

Reported to the Board of Trustees  
September 7, 2017

# One Campus, Many Voices



## Inclusive Illinois 2017 Impact Report



# University of Illinois **Diversity Values Statement**

## 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.

## Chancellor Introduction



The world has come to expect great things from the University of Illinois at Urbana-Champaign. Over the course of our history, we have an unmatched record of solving problems the rest of the world would rather not even acknowledge existed.

How we have been able to do that for 150 years, and the only way we will do it for the next 150, is by ensuring that every single perspective and every single idea can be heard and considered. Diversity and inclusive excellence aren't about leaving people or viewpoints behind – they are about bringing them together in one place and at one time. And as we've seen repeatedly, when that happens at Illinois, great discoveries and historic innovations are the result.

We are absolutely committed to doing everything possible to make sure the Illinois community advances inclusive excellence and values diversity.

I ask all of us to work harder and with even stronger resoluteness to represent our fundamental truth that we don't measure diversity, inclusion and excellence by numbers and quotas, by skin color, or by the city, state or nation of birth. We will measure them by the transformative experiences our students have when they choose to join this family. We will measure them in the discoveries and ideas that come from our scholars and researchers who themselves have come to Illinois from every walk of life and from points around the globe.

We will only be able to deliver on our land-grant promise of opportunity, access and education by being a truly inclusive Illinois.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert J. Jones". The signature is stylized and fluid.

Robert J. Jones  
Chancellor

## Welcome



Greetings!

I invite you to read our 2017 Inclusive Illinois Impact Report. In this sesquicentennial year, we claim everyone in and around the University of Illinois at Urbana-Champaign campus-community as a part of our Inclusive Illinois family. This is shown in the breadth and depth of diversity and inclusion commitments on our campus, from our public engagement work in the Champaign Community Coalition and the Champaign-Urbana Cradle-to-Career network; to our \$60 million spent on central diversity commitments to provide for financial aid, student support, faculty recruitment and retention, compliance activities and other diversity training and advocacy; to the many college-level programs enumerated in this report and beyond.

Our “Inclusive Illinois: One Campus, Many Voices” campaign will broaden over the next few months into a campus- and college-level infrastructure that includes local diversity committees and an overarching diversity council. We will continue to cultivate a community at Illinois where everyone is welcomed, celebrated and respected.

Thank you for your commitment to making our campus one that is welcoming of all.

Peace,

A handwritten signature in black ink, appearing to be 'AZ' followed by a long horizontal stroke.

Assata Zerai  
Associate Chancellor for Diversity

### *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.*

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## Inclusive Illinois: *One Campus, Many Voices*

Inclusive Illinois: *One Campus, Many Voices* is about the campus community -- faculty, staff, and students -- valuing and respecting the many voices, ideas, and perspectives we each bring to Illinois. It is about creating, building, and sustaining spaces, places, and environments that are welcoming, inclusive, and affirming, whether in the classroom, the office, the lab, or the athletic field. It is about building communities, relationships, and friendships that cross the traditional boundaries of identities. It is about crossing the invisible borders, boundaries, and walls that create separate communities. These can be boundaries based on academic interests, majors, hobbies, and fields of specialty. They can also be based on values, beliefs, lifestyles, and life experiences. They can even be based on identities, such as religion, ability, race, ethnicity, national origin, Veteran Status, and sexual orientation.

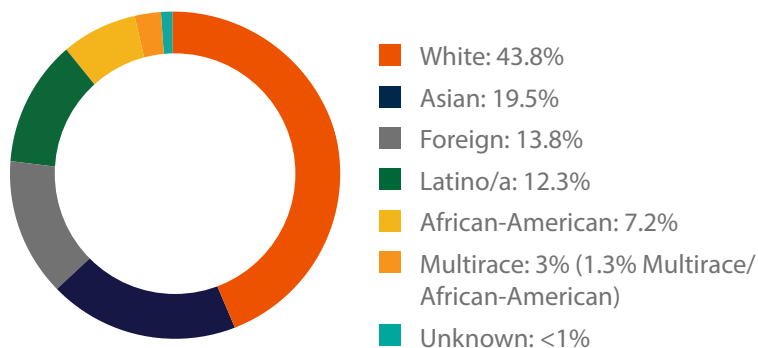
Inclusive Illinois: *One Campus, Many Voices* is about creating one campus of many voices. Our goal is to work towards an image of Illinois as a multi-patterned quilt -- weaved together cohesively, yet incorporating and respecting the distinct cloths and pieces of our unique identities.

## Diversity and Inclusion at a Glance 2016-17

The 2016-17 academic year was a time of new leadership as the Urbana-Champaign campus welcomed Robert J. Jones as its 19th chancellor. New deans were appointed in the Colleges of Agricultural, Consumer and Environmental Sciences (ACES), Applied Health Sciences (AHS), Liberal Arts and Sciences (LAS), Carle Illinois College of Medicine and Education. The changes in leadership provided an opportunity for reflection about diversity work. In spring 2017, Chancellor Jones commissioned an external review team to meet with stakeholders and provide a report on the centralized diversity structure for the campus.

### Enrollment

The freshman class of 2016 was the most diverse incoming class in University of Illinois history with 19.5% underrepresented minority enrollment, 7.2% African-American, 1.3% multiracial/African-American, 12.3% Latina/o



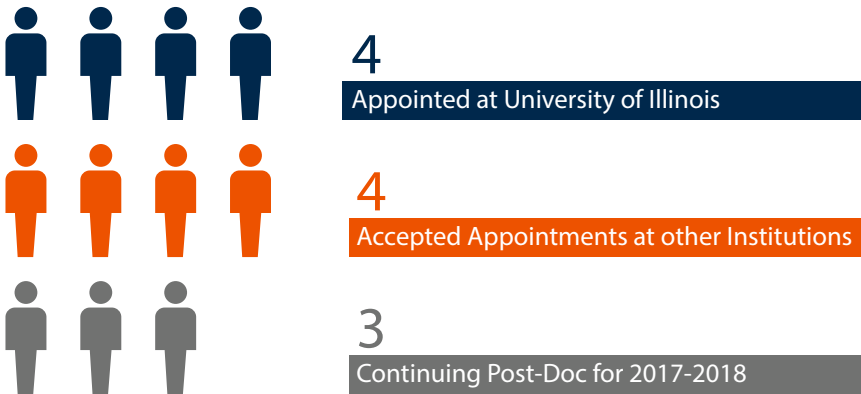
### Funding Diversity

The FY17 diversity budget provided a comprehensive overview of the diversity commitments and priorities of the University of Illinois at Urbana-Champaign. The financial commitments to diversity encompassed more than support for racial and ethnic minorities underrepresented in higher education. For example, it included support for women (especially in STEM fields), support to first-generation college students and those from low-sending counties in the state of Illinois, and support that considers disability status and veteran's status. For fiscal year 2017, \$60 million was projected to be spent on diversity commitments and initiatives. These included financial aid, student support, faculty recruitment and retention, Office of Federal Contract Compliance Programs (OFCCP) required training, accommodations, investigations, Title IX and Americans with Disabilities Act (ADA) compliance activities, and other diversity training and advocacy. The majority of these funds went toward financial aid, with payments totaling \$43.1 million.

