

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN SENATE
COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION
(Final; Action)

EQ.21.01 Proposed Updated Diversity Statement

BACKGROUND

Helen Neville, Professor of Educational Psychology and African American Studies undertook to draft a diversity values statement for the campus as part of her work on diversity initiatives during her year as Provost Fellow, 2011-2012. On November 5, 2012, the Senate approved EQ.13.01, Resolution on Diversity Values Statement which included Neville's diversity values statement.

The diversity values statement approved in EQ 13.01 is lengthy and definitions of diversity, equity, and inclusion have shifted over time. Issues of systemic racism (Black Lives Matter), public health (COVID-19), and politics (the January 6, 2020 riot in the capital) have brought diversity, equity, and inclusion (DEI) issues to the forefront. DEI is a moral obligation with increased importance because of recent events in the nation and is in the best interest of the University to embrace.

Diversity, equity, and inclusion are defined as:

- Diversity – the multitude of identities that are found on campus, including but not limited to race, ethnicity, ability, religion, sexual orientation, socioeconomic status, gender, age, political stance, language, culture, or national origin.
- Equity – that all people have a true equal opportunity to succeed in their learning, teaching, and research which means addressing issues of bias, systemic racism/ableism/misogyny/etc., harassment, and discrimination.
- Inclusion – a commitment to all peoples being a welcome part of our community.

The University needs a unified diversity statement so that all units are aligned on a base definition of diversity. The Senate Committee on Diversity, Equity, and Inclusion Committee has sought input on an updated diversity statement from various groups including cultural houses, faculty, and students.

The Guiding Principles of the University of Illinois System specifically states, "Diversity of backgrounds, perspectives, and experiences enriches campus conversations in and out of the classroom, inspires our creative endeavors, and drives innovative solutions to the world's problems. Our capacity to listen to and learn from each other is fundamental to our mission of excellence in teaching, research, and learning – and to the cause of the common good." The

Guiding Values further includes that statement, “Be inclusive, treat each other with dignity and respect, and promote citizenship.”

RECOMMENDATION

The Senate Committee on Diversity, Equity, and Inclusion recommends approval of the following statement formulated from years of committee efforts to be used as the basis by the Office of the Vice Chancellor for Diversity, Equity and Inclusion in the creation of a University-wide diversity statement.

The University of Illinois Urbana-Champaign values diversity, equity, and inclusion (DEI) and works to be both transparent and accountable in its implementation of initiatives and policies concerning DEI. We are committed to supporting the pursuit of excellence for all groups in our campus community.

DIVERSITY, EQUITY, AND INCLUSION
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