The Public Engagement Grant program provides funding for community-related projects, scholarly work, creative endeavors, course development, and other activities within the broad framework of public engagement.

College of
Agricultural, Consumer, and Environmental Sciences

"A Taste of ACES" Cultural Experience:

On November 18, 2014, ACES hosted a college-wide event that featured cuisine representing the various cultures that comprise the ACES family. The event served as a way to immerse over 200 students, faculty and staff into the diverse cultures represented in the College of ACES. Foods from around the world provided an opportunity to build community within the College of ACES and foster understanding of differences.

University of
Illinois Extension

University of Illinois Extension engaged in diversity and inclusion training with over 700 Extension staff members located throughout the state during the week of October 21st through the 24th, 2014. Visions, Inc. facilitated trainings in an effort to equip individuals, organizations, and communities with the tools needed to thrive in a diverse world, remove structural and cultural barriers that prevent full and equitable participation, and to help create environments where differences are recognized, understood, appreciated, and utilized for the benefit of all.

College of
Applied Health and Sciences

The Division of Disability Resources and Educational Services (DRES) implemented the first of its kind **Disability Ally Program** in spring 2015. The program is designed to facilitate awareness, understanding, and competency of disability by connecting faculty, staff, and students with resources, knowledge, and relationships of disability as diversity. The aim is to foster cross-campus collaboration, education, and experiences that allow all members of our campus community to include disability as diversity in conversation, action, and philosophy.

College of
Business

Undergraduate Student Business Diversity Exchange

Approximately 120 attendees (students, staff, and corporate partners) spent the day participating in a conference-style program that included mini-case studies, facilitated discussions, a keynote speaker, and leadership exercises. The learning goals focused on the importance of diversity and inclusivity. One of the agenda topics included: “how to make the College more inclusive.”

First Annual College of Business International Student Day

On April 9, 2015 the College of Business launched International Student Day to celebrate the diversity of its international students. Students from countries represented in the College of Business student body hosted tables with art, music, performances, and food.

College of
Education

2014 Youth Literature Festival We Need Diverse Books Panel

In October, the College of Education hosted the Youth Literature Festival, which included the We Need Diverse Books Panel moderated by Dr. Violet Harris. Panelists discussed the importance of multicultural books for young readers. Both community members and Illinois pre-service teachers learned how to include literature from authors of many identities and perspectives into their classrooms and homes.

2015 Cline Symposium

Education professors, Dr. Lorenzo Baber, Dr. Denise Hood, and Dr. Christopher Lubienski, participated in the Cline Symposium "Restoring the Promise of Higher Education." The professors shared their research and perspectives on the question "Is Higher Education Still the Great Equalizer?" and discussed the policy and practice changes that are needed to make our campuses more accessible and diverse.

Volunteer Advocacy Project

Dr. Meghan Burke, Assistant Professor in Special Education, developed the Volunteer Advocacy Project with the support of the Vanderbilt Kennedy Center. The project provides families with a 40-hour training on special education policy and advocacy. The project expanded its impact by working with Spanish speaking families in the Chicago area who often face even greater barriers in seeking services for their children.

College of
Engineering

Morrill Engineering Program

The Morrill Engineering Program (MEP) at the University of Illinois empowers African-American, Hispanic, and Native American engineering students, supports their success as scholars, and leverages a community of students, staff, and alumni to achieve excellence in engineering. The MEP community works to enhance the undergraduate experience through academic support, scholarship assistance, work experience, and more.

The MEP Annual Awards Banquet was held Friday, May 1, 2015 at the i-Hotel and Conference Center. This event recognizes and celebrates the progress and scholastic achievements of our MEP students.

The MEP community works to enhance the undergraduate experience through academic support, scholarship assistance, work experience, and more.

