

Reported to the Board of Trustees
November 15, 2018

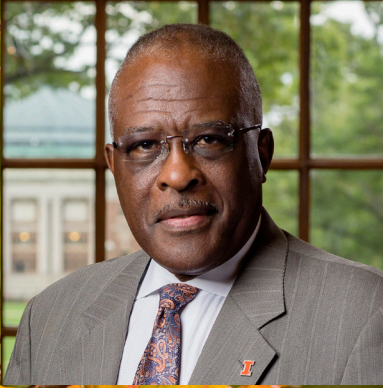
Office of Diversity, Equity & Inclusion Report

2017-2018





Welcome



Creating a diverse and inclusive university community is not a challenge with a fixed ending point. There is no finish line to cross and no breaking ribbons to indicate a victory. Instead, there is a path that requires vision to find it and a quiet courage to walk it. For a university like ours that has spent more than 150 years identifying the most important societal challenges of the day and then solving them, this idea of a continual journey towards a more inclusive world requires us to think about diversity in a different way.

We must fundamentally recognize that diversity is not simply a problem to be addressed. Instead, we must embrace it as the most powerful tool for creativity and innovation that we can ever possess. Our ability to embrace, encourage and adapt to the accelerating diversity of cultures, ideas and identities is essential for any personal, institutional and societal progress. Our differences should fuel our creative spirit and lead us to consider new perspectives and possibilities. They should lead us to

knowledge we would never find within the confines of who we are today nor within the narrow worldviews we construct individually.

When we create a community that welcomes every new voice and considers every new viewpoint as a catalyst for innovation we suddenly find the potential for things we've never dreamed about doing, trying or achieving.

This is where the University of Illinois at Urbana-Champaign has excelled in our past and it is where we will find our strongest future together.

Sincerely,

A handwritten signature in white ink, reading "Robert J. Jones". The signature is stylized and cursive.

Robert J. Jones
Chancellor

Greetings!

It has been an exciting year focusing on Chancellor Jones' priority to develop an Office of the Vice Chancellor for Diversity, Equity & Inclusion (OVCDEI) that will focus on making our campus a place where all people can achieve their full potential as students, faculty and staff through development of innovative strategies, collaboration, and partnerships. Over the past year, I have come to appreciate the diversity work and efforts which play such an important part of the history and mission at the University of Illinois. This includes research, teaching, student support initiatives and many other efforts that provide an important foundation to transform our University in a way that meets the needs of our diverse community. My hope is that this report will provide you with a preview of OVCDEI, which was officially inaugurated July 1, 2018, and an understanding of future efforts that will contribute to institutional transformation that benefits everyone. While the report focuses on OVCDEI, we thought it important to provide a sampling of the diversity, equity & inclusion efforts from across the campus to demonstrate commitment in a broader context. We look forward to working with you in the coming months toward creating a more welcoming environment for all people and to prepare all of our students to work in a diverse and global world.



Best,


A handwritten signature in black ink that reads "Rusty Barceló".

Rusty Barceló
Visiting Special Assistant to the
Chancellor

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The 2017-2018 Diversity, Equity & Inclusion report is a brief departure from the format of the past, which highlighted the multitude of diversity, equity and inclusion efforts from across the entire campus. This year the focus of the report is on the development of the Office of the Vice Chancellor for Diversity, Equity & Inclusion. With the establishment of this office and renewed partnerships from across the entire campus, future reports will again showcase the excellent work happening in colleges and units, at the Illinois system level and across the Big Ten to achieve Inclusive Excellence at Illinois.

Division of Diversity, Equity and Inclusion Background

External Review - In the spring of 2017, Chancellor Robert J. Jones initiated an [external review](#) of diversity at Illinois. Some of the major recommendations from this review team included the appointment of a Vice Chancellor for Diversity, Equity and Inclusion; development of a central structure to provide organization and clarity to diversity, inclusion and equity work at the campus and college/unit levels;

development of a diversity and equity strategic framework that is aligned with the campus strategic plan; and the establishment of a position dedicated to business community and economic development.

In response to the recommendations from the review, colleges and major campus units were encouraged to appoint a Senior Diversity Officer and/or diversity committees within the college starting in the 2017-2018 academic year.

Office of the Vice Chancellor for Diversity, Equity and Inclusion

The Office of the Vice Chancellor for Diversity, Equity & Inclusion (OVCDEI) is committed to providing leadership and working in collaboration and partnership with the University community toward the valuing and implementation of diverse perspectives and experiences as related to the mission of the University of Illinois at Urbana-Champaign.

