

EXCELLENCE *through* DIVERSITY, EQUITY, AND INCLUSION

FY 2019

Diversity, Equity, and Inclusion Digest Report

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Executive Summary

Introduction

The FY19 University of Iowa Diversity, Equity, and Inclusion Digest represents a joint effort of the Office of the Provost and the Division of Diversity, Equity, and Inclusion that was designed to:

- Assemble a robust inventory of existing campus-wide diversity, equity, and inclusion-related activities and objectives.
- Facilitate an assessment of campus-wide strengths and areas of opportunity.
- Enhance collaboration across colleges, departments, and units. Create a comprehensive profile of current diversity, equity, and inclusion-related activities to assist with the recruitment and orientation of the new associate vice president of diversity, equity, and inclusion.

The Division of Diversity, Equity, and Inclusion (under its former name Chief Diversity Office) led previous efforts to collect a record of diversity-related activities from the colleges to encourage a sharing of best practices. The current digest was initiated by Dr. Lena Hill, former interim chief diversity officer, associate vice president, and senior advisor to the president, and Kimberly Carter, former assistant to the chief diversity officer, who created an online portal to collect and assess initiatives aligned with the UI Strategic Plan 2016-2021 goal to recruit and retain a more diverse campus community. Upon Dr. Hill's departure, the project continued as part of the campus-wide process of assessing diversity, equity, inclusion climate and programs to inform the creation of the 2019-2021 Diversity, Equity, and Inclusion Action Plan.

Building the Digest

In November 2018, all colleges, central offices, and shared governance bodies were asked to enter FY19 activities that advance diversity, equity, and inclusion on campus into an online portal (see Appendix A for methodology). Additionally, staff in the Office of the Provost reviewed university webpages to gather additional information, such as mission statements, committee charges, and strategic plans that were not represented by the unit submissions. To conduct a gap analysis of campus diversity, equity, and inclusion initiatives, the entries were themed using a 12-domain institutional readiness rubric that was adapted from several higher education models (NERCHE, 2011; Chun & Evans, 2015; Grieger, 1996; UC-Berkeley, 2015).

Overall, all 11 colleges and 25 central units and organizations entered activities. The results include the identification of more than 700 one-time and ongoing initiatives and more than 280 project leaders (see Appendix B for names). While multiple exemplary initiatives are included, many are certainly missing from the current digest due to the limited scope of the project. For example, academic departments were not asked to submit activities, so departmental initiatives designed to advance recruitment, retention, and advancement of faculty, staff, and students, as well as courses and scholarship, are largely absent from this inventory. Additionally, the UI Center for Advancement's (UICA) diversity, equity, and inclusion-related



Excellence *through* Diversity, Equity, and Inclusion

The University of Iowa's status as a premier research university depends on the robust exchange of ideas. The diversity of our students, faculty, and staff helps us fulfill our mission to explore, discover, create, and engage. Thus, we are committed to supporting every Hawkeye's pursuit of excellence. As we enhance the breadth and depth of our perspectives, we purposefully prepare for our future. Our ability to foster an equitable and inclusive environment for all who join the UI family will determine our collective success. We eagerly accept this challenge.

At the UI, we achieve excellence through diversity, equity, and inclusion.



initiatives are not represented in the current report (e.g., Iowa Women’s Leadership Network, Latino/a and Native American Alumni Alliance), and engaging those initiatives to enhance diversity, equity, and inclusion on campus will be essential.

The FY19 Diversity, Equity, and Inclusion Digest is a snapshot in time of the multiple initiatives underway to advance a more inclusive, equitable, and diverse campus. The snapshot allows campus to assess its initiatives to date and the degree to which those initiatives are aligned with institutional metrics of success, as well as identify gaps that are barriers to advancing diversity, equity, and inclusion on campus. The process of collecting and assessing initiatives has informed the priorities outlined in the 2019-2021 Diversity, Equity, and Inclusion Action Plan.

Next Steps

In addition to informing the action plan, this information will be used in the following ways:

- The Division of Diversity, Equity, and Inclusion plans to digitize the entries into a searchable online database.
- The Charter Committee on Diversity will receive a report of preliminary findings to inform the review of its mission and focus.
- The list of project leads will be used to build a campus network to enhance cross-unit collaboration and professional development.
- The Path Forward Diversity, Equity, Inclusion, and Collaboration committee will identify key institutional metrics and encourage the alignment of diversity, equity, and inclusion activities to those metrics.

The FY19 Diversity, Equity, and Inclusion Digest documents the extraordinary and wide-reaching engagement of faculty, staff, and students in doing the work necessary to realize and sustain an inclusive, equitable, and diverse campus community. The 2019-2021 Diversity, Equity, and Inclusion Action Plan will provide a roadmap for building on these efforts in the next two years. The university’s success will surely be guaranteed by harnessing the energy and commitment demonstrated in the following pages.

Campus-wide Paradigm Shift from “Diversity” to Diversity, Equity, and Inclusion

DIVERSITY

Diversity refers to all aspects of human difference, social identities, and social group differences, including but not limited to race, ethnicity, creed, color, sex, gender, gender identity, sexual identity, socio-economic status, language, culture, national origin, religion/spirituality, age, (dis)ability, military/veteran status, political perspective, and associational preferences.

EQUITY

Equity refers to fair and just practices and policies that ensure all campus community members can thrive. Equity is different than equality in that equality implies treating everyone as if their experiences are exactly the same. Being equitable means acknowledging and addressing structural inequalities – historic and current – that advantage some and disadvantage others. Equal treatment results in equity only if everyone starts with equal access to opportunities.

INCLUSION

Inclusion refers to a campus community where all members are and feel respected, have a sense of belonging, and are able to participate and achieve to their potential. While diversity is essential, it is not sufficient. An institution can be both diverse and non-inclusive at the same time, thus a sustained practice of creating inclusive environments is necessary for success.

Statements of Commitment

DESCRIPTION: Policies, mission statements, core values, and strategic priorities that articulate the institutional commitment to diversity, equity, and inclusion.

University

Office of the President

- The University of Iowa Purpose and Mission ([OM I-2.1.3](#)):
 - b. Goals.
 - (1) To create a university experience that enriches the lives of undergraduates and helps them to become well-informed individuals, lifelong learners, engaged citizens, and productive employees and employers.
 - (2) To cultivate excellent graduate and professional programs, and to advance the research and scholarly enterprise.
 - (3) To promote excellence in education by increasing the diversity of the faculty, staff, and students.
 - (4) To strengthen the university's intellectual and community vitality.
 - (5) To broaden the university's service mission to include stronger partnerships with public constituencies.
 - c. Core Values. In planning, setting priorities, and carrying out every aspect of its mission, The University of Iowa is guided by seven interdependent commitments:
 - (1) Excellence
 - (2) Learning
 - (3) Community
 - (4) Diversity
 - (5) Integrity
 - (6) Respect
 - (7) Responsibility

The University of Iowa is a community of faculty, staff, students, alumni, and friends who seek to advance knowledge and foster learning across a broad range of academic endeavors. So that learning and creative expression may flourish, the university takes seriously its obligation to protect academic freedom and free expression; maintain a safe, supportive, healthy, and humane environment; and nourish a system of collaborative decision making based on mutual respect and shared governance. Because diversity, broadly defined, advances its mission of teaching, research, and service, the university is dedicated to an inclusive community in which people of different cultural, national, individual, and academic backgrounds encounter one another in a spirit of cooperation, openness, and shared appreciation.

- **Statement on Diversity** ([OM II-8.2](#)): The University of Iowa values diversity among students, faculty, and staff, and regards Equal Employment Opportunity and Affirmative Action as tools to achieve diversity. The university believes that a rich diversity of people and the many points of view they bring serve to enhance the quality of the educational experience at the University of Iowa. See also III-9.6 Affirmative Action Employment Guidelines.
- **Policy on Human Rights** ([OM II-3.1](#)): The University of Iowa brings together in common pursuit of its educational goals persons of many nations, races, and creeds. The university is guided by the precepts that in no aspect of its programs shall there be differences in the treatment of persons because of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual, and that equal opportunity and access to facilities shall be available to all. These principles are expected to be observed in the internal policies and practices of the university; specifically, in the admission, housing, and education of students; in policies governing programs of extracurricular life and activities; and in the employment of faculty and staff personnel. Consistent with state and federal law, reasonable accommodations will be provided to persons with disabilities and to accommodate religious practices. The university shall work cooperatively with the community in furthering these principles.

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- **Religious Diversity and the University Calendar** ([OM III-22.10](#)): Religious history, religious diversity, and spiritual values have formed a part of the University of Iowa's curricular and extracurricular programs since the founding of the university. In order to advance religious diversity on campus, the university makes reasonable accommodations for students, staff, and faculty whose religious holy days coincide with their work schedules and classroom assignments. As a public institution, the university neither promotes any particular form of religion nor discriminates against students, staff, or faculty on the basis of their religious viewpoints.

University holidays are not religious holy days, although a religious holy day may coincide with a university holiday. The university is prepared to make reasonable accommodations in its work assignments, test schedules, and classroom attendance expectations in a manner which is consistent with the University Policy on Human Rights (see II-3) and does not unfairly burden employees and students. [For additional information, see: opsmanual.uiowa.edu/human-resources/paid-absences/religious-diversity-and-university-calendar.]

- **Anti-Harassment Policy** ([OM II-14.2](#)): The purpose of this policy is to prevent harassment within the University of Iowa community and to provide a process for addressing all forms of harassment if and when it occurs. The University of Iowa is committed to maintaining an environment that recognizes the inherent worth and dignity of every person, and that fosters tolerance, sensitivity, understanding, and mutual respect. This commitment requires that the highest value be placed on the use of reason and that any harassment in the university community be renounced as repugnant and inimical to its goals. Harassment destroys the mutual trust that binds members of the community in their pursuit of truth.

The university also is committed strongly to academic freedom and free speech. An educational institution has a duty to provide a forum in which free speech and differences of opinion are actively encouraged and facilitated, and where opinions and deeply held beliefs are challenged and debated. Critical to this mission is providing a nondiscriminatory environment that is conducive to learning. Respect for these rights requires that members of the university community tolerate expressions of opinion that differ from their own or that they may find abhorrent.

