

November 3, 2021

Native American Representation and Reciprocity Initiative, Building New Traditions Working Group

James Hintz, Associate Vice Chancellor for Student Success & Engagement, Student Affairs, (Chair)

Cassie Arner, Senior Associate Director of Athletics, Division of Intercollegiate Athletics

Barry Benson, Vice Chancellor for Advancement, Senior Vice President for Development at University of Illinois Foundation

Michael DeLorenzo, Vice Chancellor for Administration and Operations Designee

Laurie Hogin, Professor, Associate Director and Director of Graduate Studies in the School of Art & Design

Barry Houser, Associate Director of Bands, Director of Athletic Bands, School of Music

Eric Minor, Chief Marketing Officer, Office of the Chancellor

Leslie Morrow, Director, LGBT Resource Center, Office of Inclusion & Intercultural Relations

Alejandro Suñe, Associate Director of Student Success & Engagement, Student Affairs

Heather Wright, Interim Director of Curriculum, Carle College of Medicine

Dana Yun, Senior, Material Sciences and Engineering, Illinois Student Government

Kaamilyah Abdullah-Span, Director of Campus Climate and Culture, OVCDEI, (*Ex-Officio*)

Angie Ennis, Administrative Assistant, Office of the Dean of Students (Staffing and Support)

Dear Colleagues,

Thank you for agreeing to serve on the Building New Traditions Working Group, under the coordination of the Native American Representation and Reciprocity Initiative Steering Committee. Associate Vice Chancellor for Student Success & Engagement Jim Hintz will chair this working group and Angie Ennis will provide staffing and support. Your work will complement the three other working groups being charged as part of this effort: History and Accountability; Recruitment and Retention; 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*.

The Building New Traditions Working Group will focus on facilitating the establishment of new traditions that promote belonging, inclusiveness, and school spirit, while also developing traditions that center Native voices. To continue the work to achieve the goals set forth in this report, we ask that this working group:

- Develop a framework for introducing new traditions to the university community and assessing their development. This framework may include considerations of a new mascot. This work must be done in collaboration with the newly formed Illinois Spirit & Traditions Council.
- Evaluate the intention and the impact of new traditions on campus that must to ensure that new traditions are inclusive of all members of the University of Illinois community.
- Review proposals when it relates to new traditions to ensure that they are carried out in a culturally responsible way
- Create and support traditions for the University of Illinois Urbana-Champaign that center the voices of Native students, staff, and faculty, such as Indigenous Peoples' Day.

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 evaluate current campus efforts to support new, inclusive traditions and evaluate their impact. 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