The 2017-2018 academic year was a year in transition which included:

- The Chancellor's office appointed Dr. Nancy "Rusty" Barceló as Visiting Special Assistant to

the Chancellor to lead the overall organizational structure of diversity at Illinois.

- A search committee was charged to identify and hire a renowned scholar and practitioner to lead the University's diversity and inclusion efforts and be named the inaugural Vice Chancellor for Diversity, Equity and Inclusion.
- The Office for Access and Equity (previously known as the Office of Diversity, Equity, and Access) was renamed and aligned under the new OVCDEI office.
- Title IX and Disability Office became a stand-alone office in January 2017 and

aligned under the new OVCDEI office.

- A new Assistant Vice Chancellor for Diversity and Academic Inclusive Excellence was appointed to monitor, advise on, and lead campus-wide efforts in the recruitment, retention, and graduation of underserved, underrepresented and at-risk student groups.
- The first official day for the new Office of the Vice Chancellor for Diversity, Equity and Inclusion became effective July 1, 2018.



Office for Access and Equity

As part of the institutional priorities to align the Office of the Vice Chancellor for Diversity, Equity & Inclusion, the office previously known as the Office of Diversity, Equity, and Access was renamed the Office for Access and Equity and will be aligned as an office under the Vice Chancellor for Diversity, Equity & Access organizational structure. The Office for Access and Equity serves as a resource to campus units by facilitating compliance awareness and promoting an inclusive community through diversity, education and outreach initiatives.

The following are key programs and activities of the Office for Access and Equity:

- Monitor and support University compliance with federal laws, state laws and University policies prohibiting discrimination, harassment and retaliation.
- Conduct investigations and resolve complaints of discrimination, harassment and retaliation in accordance with University procedures.
- Receive and respond to reports of violations of the Sexual Misconduct policy and conducts Title IX investigations.
- Facilitates the interactive process for faculty and staff requesting disability accommodations in compliance with the American with Disabilities Act Amendments Act (ADAAA).
- Develop and implement the University's affirmative action program.
- Oversees the University's academic search and selection process to ensure compliance with Affirmative Action and Equal Employment Opportunity.

Title IX and Disability Office

- Assists in the recruitment and retention of women, persons of color, individuals with disabilities, veterans and members of other under-represented groups.
- Provide education and training to faculty and staff on matters related to Title IX, discrimination, harassment, the Academic Search Process, the Affirmative Action Plan, Americans with Disabilities Act Amendments Act (ADAAA) and other related topics.
- Collaborates with Illinois Human Resources in the civil service hiring process to ensure compliance around Affirmative Action and Equal Employment Opportunity.
- Serve as a resource and provide assistance to units, departments and University constituencies regarding matters related to equal opportunity, affirmative action, access and non-discrimination.
- Collaborate with the Vice Chancellor for Diversity, Equity and Inclusion to cultivate awareness, appreciation and engagement with diversity and its relevance in a University environment.

In January 2017, the University of Illinois at Urbana-Champaign created a stand-alone Title IX & Disability Office. The primary responsibilities of this office include coordinating the University's compliance with Title IX of the Education Amendments of 1972 (Title IX), Title II of the Americans with Disabilities Act of 1990, as amended (ADA), and related federal and state laws and regulations, in addition to University policies and procedures. This includes providing leadership, oversight, consultation, education and training to the university community around the topics of Title IX and ADA. It also includes helping to ensure that the university responds appropriately and effectively to issues and grievances related to Title IX, ADA and related state and federal laws.

The Title IX & Disability Office provides oversight and coordination of all aspects of Title IX and ADA compliance. The various responsibilities of the office include:

- Tracking all reports of sexual misconduct and follow up
- Connecting individuals to resources and support services

- Providing interim measures, and making individuals aware of their reporting options
- Ensuring the accuracy of institutional data
- Assisting pregnant and parenting students under Title IX
- Coordinating the annual system-wide training on sexual misconduct prevention for the Urbana campus (Haven Training)
- Speaking to individuals and groups of faculty, staff, and students about resources, options, policy, and procedures
- Training for community partner
- Assisting with the campus climate survey
- Creating reports and responding to legislative mandates
- Overseeing updates to the ADA transition plan
- Monitoring statutory and regulatory requirements related to sexual discrimination/misconduct and ensuring appropriate institutional response
- Identifying areas of risk related to compliance with laws and policies.

Diversity, Equity & Inclusion Signature Programs



Celebration of Diversity Breakfast

This annual event brought together University and local community members to showcase all university diversity efforts and acknowledge college and individual contributions to realizing the goal of diversity, equity and Inclusion.

