

November 3, 2021

**Native American Representation and Reciprocity Initiative, History and Accountability
Working Group**

Jacki Thompson Rand, Associate Professor, Associate Vice Chancellor for Native Affairs and Senior Adviser to the Chancellor on Native Affairs Issues, (Chair)

Jessica Ballard, Assistant Professor and Archivist for Multicultural Collections & Services, University Library

Jennifer Dillavou, President, University of Illinois Alumni Association

Stephon Fuqua, Associate Director of Athletics, Division of Intercollegiate Athletics

Robin Kaler, Associate Chancellor for Public Affairs, Public Affairs

Emma Lin, Sophomore, Integrative Biology, Illinois Student Government

Eduardo Martinez, Interim Director, Native American House; Coordinator of Marketing & Communications, Office of Inclusion & Intercultural Relations

Jon Seydl, Director, Krannert Art Museum, College of Fine & Applied Arts

Christopher Span, Chief of Staff, Associate Chancellor for Administration and PreK-12 Initiatives, Office of the Chancellor

Ross Wantland, Director of Curriculum Development and Education, OVCDEI (ex-officio)

Alina Jelks, Office Manager, OVCDEI (Staffing and Support)

Dear Colleagues,

Thank you for agreeing to serve on the History and Accountability Working Group, under the coordination of the Native American Representation and Reciprocity Initiative Steering Committee. Dr. Jacki Thompson Rand will chair this working group and Alina Jelks will provide staffing and support. Your work will complement the three other working groups being charged as part of this effort: Recruitment and Retention; Building New Traditions; and Reciprocal Partnerships with Native Nations.

In September 2019, Chancellor Jones charged members of the Chancellor's Executive Leadership Committee and additional campus stakeholders to draft an implementation plan based upon observations from the 2019 *Chancellor's Commission on Native Imagery Report*. The *Implementation Plan on Native Imagery* was accepted by Chancellor Jones in December 2020. Chancellor Jones tasked my office, Office of the Vice Chancellor for Diversity, Equity & Inclusion, to coordinate the realization of this plan. We request your service in leading the

actualization of the programs and initiatives detailed in the *Implementation Plan on Native Imagery*.

In order to move forward as a university, we must both acknowledge and account for our historic usage of Native imagery. The History and Accountability Working Group will focus on reviewing and disseminating a historical account of the campus with relation to the former symbol. To continue the work to achieve the goals set forth in this report, we ask that this working group:

- Coordinate a review of an historically account of the use of Native imagery at the University of Illinois Urbana-Champaign for factual and scholarly accuracy.
- Develop a plan to share this information with the university community, including but not limited to the Alumni Center, university webpages, new student orientation, and faculty/staff on-boarding programs.
- Develop recommendations for communication plans that acknowledge and take responsibility for the complex history of Native imagery at Illinois, including a review of strategies employed by other campuses who have gone through the process of discontinuing university traditions.
- As part of the overarching Native American Representation and Reciprocity Initiative, you will provide key contributions toward the proposed next steps for the University of Illinois Urbana-Champaign.

Beyond your specific charge, I ask that your working group explicitly address the following:

- The resources and partners needed to implement the reports suggestions
- A projected timeline of implementation of these actions, in keeping with the report's recommendations of short- (1 year) and mid-range (2-3 year) timeframes
- How this process might be communicated to campus stakeholders

As a first step in this process, I ask that you review past and current efforts for accountability and identify necessary next steps. A full plan that details a projected timeline and budget for implementation is to be submitted to the Native American Representation and Reciprocity Steering Committee by March 31, 2022.

I thank you for your service as part of this important work for our university.

Sincerely,



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