

Campus Climate Survey Undergraduate Experience

Summary of Actions and Recommendations

Committee Actions and Focus Groups

- The committee held multiple meetings to discuss key takeaways from the campus climate survey and to develop an approach to acquire additional information from departments, focus groups, and key stakeholders with the plan to present themes and preliminary action steps at a campus forum.
- Focus groups consisting of key student populations identified in the survey were planned for discussions and to gain additional feedback. The following departments worked collaboratively to assist in the facilitation of focus groups:
 - Center for LGBTQIA+ Student Success
 - International Students and Scholars Office
 - Margaret Sloss Women's Center
 - Multicultural Student Affairs
 - Student Accessibility Services
 - Veterans Center
- Focus group meetings were held with the following groups of students:
 - Multicultural/Underrepresented
 - Students with disabilities
 - International students
 - LGBTQIA+ students
 - Student Veterans (discussion with the AVP/Dean of Students)

Recommendations Based on Key Themes:

Theme I: Increase and improve training and awareness

- Continued progress of the **New Student Onboarding Initiative**, which provides more consistent information and training around a variety of key topics affecting new student success, campus climate, diversity, inclusion, and equity
- Continued development of **faculty training for creating more inclusive classrooms** offered by the Center for Excellence in Learning and Teaching
- Endorsement of the Campus Climate Study Staff Committee's recommendation which called for **more robust, consistent, customizable professional development opportunities for staff and faculty**
- Endorsement of the Campus Climate Study Staff and Faculty Committee's recommendation to **launch a Cy for Civility Campaign**, which can work in conjunction with the Iowa State Principles of Community
- Training for **Career Services professionals and employers who seek to participate in Iowa State Career Fairs on issues related to international and marginalized student participation in career fairs, and employability**

Theme II: Enhance Sense of Belonging

- Greatly **enhance resources and tools available for navigating inclusive accessible campus spaces and resources**
 - Accessible restrooms and entrances to buildings, classrooms, and offices
 - Gender-neutral restrooms
 - Meditation/Mindfulness rooms and other similar spaces
- **Review and enhance the quantity and quality of inclusive images on campus**
 - Departments taking initiative to make conference rooms, classrooms, building hallways more inclusive
 - Art Committee, and Diversity and Inclusion lead efforts to promote adding art, portraiture, etc. that promotes more inclusive images on campus
- Endorse the work of a **new Childcare Task Force to develop solutions to address the lack of affordable childcare for students who are parents**

A few other initiatives **directly in response to key survey and focus groups data** that are already in-progress (not an exhaustive list):

- Diversity and Inclusion Office campus and community initiatives
- ISU Police's Inclusion and Engagement Officers-continued expansion, campus outreach, and officer training, e.g. participation at ISCORE and NCORE
- Equal Opportunity Office staff expansion
- Sexual Assault Leadership Committee's outreach strategies
- Title IX required online training for students, faculty, and staff
- Development of the National Conference on Race and Ethnicity and Iowa State Conference on Race and Ethnicity Project (additional programs and outreach)
- Campus Climate Response Team (reporting, tracking, and communication)
- Further development of initiatives serving veteran student and military-affiliated populations
 - Continued support provided by the Veteran's Center
 - Two key campus committees designed to enhance the experience of veterans and military-affiliated students (transfer credit and removing barriers to success)
- Expansion of space for the LGBTQIA+ Center from the Student Services building to the Memorial Union
- Fundraising to increase support from donors for "Completion Grants" designed to assist students who are close to graduating and may not persist