## Illinois Distinguished Postdoctoral and Visiting Scholar Program

The Illinois Distinguished Postdoctoral and Visiting Scholar Program, administered by the Office of the Associate Chancellor for Diversity, the Office of Diversity, Equity and Access, and the DRIVE faculty recruitment and retention committee, supported individuals from racial and ethnic groups underrepresented in the professoriate, and women who are promising candidates for campus faculty positions for up to two years. Each Illinois Distinguished Scholar was provided high-quality mentoring and support by a faculty sponsor. The goal was to prepare them for tenure-track assistant professor appointments. From August 2015 to May 2017, 11 scholars have been appointed to Illinois Distinguished postdoc positions. Out of the 11, four have been appointed as assistant professors at the U of I, four left the university to accept other appointments, and three will be continuing their postdoc for 2017-18.

### 11 Scholars have Received DRIVE Postdoc Positions

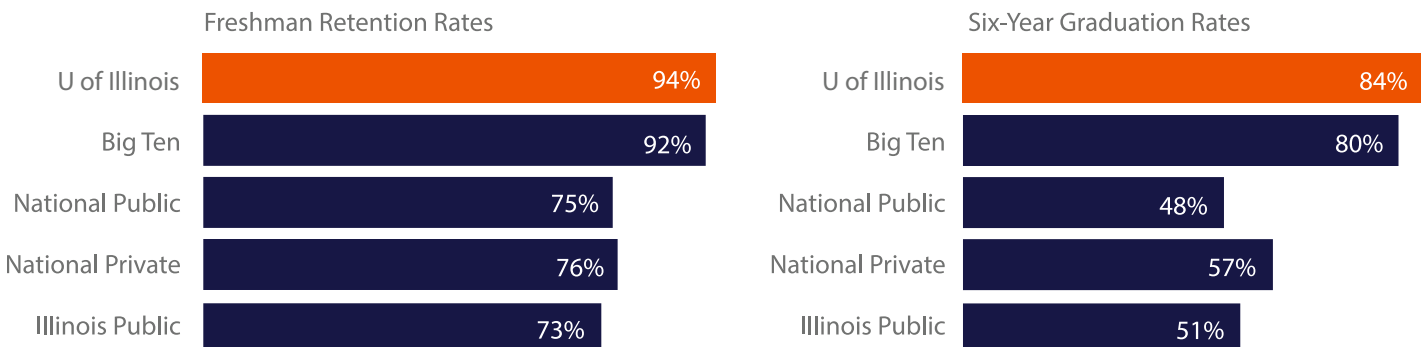


## Diversity Committees

Diversity and Inclusion work at Illinois was enhanced by the leadership of seven committees: the Chancellor and Provosts' Committee on Race and Ethnicity (CORE), LGBTQ Concerns, Gender Equity Council (GEC), and Access and Accommodations (CCAA), Diversity Realized at Illinois by Visioning Excellence (DRIVE), Enhancing Diversity, Guiding Excellence (EDGE) Council and Inclusive Illinois Committee. These committees brought together campus expertise to identify and respond to the needs of the entire campus body.

## Graduation Rates

Underrepresented minority student graduation exceeded both national and peer averages with 2016 freshman retention rate of 94% and a 6-year graduation rate of 84%.





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## Diversity and Inclusion Education

Annual training opportunities allowed faculty, staff and students to grow in their personal understanding of the social identities held by individuals on the Illinois campus, develop tools for engaging with difference, and build a network of allies to support continued growth of campus Inclusive Excellence.



## Inclusive Illinois Leadership Series

In its second year, Inclusive Illinois expanded this year-long Professional Leadership Series designed to build diversity and inclusion skills and understanding. Forty participants, representing 21 colleges and units, were chosen to attend monthly workshops that introduced diversity and inclusion topics presented by University of Illinois faculty and academic professional experts in the subject areas including Understanding the Importance of Diversity, Microaggressions, Engaging in Difficult Dialogues, Unconscious Bias, Religious Diversity, Disability Awareness and Developing an Inclusion Focus.

## DiversityEDU30

An online training module, required through college 100 introductory courses, provided 7,792 first-year students with a common understanding of diversity terminology, introduced diversity concepts students will face during their time at the University of Illinois, and challenged students to embrace the opportunity to engage with difference as part of their Illinois experience. In the second year of this training, completion rates increased from 53.0% in 2015-16 to 70.6% in 2016-17.

## Emerging Women Leaders

The Emerging Women Leaders program provided leadership development for early career professional women at Illinois who aspire to become organizational leaders. The women were nominated to participate in this nine-week program by senior administrators. The focus of this program was to equip participants with leadership skills and

strategies that will positively impact their departments and the communities in which they live and serve. The selected women attended monthly seminars where campus and community senior women leaders shared their insight and experience on topics ranging from networking to identifying individual strengths to navigating organizational politics.

## Executive Women Discussion Group

The Executive Women Discussion Group was comprised of faculty members and academic professional women in senior leadership roles who met monthly during the academic year to network and discuss matters of interest to the group. Topics included important campus issues and initiatives, leadership, mentoring and community engagement.

## Diversity Realized at Illinois through Visioning Excellence

The Diversity Realized at Illinois and Visioning Excellence (DRIVE) Chancellor's and Provost's Diversity Committee offered an array of training and support opportunities to executive officers, search committees, faculty, and postdocs. These included **To Tenure and Beyond: Best Practices for Inclusive Faculty Mentoring and Development**, customized in-person training tailored to the needs of each college, and **DiversityEDU** a required online implicit bias awareness training for search committees.

## Five Days for Change

This week-long training program challenged staff and faculty members to understand how personal identities affect interactions with others.

Throughout this training, participants learned to use power, privilege and position to influence positive change in the University of Illinois campus climate.

