

## **Mascot, Nickname and Logo for the Institution**

### **1. List all current mascots, nicknames and logos for your institution.**

While the University does not have a mascot, we comment in our responses on Chief Illiniwek, a tradition of nearly 80 years in UIUC athletics.

“Illini” is a term associated with the UIUC campus for approximately 130 years. The term “Illini” came into general use at least 50 years before Chief Illiniwek was introduced. It was created by students who began referring to themselves as “Illini” in recognition of the name of the State of Illinois. Campus history suggests that community members understood that the name was associated with an American Indian people. Over the years, the name spread to alumni and athletic teams. “Fighting Illini” is a nickname associated with UIUC intercollegiate athletics programs for over 80 years.

The institution’s logos include those depicted on the attached documents (*appendix 1, logo sheets*). There is one UIUC athletics logo that depicts Chief Illiniwek. The intercollegiate baseball and wrestling programs use the Chief Illiniwek image in their printed materials.

### **2. Describe how your institution uses its mascot, nickname and or logo.**

Chief Illiniwek appears and performs for approximately four minutes during halftime or intermission of home football, basketball and volleyball competitions. During the Chief’s appearance, many fans join arms and sing the school song. Any other use of Chief Illiniwek or his likeness (including all logos) must be approved by DIA and must comply with institutional guidelines adopted in August 2001 (*appendix 2, memorandum to CLC*).

The institution’s nickname and logos are used in media guides, on uniforms, on licensed merchandise and other marketing materials. There is one UIUC athletics logo that depicts Chief Illiniwek. The intercollegiate baseball and wrestling programs use the Chief Illiniwek image in their printed materials.

## **Institutional Self-Evaluation Information**

### **1. Steering committee chair (name and title):**

We did not create a special steering committee in connection with the questionnaire.

In 1990 the Board of Trustees of the University of Illinois assumed exclusive ownership of policy concerning the Chief Illiniwek tradition. On many occasions and through many channels, people representing a wide variety of opinions have exercised the opportunity to express their views. These years of examination and discussion are thoroughly documented as evidenced by the appendices to our questionnaire responses. These materials reflect vast community input over many years and served as a primary source in preparing our responses.

**2. Chief report writer/editor of the institutional self evaluation (name and title):**

Thomas Hardy, Executive Director for University Relations, University of Illinois

**3. Describe the extent of broad-based participation of campus constituencies in the self-evaluation. Specifically, report on the opportunities that actually were provided to various individuals or groups within the campus community to: (a) offer input into the self evaluation report before its findings and possible plans for improvement were formulated, and (b) review the self evaluation report after it was drafted.**

The UIUC community has debated the issue of the Chief Illiniwek tradition earnestly, diligently and exhaustively since before 1990. On many occasions and through many channels, people representing a wide variety of opinions have exercised the opportunity to express their views. These materials, which are represented within the appendices to this report, served as a primary source for our responses to the questionnaire. For this reason, we did not create a special steering committee to prepare our responses to the questionnaire nor did we request community review of our responses (*appendix 3, chronological list of opportunities to speak about the Chief—with list of speakers at University of Illinois Board of Trustees meetings*).

The Board of Trustees is leading a process to achieve a consensus conclusion. At the time of this writing, the work to do so continues.

**Governance**

**1. Based on the institution's experience in the last ten years, list the decisions related to the use of an American Indian mascot, nickname or logo in which the institution's governing board, chief executive officer, athletics council, faculty senate or department of intercollegiate athletics has been significantly involved. Please provide the dates, the nature of the issues, the ultimate outcome of the resolution and the nature of involvement from the various constituencies.**

In 1990 the Board of Trustees of the University of Illinois assumed exclusive ownership of policy concerning the Chief Illiniwek tradition (*appendix 4, list of current members of the Board of Trustees*), (*appendix 5, use of Chief resolution meeting minutes*). Additionally, the University of Illinois is a body corporate and politic of the State of Illinois, established under state law and subject to statutes enacted by the Illinois General Assembly.

