

October 27, 2021

Native American Representation and Reciprocity Initiative Steering Committee

Sean Garrick, Vice Chancellor for Diversity, Equity, and Inclusion, *Chair*
Yadira Alonzo, Graduate Student, Audiology Doctoral Program
Nicole Arnold, Junior, Political Science and Economics; Illinois Student Government Student Body Vice President
William Bernhard, Executive Vice Provost for Academic Affairs, Office of the Provost
Jenny Davis, Associate Professor, American Indian Studies, Anthropology, and Gender & Women's Studies; Chancellor's Fellow
Gioconda Guerra Pérez, Executive Associate Vice Chancellor for Diversity, OVCDEI
James Hintz, Associate Vice Chancellor for Student Success & Engagement, Student Affairs
Marty Kaufmann, Senior Associate Athletics Director, Department of Intercollegiate Athletics
Sarah Locke, Senior, Sociology and Political Science
Dan Mann, Associate Provost for Enrollment Management, Office of the Provost
Jacki Rand, Associate Professor, Associate Vice Chancellor for Native Affairs
Lyndon Goodly, Executive Associate Vice Chancellor for Research, Institutional Veterinarian and Director of the Division of Animal Resources, OVCRI
Christopher Span, Chief of Staff and Associate Chancellor for Administration and PreK12 Initiatives, Office of the Chancellor
Wanda Ward, Executive Associate Chancellor for Public Engagement, Office of the Chancellor
Ross Wantland, Director of Curriculum Development and Education, OVCDEI (*ex officio*)
Elizabeth Tsukahara, Assistant Director for Communications, OVCDEI (*ex officio, communications*)
Holly Clingan, Assistant to the Vice Chancellor for Diversity, Equity & Inclusion, OVCDEI (*Staffing and Support*)

Dear Colleagues,

Thank you for agreeing to serve on the Native American Representation and Reciprocity Initiative Steering Committee. Vice Chancellor for Diversity, Equity & Inclusion Sean Garrick will chair this committee and Holly Clingan will provide staffing and support. This steering committee is an important next step in a process begun in 2018 with the Chancellor's Critical Conversations on Native Imagery, as we continue to address the history and impact of past traditions, along with our commitment as a university to Native American peoples and Nations.

In September 2019, I 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*. I accepted the

Implementation Plan on Native Imagery in December 2020 and tasked Vice Chancellor Sean Garrick to coordinate the realization of this plan. I am requesting your service in leading the actualization of the programs and initiatives detailed in the *Implementation Plan on Native Imagery*.

As the Native American Representation and Reciprocity Initiative Steering Committee, I ask that you:

- Oversee the development of processes, structures, and action plans for the implementation of the working group deliverables
- Prioritize timelines and achievable milestones to facilitate the implementation of action steps and recommendations proposed by the working groups
- Manage the communication strategies to keep campus stakeholders informed about the Native American Representation and Reciprocity Initiative action steps.
- Coordinate and develop evaluation and accountability efforts to provide honest assessment, timely feedback, and recommendations for future efforts.

This steering committee will coordinate the activities of the following working groups, including deadlines for interim reports and communications expectations between the groups and the steering committee:

- **History and Accountability** (Chair: Associate Professor, Associate Vice Chancellor Jacki Rand)
- **Building New Traditions** (Chair: Associate Vice Chancellor Jim Hintz)
- **Recruitment and Retention** (Chair: Executive Associate Vice Chancellor Gioconda Guerra Pérez)
- **Reciprocal Partnerships with Native Nations** (Chair: Associate Professor and Director of the Program in American Indian Studies, Jenny Davis)

It is necessary for our university to fully acknowledge the complex history of past practices of Native imagery, create new traditions that reflect and include all members of our 21st century university community, actively commit support and resources for our Native students, staff, faculty, and alumni, and build and maintain reciprocal partnerships with Native Nations that respect tribal sovereignty while also account for our historic and current responsibilities to Native peoples as a land-grant institution.

The implementation plan provides a bridge from the past to the present—to fully remember the complex intent of the tradition while also accepting responsibility for its painful impact—and a vision for the future. Your work to realize this plan’s goals is a critical next step for our university. As a first step in this process, please provide guidance to the working groups on how to move forward the several working group actions. I request a preliminary report of your progress by May 15, 2022.

I thank you for your service through this process.

Sincerely,



Robert J. Jones
Chancellor

- c: B. Benson, Vice Chancellor for Institutional Advancement
- A. Cangellaris, Vice Chancellor for Academic Affairs and Provost
- M. DeLorenzo, Vice Chancellor for Administration and Operations
- S. Martinis, Vice Chancellor for Research and Innovation
- D. Brown Young, Vice Chancellor for Student Affairs