College of

Fine and Applied Arts

The College of Fine and Applied Arts focused on inclusivity through events, student work abroad, research, and discussions. The September forum **Future of Academic Freedom and the Arts** featured presentations from faculty members, Tyler Denmead (Art and Design), Ryan Griffis (Art and Design), Stacy Harwood (Urban and Regional Planning), and Gabriel Solis, (Music) on the role of art in addressing social inequalities and prejudices. Staff and faculty members of the newly established **Task Force on Recruitment and Retention** were charged with assessing openness and diversity in the college in the areas of faculty recruitment, hiring, and retention. The task force also examined to determine how well institutional structures are supporting a culture that allows everyone to flourish.

Recruitment efforts aimed at underrepresented populations led to a 12 percent increase in Latina/Latino students and a 37 percent increase in African American students who accepted offers as incoming freshmen for fall 2015. Latinas/Latinos and African Americans make up 19 percent of FAA's 2015 freshman class.

The public discussion series **Uncorked and On Topic** was launched to engage the community more deeply in pressing social issues. Faculty members from different disciplines—Gabriel Solis (Music) and Laurie Hogin (Art and Design), William Sullivan (Landscape Architecture) and Jennifer Monson (Dance), Jorge Lucero (Art and Design) and Lisa Gaye Dixon (Theatre), and Sara Bartumeus (Architecture) and Mike Ross (Krannert Center)—were paired in moderated intellectual exchanges that addressed subjects including social and economic disparities in health care services and access to the arts.

Krannert Art Museum

Global Africa Community Forum: What Does Black Masculinity Look Like? Blackness, Gender, and Contemporary African Dance

On October 9, 2014, Krannert Art Museum hosted its second Global Africa Community Forum in KAM's Gelvin Noel Gallery. This year's forum explored the many-layered experiences of blackness, masculinity, and coming of age. Directed by dancer-choreographer C. Kemal Nance, Lecturer in Dance at Illinois, the event featured a suite of three interconnected performances involving dance, voice, and personal testimonials from audience members who had rehearsed earlier with Nance. Dancers included Djibril Camara, master dancer and choreographer at Illinois who performed, in silence, the dununba, a competitive men's dance associated with age group hierarchies in upper Guinea; Nyama McCarthy Brown from Indiana University, who performed with her 2-year old son; and Stafford Berry Jr., from Denison University, who joined Nance in an intimate duet of dance and spoken word.

KAM's Global Africa Community Forum is designed to transform the museum space into a dynamic and participatory public forum for engaging issues relating to the arts, cultures, and communities of Africa and the African diaspora. The evening's dance performances, testimonials and impassioned conversation with the audience revealed the truly unique power of the arts to open up new ways of engaging the urgent social issues of our time.

Art + Design Visitors Series

Campus visits by artist Hank Willis Thomas and filmmaker Tom Kalin, as part of the Art + Design Visitors Series co-sponsored and hosted by Krannert Art Museum, promoted diversity and inclusion by broadening students' typical world views on race, class, gender, and sexuality as they relate to artistic production and professionalization in the visual arts.

Hank Willis Thomas is a renowned artist based in New York City. His sculptures, photography, and public art installations succinctly problematize long histories of race and racism in the United States, connecting, for instance, current sports-obsessed culture around black men with imagery from lynching and advertising.

Speaking along with fellow University of Illinois, Urbana-Champaign alum, Lisa Erf, on April 9, Tom Kalin impressed upon the students the political power of collective artistic action. Kalin was a founding member of Gran Fury, a group of artists who designed and distributed graphics for ACT UP New York during the AIDS crisis. Making gender and sexual difference central to his filmmaking, which is comprised of beautiful appropriated images and vibrant individual portraits and performances, Kalin is also known for his production work on the feature films Go Fish (Rose Troché, 1994) and I Shot Andy Warhol (Mary Harron, 1996).

Division of
General Studies

The Division of General Studies brought issues of inclusiveness to the forefront with targeted professional development activities throughout the year. Through the **Inclusive DGS Lunch and Learn** series, DGS advisors and administrators engaged in facilitated dialogue around topics such as multicultural advocacy in student housing and interfaith issues on the Illinois campus. In February

The Division of General Studies brought issues of inclusiveness to the forefront with targeted professional development activities throughout the year.