The Larine Y. Cowan Make a Difference Awards celebrate the achievements of faculty, academic professionals and civic service employees who made significant contributions in creating and sustaining an inclusive living, learning and working community at Illinois. Each year, awards are given in the categories of Advocacy for LGBT, Excellence in Access and Accommodations, Teaching and Mentoring in Diversity, and Leadership in

Diversity. The 2017-2018 recipients were as follows:

LGBTQ Award: Professor Johnell Bentz cofounder the Rainbow Bookbag, providing LGBTQ-focused professional development to pre-service school professionals through events, film nights to introduce pre-service teachers to issues related to transgender kids in schools, facilitating day-long conferences that bring together LGBTQA advocates with current and future teachers from local districts.

Excellence in Access & Accommodations Award: Dr. Stacy Dymond's research is interested in the use of service learning as a form of pedagogy for addressing academic and functional skills in

secondary education. She developed a service-learning course for pre-service teachers to promote reflective teaching practice, develop positive attitudes toward individuals with disabilities and inclusive practices, and provide an understanding of service-learning pedagogy.

Teaching & Mentoring Award: Professor Mikhail Lyubansky was recognized for his experience in teaching and writing about racial justice to learning, facilitating, evaluating, and supporting others in the United States in learning about Restorative Circles. He has served as a guide, consultant, and support in various student-related learning settings in and out of the classroom and has constructed a powerful and influential body of work that has far-reaching effects on diversity at the societal level.

Leadership in Diversity Award (Two Awardees):

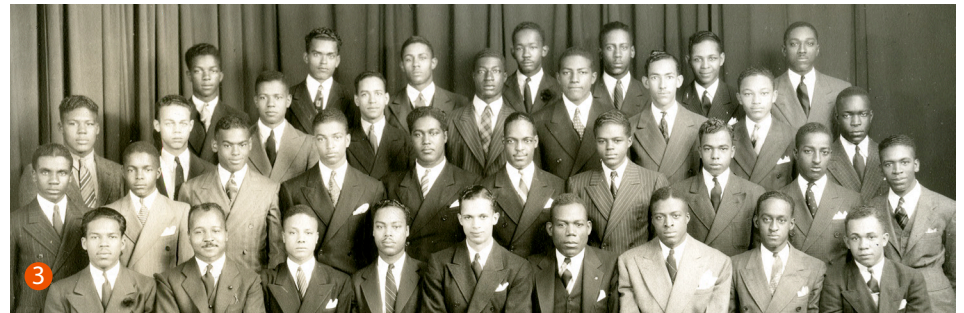
Tony Franklin provided leadership, support, and guidance for Extension Educators, County Directors, and the senior leadership team. In this capacity, he has helped everyone in the system realize we all have a role to play in creating a welcoming and supportive environment and we all can contribute to reach and serve the diverse public of Illinois. Tony leads by example and is a role model for all.

Brenda Anne Wilson has revitalized faculty and staff resources in the School of Molecular and Cellular Biology (MCB) to promote gender pay equity and diversity in the workplace, including advancement of a number of her staff. Under her leadership, the MCB program has been engaged in transforming classroom teaching into active-learning environments, promoting scientific educational opportunities for underrepresented minority and first-generation students, fostering excellence in teaching and scholarship, and building rigorous and high-quality education for all students.

2017 Sankofa Award

“A Home of their Own” - In addition to the Larine Y. Cowan awards the Sankofa award was introduced and honored the local families who housed African American students, who attended the University of Illinois at Urbana-Champaign from the 1930s-1950s, when on-campus housing options were not available to these students.

- 1 99th Pursuit Squadron
- 2 Alpha Kappa Alpha 1943-44
- 3 Beta Chapter Kappa Alpha Psi 1937-38
- 4
- 5 Kappa Alpha Psi Softball Game 3
- 6 Hursey 408 W Hill St
- 7



Illinois Scholars Program



This program is a new effort to diversify campus by providing a pipeline to enhanced matriculation for students coming from vulnerable populations. The Illinois Scholars program brought together faculty and staff from across campus to ensure that our students receive the tools they need to be successful throughout their academic career at Illinois. Based on research, that an academic enrichment support program greatly benefits the transition from high school to college for students, specifically those coming from diverse and socioeconomically challenged backgrounds, Chancellor Robert J. Jones charged a planning committee with making recommendations on the establishment of a bridge program for the University of Illinois at Urbana-Champaign.

The charge was to develop a bridge program that combines access, academic support and supplemental financial assistance to make higher education possible for students who have the potential to succeed, despite poor preparation and limited financial resources. This transition program focused on incoming freshman and provided students with an orientation to university life and assisted them with preparing for college studies. Students were exposed to academic and non-academic survival skills, individual and group counseling sessions, personal and educational advisement, and pre-college preparation in reading, writing, and mathematics.

