Land Acknowledgement

- The University of Illinois System rests on the land of multiple native nations. These lands were the traditional birthright of indigenous peoples who were forcibly removed and who have faced two centuries of struggle for survival and identity in the wake of dispossession. *We hereby acknowledge the ground on which we stand so that all who come here know that we recognize our responsibilities to the peoples of that land and that we strive to address that history so that it guides our work in the present and the future.*

2009—State of the "Art"

ENVIRONMENT/CLIMATE

FACULTY

RESEARCH & STAFF

Students

Teaching & Learning

2008 -- State of the Art

➢ We <u>have not moved far enough</u> in hiring under-represented minorities and women for faculty positions.

➢ Academic Professional and Civil Service staff need to be considered in diversity planning…

➢ As part of their <u>education…students need</u> to learn subject matter that includes thinking about diversity in traditional courses. Every course can be expanded to include an awareness of UIC's core.

2008 -- State of the Art

➢ UIC should aspire to be a leader — in practice and in scholarly activities — on issues of diversity in higher education.

➢ Leadership on every level is an integral part of this effort, but it is essential that <u>all</u> UIC community members understand our institutional diversity goals, their rationales, and their intersections with our core mission.

Through the Lens of Diversity, 2010 & *A Mosaic for UIC Transformation*, 2012

- 1--UIC will <u>create a structure</u> that reflects its vision of diversity as a fundamental institutional value supported and realized through shared leadership and responsibility

- 2--UIC will <u>recruit and promote</u> the success of diverse student, faculty, and staff populations.

- 3--UIC will have a <u>climate of diversity and equity</u> in which individual students, faculty, and staff feel welcomed in their identities, valued for their contributions, and feel their identities can be openly expressed wherever they live, work, and study.

Through the Lens of Diversity, 2010 & *A Mosaic for UIC Transformation*, 2012

- 4--UIC will expect and <u>support the success of everyone</u> in the UIC community, regardless of his or her background.

- 5--UIC will engage <u>diverse communities</u> within Chicago and other great cities as partners and intellectual resources.

- 6--At UIC, disciplines will draw on <u>diverse perspectives to challenge</u> traditional, established values that determine and direct curricular content, teaching methods, knowledge-making, and scholarship.
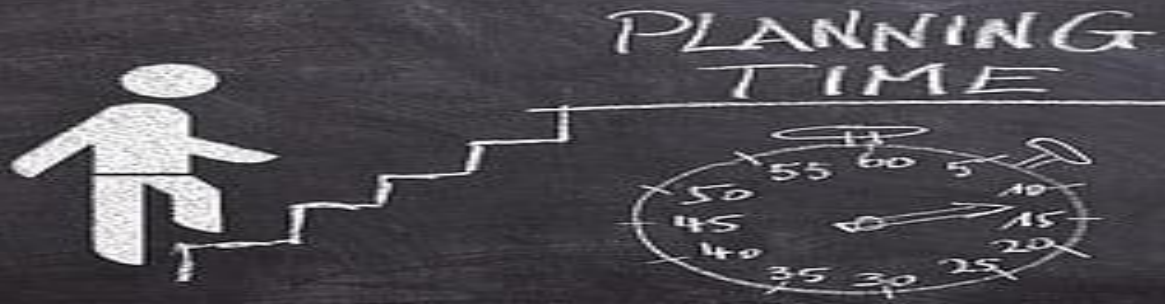
How Did UIC Get Here?
2020

ARE: Strategic Planning Process

Challenges Addressed: 5 EMERGING PRIORITIES

1. Centering Student Equity & Inclusion
2. Advancing Faculty & Staff Inclusive Excellence
3. Collaborating with Community
4. Promoting an Atmosphere of Care & Concern
5. Ensuring Accountability

1. Priority
2. Relevant Factors & Assumptions
3. Long-term goals
4. Short-term goals
5. Strategies, Deliverables, & Metrics
6. Accountability
7. Student Perspective(s)
8. Expanding Focus

Definitions

DIVERSITY

Refers to the variety of identities represented by students, faculty, and staff within your unit.

EQUITY

Refers to a focus on fairness and justice.