## In the Zone

In the Zone, a collaboration funded by a Student Affairs Initiatives Grant to bring together the allies and advocates trainings, provided identity-specific training for faculty, staff and students. Offerings included Disability Ally Program, ICARE bystander intervention training, LGBT Ally Network, Racial Justice Allies and Advocates Training, Undocumented Student Training, and Veteran Ally Workshops.

## I-connect

This experiential training was designed to help incoming students embrace differences and recognize shared experiences in order to build a welcoming and engaged campus community. This training was required of all first-year students in the spring semester.

## Haven Training

All new undergraduate students, faculty and staff were required to register for and complete the Haven training, which was designed to inform them of Title IX expectations regarding the prohibition of sex discrimination, sexual harassment and sexual misconduct.

# Annual Celebrations and Awards

## iUnite Week

iUnite week was held September 19 - September 23, 2016. This week drew together events for all members of the Illinois community to embrace the value of difference in individuals and communities. The week of events was a collaborative effort between academic and student affairs units and included events such as Culture Shock at the Illini Union, an American Indian Center Pow Wow Trip in partnership with American Indian Studies, International Student & Scholar Services, and Native American House, Fall Family Fest at Orchard Downs, the Human Library at Krannert Center for the Performing arts and **Inclusive Illinois Day** which served to highlight diversity and inclusion initiatives and commitments in each college, department, and campus unit. The keynote lecture, on behalf of the "Inclusive Illinois Day Lecture Series" and iUnite Week, was titled "Tearing Hatred from the Sky" by Bree Newsome.

## Rev. Dr. Martin Luther King Jr. Commemoration Jan. 13, 2017 – Jan. 21, 2017

With the theme "Pursuing the Dream in Challenging Times," the 2017 Rev. Dr. Martin Luther King Jr. commemoration celebration challenged over 2,000 guests to explore the meaning of Dr. King's dream in times of societal and political change. Spanning just over a week, the events were as follows:

- **16th Annual Countywide Celebration:** Held at Parkland College with Professor Christopher Benson, African American Studies, University of Illinois at Urbana-Champaign as the keynote speaker.
- **32nd Annual Dr. MLK Jr. Advocacy for Justice Community Celebration:** Reverend Dr. Allan Boesak from the Christian Theological Seminary served as the keynote speaker. (1)
- **32nd Annual Unity Breakfast:** Ten Champaign-Urbana High School students were honored with college scholarships. Domico Cobb, associate dean of students at the University of Illinois at Urbana-Champaign, encouraged their future academic pursuits with his keynote address.
- **Day of Service:** The campus and community came together to provide service to those in need. Projects included food packaging, making toys for shelter dogs, and creating cards for deployed military service people. Over 600 University of Illinois and Urbana High School students participated in these service projects. (2)
- **MLK Uncorked:** A spoken-word infused-jazz ensemble brought the community together for music and conversation reflecting on the legacy of Dr. King. (3)
- **Poverty Simulation:** Campus and community participants experienced a simulation, sponsored by the School of Social Work, to gain a better understanding of some of the challenges which face those living at or below the poverty line. (4)
- **Dr. MLK Jr. Community Celebration:** The Chancellor's MLK Celebration Committee, Krannert Center for the Performing Arts, and the College of Education closed the week of celebrations and awarded the winners of the College of Education's Creative Expressions contest. Winners included Robeson Elementary School students Sandaru Devema, Quincy Dixon, Deyaneira Gomez, Eldana Nigussie, Simon Nudelman and Campbell Phillips; Nydia Mora from Dr. Howard Elementary School and Corey Robinson from Booker T. Washington STEM Academy, Cassandra Casco from Jefferson Middle School, Sarah Ming Guo from Franklin Middle School, Amani Joy Congleton of Centennial High School and Angelynn Huang from University Laboratory High School. (5 & 6)





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## Celebration of Diversity

This premier event brought together University and local community members to celebrate the achievements of faculty, academic professionals and civil service employees who made significant contributions in creating and sustaining an inclusive living, learning and working community at Illinois. Each year the Larine Y. Cowan Make a Difference awards are given out in the categories of Advocacy for LGBT, Excellence in Access and Accommodations, Teaching and Mentoring in Diversity, and Leadership in Diversity Award. Nominees selected for these awards exemplify exceptional dedication to and success in promoting diversity and inclusion via research, hiring practices, courses, programs and events.

The 2017 Larine Y. Cowan Make a Difference Award recipients were as follows: the Environmental Control: Wireless Elevator Remote Control award received the Excellence in Access and Accommodations award; Lynford Goddard and Toni Pitts each received the Leadership in Diversity award; Andrea Cailles was awarded the LGBTQ Affairs award; and Nicole Cooke received the award for Teaching and Mentoring in Diversity.

## Diversity Awards

Faculty at the University of Illinois at Urbana-Champaign have been diligently working to bring diversity into their curriculum, to the academe and to the lived experiences of students, staff and faculty on the campus. The following faculty and staff received national recognition for their work in the 2016-17 academic year.



Assistant Professor **Nicole A. Cooke** was honored with the 2017 American Library Association's Achievement in Library Diversity Research Award. At the iSchool, Cooke has led the development of three graduate courses directly addressing diversity: Race, Gender, and Sexuality in the Information Professions; Social Justice in the Information Professions; and Information Services to Diverse Populations.



Assistant Professor **Janice M. Collins** was selected for the 2017 Baskett Mosse Award for Faculty Development of the National AEJMC for her work and development around Active Centralized Empowerment, for [Hear My Voice Online](#) on Facebook, [hearmyvoiceonline.com](http://hearmyvoiceonline.com), and for the various events, podcasts and multimedia platforms that work toward demarginalizing the marginalized in positive and empowering ways.

# College & Unit Diversity & Inclusion Commitments





## University of Illinois Extension

For the first time, the McLean County Fair had separate classes for assisted riders, one for English riders and one for western riders. This year, the Fair added horsemanship, showmanship and a trail class. Two youth, on the autism spectrum, competed in the riders with disabilities class in the horse competition. For safety reasons, they have another person assisting them, holding a lead line in front of the horse as the competitors ride.