This policy addresses harassment in all forms based on any classification covered by law and/or [II-3 Human Rights](#) (with the exception of sexual harassment, which is addressed in [II-4 Sexual Harassment](#)) and [IV-2 Sexual Misconduct, Dating/Domestic Violence, or Stalking Involving Students](#), as well as harassment based on other factors as set forth in this policy. (For additional information see: opsmanual.uiowa.edu/community-policies/anti-harassment#14.1)

Central Units

Athletics Department

- [The University of Iowa Athletics Department Strategic Plan 2013-2018 - Values and Commitments](#): Respect for the individual and diversity: The department values diversity in its people, whether that diversity is expressed by race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, or associational preferences, and recognizes the need to work as a team while valuing each individual's self-worth.

Division of Diversity, Equity and Inclusion (formerly Chief Diversity Office)

- [Excellence through Diversity](#): At the UI, we achieve Excellence through Diversity. The University of Iowa's status as a premier research university depends on the robust exchange of ideas. The diversity of our students, faculty, and staff helps us fulfill our mission to explore, discover, create, and engage. Thus, we are committed to supporting every Hawkeye's pursuit of excellence. As we enhance the breadth and depth of our perspectives, we purposefully prepare for our future. Our ability to foster an equitable environment for all who join the UI family will determine our collective success. We eagerly accept this challenge.
- [Diversity at Iowa](#): We understand the link between diversity and excellence in education. At the University of Iowa we embrace our responsibility to create a welcoming environment for all members of our community. This commitment includes all of our students, staff, and faculty as they pursue their goals here at Iowa.

Division of Student Life

- [The IOWA Challenge](#): The IOWA Challenge expresses important principles that help students succeed in the classroom and beyond. It establishes what the University Iowa expects from its students, and what students should expect from themselves and each other. In essence, it's a mission statement for UI students. The IOWA Challenge highlights five values: Excel, Stretch, Engage, Choose, and Serve.
 - Stretch: At Iowa, you will find a diversity of people, ideas, opportunities, and experiences. That diversity is one of the benefits of being an Iowa student. Step away from the familiar, try new ideas, experience new cultures, and learn from people different from yourself.
 - Engage. You will be a more successful student and enjoy yourself more if you spend your time and energy on activities that matter. The University of Iowa offers almost limitless opportunities and the resources to help you become a leader in and out of the classroom. Take advantage of them.
 - Serve. As an Iowa student, you are a member of many communities, on and off the campus. You have the opportunity and the responsibility to be a good neighbor and citizen, and to serve the community. Make your community a great place to live.
- [Diversity, Equity and Inclusion](#): Multiculturalism is one of three strategic priorities within the Division of Student Life. The strategic priorities (leadership development, multicultural competence, and health/safety) share two common elements: They are aligned with the services and programs of most or all the division's departments. They are areas in which the division is positioned to make a significant contribution to student success. Successful students develop skills and knowledge, become more mature in their thinking, assume greater responsibility for their own lives and learning, develop their understanding of diversity and multiculturalism, and become effective leaders.
- [Diversity](#): University Counseling Service: The University Counseling Service has a strong commitment to meeting the needs of diverse people. In all areas of the UCS, we strive to create an environment where all people feel welcome. As a staff, we define cultural diversity as personal or social identities based in cultural, individual, group, or role differences including, but not limited to those based on race, ethnicity, age, sexual orientation, mental health status, relational and family status, religion, spirituality, language, nationality, citizenship status, social class, economic status, veteran status, disability and ability, gender identity and expression, body type and size, as well as diverse ideas, values, and lifestyles.

Hancher Mission and Vision

- [Our Values](#):
 - Maintain Hancher as a vital component of university and community life.
 - Engage in activities to enhance the stature of the University of Iowa.
 - Foster artistic freedom and a creative campus.
 - Present diverse artists and serve diverse audiences.
 - Encourage enjoyment of and participation in the arts through volunteer, educational, and developmental opportunities.
 - Fulfill the auditorium's mission with professionalism, creativity, and a sustained commitment to quality.
 - Exercise prudent stewardship of resources.
 - Contribute to the cultural and artistic ecology of the region and nation.

Office of the Provost

- [Faculty Diversity, Equity and Inclusion](#): The Office of the Provost provides academic leadership to the university. Its fundamental mission is to champion innovation and excellence in teaching, research, creative production, and service. A diverse faculty, inclusive campus, and equitable policies and practices are essential to our success. The Office of the Provost commits itself to the following strategies to support diversity, equity and inclusion on our campus.

University Human Resources

- [Diversity](#). Building and supporting a diverse community are longstanding institutional goals driven by both values and pragmatic considerations—namely, the understanding that diversity produces stronger scholarly, educational, and business results.

University of Iowa Health Care

- [University of Iowa Health Care Strategic Plan, 2017-2020](#): Our Values: I CARE: Respect We honor diversity, recognize the worth and dignity of every person, and aim to earn the trust of all those whom we serve.
- UI Health Care Office of Patient Experience: [Diversity](#): University of Iowa Hospitals and Clinics, including University of Iowa Stead Family Children's Hospital, maintains an environment of inclusion where individual differences are respected and are welcome. Our care is available to everyone, and our staff members ensure that patients and their guests are comfortable and accommodated as patients receive care. Trained interpreters provide real-time interpretation and translation services for patients who are non-English speaking or who have hearing impairments. Patients and families can use these services during clinic visits, hospital stays, or other communication with hospital staff.

Colleges

Tippie College of Business

- [Diversity](#): A Proud Legacy: The University of Iowa was the first public university in the country to admit men and women on an equal basis. We were the first university to establish a program for the rehabilitation of students with disabilities. We were the first public university to recognize and support an LGBT student organization and to offer benefits to the domestic partners of employees. We were the first public university to play an African-American student on its varsity squad and one of the very first universities in the country to have a black student graduate from its law school. And our work is just beginning. The Tippie College of Business draws from the university's rich history in its embrace of diversity and inclusion. We are a business school and the reality is American board rooms today do not represent the broader makeup of society. We see ourselves as playing a role in closing this gap. We do this by investing in programs that attract and support students with diverse backgrounds to study business and setting them up for success after graduation.

College of Dentistry

- [Diversity](#): The University of Iowa College of Dentistry is committed to a welcoming and inclusive collegiate community for all students, faculty, staff and patients. Diversity allows us to embrace the unique qualities of an individual; enhances the educational environment for our future dental practitioners; and provides the foundation on which we can better serve our patients with cultural sensitivity and competence.
- [University of Iowa College of Dentistry Strategic Plan - 2015-2020](#): Core Values: The College of Dentistry is committed to the university's core values: Excellence - Learning - Community - Diversity - Integrity - Respect - Responsibility. Goal 1: Provide the highest quality education to prepare our graduates to deliver general dental care in a changing environment in Iowa and beyond. 1B: Recruit and retain high caliber students to include representative diversity in gender, ethnicity, culture and socioeconomic status.

College of Education

- The [College of Education Strategic Plan \(2018-2022\)](#)
 - Strategic Plan values include:
 - Diversity and Inclusion: We embrace the differences of others by fostering a welcoming community.
 - Equity: We believe in the value of each person and all deserve the opportunity to meet their full potential.
 - Integrity: We approach our work with honesty and empathy and hold ourselves accountable to the highest standards of professional behavior and ethics.
 - The college-wide strategic pillars include:
 - Excellence: We pursue world-class outcomes in all we do.
 - Innovation: We create and implement new practices, processes, and products that improve learning, performance, productivity, and efficiency. Intercultural Competence and Equitable Action: We seek effective interaction - including teaching, learning, and research - with members of our diverse society and support equitable action.

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- [Diversity Initiatives](#): The College of Education strives to provide a welcoming environment for all who work, study, and visit here.

College of Engineering

- [Diversity at the UI College of Engineering](#): The College of Engineering is committed to building a welcoming and inclusive community of learning and scholarship with the support systems for all persons to thrive. Recognizing that diversity enriches the educational experience where everyone has the opportunity to excel and their contributions are respected and valued, the college has established the associate dean for diversity and outreach to develop and refine programs for undergraduate and graduate students, faculty, and staff as well as for inspiring K-12 students. Diversity leadership is managed within the Outreach, Admissions, Scholarships and Inclusion Services (OASIS) group.

Graduate College

- [Diversity](#): The University of Iowa Graduate College promotes inclusive excellence for all students. Professional development in this area focuses on creating culturally competent professionals, who understand the influential issues of power, privilege, and oppression related to social justice. Please view the professional development calendar to find campus events, gatherings, and talks to help you further your own professional learning.

College of Law

- [Diversity Vision Statement](#): We at the University of Iowa College of Law take pride in our longstanding commitment to inclusion and diversity. In 1855, the University of Iowa became the first public university to admit men and women on an equal basis. Following in that tradition, the College of Law has led many diversity and equity initiatives. For example, in the 1870s we became one of the first law schools in the nation to grant a law degree to a woman (Mary Beth Hickey, 1873), to an African-American (Alexander Clark, Jr., 1879), and to an international student (Moung Edwin, 1879). We believe diversity is integral to our educational philosophy and core mission—to prepare culturally proficient graduates who are capable of intellectual inquiry, critical and reflective thinking, and engagement. Iowa Law is a stimulating place to study, teach, work, and learn to serve the public and the legal profession. We embrace the commonalities and differences of human experience. Thoughtful discourse and a broad exchange of ideas facilitate a better understanding of ourselves, each other, and the issues and controversies of the day. All are welcome and respected here. Our community celebrates diversity in all of its forms; each one of us is enriched by exposure to different beliefs, opinions, worldviews, abilities, backgrounds, and identities. We believe that awareness and understanding of these differences can promote lifelong collaboration and trust within and among the communities that define and animate us.

College of Liberal Arts and Sciences

- [Mission Statement](#): The College of Liberal Arts and Sciences at the University of Iowa prepares students to be knowledgeable, engaged citizens who respond creatively and flexibly to the challenges of a diverse and changing world. The college advances scholarly and creative endeavors through the study of all aspects of human experience and behavior, as well as the properties and behavior of the world around us. Faculty and staff use this research and creative activity to enhance undergraduate, graduate, and professional education, and to engage with the people of Iowa, the nation, and the world. The college conducts its activities in, and serves as a model for, a culturally diverse, technologically advanced, and globally conscious community.
- CLAS [Strategic Plan for 2016-2021](#)
[Goal 4: Foster a culturally diverse and globally conscious community](#): CLAS regards a diverse student body, faculty, and staff as a competitive advantage in a globally conscious world. The college is committed to promoting understanding of other cultures and diverse identities to prepare students to be informed global citizens. CLAS plays a unique role as the home to majors and programs integral to accomplishing this work.
Objectives:
 - Increase the diversity of faculty and staff with strategic hires, targeted recruiting, and focused retention strategies.
 - Recruit and retain a diverse student body at all levels by partnering with the Office of Admission, the Center for Diversity and Enrichment, and the Associate Vice President for Enrollment Management, and by investing in academic opportunities and postgraduate preparation.