- **In 1996**, the Illinois General Assembly enacted the following statute regarding the Chief Illiniwek tradition: “Consistent with a long-standing, proud tradition, the General Assembly hereby declares that Chief Illiniwek is, and may remain, the honored symbol of a great university, the University of Illinois at Urbana-Champaign.” (100 ILCS 305/1f)

At public meetings during the past 10 years, the Board of Trustees has made decisions and taken the following actions related to the Chief Illiniwek tradition:

- **On Jan. 13, 2000**, the Board of Trustees passed a resolution concerning the issue of the continuation of Chief Illiniwek performances at Urbana-Champaign campus athletic events. The resolution acknowledged the existence of a controversy, reaffirmed the Board's responsibility to handle decisions related to the Chief Illiniwek tradition and resolved to ensure that a process would be used to address differences within the University community regarding the matter (*appendix 6, affirmation resolution, related meeting minutes*).
- **On Feb. 15, 2000**, Board of Trustees Chairman William Englebrecht announced a planned dialogue on the matter and a month later the Board named former Cook County Circuit Court Judge Louis Garippo as the dialogue moderator. "I urge everyone interested in this issue to offer his or her opinion. We'll be listening," Englebrecht said.
- **On April 14, 2000**, a public intake session was held on the Urbana-Champaign campus and submission of opinions on the Chief Illiniwek tradition were accepted until **May 31, 2000**.
- **On Oct. 18, 2000**, Judge Garippo issued a final dialogue report (*appendix 7, Garippo report, related materials*).
- **On Nov. 9, 2000**, Judge Garippo made a formal presentation to the Board at a public hearing on the Urbana-Champaign campus.
- **On March 14, 2002**, at the request of the Board Chair, Trustee Roger Plummer conducted a nine-month, committee-of-one inquiry into whether a compromise existed. In his report to the Board, he stated that "there is no 'compromise' available." Plummer counseled his fellow trustees, "I ask that my colleagues not be intimidated by strong and vocal expressions of opinion from any quarter and do what is best for this university that we love. There will be a strong reaction no matter what we eventually decide" (*appendix 8, Seeking a Compromise: Chief Illiniwek; A Report by Trustee Roger Plummer*).
- **On Nov. 13, 2003**, Trustee Frances Carroll submitted, for Board of Trustees consideration, a resolution that called for the "retirement" of Chief Illiniwek and retention of the terms "Illini" and "Fighting Illini." The Board did not act on the item as Trustee Carroll withdrew it prior to consideration, explaining afterward that she lacked the necessary votes for approval (*appendix 9, Carroll resolution, related meeting minutes, press clips*).
- **On Feb. 16, 2004**, the University of Illinois at Urbana-Champaign Senate approved a resolution calling for the Board of Trustees to "formally take action to

retire Chief Illiniwek at this time in the best interests of the University of Illinois and the Urbana-Champaign campus” (*appendix 10, Urbana-Champaign Senate resolution*).

- **On June 17, 2004**, the Board of Trustees passed a resolution concerning the Chief Illiniwek tradition that acknowledged past Board action and affirmed that various University constituencies “are deserving of a conclusion to the Chief Illiniwek matter that is based upon a consensus among concerned parties.” The resolution provided, in part, “Such a conclusion provides an opportunity to resolve the Chief Illiniwek matter that is in the very best interest of the University and not of any particular constituency or interest group, that is consistent with the values espoused and practiced by the University, that has a compelling rationale found acceptable by a large majority of the University’s constituencies, and that brings finality to the subject” (*appendix 11, consensus conclusion resolution, related meeting minutes, press clips*).
- **On Sep. 9, 2004**, the Board of Trustees passed a resolution to set a policy “to preserve and recognize the state’s American Indian heritage.” The resolution stated that “an essential step toward reaching a consensus conclusion to the issue of the Chief is the establishment of a Board policy that affirms that the core of the issue concerns the preservation and celebration of the State’s heritage and American Indian culture and tradition.” The resolution provided, “that in implementing a consensus solution it shall be the policy of the University and the Urbana-Champaign campus that the State’s heritage and its American Indian culture and traditions shall be preserved, affirmed and publicly celebrated” (*appendix 12, heritage resolution, related meeting minutes*).
- **On March 10, 2005**, Board of Trustees Chairman Lawrence C. Eppley offered for his colleagues’ consideration a draft set of six principles to consider as guidelines or a framework for a “consensus conclusion” to the Chief Illiniwek matter. They were: 1) Seek consensus; 2) Preserve tradition and heritage in concert with the Board’s heritage resolution; 3) Retain the names “Illini” and “Fighting Illini”; 4) Recognize the diversity of Illinois’ American Indian culture, past and present; 5) Engage American Indian involvement in our efforts; 6) Reflect the University’s core values of excellence, integrity and respect.