## College of Agricultural, Consumer, and Environmental Sciences



## Dia de los Muertos

The College of Agricultural, Consumer, and Environmental Sciences kicked off its Inclusive Illinois events on October 22, 2016 with a trip to the National Museum of Mexican Art in Chicago. The students were given a tour of the Dia de los Muertos exhibit. (below)



# College of Applied Health Sciences

## The Chez Center for Wounded Veterans in Higher Education

The Chez Center for Wounded Veterans in Higher Education registered over 100 student veterans with disabilities and housed 14 live-in residents. More than half of the residential veterans were first-generation students and from underrepresented minority groups. Building on the College's storied history as a disability leader, the Center provided a spectrum of individualized and comprehensive services and programs to empower military-connected students to realize their potential through a

world-class education experience that prepares them to lead fulfilling, meaningful, and maximally independent lives.



## Disability Resources and Educational Services

Disability Resources and Educational Services (DRES) continually works toward inclusion of those with disabilities within all campus environments, including web and digital environments. DRES supported a variety of projects and events that moved the campus community forward through education and support services ultimately enhancing equal access to the digital world for those with disabilities. The following IT accessibility initiatives were accomplished:

- DRES offered four digital online badging courses to professionals, both on and off campus, to those who have responsibility to create, manage and evaluate web content.
- DRES hosted the Big Ten Academic Alliance face-to-face meeting of the Information Technology Accessibility Group (ITAG).

- In celebration of Global Accessibility Awareness Day on May 18, DRES hosted an open house for people to learn about how those with different capabilities use computer technologies.
- The Functional Accessibility Evaluator (FAE) 2.0 and AInspector Sidebar (1.1) were released. These open-sourced tools, developed by DRES IT staff, analyzed over 200,000 web pages helping to improve web accessibility.



## I-LEAP

The Mannie L. Jackson Illinois Academic Enrichment and Leadership Program (I-LEAP) offered support to over 160 undergraduates enrolled in the College of Applied Health Sciences through bi-weekly one-on-one counseling sessions and periodic workshops on topics such as mentorship, academic skills development and leadership training. One of the major highlights of the year included a service learning trip to New Orleans during spring break, where students learned about the economy and culture by engaging in community service with Habitat for Humanity, volunteering at a high school, and meeting with local agencies. Additionally, students explored health career options by meeting with health professionals at a health clinic, hospital and university.



## College of Business

### The Enrichment Academy

The Enrichment Academy connects first-generation, minority, transfer and international students in the College of Business with the necessary resources to be successful in academic, professional and extracurricular pursuits. Some of the activities included a mentorship program, company

presentations, an etiquette dinner and a business case competition with PricewaterhouseCoopers. The Enrichment Academy sponsored an early arrival college program that connected students with important resources within the college and around the university.

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### Emerging Business Leaders Program

This three-week business institute allowed high-achieving minority students from around the country the opportunity to explore their interest in the business world. During their time on campus, 30 rising high school seniors learned from top business faculty, traveled to Chicago to meet with corporate executives from sponsor companies and worked together in small teams on a case competition. Fifteen of the participants will enter the University of Illinois at Urbana-Champaign as part of the class of 2021.



# College of Education

## 2016-2017 Dean's Diversity Lecture Series

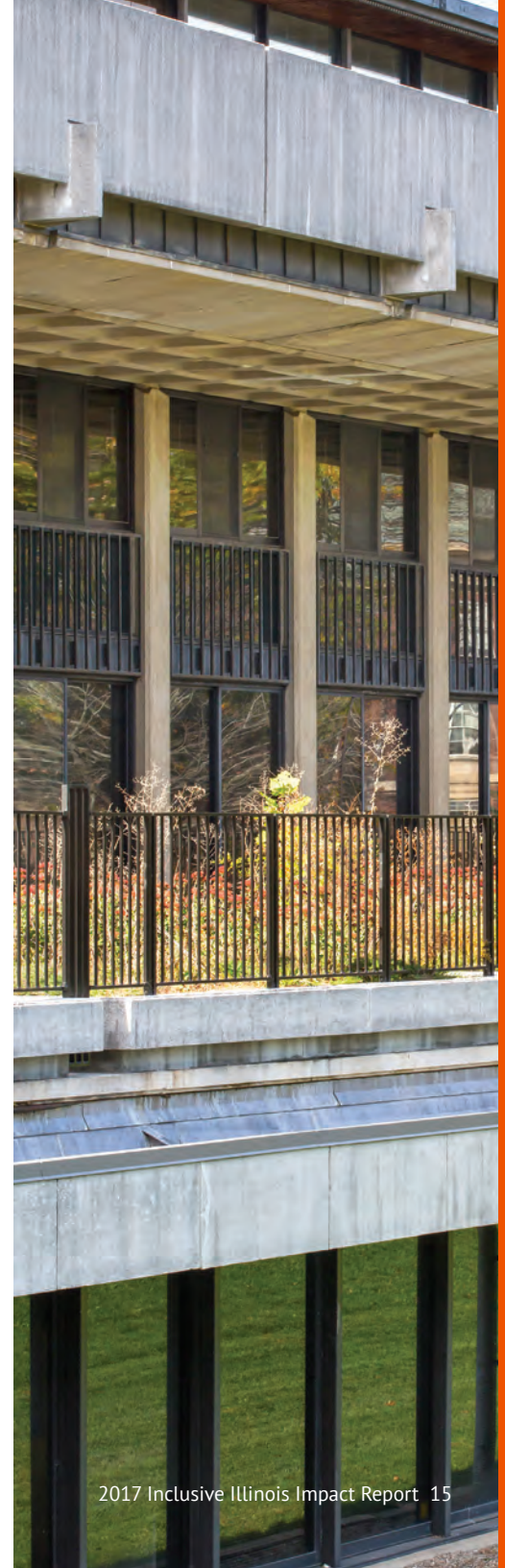
The College of Education invited seven speakers whose expertise encompassed a diverse set of topics and provided rich opportunities for students, faculty and staff to hear from internationally renowned scholars who addressed important issues of diversity. The Dean's Diversity Lecture Series served as many as 100 people per session. The Office of Community College Research and Leadership (OCCRL) conducted podcast interviews and blog features for each speaker, posting them to the [OCCRL website](#).



## TEACH-IN: Solidarity with undocumented students and families

The Diversity, Equity, and Multicultural Education Committee (DEME) and the Office of International Programs organized TEACH-IN: Solidarity with undocumented students and families in response to the global discourse and policies that negatively affect immigrant families in the Urbana-Champaign community. Speakers included Amanda Harris, Urbana Adult Education Center; Gioconda Guerra, La Casa Cultural Latina; Lucia Maldonado, Urbana Middle School; and I-CAUSE student representatives.