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- o Implement the GE requirement in Diversity and Inclusion to expose students to diverse cultural perspectives and the problems confronting members of disadvantaged communities.
 - o Promote student global consciousness by encouraging study abroad and curricular opportunities for studying world cultures. Increase international connections by working with Alumni, International Programs, and the UI Foundation.
 - o Improve campus climate by committing to special programming promoting diversity and inclusion such as lecture series by prominent scholars, artists, and leaders.

Roy J. and Lucille A. Carver College of Medicine

- [Dedication to Diversity](#): The University of Iowa Roy J. and Lucille A. Carver College of Medicine has a strong commitment to diversity, dating back to 1870 when it became the first public institution in the country to admit women. More than 100 years later, the college continues that tradition with the philosophy that diversity is a critical part of the college's research, education, and clinical care goals. A diverse student body, faculty, staff, and patient population help provide a richer education for all students, better clinical care for all patients, and a more well-rounded research enterprise. The college defines diversity in the broadest sense to mean inclusion of all persons, regardless of ethnic and racial background, gender, gender identity, sexual orientation, religious beliefs, age, and other attributes+, who contribute to a welcoming, inclusive culture across the enterprise. [Carver College of Medicine \(CCOM\) Strategic Diversity Roadmap 2014-2017](#)

College of Nursing

- [Diversity](#): The University of Iowa College of Nursing is committed to creating an accessible, supportive environment and an educational experience that recognizes diversity and cultural competence as integral components of academic excellence. In our continuous effort to build a richer understanding of the relationship between health and diversity, we are committed to providing our faculty, staff, students, and alumni with knowledge and resources to increase awareness about vulnerable populations and other cultural competence issues impacting health.

The Office of Diversity at the College of Nursing is engaged in ongoing efforts to ensure our curriculum and programs prepare students to be culturally competent. As nurses, we know patients are more likely to accept health information when it is communicated in a way that is respectful and responsive to the cultural beliefs and practices of patients. Cultural competence will prepare our future nurses to effectively meet the health needs of our world's ever-changing population.

- The College of Nursing's commitment to diversity is a shared value as demonstrated through the [CON Seven Pillars of Diversity](#). [College of Nursing Seven Pillars of Diversity](#): Awareness, Integrity, Caring, Respect, Learning, Collaboration, Cultural Humility. Passages to fostering inclusiveness, academic excellence, collegiality, and student success.

College of Public Health

- [Diversity at the College of Public Health](#): The college believes that diversity in the classroom is a vital component of educating future public health professionals and scientists. A well-rounded, culturally competent public health workforce is required to meet the health needs of the nation's growing ethnic and racial populations and to address the pressing health disparities faced by many groups. The college is committed to facilitating an atmosphere rich in cultural perspectives and actively supports and promotes diversity in the college and public health workforce.

UI Libraries

- [UI Libraries' Commitment to Inclusion and Diversity](#): In accordance with University of Iowa policies and in compliance with principles of librarianship established by American Library Association, the University of Iowa Libraries' strategic plan places a high priority on efforts to abolish intolerance and cultural invisibility by promoting understanding and inclusion through our work. The UI Libraries serves all, including people of color from all nations, immigrants, people with disabilities, LGBTQ, and the most vulnerable in our community, offering educational resources that transform, open minds, and promote inclusion and diversity.

Shared Governance

UI Student Government

- [UISG Mission Statement](#): The University of Iowa Student Government (UISG) exists to represent, serve, and empower all University of Iowa undergraduate students. As a valued member of University Shared Governance, we offer input and guidance to staff, faculty, and administrators on issues that matter to students and act as the official student voice to the Board of Regents, the State of Iowa, and local and federal legislators. We also allocate the Student Activity Fee to organizations, services, and initiatives on campus that serve students. UISG listens to the diverse needs, concerns, and perspectives of the student body and constantly strives to respond with solutions that foster a better community for student living and learning.
- [UISG Values](#): Equity: UISG will use its privilege as a representative body to create change that benefits and empowers all students. We recognize the historic and current marginalization and oppression of many identities within our university community and across the world, and we will strive to include those identities through active engagement. The pursuit of justice and equity must always guide our work.

Graduate and Professional Student Government

- [Diversity, Equity and Inclusion Initiatives](#): The Graduate and Professional Student Government is committed to supporting inclusive policies on our campus.

UI Staff Council

- [Diversity Wordle](#): A graphic word cloud that features several diversity-related words, i.e., diversity, equality, age, sexual orientation, discrimination, ethnicity, anti-oppressive practice.

Administration and Infrastructure

DESCRIPTION: Resources and structures dedicated to diversity, equity, and inclusion leadership including central positions, offices, and committees; campus and unit committees, coalitions, task forces, teams; faculty and staff diversity councils, and central communications.

Positions/Offices/Committees

College/Org/Unit	Diversity, equity, and inclusion - Focused Positions and Offices	Committees
Office of the President	<ul style="list-style-type: none"> • Division of Diversity, Equity, and Inclusion (see below for positions) • Associate vice president for diversity, equity, and inclusion (joint report to the Office of the Provost) • General counsel 	Charter Committee on Diversity
Office of the Provost	<ul style="list-style-type: none"> • Associate vice president for diversity, equity, and inclusion (joint report to the Office of the President) • Office of Outreach and Engagement • Assistant provost for faculty 	Path Forward – Diversity, Equity, Inclusion and Collaboration (DEI-C) Committee
Division of Diversity, Equity and Inclusion (DDEI) (formerly Chief Diversity Office)	<ul style="list-style-type: none"> • DDEI Administration <ul style="list-style-type: none"> ○ Administrative assistant ○ Communications coordinator • Equal Opportunity and Diversity <ul style="list-style-type: none"> ○ Director ○ Complaint Investigation Unit (Compliance specialist and compliance coordinators) ○ ADA coordinator ○ Deputy Title IX coordinator ○ Program coordinators ○ Administrative Services Coordinator • Center for Diversity Enrichment <ul style="list-style-type: none"> ○ Executive director ○ Assistant director ○ Secretary ○ Campus Outreach Services (Academic coaches and educational support services) ○ TRIO Upward Bound (Project director, educational support services specialists) ○ TRIO Student Support Services (Project director, student success coach) ○ Military and Veteran Student Services (Program director and student support specialist) • Diversity Resources Office <ul style="list-style-type: none"> ○ Director 	<ul style="list-style-type: none"> • Trans Inclusivity Task Force • Disability Planning and Action Committee • Collegiate Diversity Group

College/Org/Unit	Diversity, equity, and inclusion - Focused Positions and Offices	Committees
Division of Student Life	<ul style="list-style-type: none"> o Diversity resources coordinators • Multicultural and International Student Support and Engagement Center/UI Afro House o African-American Cultural Center o Asian-Pacific American Cultural Center o Pride Alliance Center (formerly the LGBTQ Resource Center) o Latino Native American Cultural Center (LNACC) • Office of the Sexual Misconduct Response Coordinator (OSMRC) • Rape Victim Advocacy Program (RVAP) • Student Disability Services (SDS) • Women's Resource and Action Center (WRAC) 	<ul style="list-style-type: none"> • DSL Diversity, Equity, and Inclusion (DEI) Action Plan Committee • Multicultural Competence Work Group • Veteran Mental Health Team • Diversity, Equity and Inclusion Committee, UI Recreation Services • Diversity Issues Steering Committee, University Counseling Services
UI Human Resources	<ul style="list-style-type: none"> • Faculty and Staff Disability Services • Family Services • Diversity staff recruiter, Talent Acquisition@Iowa • Staff Language and Culture Services, program director 	Talent@Iowa Diversity, Equity, and Inclusion Committee
Enrollment Management (Admissions and Student Financial Aid)	Assistant director, diversity recruitment	Diversity Recruitment Team
Hancher	Public engagement coordinator	Public Engagement Team
Information Technology Services	IT accessibility coordinator	IT Accessibility Group Women in Technology
International Programs	<ul style="list-style-type: none"> • Senior associate director • assistant director • Senior advisors • International student and scholar advisors • Program coordinators • International services associate 	International Programs Leadership Committee
Office of Outreach and Engagement	---	Advisory Board
Carver College of Medicine	<ul style="list-style-type: none"> • Office of Cultural Affairs and Diversity Initiatives • Associate dean for cultural affairs and diversity initiatives • Director, Department of Internal Medicine Diversity Recruitment Office 	Basic Science Diversity Task Force
College of Dentistry	Associate dean for student affairs and diversity committee chairperson	College of Dentistry Diversity Committee
College of Education	---	College of Education Diversity Committee

College/Org/Unit	Diversity, equity, and inclusion - Focused Positions and Offices	Committees
College of Engineering	Diversity and outreach programs director	Diversity, Equity, and Inclusion (DEIC) Council - Faculty and Staff, Co-Chairs
College of Law	<ul style="list-style-type: none"> • Associate dean for student affairs • UI Center for Human Rights • Law, Health Policy, and Disability Center 	College of Law Diversity Committee
College of Liberal Arts and Sciences	Associate dean for outreach and engagement and director of diversity	College of Liberal Arts and Sciences Diversity Committee
College of Nursing	Diversity coordinator, Office of Diversity	College of Nursing Diversity Committee
College of Pharmacy	---	College of Pharmacy Diversity Committee
College of Public Health	---	College of Public Health Diversity and Inclusion Committee and Diversity, Equity, and Inclusion Strategic Planning Subcommittee
Graduate College	Diversity and inclusion coordinator, Office of Graduate Inclusion	---
Tippie College of Business	Assistant director, diversity, inclusion and student success	TCOB Diversity Committee
University College	---	Academic Advising: Committee on Advising Students of Color (CASOC) Academic Advising LGBTQ Committee
UI Libraries	<ul style="list-style-type: none"> • Director, HR/diversity programs • Coordinator, staff development and diversity programming 	Staff Development and Diversity Team

Campus and Unit Committees, Coalitions, Task Forces, Teams

Anti-Violence Coalition

The University of Iowa Anti-violence Coalition (AVC) is a multidisciplinary team focused on ensuring a coordinated community response to prevention and intervention of sexual misconduct, dating/domestic violence, and stalking.

Basic Sciences Diversity Task Force - UI Health Care

UI Health Care's Basic Science Diversity Task Force was established to coordinate strategies to improve diversity at University of Iowa. Catalog current faculty efforts to establish baseline. Maximize/sustain faculty involvement in all Basic Science Departments.