2015, the DGS Diversity and Inclusion Committee hosted a facilitator of the I**ntercultural Development Inventory** (IDI) who implemented the assessment and delivered a two-day training in which advisors and administrators received group and individual feedback and created action plans for further growth and development. DGS staff also participated in a variety of other trainings related to diversity in the classroom and diversity in advising, including a May 2015 NACADA webinar, "Academic Advising and Social Justice: Privilege, Diversity, and Student Success."

The DGS Diversity and Inclusion Committee, in an effort to explore best practices in creating an inclusive environment, has conducted research of peer academic advising units and hosted focus groups of current and former DGS students to provide unit-specific climate feedback. In April 2015, DGS also instituted a new **Inclusive Illinois Student Representative** application and interview process to select a small group of former DGS students who will provide the student perspective on all 2015-2016 DGS Inclusive Illinois initiatives.

Graduate College

The Graduate College recognizes and embraces the power in diversity and is committed to broadening participation in graduate education. Last year, the college hosted several programs to increase enrollment of U.S. racial/ethnic populations traditionally underrepresented in graduate programs. The *2014 Illinois Summer Research Symposium* showcased the research of more than 150 new and aspiring underrepresented minority (URM) graduate students. Presenters were from seven programs that provide early research opportunities to undergraduates, including the *Summer Research Opportunities Program* (SROP) at Illinois as well as the *Summer Pre-Doctoral Institute* (SPI) for graduate students at Illinois.

Through *ASPIRE*, our fall application/campus visit program & fellowship competition, and the *Community of Scholars*, our spring campus visit program for newly admitted graduate students, the Graduate College brought 129 URM graduate students to campus to meet with faculty and staff in academic programs and to connect them with a diverse community of underrepresented scholars across campus.

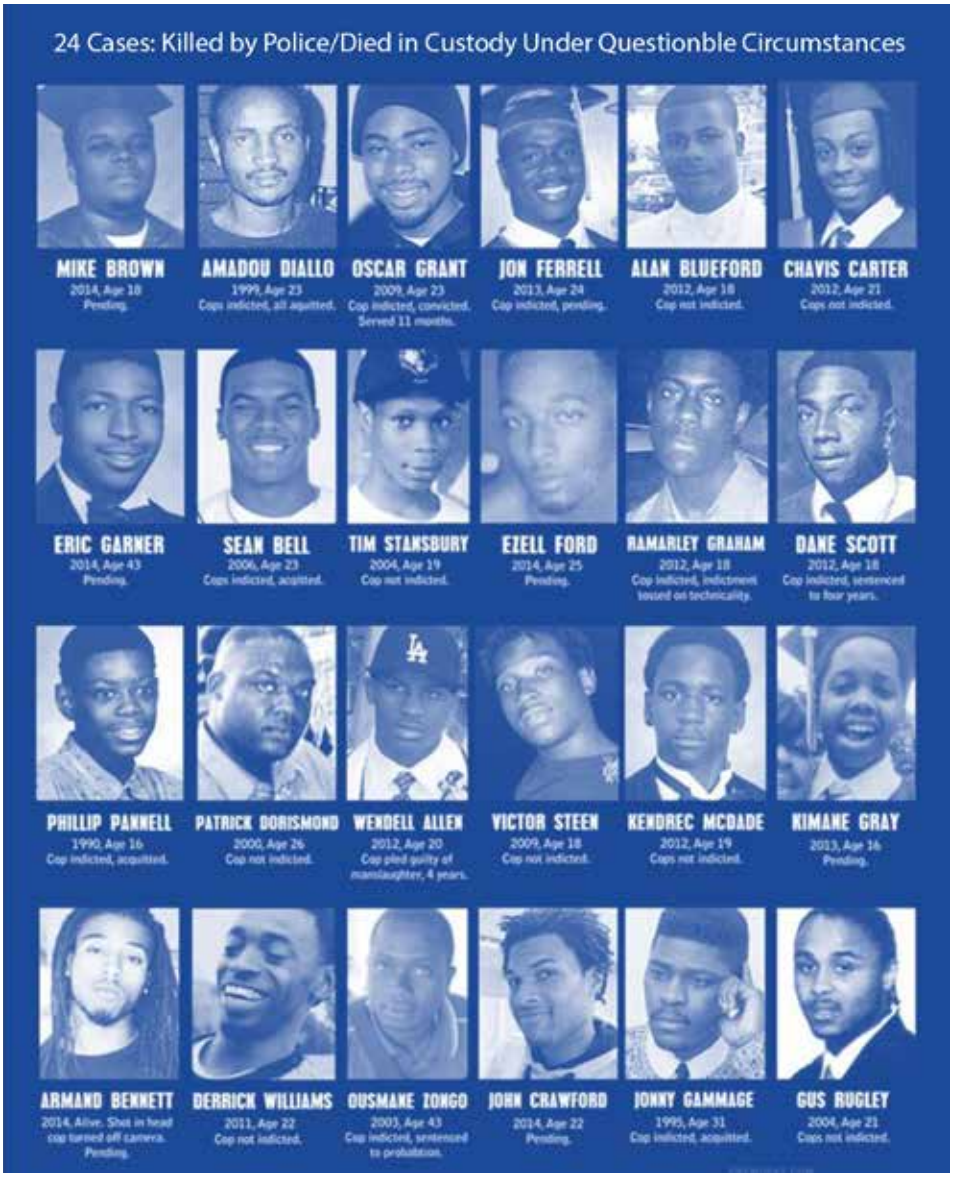
These initiatives help forge pathways for URM students by providing opportunities for early research experiences, fostering mentoring relationships with faculty, and creating a community of URM peers across disciplines – factors that can have profound impact for these graduate students.

