

October 23, 2019

Dear Iowa State Community,

Since becoming president, I have said I aspire for Iowa State University to be the best land-grant university in the country in creating a welcoming and inclusive environment for all of our students, faculty, staff, and visitors. This is a priority for me and for my campus leadership team.

Clearly, we still have much work to do. Members of our community continue to report being subjected to racist messages, the use of racist epithets, and other racist conduct and speech on campus. This is unacceptable and wrong. While I do not communicate to the campus community every time such an incident happens, I want you to know that each and every incident is hurtful, and counters the welcoming and inclusive environment that we strive to create at Iowa State University. The bigoted ideas behind racist messages and conduct are abhorrent, false, and inconsistent with my values and the values we expect within our campus community.

The Campus Climate Response Team (CCRT) [has a process](#) to collect and assess all reported incidents and assign to the appropriate unit (e.g., ISU Police or Department of Residence) for follow up. They also share information, including through an [annual report](#), to provide transparency and educate campus. You can read more about what the [team does and does not do](#) to support a better campus environment. I encourage you to [report any incidents of bias](#) to CCRT. If there is a crime or emergency, [contact ISU Police](#) directly or call 911. I will continue to discuss these issues with my leadership team to evaluate how incidents are handled and determine how we can better ensure all impacted individuals feel supported.

We must never allow racism, bigotry, and xenophobia to replace the reality of our common humanity. We all have a responsibility to make our university a welcoming and inclusive place. Let us work together every day – to reject racism and discrimination, and to treat each other with respect and care in the spirit of our Cyclone family and [Principles of Community](#). For those in need of additional support, please reach out to our [campus resources](#).

Sincerely,

Wendy Wintersteen
President