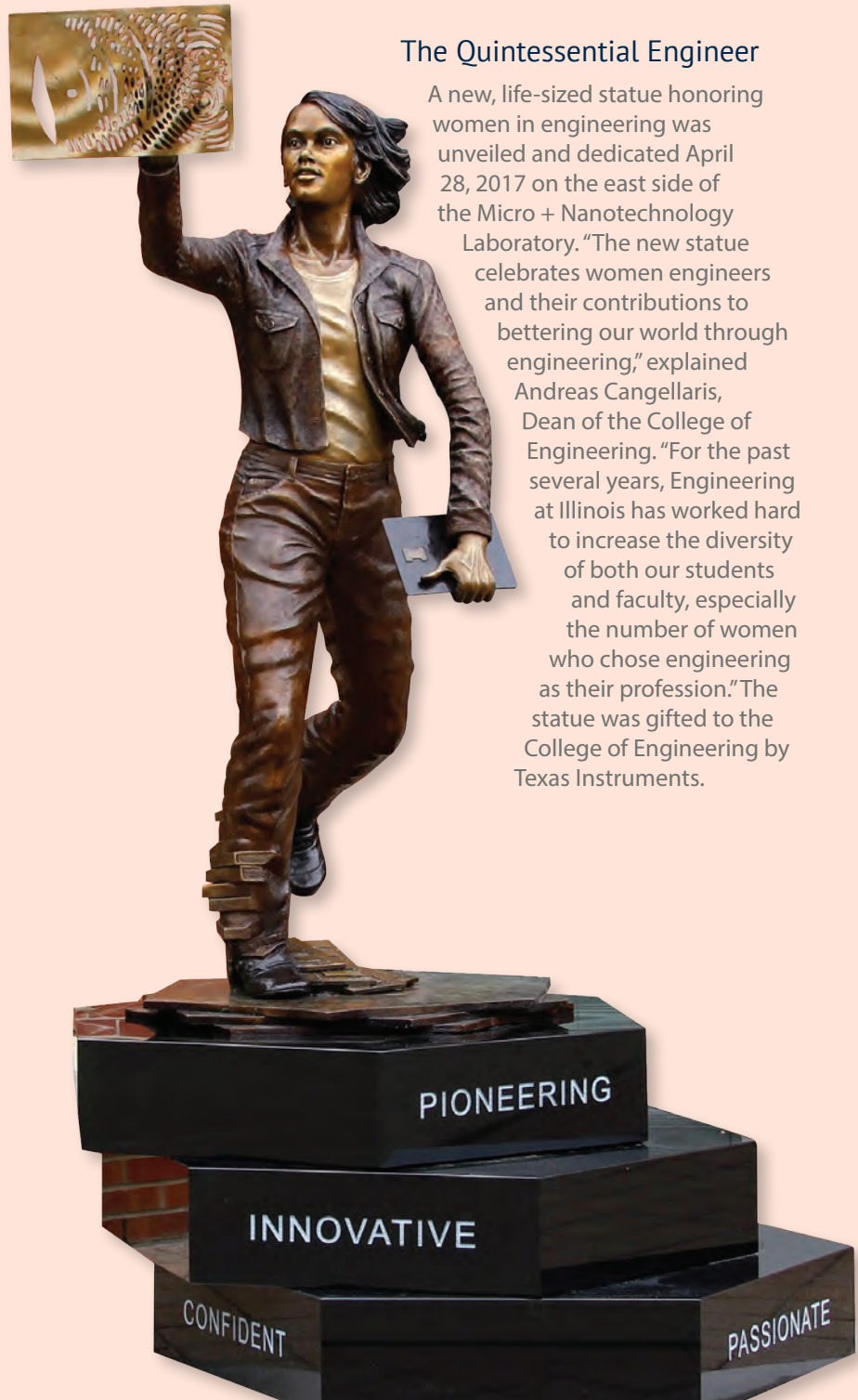
Approximately 60 people participated including College of Education faculty, staff and students; university leaders; faculty and students from across campus; and local educators and administrators. Powerful dialogue took place as participants learned difficult truths about the lives of immigrant families and students at the university and in the local school districts. Participants received resources and information to better provide support to students and families.



# College of Engineering

## Engineering for Social Justice Scholars Program

Engineering for Social Justice Scholars Program (ESJ), was a year-long learning experience created to help Engineering students to “rethink the social justice role engineers play in society.” Students engaged in activities to more fully grasp their privilege and inequities in our society. ESJ scholars learned about social injustice and inequities in our society and how to address them by engaging hands-on math and science activities and experiments with middle schoolers from Chicago Public Schools.



## The Quintessential Engineer

A new, life-sized statue honoring women in engineering was unveiled and dedicated April 28, 2017 on the east side of the Micro + Nanotechnology Laboratory. “The new statue celebrates women engineers and their contributions to bettering our world through engineering,” explained Andreas Cangellaris, Dean of the College of Engineering. “For the past several years, Engineering at Illinois has worked hard to increase the diversity of both our students and faculty, especially the number of women who chose engineering as their profession.” The statue was gifted to the College of Engineering by Texas Instruments.

## College of Fine and Applied Arts

### Autumn Knight: In Rehearsal

Autumn Knight's exhibition at KAM used performance to challenge or unsettle power dynamics, thus making "established" patterns and presumptions more visible. Her work has addressed race, gender identity and roles (masculinity and femininity across the gender spectrum), therapeutic authority and mental illness, concepts of public vs. private, drug addiction, lamentation and mourning, sexual assault and police brutality, while highlighting the depth and breadth of talent among black and female faculty and students at the university and in the arts. Her work has used performance to bring these issues into public discourse, often by utilizing spaces outside the gallery.



### Sesquicentennial Exhibition Land Grant

Organized by the graduate student members of ARTH 546, a practicum in curatorial methods, Land Grant was an exhibition marking the year 2017 as the sesquicentennial of the University of Illinois. It brought together materials from libraries, archives, and collections across campus to propose an expanded field for considering the university—its founding and history, land-use practices, and indigenous identities—all while assessing the current status of public higher education in the United States. Recognizing the ability of images to both legitimize and contest power, and experimenting with curatorial methods of evidence and inquiry, this exhibition took stock of where university students stand in relation to such questions.

## WLS ANNUAL SYMPOSIUM



### Symposium on Gender

During the spring semester, the Myra Bradwell Association for Women Law Students (WLS) hosted its annual symposium on gender, choosing to focus on a discussion of Title IX. In March, it hosted a three-part symposium that explored Title IX in the context of college admissions, sexual assault and sports.