School of

Labor and Employment Relations

The Student Society for Human Resources Management (SSHRM) hosted a speaker series during the spring semester, which included a session on international and global HR practices by Kellogg. Caitlin Poore, HR Account Manager – P&T Innovation, Research & Development from Shell Oil, was a guest speaker in Managing Diversity Globally (LER 595). Shell Oil's perspective on Diversity & Inclusion, Metrics for Diversity & Inclusion at Shell, and How Diversity & Inclusion impacts the HR Account Manager role.

College of
Law



The College of Law's commitment to an Inclusive Illinois continued during the 2014-2015 academic year with traditional events celebrating the unique diversity of the College of Law and also through new and innovative programs responsive to events affecting students.

Black Law Students Association – A Community Moment of Reflection

In light of recent incidents, the issue of police brutality against minorities has been thrust to the center of national conversation. Responsive to this important topic in America, on Monday, April 20th, the Black Law Students Association hosted "A Community Moment of Reflection" in the Law Building Pavilion. This event provided an opportunity for students, faculty, administrators and staff to pause and recognize minority lives lost to police brutality. BLSA leaders shared their personal feeling on how police brutality affected them and offered all members of the community a moment of solidarity to silently reflect and remember.

College of
Liberal Arts & Sciences

The College of Liberal Arts and Sciences has undertaken efforts to become a leader in identifying ways to serve diverse students, faculty, and staff in conjunction with the Campus Conversation on Diversity by:

Administering a climate survey to our undergraduate students

This year, the college of Liberal Arts and Sciences administered the first-ever climate survey in an effort to understand how the college is serving the needs of all undergraduate students, and to identify new ways to assist our students and alumni.

Developing a college-level diversity requirement for all LAS students

The college of Liberal Arts and Sciences believes that it is critical for students in LAS to gain an increased understanding of and appreciation for multiple perspectives and views. Therefore, the College of LAS is working to developing a course on social inequalities and diversity for first-year students in LAS.

Graduate School of

Library and Information Science (GSLIS)

GSLIS Disability Survey

The GSLIS Diversity Committee collaborated with Disability Resources and Educational Services (DRES) to enhance accessibility and educational understanding about disabilities as a factor of diversity within the GSLIS community. This partnership sought feedback from faculty, staff, non-disabled students, and students with disabilities regarding their thoughts and opinions about topics such as DRES accommodations, the GSLIS curriculum, and perceptions of disability-related stigma. There were several questions that allowed GSLIS to collect thoughts about these issues so that the GSLIS/DRES partnership could develop resources and workshops that would better teach the GSLIS community about disability and prepared graduates to work with people with disabilities.