**2. Describe the process by which the institution makes major policy decisions related to intercollegiate athletics. In so doing, describe the role and authority of the institution’s governing board, chief executive officer, the athletics board or committee (if one exists), the faculty athletics representative(s), the director of athletics, and any other appropriate campus constituencies (e.g. faculty, students, student athletes) in this process.**

Several entities throughout the University share responsibility for institutional control. The University’s Board of Trustees formulates University policies and delegates the execution of

those policies to its administrative officers. Under the direction of the President, the Chancellor serves as the Chief Executive Officer of the Urbana-Champaign campus and, as such, is responsible for institutional control of the intercollegiate athletics program. As a practical matter, the Chancellor has delegated the day-to-day operation of the program and its compliance component to the Director of the Division of Intercollegiate Athletics (DIA). In addition, he/she has designated an Associate Chancellor as liaison to DIA to provide close communication on goals and strategic plans and to ensure that governmental, NCAA and University rules, regulations and requirements are met. The Chancellor also meets regularly with the Director of DIA.

As a committee of the Urbana-Champaign Senate, the Athletic Board (*appendix 13, Athletic Board description*) is responsible for seeing that the athletic program adheres to the University's academic and educational objectives (*appendix 14, current Athletic Board membership list*). In consultation with the Athletic Board, the Chancellor appoints two faculty members to serve as University representatives to the Big Ten and the NCAA. The Athletic Board also advises the Chancellor and Athletic Director on financial, personnel management and other operational aspects of DIA.

### **3. Explain the institution's philosophy as it relates to the use of American Indian mascots, nicknames and logos.**

Chief Illiniwek is a tradition of nearly 80 years in UIUC athletics. "Illini" is a term associated with the UIUC campus for approximately 130 years. The term "Illini" came into general use at least 50 years before Chief Illiniwek was introduced. It was created by students who began referring to themselves as "Illini" in recognition of the name of the State of Illinois. Campus history suggests that community members understood that the name was associated with an American Indian people. Over the years, the name spread to alumni and athletic teams. "Fighting Illini" is a nickname associated with UIUC intercollegiate athletics programs for over 80 years. The student paper of the Urbana-Champaign campus is the Daily Illini, and scores of registered student organizations use "Illini" in their names, as well (*appendix 15, sample listing of "Illini" student organizations*).

In 1990 the Board of Trustees of the University of Illinois assumed exclusive ownership of policy concerning the Chief Illiniwek tradition.

Today, the Board is striving to achieve a consensus conclusion. In June 2004 the Board adopted a resolution to "...seek a consensus conclusion to the matter of Chief Illiniwek..." The goal is to find a solution that best serves the University as a whole and not a particular constituent group.

Further, at its meeting in September 2004 the Board approved a resolution that states: "It shall be the policy of the University and the Urbana-Champaign campus that the State's heritage and its American Indian culture and traditions shall be preserved, affirmed and publicly celebrated." In March 2005, the Chair of the Board promulgated guidelines to be followed in achieving a consensus conclusion. At the time of this writing, the work to do so continues.

### **NCAA Constitution 2.2.2**

#### **1. Explain how the institution is organized to monitor, evaluate and address activities that promote valuing diversity and gender equity among its student-athletes and intercollegiate athletics department staff.**

Student athletes and intercollegiate athletics department staff are members of the campus community and, as such, they benefit from the same programs designed to advance and engender appreciation for diversity and gender equity among all students and faculty (*appendix 16, Inventory of Programs to Increase the Participation and Success of Underrepresented Groups*).

Additionally, the Executive Committee of the Athletic Board, as well as the Board's Student Services Committee, coordinates and plans activities that involve diversity and/or gender equity issues. DIA has a designated Senior Woman Administrator (*appendix 17, SWA job description*) whose responsibilities include monitoring, evaluating and addressing activities that promote valuing gender equity among student athletes and athletic department staff. DIA also has a designated Senior Associate Athletic Director (*appendix 18, SAA job description*) whose responsibilities include evaluating and addressing activities for student athletes and athletic department staff that promote valuing diversity and ethnic equity. This Senior Associate Athletic Director also serves as DIA's liaison with the institution's Affirmative Action officers and the Office of Human Relations and University Equal Opportunity.

#### **2. Explain how the institution's use of an American Indian mascot, nickname and/or logo is consistent or inconsistent with the aforementioned NCAA Principle. In instances in which the use or depiction appears inconsistent, the institution should include a detailed plan that outlines how the institution has modified or will consider modifying its use of American Indian mascots, nicknames and logos to ensure that it is consistent with NCAA Constitution 2.2.2.**

The University of Illinois strives to abide by the principles described in the NCAA Constitution. With regard to the matter of the Chief Illiniwek tradition, the Board of Trustees is leading a process to achieve a consensus conclusion. At the time of this writing, the work to do so continues.