Campus Activities Board (CAB) Inclusion Task Force

The CAB Inclusion Task Force strives to make all of CAB's events inviting, accessible, and inclusive to all those in the Hawkeye community. We strive to challenge our fellow CAB members and executives to plan and execute events that uphold these values. By collaborating with those generally less celebrated in our community, we hope to create an equitable and lasting impact.

Campus Inclusion Team (CIT)

The Campus Inclusion Team (CIT) provides support and resources to any student with a concern about diversity, equity, and inclusion. This may include concerns about actions perceived as discriminatory against

aspects of identity such as race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, and associational preferences. The CIT is a partnership between the Center for Diversity and Enrichment and Student Care and Assistance.

Charter Committee on Diversity

The Charter Committee on Diversity shall be governed by the terms of the General Charter with membership confirmed by the associate vice president for diversity, equity, and inclusion. In addition, the committee shall: Advise on the formulation, review, and application of policies and guidelines that promote and support the full contributions of all of the university's diverse faculty, staff, and students. Consider and recommend actions that will help support and fulfill diversity-related commitments made by the university under the University of Iowa Strategic Plan and other university programs, plans, and policies. Provide a forum to which faculty, staff, and students may refer questions and recommendations concerning university diversity-related policies and procedures.

Dance Marathon Diversity and Inclusion Subcommittee

UIDM created the Diversity and Inclusion Subcommittee within the Campus Relations Committee. The students in these roles focus solely on assessing the organizational climate as it relates to our inclusivity, creating and sustaining new initiatives, and understanding and educating about the role that identity plays in involvement within Dance Marathon.

Diversity, Equity, and Inclusion Recreational Services Committee

To identify opportunities to expand, implement, and showcase diversity, equity, and inclusion within Recreational Services.

Disability Planning and Action Committee

The Disability Planning and Action Committee (DPAC) leads and coordinates the University of Iowa's efforts to provide access to members of the university community with disabilities. DPAC strategizes and develops long-term plans for access in areas of infrastructure and technology and monitors the institution's ADA compliance. DPAC works in partnership with various units across the university to ensure that disability services are available for students, employees, and campus visitors.

First Generation Task Force

The First Generation Task Force was convened in spring 2017, to follow-up on initial recommendations of the 2016 Student Success Task Force and to further examine ways the institution can better support first-generation students. The task force was also specifically charged with considering the unique roles of faculty and staff in supporting the academic success of students with whom they work.

LGBTQ Tobacco Prevention Partnership Meeting

There is a lack of tobacco prevention and cessation messaging and interventions aimed at lowans who identify as LGBTQ+. This group was convened to bring awareness to the fact that considerably more LGB lowans smoke than heterosexual lowans, discuss the causes of these higher tobacco use rates, and identify potential solutions to decrease tobacco use and exposure in the local LGBTQ+ community.

Men and Masculinity Coalition

As part of the University of Iowa Anti-Violence Plan, the university is committed to expand and coordinate its efforts in mobilizing and engaging male-identified students, staff, faculty, and community partners to work as allies with all genders to create a culture of respect free from gender-based violence. The Men and Masculinity Coalition hosts an annual "What About Me(n) Summit." This event is aimed at redefining masculinity and influencing the culture to end gender-based and interpersonal violence. This summit is a chance for anyone, regardless of gender, to come and learn about what is on the horizon for men and what we can do to help change masculinity for the better.

Path Forward – Diversity, Equity, Inclusion, and Collaboration (DEI-C) Committee

The [Path Forward Steering Committee \(PFSC\)](#), composed of leaders of UI shared governance, was created to advance the implementation of the [UI Strategic Plan \(UISP\)](#). The PFSC convened four work groups to develop specific, actionable recommendations to the president and other responsible campus decision-makers on how to accomplish the goals of the UISP. To focus their efforts, the PFSC and its work

groups developed annual work plans that include prioritized critical tasks, objectives, and tactics, and have identified those responsible campus individuals or entities.

The goal of the Path Forward DEI-C Committee work group is stated as: Our goal is to create and sustain a welcoming, collaborative environment for all members of the community.

Staff Council Diversity Committee

To promote diversity awareness and recommend ways to increase diversity and inclusion of all staff on campus in conjunction with the University of Iowa "Core Values," Institutional Goal No. 5 which strives for a "culturally diverse and inclusive university campus." Develop programs throughout the year to promote diversity awareness, including the annual Staff Council Martin Luther King Celebration. Actively solicit information from and interact with the various diversity groups on campus and in the community in support of their goals as well as jointly sponsoring events/programs. Disseminate information to Staff Council concerning diversity programs and current activities and seek active support from Staff Council for promotion of these programs. Request annual updates from the university on the progress made toward increasing diversity and inclusion of staff on campus.

Trans Inclusivity Task Force

The Division of Diversity, Equity and Inclusion convened the University of Iowa Trans Inclusivity Taskforce in August 2016 to continue to deepen and connect the already good work happening on campus related to increasing inclusivity efforts for transgender (trans) communities. The taskforce is broad in its scope, boasting a multidisciplinary membership of 17 people from across campus.

UI Human Resources Talent@Iowa Diversity, Equity, and Inclusion (DEI) Committee

Charge: Research, propose and implement strategies and tools to acquire, promote and retain a diverse, equitable and inclusive UI faculty and staff. Deliverables:

1. **Initiation:** Research strategies and best practices in acquiring, promoting and retaining diverse faculty and staff.
2. **Planning:** Submit written recommendations to Talent@Iowa Governance Council regarding strategies and best practices in acquiring, promoting and retaining diverse faculty and staff and building a recruitment ambassador program.
3. **Implementation:** Establish central system for tracking acquiring, promoting and retaining diverse faculty and staff. Provide monthly updates to Talent@Iowa Governing Council regarding progress of initiative.
4. **Evaluation:** Evaluate effectiveness of strategies. The Talent@Iowa Committee is co-chaired in partnership; Candace Peters, UHR/OE, and Nadine Petty, Division of Diversity, Equity and Inclusion (DDEI), and is composed of cross-campus partnership. Talent@Iowa is a phased approach and is currently in its second phase.

University Counseling Service Diversity Issues Steering Committee

The Diversity Issues Steering Committee (DISC) is an action committee whose mission is to invite, promote, and celebrate difference in space and interactions at the University Counseling Service (UCS). DISC initiates, advises, and acts to create equity and inclusion at the UCS, which aims to impact the greater University of Iowa community.

Veterans Mental Health Team

The University of Iowa Veterans Mental Health Team is made up of on- and off-campus partners dedicated to support the mental health and well-being of our veteran and military affiliated students.

Womxn of Colour Network (WOCN)

The mission of the programming series developed by the WOCN is to create space for dialogue, support, and empowerment among students, faculty, and staff at University of Iowa. Through the co-creation of a supportive community of womxn, individuals will have the ability to explore their racial, ethnic, and cultural identities, share lived experiences, and discuss what it means to be womxn of colour in our campus community. OGI is a cosponsor for the each-semester series.

Diversity, Equity, and Inclusion Faculty and Staff Diversity Councils

African American Council

The African American Council (AAC) strives to improve the quality of life for African American faculty, staff and students at the University of Iowa. By promoting recognition of achievement, cultural exchange, and public service, we encourage individuals to advance in their careers, build meaningful personal relationships, and address needs beyond this university.

Council on Disability Awareness

The Council on Disability Awareness is a group of staff, faculty, students, and citizens who are working to encourage the inclusion of people with disabilities in all aspects of life at the University of Iowa. Provides a [speaker's bureau](#).

Council on the Status of Women

The mission of the Council on the Status of Women (CSW) is to ensure an environment that supports the rights of all women at the University of Iowa. The council is committed to working in partnership with the university to develop policies that remove barriers to women's learning, professional growth, creativity, employment, and contributions to the institution and to the broader community. CSW is available to all persons associated with the university to promote CSW's mission and purpose. Any person currently employed by the University of Iowa or a currently registered student of the University of Iowa is eligible to serve on CSW either as a voting member, ex-officio, or at large member.

CSW acts as an advisory body to the university administration and as an advocacy group for all women on campus. The council consists of 25 voting members (five faculty, five professional and scientific staff, five merit staff, five undergraduate and five graduate students) and ex-officio members from the offices of the university vice president offices and provost, student life, the Office of Equal Opportunity and Diversity, the Women's Resource and Action Center, the Rape Victim Advocacy Program, Women in Science and Engineering, UI Student Government, Graduate Student Senate, Staff Council, Faculty Senate, and Gender, Women and Sexuality Studies.

Latinx Council

The purpose of the UILC is to create a university environment that addresses the needs and concerns of Latinx faculty, staff and students.

The University of Iowa Latinx Council (formerly, Latino Council and the Council on the Status of Latinos) was established in the fall of 1989 by a group of Latinx faculty and staff in response to issues raised by their constituencies who historically have been underrepresented in institutions of higher education. The LC is an advisory body to the university and is funded by the Office of the Provost.

Any University of Iowa faculty or staff person who is concerned with promoting the status of Latinxs at the University of Iowa is eligible for membership regardless of race, color, creed, age, national origin, religion, ethnic background, sex, disability, gender identity, sexual orientation or veteran status.

Lesbian, Gay, Bisexual, Transgender, Queer Staff and Faculty Association

The University of Iowa Lesbian, Gay, Bisexual, Transgender, Queer Staff and Faculty Association was organized in 1990 to support the interests of the lesbian, gay, bisexual and transgender, queer campus community.

Native American Council

The Native American Council's framework is based upon the Family Education Model (FEM) developed by Iris HeavyRunner and Richard DeCelles. It is an Indigenous-based model on student persistence in higher education. The FEM is based on principles of education and social work and promotes action that offers strategies for dealing with Native American student attrition. This intervention-based model suggests that replicating the extended family structure within the college culture enhances an American Indian student's sense of belonging and consequently leads to higher retention rates among American Indians. Establishing and maintaining a sense of "family," both at home and at college, fortifies American Indians' academic persistence and reduces feelings of resentment that family members feel toward students because they spend time away from home. In the NAC framework, the group's focal areas are support, education, culture, and outreach. These four tenets will help guide the group in achieving our mission and goals, as well as keeping us centered as we support each other, our students, and university.