GSLIS hosted a series of **diversity workshops.** Topics included Racial and LGBT Microaggressions-An Introduction for Library Leaders, Using Critical Race Theory to Work Toward Cultural Competence in the Classroom, Extending Understanding of Cultural Competence in LIS, Disability in Post–Secondary Education: Identity, Visibility, and Access, and Association of Research Libraries (ARL) Diversity Awards Information Series.

College of

Media

The leadership at the College of Media has been instrumental in the efforts towards a more Inclusive environment. This has been demonstrated through efforts such as sponsorship of the national and annual Faculty Women of Color in the Academy Conference (FWCA) and faculty dedication to integrating topics of diversity into course work at every level from 200 level course work through graduate studies. On September 29-30, 2014, the college of Media, in collaboration with WILL, hosted John Hockenberry as a guest speaker on campus. John is a former NPR correspondent who now has his own radio show on WNYC (PBD) in New York. A paraplegic since age 19, John is a prominent figure in the disability rights movement. He talked about the positive and negative aspects of doing journalism from his wheelchair.

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 influences 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.

School of
Social Work

The School of Social Work aims to ensure that they reflect a learning environment that truly values, respects, and celebrates diversity. With the assistance of the Dean's appointed diversity committee, its faculty and staff focus on diversity within the School of Social Work, its curriculum, and student community. The committee's work cultivates a learning environment that values diversity and advances the School's commitment to acknowledge and respect the cultures, worldviews, perspectives, and experiences of diverse communities.

On August 21, 2014, 120 incoming School of Social Work students participated in a diversity training led by Dr. Jan Carter-Black, Associate Clinical Professor and Dr. Susan Cole, Associate Professor and MSW Program Director at the School of Social Work. During this mandatory training, Dr. Carter-Black and Dr. Cole led a lecture and small group discussions on diversity, culture, and cultural rites. Dr. Cole held an additional diversity training during the Fall semester for the MSW Outreach cohort.

College of
Veterinary Medicine

On Thursday March 11, the College of Veterinary Medicine held a conversation on diversity for faculty and staff to address the question of "How can we build a more inclusive Illinois?" The discussion utilized the "Survey of College Climates at All 28 US Colleges and Schools of Veterinary Medicine: Preliminary Findings." This nationwide survey provided a snapshot of climate related to diversity issues in the 28 US vet schools. It addressed, among other things, student comfort level with respect to differences in race, ethnicity, sexual orientation, and religion; the perceived level of institutional support for underrepresented students; the persistence level of offensive language within the colleges; and the degree to which students experienced harassment. At this diversity meeting, Dean Constable expressed a commitment to building a more inclusive College of Veterinary Medicine and highlighted the expressed goal of the American Veterinary Medical Association for the profession to mirror the growing diversity of the communities veterinarians serve and to understand the varied needs of those communities.

University Library

The University Library Diversity Committee, in collaboration with the College of Media, hosted a free public screening of the documentary "In Whose Honor: American Indian Mascots in Sports" on March 13, 2015. Cindy Ingold (Gender and Multicultural Services Librarian) moderated the event. The panel consisted of Joycelyn Landrum-Brown (Program Coordinator, Diversity and Social Justice Education); Jay Rosenstein (Film Director and Professor, Media & Cinema Studies and Journalism); and Jamie Singson (Director, Native American House). There were 82 people at the screening and 55 people at the panel discussion that followed.

The Library conducted the ClimateQUAL Survey, an online survey used by libraries in the United States and Canada, which assesses library staff perceptions concerning (a) their library's commitment to the principles of diversity, (b) organizational policies and procedures, and (c) staff attitudes between February 24 and March 14, 2015. A total of 312 responses or 60% of the eligible pool of faculty, staff, academic professionals, academic hourlies, and graduate assistants completed the survey.