In the summer of 2018 the Illinois

Scholars Pilot Program was implemented. This program was designed to guide students' transition to the university while providing a wide range of educational, personal, social, and cultural opportunities. Eligible students for the Illinois Scholars Program were students who have accepted admittance to the University of Illinois at Urbana-Champaign campus, recommended by a high school counselor, students who scored below the 68th percentile on the ACT or SAT (Exceptions may be made to test score requirement), priority was given to students who were first-generation, from low-sending counties, and/or who received fee waivers. Twenty-four students participated in the three week summer program, July 14 – August 4, 2018.

Diversity Summit

On October 11, 2017 the Fall Diversity Summit was held. This event served as a kick-off for the Chancellor and Provost's diversity committees and college/unit representatives and diversity committees to share a summary of their committee work from the previous year and goals for the 2017-2018 academic year, as well as to learn about the direction of diversity, equity and inclusion work for the coming year. Attendees included the Accommodations Review Committee (ARC), Chancellor's Committee on Access and Accommodations (CCAA), Committee on Lesbian, Gay, Bisexual, Transgender and Queer Concerns (LGBTQ), Committee on Race and Ethnicity (CORE), Diversity Realized at Illinois through Visioning Excellence (DRIVE), Enhancing Diversity, Guiding Excellence Committee (EDGE), Inclusive Illinois Committee and representatives from each college's diversity committee.



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.

Emerging Women Leaders

This 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 is 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.

Dr. Martin Luther King, Jr. Celebrations

The theme of the 2018 Dr. Martin Luther King, Jr. week of celebrations was “**Dream, Believe, Do.**” With this theme, our campus and community was encouraged to remember the dream Dr. King shared, believe in a future that continues to progress the civil rights of marginalized people and continue to actively pursue equality and inclusion for all. The week of events included a Day of Service which provided over 500 students and community members with an opportunity to complete hands-on service projects to create winter survival kits, birthday kits, and food packaging. A performance of the Black Chorus and Hip Hop Collective was enjoyed at Krannert Uncorked in celebration of Dr. King, followed by an opportunity to participate in a Poverty Simulation with the School of Social Work. The week concluded with a Community Celebration and recognition of the College of Education’s Creative Expressions Contest winners from local schools.

- 1 *Black Chorus*
- 2 *Hip Hop Collective*
- 3 *Kamal Nance*
- 4 *Poverty Simulation Family*
- 5 *Creative Expressions*
- 6 *Poverty Simulation Pawn*





Critical Conversations on Native Imagery

The Chancellor's Critical Conversations series was created to "present a way to speak directly about our campus climate together" and "lead us to solutions that improve the climate for everyone in ways that lead to a cohesive, collaborative, and welcoming community" ("Chancellor Jones' State of the University Address," November 2, 2017). During April and May 2018, four [Critical Conversations on Native imagery](#) events were held, drawing together over 600 students, staff, faculty, alumni, and community members to engage in a conversation about the campus's relationship to the tradition of Chief Illiwek eleven years after its discontinuation. The Critical Conversations on Native imagery were led by Dr. Rusty Barceló, Office of the Vice Chancellor for Diversity, Equity and Inclusion (OVCDEI), in cooperation with the Office of the Vice Chancellor for Student Affairs, led by Vice Chancellor Dr. Danita Brown Young, and an advisory committee.

At the initial Critical Conversation on April 10, 2018, Chancellor Jones, Rev. Dr. Allan Boesak (visiting scholar, moderator), Dan Maloney (for Chief portrayer), and Kevin Gover (Director, Smithsonian's National Museum of the American Indian) each offered their guiding thoughts and insights on the question of Native Imagery.

Participants engaged in small group discussions framed around what it might look like for the University of Illinois to move forward.

Diversity, Equity and Inclusion Leadership Series

This year-long professional leadership series was designed to build diversity and inclusion skills and understanding and develop a network of professionals who are dedicated to diversity, equity and inclusion. In its third year, 45 participants representing 34 colleges and units were chosen to attend monthly workshops that introduced diversity and inclusion topics by University of Illinois faculty and academic professional experts. Subject areas included Understanding the Importance of Diversity, Microaggressions, Implicit Bias, Hate Speech & Free Speech, Disability and Accessibility Awareness, Supporting Undocumented/DACA and Developing an Inclusion Focus.