Diversity, Equity, and Inclusion Communications

Division of Diversity, Equity and Inclusion (formerly Chief Diversity Office)

[Division of Diversity, Equity, and Inclusion Annual Update on Diversity, Equity and Inclusion](#)

Campus-wide event sponsored by the Division of Diversity, Equity and Inclusion (DDEI) to share diversity, equity, and inclusion updates about the Division of Diversity, Equity, and Inclusion units and larger diversity, equity, and inclusion initiatives.

[Diversity at Iowa Website and Upcoming Events](#)

The Diversity at Iowa website is designed as a hub for diversity, equity, and inclusion efforts across campus and houses information about the Division of Diversity, Equity and Inclusion and its units.

[Diversity at Iowa Social Networks](#)

Includes use of Facebook, Twitter and Snapchat accounts to communicate Diversity at Iowa, Center for Diversity and Enrichment (CDE) (Military and Veteran Student Services, TRIO, Upward Bound), and Diversity Resources Office events (NCBI). The Diversity at Iowa Facebook and Twitter accounts share diversity related information and celebrate inclusion in the University of Iowa community.

[Diversity Events Collaboration Listserv](#)

Designed to share opportunities for collaboration around diversity, equity, and inclusion events and initiatives on campus. To sign up to receive this listserv, send email request to diversity-resources@uiowa.edu.

Office of the Executive Vice President and Provost

[Faculty Diversity, Equity, and Inclusion:](#) Webpage that provides information regarding faculty diversity, equity, and inclusion recruitment, retention, and advancement resources.

Office of Strategic Communications

[UI Events Calendar](#) - Diversity, Equity, and Inclusion Tags. The UI Events Calendar is a comprehensive listing of public events sponsored by university units and recognized student organizations. Several diversity, equity, and inclusion-related tags are built in to allow for easy searching of diversity, equity, and inclusion-related events. Users can search by Interests: Diversity, Equity, and Inclusion (African American/Black Community, Asian Pacific American Heritage Month, Asian/Asian American Community, Black History Month, Community of Persons with Disabilities, Community of Women, Community of Veterans, Hispanic/Latinx Community, LGBTQ History Month, Latinx Heritage Month, Native American Community, Native American Heritage Month, Women's History Month); also by "unit", which includes Carver College of Medicine (Cultural Affairs and Diversity Initiatives); Center for Diversity and Enrichment, Division of Diversity, Equity and Inclusion (Diversity Resources Team).

University of Iowa Editorial Style Guide: The University of Iowa uses predominantly AP style with some exceptions. The UI Editorial Style Guide 2018 includes guidance related to the following diversity, equity, and inclusion-related concepts:

- 10. Bias in Language (e.g., Gender bias: generic nouns, Gender bias: pronouns; Handicapped accessibility; Medical conditions, disabilities, Religious affiliation)
- 11. Capitalization-Ethnic, racial, religious, and socioeconomic groups (e.g., racial designations, capitalization of ethnic/national groups, compounds of combined nationalities), and
- 20. Nationalities: (e.g., compounds with "American(s)"; Chicano, Hispanic, Latino; Native American).

Division of Student Life:

[Daily Iowan, The:](#) The independent newspaper of the University of Iowa community since 1868.

[KRUI:](#) KRUI radio station serves as an educational laboratory for students interested in learning about radio and the broadcast industry. It provides the Iowa City community with a unique programming alternative in music, news, and sports.

[UI Campus Labs:](#) An online platform to promote meaningful engagement experiences across campus. Under the "[Organizations](#)" tab, students can sort by branches and categories. Category flags include

diversity, equity, and inclusion-related categories: [Multicultural, Political, Spiritual/Religious, and Special Interests](#). Students can also explore “Events,” but no diversity, equity, and inclusion-related sort categories are featured.

UI Health Care:

[Office of Cultural Affairs and Diversity Initiatives \(OCADI\) website](#), features news and events.

Diversity Events and Programs Monthly Calendar. OCADI staff compile diversity-related events from multiple sources (e.g., UI Events, community calendars, recurring events) and produces a monthly calendar that is sent to individuals across campus upon request. For more information or to be added to the mailing list, email medicine-diversity@uiowa.edu.

The Loop: The Loop is an online employee newsletter for UI Health Care faculty, staff, students, and volunteers. It features UI Health Care news, announcements, events, Noon News, a market, and more. Visit 24/7 from anywhere on any device; Interactive platform via which readers can comment, submit content, buy or sell. Feedback is solicited via email; the-loop@uiowa.edu. The Loop has publicized various diversity, equity, and inclusion-related events (e.g., [Navigating Diversity and Inclusion](#), [Spanish courses and English conversation classes](#)).

Noon News: Publicizes current UI Health Care events featured on The Loop.

Faculty and Staff Recruitment, Retention and Advancement

DESCRIPTION: Programs, activities, and resources to recruit, retain, and advance an excellent, diverse, and equitable workforce.

Employee - General

Recruitment: [Higher Education Recruitment Consortium \(HERC\) – Central Midwest Region](#)

ORG: UI Human Resources

DEPT: Talent Acquisition

LEAD: Adam Potter, senior human resource specialist

COLLABORATING UNITS: University HR, Office of the Provost, DDEI

HERC is a non-profit consortium of more than 700 colleges, universities, hospitals, research labs, government agencies, and related non- and for-profit organizations committed to hiring the most diverse and talented faculty, staff, and executives. HERC offers one of the region's largest job boards, designed to attract highly trained and diverse applicants and featuring an innovative dual-career search capability. HERC members also have access to a database of registered job seekers, the vast majority of whom have graduate degrees and about one-third of whom identify as racial/ethnic minorities. Additional benefits include discounts with human resource and advertising vendors and access to nationally endorsed professional development webinars. The Office of the Provost led the statewide efforts to launch the Central Midwest HERC region and as of July 1, 2018, University Human Resources currently administers the program.

Retention: Faculty/Staff of Color Events

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity Resources Office

LEAD: Ken Morris, Jr., diversity resources coordinator

COLLABORATING UNITS: Office of the Provost, Diversity Councils

The Faculty/Staff of Color events are designed to create a sense of community and recognition of value at the University of Iowa.

Retention: [TRANSWORKS: Creating a trans-inclusive workplace](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Trans Inclusivity Task Force

COLLABORATING UNITS: Office of Strategic Communications

One-page flyer that includes tips for creating a trans-inclusive workplace, creating a positive environment, campus resources, and helpful definitions.

Faculty

Recruitment/Retention: Faculty Recruitment/Retention Advisory Cohort

ORG: Office of the Provost

DEPT: Associate Provost for Faculty

LEAD: Diane Finnerty, assistant provost for faculty

The Office of the Provost sponsored a group of six faculty and administrators to attend the annual "[Keeping Our American Indian Faculty and Faculty of Color Symposium – 2019](#)" conference at the University of Minnesota and convene the conference attendees back on campus to inform institutional faculty recruitment and retention practices. Attendance by other units was also promoted.

Recruitment: [Distinction through Diversity Fund](#)

ORG: Athletics Department, Office of the Provost, Division of Diversity, Equity and Inclusion

DEPT: Associate Provost for Faculty

LEAD: Kevin Kregel, associate provost for faculty; Melissa Shivers, vice president for student life and interim associate vice president for diversity, equity, and inclusion; Gary Barta, director of athletics

COLLABORATING UNITS: Office of the Provost, Division of Diversity, Equity and Inclusion, Athletics Department

In FY19, the UI Department of Intercollegiate Athletics, the Office of the Provost, and the Division of Diversity, Equity and Inclusion launched a three-year pilot initiative to support undergraduate-serving departments and colleges to recruit and retain outstanding tenure-track faculty who will further the UI's goals to advance its academic mission through the recruitment and retention of underrepresented U.S. racial/ethnic minority (URM) faculty and students. The Distinction Fund provides financial support to aid in recruitment and retention, including summer salary support; support for research supplies, equipment or travel funds; programmatic support for the faculty member's research agenda; or other activities to enhance the faculty member's recruitment or retention.

Recruitment: [Dual Academic Career Fund](#)

ORG: Office of the Provost

DEPT: Associate Provost for Faculty

LEAD: Kevin Kregel, associate provost for faculty

COLLABORATING UNITS: Colleges and departments

A fund to assist departments and colleges when the recruitment of a tenured/tenure-track faculty member is contingent upon the employment of a partner/spouse. The Office of the Provost will contribute salary/fringe support for the hiring of qualified partners/spouses, in partnership with the primary and secondary hiring departments, for up to three years.

Recruitment: Faculty Recruitment Practices to Promote Equitable, Inclusive Recruiting

ORG: College of Engineering

DEPT: CEE and HR

LEAD: Jan Waterhouse, director of human resources

COLLABORATING UNITS: Office of the Provost

The College of Engineering implemented new practices to promote equitable, inclusive recruiting. Specific examples include:

- Requiring a diversity statement with applications.
- Appointing an equity officer for a search committee.
- Encouraging unconscious bias training for all search committee members.
- Adding community time for the candidates to explore campus or community resources of interest, facilitated by the CoE HR staff.
- Sharing NSF PhD availability data with search committees to encourage efforts to enhance the diversity of the pool to reflect the availability of PhDs.

Recruitment: [Faculty Search Committee to Advance Equity Programs](#)

ORG: Office of the Provost

DEPT: Associate Provost for Faculty

LEAD: Diane Finnerty, assistant provost for faculty; Jan Waterhouse, director of human resources, College of Engineering

COLLABORATING UNITS: Colleges and departments

The Office of the Provost offers presentations and resources to address unconscious bias and implement best practice strategies in the faculty search process. A compendium of resources and best practices, Faculty Search Committee Practices to Advance Equity guide, is distributed during presentations and workshops. In FY19, the Office of the Provost is collaborating with the Division of Diversity, Equity and Inclusion and University Human Resources to develop an online video series for use in workshops and to provide just-in-time training to campus. In FY19, these efforts will be enhanced. Using the opportunity presented by the implementation of a new online talent acquisition process (OTAC), the Office of the Provost will lead a pilot project in Spring 2019 with select colleges to integrate diversity, equity, and inclusion best practices into key faculty recruitment process steps to enhance the ability of faculty search committees to advance diversity and equity.

Recruitment: Faculty Search Committee Training Requirement

ORG: College of Education

DEPT: Dean's Office

LEAD: Judy Brewer, administrative services manager

COLLABORATING UNITS: Office of the Provost

The College of Education requires all faculty members serving on a search committee to complete the Faculty Search Committee Practices to Advance Equity workshop.

