As we begin a new year, the entire Iowa State community – students, faculty, staff, and visitors – will continue to work toward fostering a welcoming and inclusive campus. This is a responsibility we all share. Our work begins with denouncing bigotry, white supremacy, racism, and intolerance, and by embracing our Principles of Community: respecting each other, engaging with a purpose, working together in a spirit of cooperation, valuing the richness of our diversity, creating an environment free of discrimination, and honestly and respectfully expressing our ideas.

Iowa State committed in November 2019 to take 10 actions in response to students’ demands*. This document provides updates on these initiatives:

- Campus leaders – from the president and senior vice presidents to the deans – will take cultural competency training before the start of spring semester 2020.
  — This training was completed January 9, 2020, and was facilitated by White Men as Full Diversity Partners, a firm whose clients include The Ohio State University, Michigan State University, Texas Tech University, Rockwell Automation, and Amazon.
  — The Office of Diversity and Inclusion will identify additional education and training opportunities for campus leaders in the future.
  — Training for all staff will be launched in the spring and be available through Learn@ISU.

- Starting spring semester 2020, the Center for Excellence in Learning and Teaching (CELT) will conduct annual training for faculty in each academic department on the importance of, and approaches to, creating an inclusive classroom environment.
  — CELT began offering its Inclusive Classroom Workshops January 10 with the departments of Management and Kinesiology. All academic departments have enrolled in the training for the spring semester; to date, 29 departments have completed training.

- Starting immediately, all search committees for faculty and staff in academic affairs, and senior administrative positions, will receive inclusivity and diversity training.
  — This training has been offered in various forms, but is now required for all search committees, and includes awareness of implicit bias. Search committees for all current faculty searches have received training.

- All college promotion and tenure committees will receive inclusivity and diversity training beginning with the next cycle.
  — This training, to be delivered primarily by college Equity Advisors, will begin in fall 2020, and will include awareness of implicit bias.

- Beginning spring semester 2020, everyone who lives in a residence hall will be required to take annual online diversity and inclusion training.
  — This training program is being finalized, and will be launched in early March.
  — The 60-minute, online, and self-paced course includes topics such as examining assumptions; and skills for senders, recipients, and bystanders to microaggressions.
  — Beginning in fall 2020, this training will be offered through a one-credit online course, with follow-up by Department of Residence staff for students living on campus, but who are not enrolled in the course, to ensure they receive the training.

- As part of new student onboarding, the university is piloting a one-credit online orientation course that includes diversity and inclusion topics.
  — The pilot training is ongoing and will be expanded to additional new students in fall 2020.
The Department of Residence will work with Inter-Residence Hall Association, Student Government, and key campus departments to explore changes to greatly reduce or eliminate acts of discrimination, harassment, and vandalism in the halls.

— A draft plan has been developed and is currently being reviewed by Department of Residence staff and the Senior Vice President for Student Affairs.

The offices of Diversity and Inclusion and Equal Opportunity will work with students to create a student advisory council on issues related to harassment and discrimination. This will be in addition to the current student advisory boards that exist for the ISU Police Department and Division of Student Affairs. Students are also included on the Vice President for Diversity and Inclusion Council.

— The offices of the Vice President for Diversity and Inclusion (VPDI), and Equal Opportunity (EO) developed a framework for the Diversity, Equity and Inclusion (DEI) Student Advisory Council.

— The offices of VPDI and EO held a productive meeting with Students Against Racism representatives on January 15, to ensure both groups were using common language, and working to accomplish the same goals. The student representatives shared these discussions with the larger Students Against Racism group, which provided additional feedback. The offices of VPDI and EO will continue to collaborate with Students Against Racism on the advisory board moving forward.

The Campus Climate Response Team is being renamed the Campus Climate Reporting System (CCRS) to better reflect its purpose, and the communication process is being reviewed for improvement.

— Completed on November 8, 2019.

Iowa State University Police has extended its annual bias trainings to all officers and will be extending it to all Department of Public Safety staff. In addition, racial intelligence training will be held for all DPS supervisors in December and all officers in the spring.

— Racial intelligence training was completed for Department of Public Safety supervisors on December 12.

— Training for officers was completed February 11 and 12.

We appreciate this opportunity to share our progress on these initiatives. We are especially pleased that Students Against Racism, Student Government, and other champions of diversity, equity, and inclusion are engaging in these efforts. Your feedback and partnership will help move us toward the welcoming campus environment we all desire.

Wendy Wintersteen  
President

Jonathan Wickert  
Senior Vice President and Provost

Martino Harmon  
Senior Vice President for Student Affairs

Reginald Stewart  
Vice President for Diversity and Inclusion

Michael Newton  
Associate Vice President for Public Safety and Chief of Police

Michael Norton  
University Counsel

*The full list of Students’ Demands and the University’s Responses is available on the Campus Climate website:  
https://www.campusclimate.iastate.edu/responses/sar