The Illinois Distinguished Postdoctoral and Visiting Scholar Program

Administered by the Office of Diversity, Equity and Inclusion, and the Diversity Realized at Illinois through Visioning Excellence (DRIVE) faculty recruitment and retention committee, the Illinois Distinguished Postdoctoral and Visiting Scholar Program 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 2018, 13 scholars have completed their postdoctoral appointments, seven have accepted tenure-track appointments at the University of Illinois and five have accepted tenure-track appointments at other universities.

Targets of Opportunity Program (TOP)

The Office of the Vice Chancellor for Diversity, Equity & Inclusion provided administrative oversight to the Targets of Opportunity Program (TOP), which is one of the most prominent of the Provost programs to support diversity in faculty hiring. This program promotes hiring of underrepresented (URM) faculty, including women in STEM fields. The TOP program has been used effectively, and aggressively, especially by STEM units, and especially in the College of

Engineering to recruit women faculty. For some faculty searches, units were able to hire two faculty from one authorized search—one majority candidate and one URM candidate. Campus also provided central funding to pay for the campus visit expenses of URM candidates.

The Target of Opportunity Program also enhanced recruitment of URM faculty. The University of Illinois had the highest percentage of URM faculty

among our Big-10 Academic Alliances peers, according to the Integrated Postsecondary Education Data System (IPEDS) data. The TOP and Dual Career hiring programs provide resources to recruit and retain world class faculty from underrepresented racial and ethnic minority groups, as well as women in STEM and other fields.

SUMMER

YOUTH

PROGRAM

The Summer Youth Program is a seven week employment and training program designed to introduce youth to campus professionals who will positively impact their futures. The program's vision is that through summer employment local students will gain professional work experience, receive positive career development skills, and build a positive relationship with the University of Illinois as a future academic or career destination. For the 2017 program, 24 high school students from Rantoul, Champaign Unit 4 and Urbana High Schools completed this summer employment program.



Campus Collaborations, Outreach and Public Engagement



Diversity Strategic Plan

The strategic plan for the next five years was under development throughout the 2017-2018 academic year. Exploring Diversity was among the strategic focus areas and the Diversity Strategy Task Force was led by the Office of the Vice Chancellor for Diversity, Equity and Inclusion. The [Next 150](#) was formulated with the input from the Chancellor and Provost's diversity committees and key stakeholders from across the campus.

150 for 150 website

As part of the sesquicentennial celebrations, the Gender Equity Council created a [website](#) honoring 150 University of Illinois women who have made significant contributions to the campus, academics, and industry.

All Gender Restroom Project



In the spring of 2014 the Chancellor and Provost's committees for LGBTQ Concerns and Access and Accommodation formed a collaboration to create inclusive signage for single use restrooms which could be used by all people, regardless of identity, ability status, or privacy preferences. While signage was adopted by the fall of 2014, identifying all of the possible spaces to hang this signage remained a daunting task with hundreds of buildings to inventory. In the fall of 2016 a group of students from an AG 480 course proposed the project of identifying these spaces and coordinated stakeholders from across campus to assist. By the end of their project about 30% of the campus had been canvased. In the fall of 2017 the LGBT Resource Center Advisory Committee was charged to complete this inventory. In partnership with the Office of the Vice Chancellor for Diversity, Equity & Inclusion, two scavenger hunts (fall and spring) were held to fully populate an inventory of these restroom spaces and make this resource available on the [LGBT Resource Center](#) website.

Diversity Training & Education

Diversity training and education is truly a collaborative effort at Illinois. There are a multitude of diversity trainings available for the campus community and many offices share in the responsibility of advancing understandings of diversity and inclusion. Illinois Human Resources offers the Fostering a Culture of Respect series as part of their HR Manager's sequence. Student Affairs units including University Housing and the Social Justice Leadership Education Office, the Office for Inclusion and Intercultural Relations and the Dean of Students office provide training to students and resident advisors as well as partnering across campus to provide additional training resources through ally trainings for Racial Justice, LGBT and Trans, Faith Zone and Veterans and Five Days for Change. The Vice Chancellor for Diversity, Equity and Inclusion offers trainings about bias in the search process, Title IX and ADA. These trainings represent a few of the many offerings across the campus and many of these units frequently partner to bring tailored trainings to departments by request.

Champaign Urbana Cradle to Career (CUC2C)

As part of the campus public engagement work, the University of Illinois provided a key role in the work of Champaign-Urbana Cradle to Career through the commitment of a full time employee to conduct data analytics, input to workforce readiness goals for Champaign-Urbana students and leadership to a diversity and equity subcommittee effort to build a community-wide event in partnership with CUC2C and the Champaign Community Coalition.