Recruitment: Faculty Search Committee Training Requirement

ORG: Tippie College of Business
DEPT: Dean's Office
LEAD: Sharon Beck, senior HR director
COLLABORATING UNITS: Office of the Provost

In FY 2019, Tippie began requiring any faculty member serving on a search committee to complete a workshop titled Faculty Search Committee Practices to Advance Equity. The presentation and resources are intended to engage search committee members in articulating the importance of faculty diversity, reducing unconscious bias, and implementing evidence-based strategies to advance diversity, equity, and inclusion. This training is an important piece of the commitment Tippie has to promoting diversity, equity, and inclusion in the college.

Recruitment: Funding for New Faculty Hires

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

The OCADI regularly provides funding to CCOM departments in support of new faculty hires; additionally as funds are available within the CCOM, faculty can obtain funds to match the Human Resources and Services Administration Loan Repayment Program.

Recruitment: [Opportunity Hire Incentives for Recruitment of Faculty from Underrepresented Minority Groups](#)

ORG: College of Liberal Arts and Sciences
DEPT: Dean's Office
LEAD: Raúl Curto, executive associate dean and associate dean for faculty
COLLABORATING UNITS: Office of the Provost

While CLAS does not have a formal diversity opportunity hire program, the collegiate administration encourages DEOs to work with their faculty to identify strong candidates from underrepresented groups for tenure-track positions. Once such candidates have been selected, departmental and collegiate administrators ensure that the candidate has full faculty support, works in an area of expertise that fits with departmental priorities and strategic plans, and would emerge as a top candidate in any regular search. If these criteria are met, the campus interview process is expedited. CLAS commits resources to departments for recruiting and hiring diverse candidates, and does not receive dedicated funding from the university for its diversification efforts.

Retention: Annual Faculty Survey

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Stefan Strack, associate chair for research
COLLABORATING UNITS: Anatomy and Cell Biology, Biochemistry, Microbiology, Pharmacology, Physiology

Anonymous common brief survey is completed annually during a faculty meeting. The Dean's Office attends a faculty meeting annually to address suggestions and issues raised in surveys.

Retention: Diversity in the Workplace Presentation to Junior Faculty

ORG: College of Dentistry
DEPT: Administration
LEAD: Dr. Michelle McQuistan, chair, Diversity Committee
COLLABORATING UNITS: Monthly junior faculty meeting, Diversity Committee

Presentation and discussion to collegiate junior faculty on the collegiate programming and challenges facing junior faculty with respect to diversity and culture.

Retention: [Faculty Support and Safety Guidance Document](#)

ORG: Office of the Provost
DEPT: Associate Provost for Faculty
LEAD: Diane Finnerty, assistant provost for faculty
COLLABORATING UNITS: Office of Strategic Communication

The Office of the Provost developed a guide to assist the campus community in responding to situations in which faculty members are targeted by individuals or groups outside of the university based on the content

of the faculty member's scholarship, teaching, clinical care, and/or service. It addresses potential concerns in such situations and informs the campus about resources available to assist individual faculty members, department chairs, and other administrators. In March 2019, office staff will share the guide and participate as a panelist during the "Public-Facing Scholarship: A Symposium on Provocative Research, Pedagogy, and Academic Freedom" seminar sponsored by the Department of Communication Studies.

Retention: Teaching Release for Birth or Adoption of a Child Policy

ORG: College of Engineering

DEPT: Civil and Environmental Engineering and Human Resources

LEAD: Jan Waterhouse, director of human resources

Rationale: To promote a diverse, inclusive, and family-friendly environment, the College of Engineering will provide a reduced course load for faculty members when a minor child is added to their family. The goal is to allow the faculty member to have time to recover fully from the effects of pregnancy, childbirth, or related medical conditions and/or to care for and bond with a new child in the first year following the birth or adoption of the child.

Policy: When a regular faculty member (tenured, tenure track, or instructional track) adds a minor child to their family (through birth, adoption, or guardianship) the faculty member's College of Engineering teaching load will be reduced either during the semester when the child enters the home or during the following semester, at the discretion of the faculty member. If the faculty member's annual course load is between three and five full courses, that course load will be reduced by one course. If the faculty member's annual course load is six or more full courses, the course load will be reduced by two courses.

Retention: [Work/Life Policies and Resources](#)

ORG: Office of the Provost

DEPT: Associate Provost for Faculty

LEAD: Diane Finnerty, assistant provost for faculty

COLLABORATING UNITS: UI Human Resources

University programs, policies and resources designed to help faculty and staff achieve success in both their professional and personal lives.

Advancement/Development: [Early Career Faculty Academy.](#)

ORG: Information Technology Services

DEPT: Center for Teaching, Office of Teaching, Learning and Technology

LEAD: Anna Flaming, associate director

Each academic year, first-year, tenure-track assistant professors are invited to participate in the academy, which supports early-career instructors in balancing teaching with research and employs effective and rewarding teaching pedagogies.

Advancement/Development: [Annual Faculty Women's Symposium](#)

ORG: UI Health Care

DEPT: Office of Faculty Affairs

LEAD: Lois Geist, associate dean for faculty affairs and development

COLLABORATING UNITS: College of Engineering, Tippie College of Business, College of Law and the College of Liberal Arts and Sciences, College of Dentistry

The Women's Faculty Development Conference began in 2009 and is held annually. Each year a committee selects contemporary topics that focus on development issues for faculty members, with a specific emphasis on issues related to women faculty. Originally meant to serve women faculty in the health science colleges, the conference has grown to include women from the colleges of engineering, business, law and liberal arts. Past conference topics have included negotiation, resilience, and career advancement. The format includes a morning plenary session with a visiting speaker and afternoon breakout sessions to discuss specific topics such as conflict management, team building, mentoring and running effective meetings.

Advancement/Development: DEO and Faculty Leadership Training on the Role of the Academic Department in Advancing Faculty Diversity, Equity and Inclusion

ORG: Office of the Provost

DEPT: Assistant Provost for Faculty

LEAD: Diane Finnerty, assistant provost for faculty

COLLABORATING UNITS: College of Engineering, participating colleges

The Office of the Provost recognizes the unique role that the academic department plays in advancing campus-wide diversity, equity, and inclusion goals. This training focuses particular attention to the unique role of departmental executive officers and other faculty administrators. The Office is sponsoring two workshops led by national experts, Edna Chun, DM, and Charles Behling, on April 16, 2019. Feedback from these workshops will be used to create a sustainable model for advancing diversity, equity, and inclusion with/in academic departments and among faculty leadership.

Advancement/Development: Inclusive Excellence Seminar Series

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Stefan Strack, associate chair for research

COLLABORATING UNITS: Anatomy and Cell Biology, Biochemistry, Microbiology, Pharmacology, Physiology

The Inclusive Excellence Seminar Series is an OCADI- and Sloan-sponsored seminar series, organized by the Basic Sciences Diversity Task Force.

Advancement/Development: [National Center for Faculty Development and Diversity \(NCFDD\)](#)

ORG: Office of the Provost

DEPT: Associate Provost for Faculty

LEAD: Diane Finnerty, assistant provost for faculty

COLLABORATING UNITS: Division of Diversity, Equity and Inclusion (DDEI)

The Office of the Provost and the Division of Diversity, Equity and Inclusion continue to co-sponsor an institutional membership in the National Center for Faculty Development and Diversity (NCFDD), an independent faculty development organization dedicated to supporting faculty throughout the pipeline from graduate student to full professor. Institutional membership offers numerous benefits to UI faculty members, including a monthly e-newsletter, access to monthly webinars, a private online networking forum, moderated monthly writing challenges, and the option to be matched with an accountability faculty partner to establish and meet individual writing goals. UI's institutional membership in the NCFDD provides early career faculty members and graduate students considering the professoriate access to high-quality professional development programs led by national experts in an efficient and cost-effective manner.

Advancement/Development: New Faculty Orientation – Integration of Unconscious Bias Training

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Cassie Harrington, assessment and evaluation program coordinator

Each year as new faculty begin they are required to engage in an unconscious bias training as part of their orientation to the College of Public Health. The training discusses types of implicit/unconscious bias, the science behind unconscious bias, and how we can reduce out biases and the possibility of acting on our unconscious biases.

Advancement/Development: New Faculty Orientation – Introduction to OCADI and Implicit Bias Training

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, interim associate dean for cultural affairs and diversity initiatives

COLLABORATING UNITS: Office of Faculty Affairs and Development

The new faculty orientation is held four times per year. OCADI provides a 10 minute introduction to its office and services and has recently integrated a 30-minute Implicit Bias training.

Advancement/Development: Association of American Medical Colleges (AAMC) Minority Faculty and Women's Leadership Conferences

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Janet Niebuhr, program and operations coordinator

COLLABORATING UNITS: Office of Faculty Affairs and Development (OFAD), departments

Each year, OCADI and OFAD co-sponsor faculty member to attend the AAMC Minority Faculty Development Seminar and AAMC Mid-Career Women's Leadership Conference.

Advancement/Development: [Early Career Faculty Training](#)

ORG: Information Technology Services

DEPT: Information Security and Policy Office
LEAD: Todd Weissenberger, ITS web accessibility coordinator
COLLABORATING UNITS: Office of Teaching, Learning, and Technology

Provide module for early-career faculty to raise awareness of student variability and demonstrate strategies for implementing Universal Design for Learning in the classroom or online environment.

Staff

Recruitment/Pipeline: Resident Librarian Program

ORG: UI Libraries
DEPT: Administration
LEAD: Director, HR/Diversity Program

The UI Libraries has sponsored resident librarian appointments for 20 years, as funding is available. Two three-year appointments involve designing experiences at the local level to expand the residents' interests and skills, e.g., mentorships, collaboration through other library units, etc. Resident librarians receive the same level of professional development support provided other library faculty/staff/employees and are provided a salary commensurate with the salaries of equivalent entry-level library professionals.

Recruitment/Retention: BTAA Women in Technology Constituent Group Membership

ORG: Information Technology Services
LEAD: Kim Kuebrich Yordi, senior HR specialist
COLLABORATING UNITS: Women in Technology, Sarah Mascher Wallace

Representation within a newly established BTAA Community to encourage recruitment and retention of women into higher education. Liaison between WIT and peer institutions WIT groups.

Recruitment/Retention: Diversity, Equity, and Inclusion (DEI) Commitment in Hiring and Retention - International Student and Scholar Services

ORG: International Programs
DEPT: International Student and Scholar Services
LEAD: Lee Seedorff, senior associate director

International Student and Scholar Services is committed to having diversity, equity, and inclusion as part of our hiring and retention of staff, from applicant reviews to creating a supportive environment to retain staff. All staff are required to obtain certificates from the UI BUILD program as well as our own BGC program. ISSS is a fairly diverse unit on campus, including gender balance, staff of color, and international/domestic staff.