The International and Area Studies (IAS) Library hosted four installments in a "Chai Wai" series throughout the 2014-15 academic year which served tea along with enlightened conversations on important current issues of global impact. On December 14, 2015 the IAS Library partnered with the Spurlock Museum and the Center for South Asian and Middle Eastern Studies to host a film screening of "500 & 5," an independent Tamil feature film exploring the journey of a 500 rupee note and how it impacts the lives of five characters. The English-subtitled film was followed by a discussion featuring one

of the film's creators. In April 2015, the IAS Library held an information session and a reception to introduce the new Vice Provost for International Affairs and Global Strategies to its collections and services. It also hosted a reception/dinner with music for the Africana Librarians Council.

Division of
Intercollegiate Athletics (DIA)

This year, the Division of Intercollegiate Athletics' **Identify Illinois Spotlight** was created, which highlights an international or minority Fighting Illini student-athlete that has a "unique" story, ranging from overcoming great obstacles to having great success as a student-athlete at Illinois. Each month, a Q&A was done with the student-athlete that was selected by the Irwin Academic Services staff. The individual's headshot and Q&A were uploaded to the main page on the academics portion of the Fighting Illini website each month.

On September 31, 2014, identify Illinois co-sponsored a **Football 101** (learning the fundamentals of American football) with Chinese Student & Scholar Services (CSSA) on September 31, 2014, for international students at Memorial Stadium, which included involvement Coach Beckman and his staff. 520 international students participated in the event, which was more than twice the previous attendance record.

Identify Illinois and CSSA hosted an inaugural **"Basketball Carnival"** at the Ubben basketball facility 250 international students attended the event. The event allowed participants to do basketball drills and testing stations, like the vertical jump rack. The Fighting Illini wheelchair basketball program also brought their men's and women's teams to put on a demonstration for the crowd. Extra wheelchairs were brought along for any individual to try out.

Office of
International Programs

Illinois International is by definition premised on notions of inclusivity and diversity. Not only do we work to welcome and guide the more than 10,000 international students on our campus, we also represent a broad array of area studies that span the globe and aim to encourage students of all backgrounds to expand their boundaries by traveling abroad, engaging with students from around the country and the world, and by providing a nuanced educational experience that takes multiple viewpoints into account in our version of "the global classroom."

This year we wanted to expand our representation of international diversity by showing "the faces of Illinois International" in a specialized photography project. The project—known as the Self-Portrait Project—allows the subject(s) to see their own reflections and take their own photos, giving them agency and the freedom to frame themselves. We set the booth up at a high traffic public site during International Week "Around the World" and invited students and professors to the booth throughout the afternoon. The result was a number of great portrait shots that—seen together—tell the story of a richly diverse campus. We are currently working on printing large versions of the photos and exhibiting them at i-Hotel, Spurlock, and around campus, as the "Faces of Illinois International."

Office of
The Vice Chancellor for Institutional Advancement

The Office of the Vice Chancellor for Institutional Advancement (OVCIA) is committed to promoting diversity and inclusivity within the advancement community on the Urbana campus. This is done by utilizing the diversity/inclusivity resources and programs available from Inclusive Illinois and by creating Advancement-specific efforts. In 2014-15 OVCIA:

- Partnered with the OIIR to sponsor Patricia Chau Nguyen's (Senior Director, Diversity Programs at the UCLA Alumni Association) visit to campus to present a workshop on Engaging Diverse Alumni at the Bruce D. Nesbitt African American Cultural Center.
- Partnered with Office of Inclusion and Intercultural Relations and Office of Diversity, Equity, and Access to create a two-hour workshop on diversity and inclusivity for advancement newcomers who attended a team building retreat in September, 2014.
- Co-sponsored the Council for the Advancement and Support of Education/African American Development Officer Network's Diverse Philanthropy and Leadership Conference in Atlanta, Georgia (April 23-25, 2015) and presented a session called "Inclusive Advancement at Illinois."
- Revised advancement performance evaluations to assess an employee's ability to act inclusively with alumni and colleagues.