Community Coalition

The Champaign County Community Coalition (CCCC) is designed to identify critical community issues that impact the lives of youth and their families. The University of Illinois serves provides administrative support through the executive committee of this organization and makes significant contributions to the priority areas for CCCC, including police community relations, community engagement, youth development, community violence, mutual advocacy and evaluation

College/Unit Diversity Leadership

In response to the recommendations from the review, colleges and major campus units were encouraged to appoint a Senior Diversity Officer and/or diversity committees within the college starting in the 2017-2018 academic year. The Carle Illinois College of Medicine, College of Liberal Arts and Sciences and Veterinary Medicine conducted searches and appointed senior-level diversity administrators. The College of Engineering, LAW and Agricultural, Consumer and Environmental Sciences (ACES) appointed a full faculty member to serve in this capacity.

The College of Applied Health Sciences, Business, Education, Fine and Applied Arts, Media, Division General Studies, i-School, Library, School of Social Work, Athletics, Vice Chancellor for Student Affairs, Facilities and Services and Vice Chancellor for Research all appointed diversity committees comprised of faculty, staff, and students. The work of these committees ranged in scope from benchmarking with peer institutions and developing an action plan for diversity work to informing recruitment efforts for students, faculty, and staff, to organizing diversity training for the college.

Some examples of successful initiatives that grew from the college leadership for diversity include:

- The college of Fine and Applied Arts diversity committee brought the [People's Institute for Survival and Beyond](#) to do a full day workshop with college leadership on undoing racism.
- The Psychology Department hosted a two-day [Diversity Summit](#).
- The Division of Intercollegiate Athletics hosted workshops with student athletes and administrators about Implicit Bias
- The School of Information Sciences hosted a weekend-long event: [an INDABA](#), or gathering that deliberates with a topic of Conquering Racism.
- The College of Business hosted an Inclusive Culture Advocate Series which included Price Waterhouse Cooper (PwC) Blindspots Training and Jewish Sensitivity Training.

Chancellor's Diversity Leadership Council

Mission - The Diversity Leadership Council (DLC) is a university-wide advisory body to the Chancellor on issues of diversity, inclusiveness, equity and access. Under the leadership of the Vice Chancellor for Diversity, Equity & Inclusion, the DLC will be responsible for developing, overseeing and monitoring University-wide efforts to promote cross-campus collaboration and communication, recommend diversity policy and coordinate institutional procedures that center diversity as a core institutional and educational value at the University of Illinois.

Membership Composition - The Diversity Leadership Council will be comprised of Dean and Unit Head appointed Sr. Diversity Officers, Diversity Committee Chairs and key leaders representing every college, major campus unit and a broad range of diversity efforts for the campus.

Task/Charge: The 2018-2023 University Strategic Goals:

- Provide ongoing support for campus climate issues affecting racial, ethnic, and religious groups, women, international students, vulnerable and marginalized populations.
- Monitor and provide support for ongoing access and accommodation infrastructure projects.
- Provide friendly policies and advise to the administration on LGBTQ, gender equity and expressions issues.
- Advocate for policies and monitor progress towards creating a gender-equitable and inclusive climate for faculty.
- Advise the Office of the Provost on campus enrollment management efforts concerning diverse enrollment and student success.

Illinois Inclusion, Diversity and Equity Alliance

In late spring, 2018 a system-wide alliance was charged by President Killeen, Executive Vice President Wilson and the Chancellor's of all three universities to provide guidance and leadership to the universities and system for achieving greater diversity and hospitality and aligning a coherent vision across the system. The Vice Chancellor for Diversity, Equity & Inclusion on the Urbana-Champaign campus will provide leadership to this alliance.

Big Ten Diversity

The Big Ten Diversity Alliance brings together diversity leaders from across the Big Ten universities to discuss best practices, address national issues and develop new leadership to support diversity work across the region and nation. The University of Illinois continues to be involved with this work to inform our diversity work from a regional and national perspective.