Recruitment: [Association of College and Research Libraries \(ACRL\) Diversity Alliance](#)

ORG: UI Human Resources
LEAD: John Culshaw, Jack B. King university librarian

The University of Iowa Libraries is a founding member of the ACRL Diversity Alliance, an organization that unites academic libraries that share a commitment to increase the hiring pipeline of qualified, talented individuals from underrepresented racial and ethnic groups. UI Libraries agreed to serve as a resource, i.e., advisors and guides, to institutions participating in the ACRL Diversity Alliance. UI Libraries also shares information about its resident librarian program with other institutions.

Recruitment: Come and See Forums

ORG: Information Technology Services
LEAD: José Jimenez, director of research information systems
COLLABORATING UNITS: Ben Rogers

Come and See forums are designed to diminish intimidation factor and proactively encourage diverse candidate pools for specialized openings. The forums are hosted by research computing and research information systems groups to encourage career mobility and exposure to variety of IT disciplines across IT community, including under-represented IT staff.

Recruitment: [Division of Student Life at Iowa Staff Recruitment Guide](#)

ORG: Division of Student Life
LEAD: Lori Berger, human resources director

The Division of Student Life at Iowa Recruitment Guide template advertises its position openings, communicate “You are welcome here,” and provides candidates with more information about what UI has to offer. It includes sections on Why UIOWA; work/life resources; dual-career resources; diversity, equity, and inclusion; Iowa City’s “Welcoming City” designation, and outlines DSL’s three priority areas: health and safety; diversity, equity, and inclusion; and student leadership development. It will soon be updated to include the Excellence through Diversity statement. Example: [Director of Student Health position](#)

Recruitment: Hall Coordinator Recruitment

ORG: Division of Student Life
DEPT: University Housing and Dining
LEAD: Becky Wilson, assistant director of residence education-administration
COLLABORATING UNITS: OPE, TPE, and HC Search Teams

Recruit staff to represent the variety of identities that our students hold to better diversify our residence education staff, with an intentional focus on staff of color.

Recruitment: [Recruitment Ambassadors Program](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Equal Opportunity and Diversity
LEAD: Wanda Malden, senior equal employment opportunity coordinator
COLLABORATING UNITS: EOD, Diversity Resources Team

The Recruitment Ambassadors Program supports the University of Iowa’s strategic goals for increasing the diversity of our staff. Recruitment ambassadors are current or former staff members who volunteer to help recruit diverse prospective employees. The Recruitment Ambassador Program is designed to be a valuable part of the search process that ensures that talented and diverse candidates that visit our campus and community can acquire a broad knowledge of all the area has to offer. The Recruitment Ambassadors Program is undergoing a revitalization period. Outreach will begin in spring semester 2019 to current university employees with training offered to new ambassadors. Specifically, a recruitment ambassador will be equipped to showcase the community and answer candidates’ questions on topics ranging from the area’s arts and culture, housing, school systems, dining and shopping, sports and recreation, and health care, to name a few. Additionally, recruitment ambassadors will share valuable resource regarding our local communities to each prospective candidate upon request.

Recruitment: Solutions Lab

ORG: Division of Student Life
LEAD: Sarah Hansen, associate vice president, Division of Student Life
COLLABORATING UNITS: Organizational Effectiveness, UI Human Resources

The objective of the Division of Student Life Solutions Lab is to create and commit to a plan for evolving how we recruit and retain a more diverse staff and inclusive culture reflective of our vision in the DSL. We will focus initial efforts of improving our recruitment and year one retention of staff members of color. The Solutions Lab uses design-thinking to stimulate innovation using collaborative strategies.

Recruitment: [Staff Diversity Opportunity Program \(SDOP\)](#)

ORG: University Human Resources
COLLABORATING UNITS: EOD, campus partners

The Staff Diversity Opportunity Program (SDOP) permits opportunity hires and the development of talent in the form of apprenticeships, pipeline positions, and other hires that enable us to onboard high potential, diverse candidates who do not fill a specific, immediate need. The purpose of SDOP is to promote employment of minorities and women in Professional and Scientific (P&S) classifications, thereby increasing diversity within the P&S staff and on the University of Iowa campus overall. This program provides opportunity for development through professional employment for a period of up to two years, increasing the new employee’s skills, knowledge, and abilities in such a way as to increase the likelihood of a successful candidacy for future P&S vacancies.

Recruitment: Staff Recruiters Diversity, Equity, and Inclusion Training

ORG: University Human Resources
LEAD: Keith Becker, director of talent acquisition
COLLABORATING UNITS: Division of Diversity, Equity and Inclusion; Office of the Provost

UI Human Resources is collaborating with the Division of Diversity, Equity, and Inclusion and the Office of the Provost to design and implement diversity, equity, and inclusion training to UI Staff Recruiters. Diversity and inclusion is also embedded into all talent practices by enhancing the recruitment process to ensure each candidate experiences a welcoming climate that values diversity. UHR is committed to reviewing recruitment resources and recommending practices to reflect a commitment to diversity, equity, and inclusion.

Recruitment: Staff Search Process

ORG: Division of Student Life

LEAD: Lori Berger, human resources director

When there is a vacancy a supervisor works with the DSL HR talent acquisition specialist. During this process, there is a conversation about goals for the position, including diversity goals for the position and the department. The specialist can assist with sourcing during the recruitment process. The Hiring New Position Request Form includes a section about plans to recruit a diverse pool.

Recruitment: Use of Textio for Job Recruitments

ORG: Information Technology Services

LEAD: Kim Kuebrich Yordi, senior HR specialist

COLLABORATING UNITS: UHR

ITS uses [Textio](#), an online tool that checks advertisement language for gender bias to help reduce unconscious bias in IT job postings

Retention: Gender Inclusive Promotional Materials

ORG: Information Technology Services

LEAD: Dave Ambrisco, senior human resources director

ITS Makes a conscious effort to include diverse imagery in OneIT designs for social events.

Retention: IT Community Events

ORG: Information Technology Services

LEAD: Chris Clough, senior IT consultant

COLLABORATING UNITS: HCIS, CoB, ITLDT, WIT

Community events (WIT coffee and conversation, and What's on Your Mind) with guest speaker Sue Taylor, CIO of Bill and Melinda Gates Foundation. Educate, inform and engage IT community in discussion about leadership journey of a successful leader in IT, including overcoming gender and racial/ethnic bias. Networking event specifically targeted at women in IT.

Retention: Partnerships with Women in Technology-focused groups/organizations

ORG: Information Technology Services

DEPT: Administrative Information Systems

LEAD: UI Women in Technology

UI ITS collaborates with the University of Wisconsin-Madison; BTAA Women in Technology constituent group; and Iowa Tech Chicks. Collection of equity data, presentations at sponsored events, etc.

Retention: Understanding Microaggressions Seminar

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: CJ Jason, coordinator of facility operations

COLLABORATING UNITS: Center for Diversity and Enrichment

This was a seminar given to Recreational Services student staff by the Center of Diversity and Enrichment. The goals of the seminar were to: review unconscious bias, create an awareness of what constitutes microaggressions, understand how microaggressions marginalize people, reflect upon how we perpetuate microaggressions, and strengthen people's strategies for interrupting microaggressive behavior.

Retention: Women in Technology IT Community

ORG: Information Technology Services

DEPT: Administrative Information Systems

LEAD: UI Women in Technology

COLLABORATING UNITS: ITS, HCIS, OneIT

The Women in Technology IT Community is a grassroots IT community to create safe space for open dialogue about diversity in this field of work. The group hosts monthly lunch and learns and other events primarily targeted toward staff identifying as women. Events and activities FY/CY 18: Applied for Diversity Seed Catalyst Grant. Participated in draft of OneIT Strategic Plan, sponsored a Pi Day lunch (all gender-inclusive), lunch and learn on gender disparity in STEM, lunch and learn on next steps in career planning. Events and activities FY 19/CY 18: Participated in draft of OneIT Strategic Plan, hosted Sue Taylor coffee and conversation event, sponsored an IT gaming community (all gender-inclusive), started book club (all gender-inclusive), lunch and learn on conference recaps, lunch and learn on IT culture (MOR project), lunch and learn workshop on career advancement process. Additional FY/CY 19: topic ideas include building resiliency allies in the workplace.

Advancement/Development: Diversity, Equity, and Inclusion (DEI) Workshops for IMU Student Employees

ORG: Division of Student Life
DEPT: Iowa Memorial Union
LEAD: Eric Rossow, Assistant Director, IMU Outreach Programs and Services

IMU student employees are encouraged to attend workshops related to diversity, equity, and inclusion. These include Safe Zone I and II trainings and Implicit Bias workshops.

Advancement/Development: [Implicit Bias Training \(Fair and Impartial Policing\)](#)

ORG: Finance and Operations
DEPT: Department of Public Safety

This training program, which was developed by the U.S. Department of Justice, emphasizes even well-intentioned people have implicit biases that can influence their actions, that recognizing those biases is key in learning how to override them, and that acting based on biases can be unsafe, ineffective, and unjust. Through group discussion, presentations, and various role-playing exercises featuring community volunteers, participants are encouraged to recognize their own biases, understand how those biases impact the communities they live in, and develop skills to reduce the influence of bias on their daily life.

Advancement/Development: [Women Leader Change ICR \(Corridor\) Conference](#)

ORG: Information Technology Services
LEAD: Rachel Napoli, chief of staff, Office of the Chief Information Officer
COLLABORATING UNITS: WIT, HCIS

Sent twenty women IT professionals to Iowa Women's Leadership Conference in Cedar Rapids, sponsored by HCIS CIO and UI CIO. Conference mission is to develop, advance and promote women and their organizations to impact the regional economy.

Advancement/Development: IT Buddy Program

ORG: Information Technology Services
DEPT: Administrative Information Systems
LEAD: UI Women in Technology
COLLABORATING UNITS: ITS, OneIT

Establish a practice among IT professionals to provide mentorship/coaching to new employees (or employees seeking professional guidance). This program would encourage mentors to seek out diverse mentees (e.g. seek out someone who "doesn't look like you"). Will use this framework to foster opportunities for allyship

Advancement/Development: Judicial Administrators Training

ORG: Division of Student Life
DEPT: Office of the Sexual Misconduct Response Coordinator (OSMRC)
LEAD: Monique DiCarlo, Title IX and sexual misconduct response coordinator
COLLABORATING UNITS: Office of Student Accountability, Office of General Counsel, RVAP, DVIP, External consultant

OSMRC collaborated with campus partners to develop and implement a 12-hour of training series for investigators, adjudicators, appeal officers, and decision makers. The series is intended to provide baseline information for all individuals involved in resolving complaints of sexual misconduct, dating/domestic violence, or stalking. Twenty-two people attended the training in 2017; recently trained four decision makers serving in roles of adjudicator and appellate officers for Title IX civil rights student misconduct procedure.