## College of Law

### Demystifying the Grand Jury

In response to a continuing national conversation regarding police violence against minority and black individuals, the Black Law Students' Association partnered with the College of Law and the Health & Elder Law Society to host the event Demystifying the Grand Jury. A live re-enactment of a portion of the Darren Wilson grand jury proceedings transcript was acted out to meticulous detail by volunteer law students. Following the re-enactment, a professional panel of speakers, including Professor James Anderson, Judge Jonathan Hawley, and Federal Public Defender Elisabeth Pollock, discussed the legal and social implications of the grand jury's verdict in this and similar cases; and the impact of these type of cases on the national climate.





## College of Media

During the past year, the College of Media began to implement a new program designed to better support underrepresented and first-generation students. In partnership with the Office of Minority Student Affairs, graduate student mentors helped to provide support to first-generation and underrepresented minority (URM) undergraduates. High school recruiters helped to develop “pipeline” relationships with a number of majority/minority Chicago Public Schools.

Impact: The proportion of URM undergraduate students in the college has grown from 13.9% a decade ago to 20.3% this year, 21% of faculty are from underrepresented minorities, and the percentage of underrepresented minority staff members has increased from 13% to 17% over the past 10 years.



## College of Liberal Arts and Sciences

*The College of Liberal Arts and Sciences launched a new workshop series for non-tenured underrepresented faculty and postdocs entitled Navigating the Tenure Track as Underrepresented Faculty. The first workshop consisted of a panel discussion of faculty and current/former administrators who offered comments and suggestions on strategies and advice for a successful promotion.*

## Graduate School Exploration Fellowship

The Big Ten Academic Alliance (BTAA) and the Associated Colleges of the Midwest (ACM) were awarded \$8.1 million from the Andrew W. Mellon Foundation to establish a partnership to diversify the professoriate. As part of this fellowship program, the Graduate School Exploration Fellowship (GSEF) provides ACM undergraduates with a summer research experience at a Big Ten Academic Alliance (BTAA) institution following their junior year. The Graduate College hosted nine GSEF fellows in the humanities, humanistic social sciences, and arts as full participants in its 2017 Summer Research Opportunities Program (SROP). This represented the first of a five-year initiative to address barriers to faculty diversity in these fields, especially in the context of liberal arts colleges.



## Graduate College

Sloan University Center of Exemplary Mentoring (UCEM) at Illinois  
2016-2017 marked the second year of the Sloan University Center of Exemplary Mentoring (UCEM) at Illinois. With the support of a one million dollar grant from the Alfred P. Sloan Foundation, the Sloan UCEM at Illinois supported underrepresented minority doctoral students in engineering, physical and mathematical sciences. In addition to funding support, the Sloan UCEM at Illinois provided activities designed to support students toward doctorate completion, such as professional development opportunities, mentoring, research opportunities, workshops and seminars.





## College of Veterinary Medicine

Veterinary Students as One in Culture and Ethnicity (VOICE) hosted Dr. Juan Davila, Vet Med's newest faculty member who discussed topics ranging from admissions challenges minority groups face to working with diverse clientele and different geographic regions' experiences with Veterinary medicine.

## School of Information Sciences

### iSchool in Color

The School's Diversity Committee fostered a greater sense of community this spring through iSchool in Color, a series of events held during Black History Month in February and Women's History Month in March. The series included a kickoff event, microaggression seminar, movie screening and panel discussion, alumni career panel and brownbag discussions. These events reached more than 350 participants, including faculty, staff, students, alumni and community members.

## School of Labor and Employment Relations

In fall 2016, Professor Andrew Weaver devoted an entire section of his class titled Workforce Policy (LER 590WPP) to the topic of race and gender discrimination. Specifically, the class reviewed theories of discrimination in labor economics as well as existing empirical evidence.

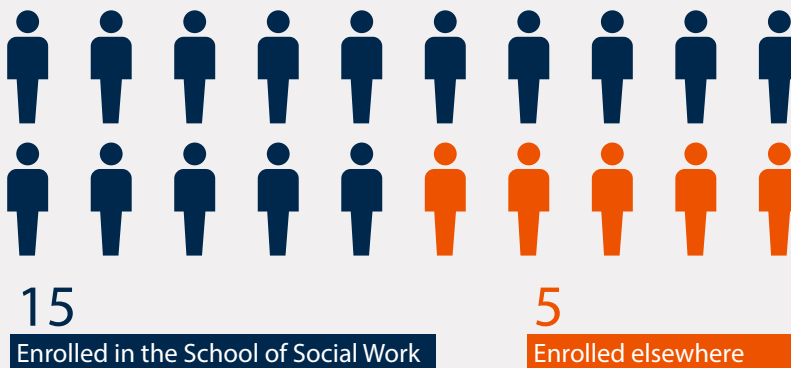
During the spring semester, Roshny Archer of Grainger was a guest lecturer for Employment Relations Systems course (LER 591). Roshny's talk focused on the difference between diversity and inclusion, how organizations develop diversity and inclusion plans, and key challenges to managing diversity and inclusion today. He also addressed the concept of unconscious bias and its impact on individuals and organizations along with personal and organizational actions to combat unconscious bias.

## School of Social Work

### Tuition Waivers

The School of Social Work offered 20 tuition waivers to high-achieving students from underrepresented populations with the goal of strengthening the institution and its programs by increasing enrollment of outstanding students from populations that have been historically underrepresented in graduate study. Fifteen of these 20 students enrolled in the School of Social Work at the University of Illinois.

The School of Social Work offered 20 tuition waivers



### Jewish Sensitivity Training

The School of Social Work hosted Illini Hillel's Jewish Sensitivity Training. Thirteen School of Social Work faculty, staff and students participated in this workshop, in which they learned about Jewish identity, culture, religion, relationship with Israel, and anti-Semitism. The workshop focused primarily on Judaism as a religion and ethnicity from the student perspective.



## University Library

### Autism in the Workplace

On Sept. 14 and Oct. 17, the Staff Development and Training Committee hosted Autism in the Workplace. This workshop offered common challenges that individuals with autism face in the world and what employers can do to create work environments that are conducive to success.

### Project Welcome

Project Welcome brought together people interested in or already serving refugees and asylum seekers, including U.S. and international librarians, representatives from international and national governmental agencies, and domestic resettlement and mutual assistance services. This was part of an

Institute of Museum and Library Services Planning Grant (May 2016 – April 2018), to learn about and articulate ways libraries can address the information needs of refugees and asylum seekers in order to support and empower them in their resettlement and integration process in the U.S.