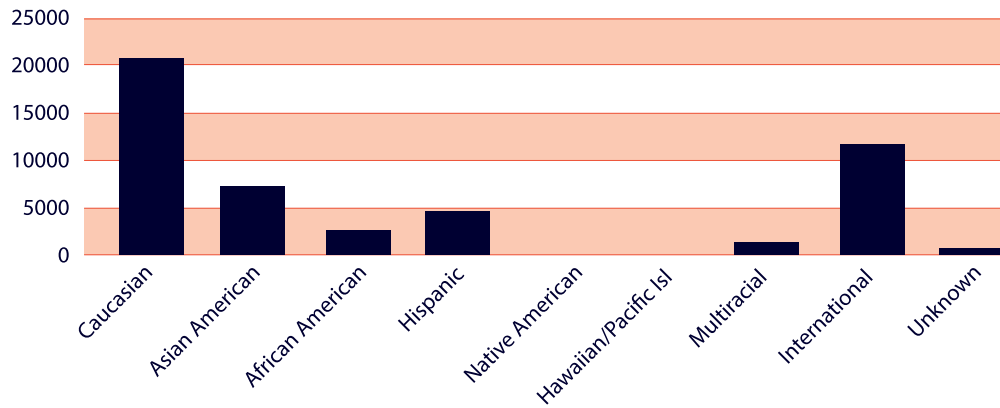




Impact of
Collaborative
Diversity,
Equity and
Inclusion
Efforts

Student Diversity

Enrollment by Self-Reported Race/Ethnicity



Faculty/Staff Diversity

The University of Illinois at Urbana-Champaign leads the Big 10 in the number of faculty from underrepresented racial and ethnic identity groups.

Full-time Tenure System Faculty
Big Ten Academic Alliance Institutions Underrepresented Full-time Tenure System Faculty
by Race/ Ethnicity Rank by Percentages - Fall 2016

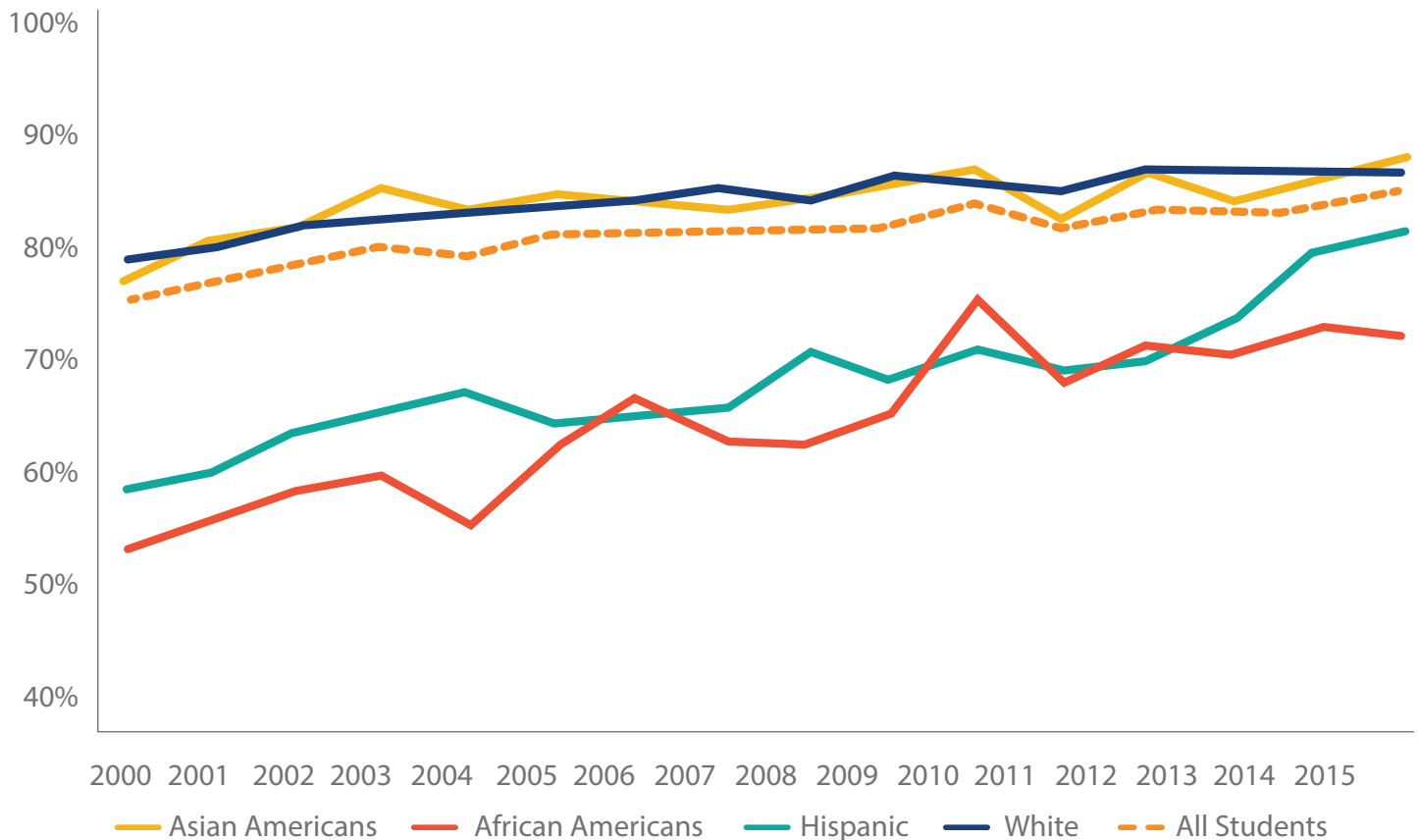
Big Ten Academic Alliance Institutions	Percent Black	Percent Hispanic	Percent Black and Hispanic	Rank
University of Illinois at Urbana-Champaign	4.6%	5.5%	10.1%	1
Michigan State University	4.1%	4.8%	8.9%	2
University of Maryland-College Park	4.3%	4.1%	8.5%	3
University of Michigan-Ann Arbor	4.3%	4.1%	8.4%	4
Indiana University-Bloomington	3.8%	4.4%	8.3%	5
Northwestern University	4.3%	3.9%	8.2%	6
Pennsylvania State University-University Park	4.1%	3.8%	7.9%	7
Ohio State University-Columbus	3.7%	3.4%	7.0%	8
Rutgers University-New Brunswick	3.0%	3.7%	6.7%	9
Purdue University-West Lafayette	2.9%	3.6%	6.5%	10
University of Nebraska-Lincoln	2.3%	4.0%	6.3%	11
University of Iowa	2.1%	4.0%	6.1%	12
University of Wisconsin-Madison	2.4%	3.4%	5.8%	13
University of Minnesota-Twin Cities	2.6%	2.9%	5.5%	14

