

September 21, 2020

**Addressing Racism and Social Injustice at the University of Illinois**

***Working Group 3: Public Safety, Policing, and the Justice System***

Margareth Etienne, Associate Dean for Graduate and International Programs, College of Law (Co-Chair)  
Michael Schlosser, Director, Police Training Institute (Co-Chair)  
Nizam Arain, Associate Vice Chancellor for Compliance, OVCDEI/OAE  
Kenworthy Bilz, Professor, College of Law  
Rebecca Ginsburg, Director, Education Justice Project; Associate Professor, College of Education  
Sarah Colomé, Director, Women's Resources Center, OIIR/Student Affairs  
Katherine Snyder, Associate Dean of Students, Student Assistance Center, Office of the Dean of Students/Student Affairs  
Alice Cary, Chief of Police, University of Illinois Police Department  
Arnoldo Ayala, Speaker of the Senate, Illinois Student Government  
Lauren Aronson, Immigration Law Clinic Director, College of Law  
A. Naomi Paik, Associate Professor, Asian American Studies; Gender & Women's Studies; LAS  
Gilberto Rosas, Associate Professor, Anthropology; Latina/Latino Studies; LAS  
Leslie K. Morrow, Director, LGBT Center, Student Affairs  
John Hanlon, Director, Innocence Project  
Jeffrey Martin, Assistant Professor, Anthropology; LAS  
Anthony Cobb, Chief of Police, City of Champaign  
Cindy Smith, Office Manager, College of Law  
Chaley Hausle, Assistant to the Director, Police Training Institute

Dear Colleagues:

Thank you for agreeing to serve on the Public Safety, Policing, and the Justice System working group under the coordination of Addressing Racism and Social Injustice at the University of Illinois Steering Committee. Professor Margareth Etienne, Associate Dean for Graduate and International Programs, in the College of Law and Michael Schlosser, Director of the Police Training Institute will chair this working group. Chaley Hausle, Assistant to the Director of the Police Training Institute, and Cindy Smith, Office Manager, College of Law, will provide the staffing and support. Your work will complement the efforts of three other teams being charged as part of this effort: Teaching and Scholarship; Diversity and a Culture of Inclusion; and Community Action and Public Engagement.

Policing and the criminal justice system play a significant role in the lives of many Black and Brown Americans, beginning with suspensions and criminalization in the K-12 environment and ending with the disproportionate use of lethal force. The prominence of one of the oldest and largest police training institutes and the presence of nationally-recognized experts in the law school means that Illinois is uniquely positioned to address police reform and action.

Reviewing the role of the university in changing the current criminal justice system that has systematically impacted Black and Brown communities is a top priority in dismantling systemic racism. As a critical part of this review, I ask that your working group:

- Assess the role of sworn officer on or near campus.
- Examine the partnership that exists between the University, UIPD, and municipal and state police forces on or near campus.
- Identify effective continuing education or professional development mechanisms or interventions that can disrupt undesirable behaviors on the part of police officers.
- Examine the role of the police in responding to community needs in areas of mental health, homelessness, immigration and truancy.
- Develop an action plan for how the research and expertise of the university can more directly impact change both in the local community and nationally. This plan may include initiatives from the College of Law, assessment of programs and other partnerships that will increase collaboration with the broader community in policing, justice, and reform.

In your discussions and action plans, I ask that you be guided by these core principles:

- Embed racial equity and inclusion as foundational values throughout a University of Illinois educational and workplace experience, as well as its public engagement.
- Prioritize concrete action steps and plans that will lead to positive, lasting change.
- Establish processes that are bold, open, generative, collaborative, transparent, and respectful of our traditions of shared governance.

The Steering Committee will have their initial meeting on September 24, 2020. As the first step of this process, I ask that by October 5th, you develop initial timelines, milestone goals, and interim report deadlines with Sean Garrick, who chairs the Steering Committee. Your final Working Group report will be due to the Steering Committee May 1, 2021.

I thank you for your service as we transform the capacity of the University of Illinois to create a more just society.

Sincerely,



Sean C. Garrick  
Vice Chancellor for Diversity, Equity & Inclusion