

## TEN REASONS TO RETIRE THE CHIEF

# 1. Diversity - not just a goal, it's a University mandate. And the Chief doesn't fit.

### Retiring Chief Illiniwek: An unavoidable decision

By Leigh Estabrook

Note: *The Chief controversy, and issues of diversity, date back many years. Dr. Estabrook wrote this DI opinions forum column after chairing the first committee to recommend retiring Chief Illiniwek.*

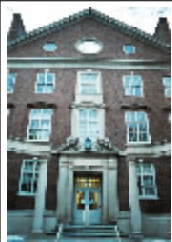
Reprinted from *The Daily Illini*, Friday, October 28, 1994.

Shortly after completing the first draft of the report *On Building a More Inclusive Community*, I was asked, "What have you learned?" I have learned how much pain our students feel because of the prejudice they encounter. Our committee could not ignore that pain as we shaped our recommendations to this campus, including the recommendations to retire Chief Illiniwek.

Building a more inclusive UIUC community will take much, much more than retiring Chief Illiniwek, for the Native American Indian community is not the only one feeling the pains of exclusion. A young Jewish woman told of her experiences of anti-Semitism. Asian American students report their struggles to have their special needs recognized, feeling that they are penalized for academic success. A white student spoke of her resentment that minority students receive special treatment. An African American student talks of the resentment that people falsely assume he comes from a poor background and had weak standardized test scores. At campus meetings on cultural centers, students who seek to build a more integrated community beg people representing different racial and ethnic minority groups to explain why members of these groups want a place "of their own." (continues)

See the article in its entirety at [www.RetireTheChief.org](http://www.RetireTheChief.org)

"We see no way the University can become truly inclusive without retiring this appropriated symbol." - L. Estabrook



### ✓ Reality Check

The University is **not** about the Chief. It is about excellence & leadership in teaching, research and athletics.

← U.I. Department of Accountancy, ranked first (undergraduate) and 2<sup>nd</sup> (graduate) nationally in U.S.

### Today: Diversity, the University, and ... the Chief

By Brian Jewett, *RetireTheChief*

#### Diversity is in the news:

(full references on the web site)

**U.I.:** "the University of Illinois at Urbana-Champaign is committed to excellence, and its emphasis on diversity is a vital part of that commitment."

**U.S. Gov't:** "Workforce diversity has evolved from sound public policy to a strategic business imperative."

**Penn. State:** "We must continue to foster a humane University community in which everyone feels welcome, by eliminating disrespect and harrassment."

#### North Central Association's Higher Learning Commission, in their new **Statement on Diversity**:

"people in an environment that encourages inclusiveness and discourages acts of insensitivity and disrespect can become more enlightened ... the Commission does expect its member organizations to evidence positive responses to issues of diversity and to show the relationship of those responses to the integrity of their operations."

**DIVERSITY IS BEING EMBRACED** all over the U.S., in many different arenas. It is good for business, good for government & education, and is the right thing to do.

Well intended or not, the **Chief** is an act of insensitivity and disrespect. Native Americans are not honored; many are greatly offended. The Chief is a stereotype, a mockery of their religion, and has no place at an institution of higher learning. The Chief is also a poor representative for the UofI. *Isn't it time to retire the Chief?* □

#### **NOTICE TO THE BILLBOARD TEAM**

- ☹ **Bad news:** the Chief has *not* yet been retired. As such, the call to restore him seems ... premature. Also, **only** the Board of Trustees - not the Chancellor - may retain/retire the Chief.
- ☺ **Good news:** in time, the Chief will be retired, for the good of the University, at which time your message will be appropriate. Hang on to those T-shirts!

## WELCOME

This site exists to *give a voice* to those who believe Chief Illiniwek should be retired, to promote discussion between those who are pro- and anti-Chief, and to encourage a change in policy - to retire the Chief. We want to help *turn up the volume* on the Chief debate. Regardless of your stand on this divisive issue, **welcome**. Much more may be found at our web site, [www.RetireTheChief.org](http://www.RetireTheChief.org).