Office of

The Vice Chancellor for Research

On October 11, 2014 representatives from the Illinois State Geological Survey, Illinois Natural History Survey, Illinois State Archaeological Survey, and, Illinois Sustainable Technology Center participated in the Burnham Park Fall Adventure Day on the beautiful Lake Michigan shoreline in Chicago, Illinois. In an effort to expand the community relationships with the diverse residents of Chicago, this event was held in partnership with the Chicago Park District and included educational and entertaining activities regarding coastal geology, geologic time, carbon sequestration, invasive species, archaeology, mud painting, archery, astronomy, sustainability, and more.

Office of

The Vice Chancellor for Student Affairs

Leadership & Diversity Summit

On February, 1, 2015, The Leadership and Diversity Summit focused on understanding diversity and identity in our leadership. Robbie Routenberg-Wilhelm and Heather Wilhelm-Routenberg presented and led discussions that brought together students from across campus to interact and explore their own leadership through a diversity lens. Dialogue about race and identity including gender/sex and LGBTQA helped challenge personal views and increase awareness in these areas. This event was co-sponsored by Diversity & Social Justice Education, Illinois Leadership Center, McKinley Health Center, New Student Programs, and University Housing.

Sled Hockey Exhibition –

In the fall semester, the Ice Arena hosted a sled hockey exhibition. Campus Recreation welcomed five players from the USA Sled Hockey Team and members of the Saint Louis and Chicago sled hockey teams to play an exhibition game. With the donations of sleds from USA Sled Hockey, members of the campus and community were able to take the ice along with the players and learn about accessible sports through hands-on experience.

Illini Union

On Sunday, April 24, 2014 the Illini Union and State Farm Center, along with student groups Illini Union Board and StarCourse hosted “Spring Jam 2015” an outdoor concert on the University Quad featuring popular artist, Timeflies and B.o.B. The event attracted close to 5,000 students who represented a true cross-section of the University of Illinois campus community. Students had been regularly asking for such an outdoor concert for years, and the Illini Union was excited to help make it happen.

Office of

The Vice Chancellor for Student Affairs

Office of Inclusion and Intercultural Relations

iCU (Now I See What You Mean) OIIR Intercultural Dialogue Series (International Education)

This program encouraged small group dialogues among international and domestic students. Participants engaged in meaningful conversations with people from other cultural backgrounds and enjoyed hands-on activities, games, and authentic ethnic/cultural food!

#BeingBlackAtIllinois Social Activism & Student Support

Since the fall 2014 semester, University of Illinois African American students and allies have participated in marches, forums, and discussions with area law enforcement in response to the national **#BlackLivesMatter** movement. Additionally, over the course of the year, BNAACC offered its space for members of the student body to safely express their thoughts and opinions in response to the decisions. On December 2, 2014, the Central Black Student Union (CBSU) hosted a discussion at Florida Avenue Residence Hall. The Department of African American Studies was instrumental in hosting Harvard law professor Charles Ogletree a week later. He shared his reflections on the past 50 years of civil rights activity, and his thoughts about the road ahead in 2015 and beyond. On Tuesday, December 8, 2014, University of Illinois students and Champaign-Urbana community allies staged a “die-in” at the Alma Mater. Members of the Central Black Student Union, **#BeingBlackAtIllinois** campaign, and Graduate Employment Organization were instrumental in organizing the peaceful demonstrations to bring awareness to the recent deaths of Tamir Rice, Eric Garner and Michael Brown.

I-Connect Diversity & Inclusion Workshops

Diversity & Social Justice Education trained all incoming students through the I-Connect Diversity & Inclusion workshops led by current undergraduates. Participants receive information on social identity theory, intercultural communication strategies, and campus resources. During FY2015, these workshops grew to include over 7500 transfer students and freshmen.

