

IOWA STATE UNIVERSITY

November 7, 2019

We commit to take the following actions in response to demands made October 30, 2019, by Students Against Racism:

- First, we re-emphasize President Wintersteen's public statement made October 30 (below): We condemn racism, white supremacy and xenophobia. Bigoted messages and conduct are abhorrent and inconsistent with Iowa State University's Principles of Community and the values of our campus community.
"I am proud of our students for standing up against bigotry and racism and for exercising their First Amendment rights. I join with them in condemning racism, white supremacy, and xenophobia. Bigoted messages and conduct are abhorrent and inconsistent with my values and the values we expect on our campus. We all have a responsibility to make Iowa State a welcoming and inclusive community. We will continue to work with our students to make sure their voices are heard and they feel supported."
— President Wendy Wintersteen, October 30, 2019
- Campus leaders – president, senior vice presidents, deans, and other senior leaders – will take cultural competency and cultural humility training before the start of spring semester 2020.
- Starting spring semester 2020, the Center for Excellence in Learning and Teaching will conduct annual training for faculty in each academic department on the importance of, and approaches to, creating an inclusive classroom environment.
- Starting immediately, all search committees for faculty and staff in academic affairs, and senior administrative positions, will receive diversity, equity and inclusion training.
- All college promotion and tenure committees will receive diversity, equity and inclusion training beginning with the next cycle.
- Beginning spring semester 2020, students who live in university housing will be required to take annual online diversity, equity and inclusion training.
- As part of new student onboarding, the university is piloting a one-credit online orientation course that includes diversity, equity and inclusion topics, as well as other topics related to first-year student success.
- The Department of Residence will work with IRHA, Student Government, and key campus departments to explore changes to greatly reduce or eliminate acts of vandalism in the halls.
- 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 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.
- Iowa State University Police will continue and expand annual bias trainings for 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.

Each action provides a measurable, achievable goal, and we will report on the progress on an annual basis. Above and beyond these steps, we will continue to evaluate practices and policies, and seek to identify those actions that help bring us closer to the goals of a caring, inclusive university community.

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