Note: Tenure system faculty is the sum of tenured faculty and on tenure-track faculty.
Data Source: 2016, IPEDS Data Center

Graduation Rates



Illini URM Graduation Rates are Some of the Highest in the U.S.



The University of Illinois at Urbana-Champaign is committed to enhancing and sustaining diversity, educational equity, and inclusion. This commitment is being operationalized and institutionalized through the development of a structure and culture of responsibility, incentives, and accountability, involving committees, initiatives, and programs. For the 2011

cohort, the 6-year graduation rate for all students was 84.9%; White students graduated at 87.5%; 78% African American completed; and Latina/o Students had an 76% graduation; American Indian or Alaska Native students graduated at 66.7% and Native Hawaiian and Pacific Islander graduated at a rate of 77.8% (DMI, 2011 cohort).

The Urbana-Champaign campus has identified goals to increase the retention, 4-year and 6-year graduation rates for all students, including closing the gap for under-represented students.



Latinx Congratulatory

In 2018, La Casa Cultural Latina celebrated its 39th Latino Congratulatory becoming the largest ever Latino graduation ceremony in the history of the University. More than 275 Latinx students participated in the commemorative act during graduation weekend obtaining bachelors, masters, and doctorate degrees.



Record-Breaking Prevention Initiatives:

In 2018, the Women's Resources Center saw record attendance numbers for our four sexual misconduct prevention programs: FYCARE, ICARE (bystander intervention), I Heart Healthy Relationships, and GUARD (created in partnership with Fraternity & Sorority Affairs). More than 12,000 diverse students were engaged over the year, learning about the dynamics of sexual assault, consent, strategies to support survivors, bystander intervention, and campus and community resources. Continually striving to address the nuances of identity and relationships, the Center's intentional recruitment and relationship building resulted in an increased number of LGBTQI+ and Latinx peer facilitators in 2018. The GUARD and ICARE programs achieved their highest student engagement rates to date, and overall, and more than 6 times the number of I Heart Healthy Relationships workshops were hosted compared to the year prior.

Concluding Remarks

This year was dedicated to creating an office with an organizational structure that will help to coordinate and build upon all of the great diversity efforts happening across the campus. 2018-2019 will focus on furthering collaborations and partnerships with colleges, campus units, and the surrounding community through the Diversity Leadership Council and new positions focused on Business Community Economic Development and the expansion of the Illinois Scholars Program.

Collectively the efforts of the Office of Diversity, Equity and Inclusion contribute to creating an inclusive campus climate by addressing barriers for diverse populations, creating pipelines to make access to higher education available to more diverse communities, and create a campus climate that is inclusive of the many communities served by the University of Illinois at Urbana-Champaign. In the words of Chancellor Robert J. Jones at the 2017 Sesquicentennial Speech, "Finding ways to increase both the diversity of our classes, to enhance the inclusivity and openness of our communities and provide a safe and supportive environment for all must always be at the core of the land-grant mission for the 21st century."





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