INCLUSION

Refers to actions that ensure broad participation among all students, faculty, and staff in all aspects of academic and community life in your unit including creating environments in which all feel *welcomed, respected, supported, and valued*.

Where Are We?

Centering Student Equity & Inclusion

- ...importance of recrui[ting] diverse applicant pool, [a] need to ensure that stude[nts] feel like they belong in the unit, advancing advising an[d] mentorship support, and <u>developing</u> inclusive cour[s]es and curriculum.
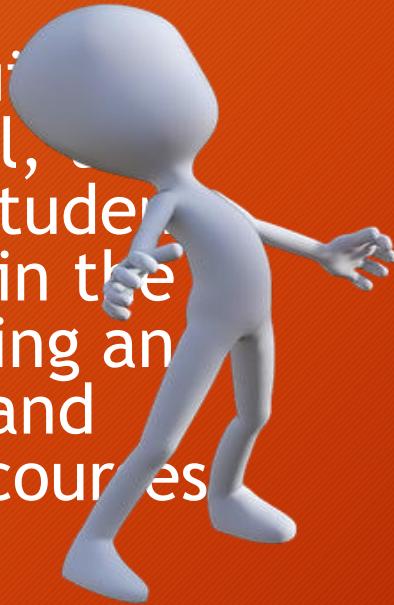
A[dvancing] [Faculty &] Staff Inclus[ive Exc]ellence

- Faculty [re]cruitment, develo[p]ment and support compris[e]d the majority of goals [sha]red.

Where Are We?

Collaborating with Community

- Approximately 1/3 of units proposed a wide array of educational partnerships with area schools, including summer learning programs, collaborations on curriculum development, inviting students to visit UIC facilities, etc.

Promoting an Atmosphere of Care & Concern

- Described the need to address barriers to an inclusive and welcoming unit community, such as engaging in bias prevention, ensuring department members knew of campus mental health resources, etc.

Where Are We?

Ensuring Accountability

- conduct climate assessments, hold regular meetings with department community members to outline their progress, and share updates on their websites, through social media or related means.

Future Challenges--5 LEADERSHIP PRIORITIES

- **Student success**, focusing on recruitment, retention, and graduation while fostering a sense of belonging and connection among all students–undergraduate, professional and graduate.

- **Research infrastructure**, positioning UIC at the forefront of knowledge and discovery.

5 LEADERSHIP PRIORITIES

- **Engagement with our community** to improve access to educational opportunities and clinical care in *underserved* communities…

- **Partnerships with businesses and nonprofits** to enhance faculty opportunities and strengthen student *engagement* and employment opportunities.

- **Recruiting and retaining the best faculty and staff**…it matters that the people who make our university excel *feel seen, valued and motivated*.

Recommendations/Future Challenges

Put $ where words reside

The Office of Diversity, Equity & Engagement is soliciting applications for 10 ARE Award Program with up to $15,000.

Recommendations/Future Challenges

Test Hypotheses

Connect[ing] diversity to our core activities will have *profound effects* on the campus climate and *in ensuring that UIC becomes a truly diverse campus*

Recommendations/Future Challenges

Establish metrics/algorithms where words reside

As part of their education...students need to learn subject matter that includes thinking about diversity in traditional courses.

Every course can be expanded to include an awareness of UIC's core.

Recommendations/Future Challenges

- *New Formula: Land Acknowledgement = Power*

  *"We hereby acknowledge the ground on which we stand so that all who come here know that we recognize our responsibilities to the peoples of that land and that we strive to address that history so that it **guides our work in the present and the future.**"*

Works Referenced

Connecting Racial Equity with Organizational Performance: An Overview and Assessment Worksheet for the Racial Equity Diversity and Inclusion (REDI) Model (UIC Great Cities Institute, August 2021)

UIC Chancellor Amiridis Official Staff Announcement: *Advancing Racial Equity at UIC* (October 2020)

Advancing Racial Equity Taskforce: Community Engagement Working Group Report (September 2020)

Student Success Initiative: Improving African American Student Success at UIC: Final Project Report (November 2019)

Through the Lens of Diversity: University of Illinois at Chicago Diversity Strategic Thinking (August 2012)

A Mosaic for UIC Transformation: University of Illinois at Chicago Diversity Strategic Planning (August 2012)