## **NCAA Constitution 2.4**

### **1. Please attach the institution's policies concerning sportsmanship and ethical conduct as they relate to the use of American Indian mascots, nicknames and logos.**

The Division of Intercollegiate Athletics' policy for student-athlete conduct is as follows:

“Student athletes shall deport themselves with honesty and good sportsmanship. Their behavior shall at all times reflect the high standards of honor and dignity that characterize participation in competitive sports at the University of Illinois.

“A student athlete is potentially more visible than the rest of the student population. His/her actions and behavior may be scrutinized by the public as well as by his/her peers. Being part of this nationally-recognized athletic program places a student athlete in a position of responsibility. Because of this, student athletes' behavior should be exemplary. Certain actions reflect poorly on one's family, team, the DIA and the University and are not in line with the DIA's philosophy of academic, athletic and social excellence.

“These athletic conduct guidelines are in addition to, and do not replace, those stated in the 'Code of Campus Affairs and Handbook of Policies and Regulations Applying to All Students at the University of Illinois.' No team rule shall nullify the rights outlined in the 'University Code of Campus Affairs' and 'Handbook of Policies and Regulations Applying to All Students' or the DIA policies and regulations.” <http://www.admin.uiuc.edu/policy/code/>

### **2. Indicate whether American Indian mascot behavior related to intercollegiate competition demeans or is disrespectful of American Indians and identify actions taken to correct such behavior. Explain what measures were taken, if any, to determine what harm might be caused by the behavior of your mascot or your emblems or logos.**

Supporters of the Chief Illiniwek tradition emphasize the value of and their pride in the tradition as well as their intention to preserve and showcase American Indian heritage and culture. Opponents of the Chief Illiniwek tradition emphasize that the tradition is an expropriation of American Indian imagery and culture which they deem to be insensitive, inaccurate and offensive. Both opponents and supporters of the Chief Illiniwek tradition cite surveys and other evidence to underpin their respective positions.

The following actions have been taken:

- **In Aug. 2001**, clearly defined, institutional standards for use of the Chief likeness were put into place (*appendix 2, memorandum to CLC*).
- **In March 2005**, a faculty committee was appointed to study the issue as it affects the educational mission (*appendix 19, memorandum to committee, NCA report and related materials*).

**3. Please describe how the institution educates student-athletes, staff, fans and spectators on sportsmanship related to American Indian mascots, nicknames and/or logos.**

Student athletes annually receive a copy of the Division of Intercollegiate Athletics' policy for student athlete conduct. The policy is described by a senior administrative staff member during an annual team meeting and affirmed throughout each academic year by coaches. Staff and student athletes are advised of sportsmanship issues through internal communications and by the Big Ten conference. DIA staff and student athletes are bound by the conference's Sportslike Conduct Agreement (*appendix 20, Sportslike Conduct Agreement*).

Fans and spectators who receive season tickets or single-game tickets through the mail also receive a pamphlet called "Welcome to Memorial Stadium" in which sportsmanship is addressed (*appendix 21, Welcome to Memorial Stadium*). A version of the pamphlet's text is read aloud by the public address announcer before every home contest involving a varsity team. Additional efforts are made as described in "Promoting Good Sportsmanship at the University of Illinois" (*appendix 22, Promoting Good Sportsmanship*).

**NCAA Constitution 2.6**

**1. Indicate how the provisions of NCAA Constitution 2.6 support or do not support your use of an American Indian mascot, nickname and/or logo. When providing your explanation, please use specific references to the manner that the institution uses its mascot, nickname, and/or logo.**

The University of Illinois strives to abide by the principles described in the NCAA Constitution. With regard to the matter of the Chief Illiniwek tradition, the Board of Trustees is leading a process to achieve a consensus conclusion. At the time of this writing, the work to do so continues.

**2. Explain whether your institution's use of an American Indian mascot, nickname, and/or logo supports the American Indian culture.**

Supporters of the Chief Illiniwek tradition emphasize the value of and their pride in the tradition as well as their intention to preserve and showcase American Indian heritage and culture. Opponents of the Chief Illiniwek tradition emphasize that the tradition is an expropriation of American Indian imagery and culture which they deem to be insensitive, inaccurate and offensive. Both opponents and supporters of the Chief Illiniwek tradition cite surveys and other evidence to underpin their respective positions.