## Division of Intercollegiate Athletics

Division of Intercollegiate Athletics (DIA) created a departmental Diversity and Inclusion committee and implemented a policy that all employment searches include a member of the committee to ensure diversity is a top priority in all hiring decisions.

### Real Talk Sessions

Monthly real talk sessions to discuss difficult or challenging topics were held for student athletes and staff from DIA. Sessions included the National Anthem protests in sports, the 2016 Presidential Election, LGBTQ concerns among student-athletes, and a night with the police (Champaign and campus police chiefs).

## Technology Services

### Information Technology Accessibility

Technology Services has been a leading force in raising information technology (IT) accessibility awareness across campus. IT accessibility is now required for all applications and services that are managed by Technology Services. In-house accessibility experts ensure that all applications are accessible to those with disabilities. Evaluation services, training workshops and conference presentations were part of Technology Services' outreach. Technology Services partnered with University Procurement to make web accessibility a requirement for all web technology-related purchases, adhering to Web Content Accessibility Guidelines (WCAG) 2.0 Level AA. In particular, Technology Services helped to make accessibility a requirement on the P-Card purchase form.

## Illini Union

### International Student Cell Phone and Bank Fair

The Illini Union introduced a new International Student Cell Phone and Bank Fair in August 2016 that provided a requested service on campus for new international students. The program was developed in response to a growing need among international students to establish banking and cell phone service quickly upon arrival in the country. Held in the Illini Union, during the International Student Orientation days, the program was convenient and easy to access during those busy first days. The event was a great success and will be expanded to two days in Fall 2017.

## McKinley Health Center

On April 20, 2017, McKinley Health Center's Special Populations' Student Health Concerns Committee hosted their 24th Annual Health Fair titled "Around the World in 8 Aisles." This offered students, faculty and community members the opportunity to have health screenings, gather information, enjoy relaxation services and musical entertainment. The event attracted 3,500 participants and helped to support inclusivity and diversity by gathering people of different backgrounds for the same common goal of health promotion.

## Office of the Vice Chancellor for Student Affairs

### ILLINOIS LEADERSHIP® CENTER

During the 2016-17 academic year, 177 students attended Inclusion, a six-hour program hosted by the Illinois Leadership Center, to explore concepts of equity, equality and bias as they relate to a leadership perspective. Students were challenged to reflect on and share their own culture and values, and to recognize and encourage the differences in others to build more dynamic, innovative groups. Ninety-five percent of participants reported having a greater understanding of their social identities and personal privilege, and 84% indicated they were better prepared to engage in dialogue across difference.

# Inclusion

## 2016-2017

Inclusion is a six-hour program designed to explore concepts of equality, equity and bias as they relate to leadership. The program includes interactive activities, self-reflection and group discussion to enhance personal awareness and promote increased dialogue across and about difference.

**177**  
ILLINOIS STUDENTS

## LEARNING OUTCOMES



N=174, 98% RESPONSE RATE

## STUDENT EXPERIENCE

**90%**

FOUND INCLUSION TO BE A VALUABLE LEARNING EXPERIENCE

DISCUSSION TOPICS:

- MICROAGRESSIONS
- UNCONSCIOUS BIAS
- PRIVILEGE
- INTERCULTURAL COMMUNICATION

**"I became more open and understanding towards others."**

- Woman, Sophomore, International (China)

**"I liked that this program got me thinking about topics such as privilege and social identity, that I otherwise would not have thought much about."**

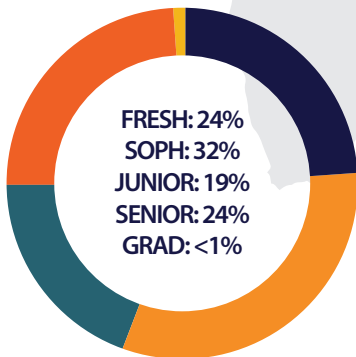
- Man, Sophomore, African American

**"I loved learning about social identity, language, and culture"**

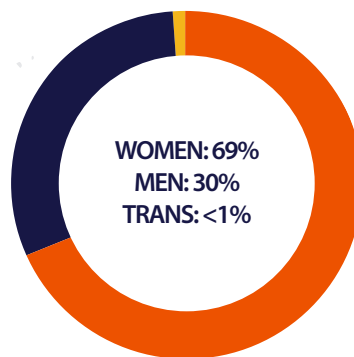
- Woman, Senior, Asian American

## PARTICIPANTS

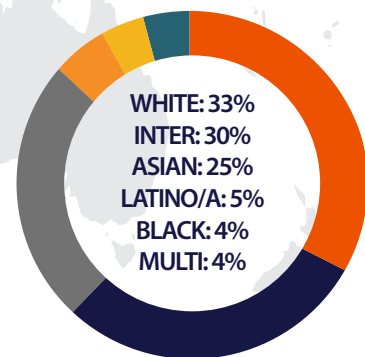
### CLASS YEAR



### GENDER



### RACE/ETHNICITY



## The Career Center

### D.I.N.E. – Diversity and Inclusion Networking Exchange – Career Services Council

D.I.N.E. encouraged students to engage with employers who value diversity in the workplace and practice networking skills with company representatives in a casual setting. Students spoke with employers regarding companies' diverse hiring practices and qualities they seek in potential candidates. The event brought together 19 employers and 48 students. One attendee stated they gained, "A better understanding of how companies utilize diversity to foster growth and the importance of it including possible job opportunities related to diversity."

## Office of Inclusion and Intercultural Relations

### Asian American Cultural Center Programming about Executive Orders

Early in the spring semester, the AACC focused three days of programming on the commemoration of the 75th anniversary of the Japanese-American internment. A group of students attended the theatrical showing of George Takei's Broadway musical "Allegiance," focused on World War II internment camp experiences. This was followed by a lively discussion of the parallels between Executive Order 9066 (Japanese-American internment) and the current administration's executive



orders targeting Muslims and a featured UI alumna from the Japanese American Citizens League - Chicago who spoke of the legacies of internment as well as the need to resist new institutional racism.

### La Casa Cultural Latina

The Office of the Vice Chancellor for Student Affairs sponsored the first campus resource and educational [website](#) for prospective, incoming and current undocumented/DACA students. La Casa Cultural Latina implemented four campuswide trainings to educate students, staff and faculty regarding federal immigration policies and how they are currently impacting Illinois students.