Office of

The Vice Chancellor for Student Affairs

Office of Inclusion and Intercultural Relations

Interfaith Dialogue and Cooperation

Diversity & Social Justice Education cooperated with a number of student organizations and campus/community units to provide students with unique opportunities to explore religious diversity on campus. From “asking big questions” with people of different faith and philosophical backgrounds to hosting their 4th annual regional conference on interfaith collaboration on college campuses, Diversity & Social Justice Education engaged hundreds of students in conversations to build understanding and relationships. This initiative also invited speakers to train staff and faculty on interfaith literacy.

LA CASA CULTURAL LATINA

This year La Casa Cultural Latina celebrated its 40 year anniversary by recognizing alumni, highlighting decades of accomplishments, and remembering the stories of the many students who have been part of La Casa. The culmination of the year’s festivities concluded with the 36th Latina/o Congratulatory Ceremony with the participation of 130 graduates from bachelor’s to doctorates.

IndiVisible, Smithsonian’s National Museum of the American Indian exhibit

The IndiVisible exhibit was brought to campus through collaboration between the Brue D. Nesbitt African American Cultural Center, The University YMCA, and the Native American House. The exhibit chronicles African-Native American lives in the Americas. The exhibit opened on April 13, 2015 and was open to the campus, community, and public through August. The Committee on Race and Ethnicity provided exhibit support by helping with an opening reception, marketing and bringing the exhibit to campus.

Office of

The Vice Chancellor for Student Affairs

Minority Student Affairs (OMSA)

OMSA continued its nearly 50-year tradition of providing academic services to U.S. historically underrepresented students, Educational Opportunities Program students, President's Award Program students, and other students with a need for academic assistance and support. Services included academic mentoring and coaching, tutoring, academic skills development workshops (e.g., note-taking, time management, study skills), financial literacy workshops, and study abroad workshops.

TRiO Upward Bound College Prep Academy and TRiO Academic Talent Search College Prep Program served collectively more than 500 pre-college students from 6th grade through high school. TRiO Student Support Services served 190 undergraduates providing academic support, financial literacy workshops, and assistance with graduate school applications. TRiO McNair Scholars Program served nearly 40 college juniors and seniors by providing research training, graduate school visits, faculty mentoring, support for presenting their research and conferences, and assistance with applying to graduate school. Nearly 80 campus McNair scholars have earned a Ph.D. or other doctorate since 1991 and hundreds have earned a master's degree.

University Housing

The Innovation living-learning community held multiple "Women of Innovation" programs to introduce residents to successful women in fields related to entrepreneurship, innovation, and creativity. These events were held in an intimate, low-pressure environment in which the guest and residents were able to share a meal and talk openly about the unique challenges and opportunities for female innovators. This year's guests included Deana McDonagh, Professor Industrial Design and international expert on empathic design and disability design, and Supriya Hobbs, Founder, Miss Possible.

The expressive arts experience aimed at developing and sustaining an inclusive campus through building bridges across differences and allowing for a creative space for expressing and celebrating identity. This program focused on Arts and Entertainment. The goal was to engage in arts appreciation and participate in arts workshops addressing topics such as music, visual, theater, dance, and writing.

Veteran Student Support Services (VSSS)

In 2014-15, Veterans Student Support Services provided student veterans individualized and group advising, advocacy, and a wide range of programmatic support. Due, in great part, to Veteran Student Support Service's efforts, in 2015 the University of Illinois was honored with the following designations:

- **"Military-Friendly"** by Victory Media – **fourth consecutive appearance.**
- **"Top College and University"** by Military Advanced Education – **first appearance in 2015.**
- **"Best for Vets"** by Military times– **first appearance in 2015.**

Events

I-Unite/Inclusive Illinois Week

September 28 - October 2, 2015

30th Celebration of Diversity

November 6, 2015

Dr. Martin Luther King Jr. Commemoration

January 15 - 23, 2016

Faculty Women of Color in the Academy (FWCA) Conference

April 1 - 2, 2016

Office of Diversity, Equity, and Access
1004 S. Fourth Street, Champaign, Illinois 61820
diversity@illinois.edu
P (217) 333-0885 | TTY (217) 244-0221 | F (217) 244-9136