**3. Please provide a copy of the institution's policy on nondiscrimination. Explain how the institution's use of an American Indian mascot, nickname and/or logo is consistent with this policy.**

UNIVERSITY OF ILLINOIS  
NONDISCRIMINATION STATEMENT

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms.

The University of Illinois will not engage in discrimination or harassment against any person because of race, color, religion, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military or status as a protected veteran and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in the University programs and activities.

University complaint and grievance procedures provide employees and students with the means for the resolution of complaints that allege a violation of this statement.

The University of Illinois has in place a structure, policies and programs that support the nondiscrimination statement. With regard to the matter of the Chief Illiniwek tradition, the Board of Trustees is leading a process to achieve a consensus conclusion. At the time of this writing, the work to do so continues.

**Educational and Outreach Initiatives**

**1. Describe your institution's educational programs and initiatives as related to American Indian history and culture.**

The Native American House was established in 2003 as a center for American Indian Studies, cultural programming and student and faculty support. In bringing together a variety of courses, lectures, conferences and other events, the Native American House provides a home for a developing academic program – American Indian Studies – as well as a center for cultural programming on campus (*appendix 23, Native American House news release*). The House is also a gathering space for American Indian student, staff and faculty groups and all of the University community and the public to learn about a range of issues relevant to American Indians. The American Indian Studies Program (AIS) is expanding academic offerings and plans to create a minor. As part of this expansion, tenure-track faculty appointments have

been made in the American Indian Studies Program and significant recruitment of new faculty whose scholarship connects them with the American Indian Studies Program is under way.

Approximately two dozen undergraduate courses in the arts and humanities offer content that addresses American Indian history and/or culture.

**2. Describe your institution's efforts to build relationships and provide support to the American Indian community.**

In fall 2004, the Office of Admissions and Records added a staff member with the specific aim of enhancing outreach, relationship building and student recruitment in the American Indian community. This additional staff member has made numerous individual contacts with prospective students and their family members and has been an active participant in recruitment events, college fairs and other public outreach venues. In addition, the staff member has expanded relationships with target feeder institutions, such as tribal colleges.

**3. Describe efforts to educate the institutional community on American Indian history and culture.**

See Response 1 to this section.

**4. Describe efforts to educate the athletics staff, student-athletes and athletic supporters on American Indian history and culture.**

As they are members of the campus community, athletics staff, student athletes and athletic supporters may participate in the activities and programs described in response 1 to this section of the survey.

**5. Describe how your institution ensures a safe environment for all fans, including American Indians during athletics contests and other events that the institution's American Indian mascot, nickname or logo is being used and on display.**

Campus police work with DIA in the effort to provide safe and secure venues for varsity intercollegiate competitions. A Public Safety Operations Plan was developed by the University of Illinois Police Department for DIA to ensure public safety at home games. "A Guide to Successful Group Tailgating" (*appendix 24, tailgating guide*) has also been produced by DIA and distributed to spectators who park in designated tailgating areas.

All home athletic contests are staffed by three to six full-time DIA staff members whose primary functions are security and event management. Their responsibilities include security of participants (e.g., student athletes, staff and officials) and spectators (*appendix 25, event staff handbook*). DIA staffers also are assisted by event-day employees who are trained in security.

## Assessment

### **1. Describe the institution's efforts to assess the feelings of its constituent groups as to whether the institution should continue or discontinue the use of an American Indian mascot, nicknames or logos. If some assessment has been completed, please provide the dates of the assessment and its conclusions.**

The UIUC community has debated the issue of the Chief Illiniwek tradition earnestly, diligently and exhaustively since before 1990. On many occasions and through many channels, people representing a wide variety of opinions have exercised the opportunity to express their views. This includes special meetings of the Board of Trustees to solicit public opinion, as well as the Board's general invitation to the public to make comments at each regular Board meeting (*appendix 3, chronological list of opportunities to speak about the Chief—with list of speakers at University of Illinois Board of Trustees meetings*).

The Board of Trustees is leading a process to achieve a consensus conclusion. At its meeting in September 2004 the Board approved a resolution that states: "It shall be the policy of the University and the Urbana-Champaign campus that the State's heritage and its American Indian culture and traditions shall be preserved, affirmed and publicly celebrated." In March 2005, the Chair of the Board promulgated guidelines to be followed in achieving a consensus conclusion. At the time of this writing, the work to do so continues.