## University Housing

### Wassaja Hall Dedication

Wassaja Hall, the newest undergraduate residence hall in the Ikenberry Commons neighborhood, was dedicated on Sept. 8, 2016. A total of 10 members of the Fort McDowell Yavapai Nation, including President Bernadine Burnette, were present. Drums and songs sung by the Ottertrail intertribal drum group contributed to the celebration of the legacy of Wassaja, later known as Carlos Montezuma. University of Illinois President Timothy Killeen said the important role residence halls play in making the University premier should not be overlooked. "Higher education is meant to develop graduates who are engaged citizens,



thoughtful and analytical, able to interact with others with understanding and compassion, and work for social justice. That is precisely what happens in our residence halls. A community like that found at Wassaja Hall enables students to become leaders and better articulate their core values."



### Visiting the Yavapai in Fort McDowell

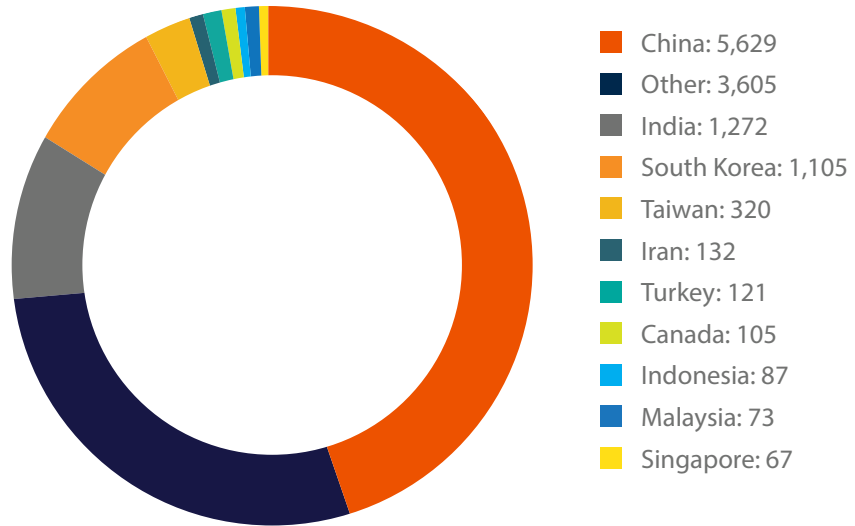
In November 2016, Renee Romano, vice chancellor for student affairs, Alma R. Sealine, director of University Housing, Jamie Singson, director of the Native American House, and Beverly Smith, assistant director of the Native American House, took part in the Fort McDowell Yavapai Nation Orme Dam Victory Days celebration in Fountain Hills, Arizona. The group participated in the 30-year celebration that recognized the efforts of the Fort McDowell Yavapai Tribal Nation in saving their land and water rights from the state government. The University of Illinois delegation was treated as honored guests at their many events, including a community BBQ, a parade with a University of Illinois float (recognizing Wassaja Hall), a rodeo, a pow wow, and several other historical visits to the land where Wassaja was born and later died.

The Fort McDowell Yavapai Nation has a long history of supporting education and is especially committed to advancing access for Native American students. The University of Illinois shares this commitment to support student achievement and provide access to education.

## Illinois International

With one of the largest international student bodies in the United States, the University of Illinois at Urbana-Champaign takes great pride in being one of the most sought-after higher education destinations in the world. Being a truly global university is about much more than having a large international student body. What makes Illinois unique is the fact that we truly offer a global classroom. Students benefit greatly from the rich intellectual exchanges made possible by our diverse student body, international research, study abroad programming, institutional partnerships, and the robust student and faculty exchanges.

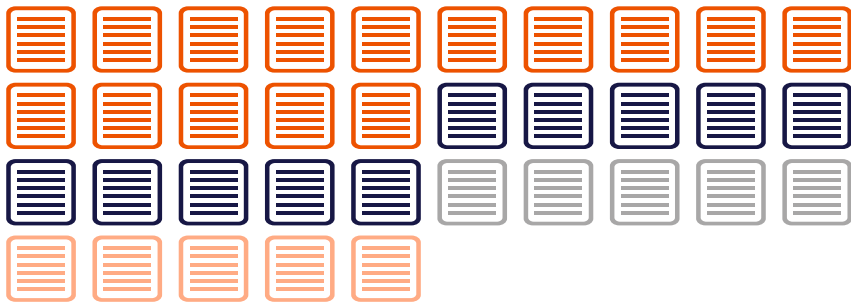
### Top Ten Countries Represented at Illinois (By Undergraduate & Graduate Enrollment AY 2016-17)



## International Student and Scholar Services

International Student and Scholar Services provides culturally sensitive services of the highest quality to more than 10,000 international students and 2,400 scholars each year. Currently, international students and scholars come from more than 110 countries. For the 2016-17 academic year, ISSS35 was rolled out. This programming initiative included 35 programs over 35 weeks. Fifteen programs focused on American culture, 10 events were cross-cultural, five events were based outside the campus and focused on community connections, and five events were focused on immigration-related matters.

### 35 Programs over 35 weeks – 2016-2017



**15**  
American Culture

**10**  
Cross Culture

**5**  
Community Connections

**5**  
Immigration

## New American Welcome Center

The University of Illinois partnered with the University YMCA's [New American Welcome Center](#) (NAWC). A part of a national network, NAWCs were designed to help immigrants fully integrate into American society and prepare receiving communities to be welcoming and inclusive. The NAWC accomplished this through a combination of integration services, collaborations with community leaders and businesses, and strategies to connect and build cross-cultural understanding between immigrants and U.S.-born residents. University of Illinois at Urbana-Champaign students, faculty and staff worked with the NAWC to provide a list of resources.

### New American Welcome Centers Build Communities that are:

- **Cohesive:** A vibrant society shared and valued by established and newcomer residents of different experiences, histories, ethnicities and backgrounds.
- **Revitalized:** A rejuvenation of declining communities through the contributions of immigrant families working in tandem with their U.S.-born neighbors.
- **Inclusive:** Communities welcome and embrace all dimensions of diversity and celebrate the rich cultural fabric of our society.
- **Globally connected:** Increased productivity and a robust global economy through an expanded base of multilingual and multicultural workers, consumers, taxpayers and entrepreneurs.
- **Vibrant democracies:** A social and cultural environment in which all groups are accepted as equal members of society with the opportunity—and responsibility—to engage and contribute to the common good.
- **Secure:** A more secure nation where all members of society—regardless of race, national origin, or socio-economic status—live in dignity and equality.



The NAWC integration model empowers immigrants to achieve their full potential and prepares receiving communities to be inclusive through a focus on:



Language and Education



Economic Integration and Employment



Health and Well-being



Citizenship and Civic Engagement



Community Development



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