### **2. Describe the institution's efforts to assess whether its use of an American Indian mascot, nickname or logo is offensive to American Indians. If some assessment has been completed, please provide the dates of the assessment and its conclusions.**

The UIUC community has debated the issue of the Chief Illiniwek tradition earnestly, diligently and exhaustively since before 1990. On many occasions and through many channels, people representing a wide variety of opinions have exercised the opportunity to express their views (*appendix 3, chronological list of opportunities to speak about the Chief—with list of speakers at University of Illinois Board of Trustees meetings*). Members of the American Indian community, both inside and outside the University, have been commenting on the Chief Illiniwek tradition throughout the years.

The Board of Trustees is leading a process to achieve a consensus conclusion. At its meeting in September 2004 the Board approved a resolution that states: "It shall be the policy of the University and the Urbana-Champaign campus that the State's heritage and its American Indian culture and traditions shall be preserved, affirmed and publicly celebrated." In March 2005, the Chair of the Board promulgated guidelines to be followed in achieving a consensus conclusion. At the time of this writing, the work to do so continues.

**3. Please provide (and describe the nature) a full description of any formal complaints filed within the past thirty-six months that have been made against the institution for its use of an American Indian mascot, nickname or logo.**

- **On Jan. 27, 2003**, a suit was filed in U.S. District Court by three plaintiffs – William Cook, Sherry Naanes and David Wegeng – alleging the plaintiffs’ civil and constitutional rights were violated in connection with their attendance at a basketball game at the Assembly Hall where they attempted to protest against the Chief. Plaintiff Cook was arrested and the other plaintiffs were made to leave the Assembly Hall. The lawsuit was dismissed without prejudice on June 12, 2003, with leave for plaintiffs to refile, but plaintiffs did not refile (*appendix 26, Cook et al. lawsuit*).
- **On March 14, 2005**, members of the Board of Trustees were sued by the Illinois Native American Bar Association (INABA) and two individual plaintiffs in Cook County Circuit Court alleging that the use of the Chief Illiniwek likeness violates the Illinois Civil Rights Act of 2003, the Equal Protection Clause of the Illinois Constitution and the University Non-Discrimination Statement of February 1993. The suit seeks a declaration of a violation of state law, the state constitution and University policy, and it seeks an injunction against continued use of the likeness. The University answered the complaint on April 22, 2005, with a motion for dismissal (*appendix 27, INABA lawsuit, University motion, press clips*). The University response to that complaint was based, in part, on a Nov. 30, 1995, Office of Civil Rights decision that held that use of the Chief as a symbol did not create a racially hostile environment at the University. “[T]he offensiveness of the Chief as perceived by particular individuals, alone, is not a legally sufficient basis upon which to conclude that race discrimination in the form of a racially hostile environment existed on the campus of the University of Illinois” (*appendix 27, INABA lawsuit, University motion - see exhibit A*).

## Conclusions

### **1. After reviewing the answers to the institutional self-evaluation items noted above, how would the institution describe the reasoning behind the use of American Indian mascots, nicknames and/or logos?**

“Illini” is a term associated with the UIUC campus for approximately 130 years. The term “Illini” came into general use at least 50 years before Chief Illiniwek was introduced. It was created by students who began referring to themselves as “Illini” in recognition of the name of the State of Illinois. Campus history suggests that community members understood that the name was associated with an American Indian people. Over the years, the name spread to alumni and athletic teams. “Fighting Illini” is a nickname associated with UIUC intercollegiate athletics programs for over 80 years.

Supporters of the Chief Illiniwek tradition emphasize the value of and their pride in the tradition as well as their intention to preserve and showcase American Indian heritage and culture. Opponents of the Chief Illiniwek tradition emphasize that the tradition is an expropriation of American Indian imagery and culture which they deem to be insensitive, inaccurate and offensive. Both opponents and supporters of the Chief Illiniwek tradition cite surveys and other evidence to underpin their positions.

The Board of Trustees is leading a process to achieve a consensus conclusion. At the time of this writing, the work to do so continues.

### **2. In light of the information set forth above, will the institution continue to use its current mascot, nickname or logo? Why or Why not?**

The Board of Trustees is leading a process to achieve a consensus conclusion. At the time of this writing, the work to do so continues.

### **3. In light of the information set forth above, will the institution make any modifications to the manner that it uses its current mascot, nickname or logo?**

The Board of Trustees is leading a process to achieve a consensus conclusion. At the time of this writing, the work to do so continues.