Advancement/Development: Leadership and Staff Development

ORG: Enrollment Management

DEPT: Admissions and Financial Aid

LEAD: Brent Gage, associate vice president for enrollment management

COLLABORATING UNITS: Enrollment Management

Enrollment Management supports professional development for its staff members through state, regional and national engagement with organizations such as ACT, the College Board, the American Association of Collegiate Registrars and Admissions Offices, National Association of College Admission Counseling, National Association of Student Financial Aid Administrators, and other organizations. Each of these groups has diversity and inclusion as a key component of their training, outreach, and programming.

Advancement/Development: National Center of Women in IT Annual Conference

ORG: Information Technology Services

DEPT: CIO/ITS

LEAD: José Jimenez, director of research information systems

Sent representative to National Center of Women in IT annual conference; shared experience with local Women in IT group.

Advancement/Development: Nebraska Women Advance IT Conference

ORG: Information Technology Services

LEAD: Rachel Napoli, chief of staff, Office of the Chief Information Officer

COLLABORATING UNITS: WIT/ MOR Development Team

Sent nine women IT professionals to Nebraska Women Advance IT Conference sponsored by UI CIO. Coordinated by Office of the CIO and Women in IT. Two staff presented.

Advancement/Development: [Workforce Development Program - SPARK \(Sharing Perspectives and Realizing Knowledge\)](#)

ORG: Information Technology Services

Job shadowing and job rotation programs designed to promote a culture of career mobility and encourage career development across entire IT community, including under-represented IT staff.

Student Recruitment, Success, and Advancement

DESCRIPTION: Programs designed to recruit, support student success, and advance students' leadership and engagement. Given that student success is determined by multiple factors, programs that advance student retention, persistence, safety, and well-being are highlighted. Programs are broken down into general, undergraduate, graduate and professional student programs.

Student - General

Success: [BBQueer](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Emma Welch, coordinator for multicultural programs

LGBTQ+ students gather in community to celebrate return of the warm weather and the nearing of the semester's end.

The event gathers LGBTQ+ students in community to celebrate return of the warm weather and the nearing of the semester's end.

Success: [Being a Part of the American Culture Fair](#)

ORG: Division of Student Life

DEPT: Student Wellness

LEAD: Steph Beecher, senior behavioral health consultant

COLLABORATING UNITS: Life in Iowa program

Assist international students in getting connected to campus and community involvement opportunities. Student Wellness participated in the fair.

Success: [Better Men. Better Hawkeyes](#)

ORG: Finance and Operations

DEPT: Department of Public Safety

Better Men. Better Hawkeyes is a free, one-hour program dedicated to promoting healthy masculinity across campus, specifically engaging groups where students who identify as men come together. The program intends to address sexual violence by fostering large and small group discussions about gender stereotypes and sexual consent among peers.

Success: [Cultural and Resource Centers Block Party](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: MISSE Team

COLLABORATING UNITS: CSIL; UI Homecoming

The Cultural and Resource Centers Block Party is held each fall in conjunction with UI Homecoming activities to provide networking, socialization, and help students feel welcome and included on campus.

Success: [Deferred Action for Childhood Arrivals \(DACA\) Related Resources](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity at Iowa

COLLABORATING UNITS: UISG, GPSG, Faculty Senate, Staff Council

At its core, the UI is its people: students, staff, and faculty guided by the values of community, inclusion, and respect. The UI strives to create a safe and welcoming environment for all students. The Deferred Action for Childhood Arrivals (DACA) program allows individuals who came to the United States as children to pursue their post-secondary education. As students, staff, and faculty of the UI, we reaffirm our commitment to ensuring all students have equal opportunity to pursue their education in our community. We stand with students impacted by the termination of DACA, and are dedicated to providing them with our support.

Website includes resources related to legal issues, government documents, support and information, and frequently asked questions including and undocumented immigrant students [FAQ](#)

Success: [Disabled and Proud Online Conference](#)

ORG: UI Students for Disability Advocacy and Awareness (UISDAA)

LEAD: Andrea Courtney, president, UISDAA; Kaydee Ecker, hawkeye accessibility ambassador; Katy Olsen, public relations coordinator, UISDAA

COLLABORATING UNITS: Council on Disability Awareness, Center for Diversity and Enrichment

The multi-day conference is streamed online for and by college students with disabilities. This desired outcome is to increase awareness of disability for students on college campuses, and to view how other college students interact with things such as disability services, advocacy on their campuses, how integration is utilized on their campuses, etc.

Success: Diversity Faculty Lunch

ORG: Tippie College of Business

DEPT: Undergraduate Program Office

LEAD: Gabriela Rivera, assistant director of diversity, inclusion and student success

The Tippie College of Business faculty lunch is an opportunity for students from underrepresented backgrounds to meet with Tippie professors from each of the departments in the College of Business. The goal is for students to meet professors in an informal setting, meet other students studying business, and learn about resources to be more successful in business at Iowa. Lunches were held in November 2018 and February 2019.

Success: [Global Buddies](#)

ORG: International Programs

DEPT: International Student and Scholar Services

LEAD: Taivna Mills, international services assistant; Lee Seedorff, senior associate director

COLLABORATING UNITS: Tippie College of Business Buddies

This program through International Student and Scholar Services matches new international exchange students on campus for only one or two semesters with current domestic students for friendship and having fun (and hopefully intercultural learning/awareness building).

Success: My Black is Beautiful

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Jamal Nelson, coordinator for multicultural programs

COLLABORATING UNITS: Young, Gifted, and Black LLC

The event is a discussion in the Black community about loving your blackness from the hair on your head to the skin that you are in. It also provides a space in which to learn from others as they tell stories of how they became comfortable with their bodies.

Success: QUEERnival

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE) and Student Wellness

LEAD: Emma Welch, coordinator for multicultural programs; Steph Beecher, senior behavioral health consultant

COLLABORATING UNITS: UI Spectrum, Student Health and Wellness, Student Wellness, University Counseling Service

This information fair is geared toward offering resources and opportunities for the LGBTQ+ community to engage in. The fair offers a chance to build community while learning about community, campus, and organization partnerships.

Success: Student Orientation Outreach Efforts

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Mallory Valentine, assistant director of student and member engagement

COLLABORATING UNITS: UI REACH, Student Services Committee, International Programs

UI Recreational Services conducts outreach to various group during orientation programs including: UI REACH Orientation Resource Fair, Intensive English Student Orientation, and International Student Orientation.

Success: Transitions

ORG: Latinx Council
LEAD: Maria G Bruno, staff psychologist
COLLABORATING UNITS: Latinx Council

How to navigate transitioning into a predominantly white institution (PWI).

Success: [UI National First-Generation College Celebration](#)

ORG: Tippie College of Business
DEPT: Undergraduate Program Office
LEAD: Gabriela Rivera, assistant director of diversity, inclusion and student success
COLLABORATING UNITS: First Gen Task Force, UI Student Government and University College

The Tippie College of Business in collaboration with campus partners hosted two events to celebrate first-generation UI faculty, staff, and students. Tippie hosted a lunch with faculty and students on November 6, 2018 and coffee with Dean Sarah Gardial on November 8, 2018. The Undergraduate Program Office received training on the first-generation identity and had the opportunity to learn more about campus initiatives.

Success: [UI REACH \(Realizing Education and Career Hopes\)](#)

ORG: College of Education
DEPT: REACH
LEAD: William (Bill) Loyd, Jr., director of UI REACH

The University of Iowa REACH Program is a transition certificate program for college students with disabilities, such as autism, intellectual disabilities, and learning disabilities. UI REACH provides a Big Ten college experience and empowers young adults to become independent members of the community. Coursework, campus life, and career experiences prepare students to reach their full potential. UI REACH hosts an annual UI REACH Convocation and alumni events.

Success-Graduation: [Military and Veteran Student Graduation](#)

ORG: UI Veteran Association
LEAD: Matthew Miller, program director

This annual event is hosted by the UI Veterans Association to celebrate the graduation of UI active duty and veteran students.

Success-Graduation: [Asian Pacific Islander and Desi American \(APIDA\) Graduation](#)

ORG: Division of Student Life
DEPT: Multicultural and International Student Support and Engagement (MISSE)
LEAD: Prisma Ruacho, coordinator for multicultural programs
COLLABORATING UNITS: Asian American Student Union

This graduation is for Asian Pacific Islander and Desi American community members to celebrate their matriculation and accomplishments. It is a time to show appreciation for the work they contributed to the APIDA community.

Success-Graduation: [CDE Graduation Reception](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Katie Newcomb, Center for Diversity and Enrichment

An annual graduation reception is held to honor the academic and leadership accomplishment of graduating underrepresented students.

Success-Graduation: [Latinx Graduation](#)

ORG: UI Latinx Council
LEAD: Maria G Bruno, staff psychologist; Ignacio Alvarez, senior academic advisor; Thomas Arce, coordinator for multicultural programs
COLLABORATING UNITS: Division of Student Life, UI Libraries, Center for Diversity and Enrichment, Tippie College of Business

An annual graduation is held for Latinx students to celebrate their academic/social success and accomplishments with the larger UI Latinx community and university community. The event features a reception sponsored by the Tippie College of Business.

Success-Graduation: [Rainbow Graduation](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE) and Student Wellness

LEAD: Emma Welch, coordinator for multicultural programs

COLLABORATING UNITS: MISSE

This is an annual event to celebrate graduating students in the LGBTQ+ community. The objective is to recognize the academic and professional accomplishments of queer students.

Success-Graduation: [TRIO Student Support Services \(SSS\) Graduation Reception](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Cassie Walizer, student success coach and tutor coordinator

The annual event at the IMU celebrates graduating TRIO SSS students and their families.

Success-Safety and Well-being: [Clothing Closet](#)

ORG: Division of Student Life

DEPT: Center for Student Involvement and Leadership

LEAD: Charlotte Brown, coordinator for leadership programs

The mission of the Clothing Closet is to provide undergraduate and graduate students at the University of Iowa with access to quality, new or used, professional clothing at no cost.

Success-Safety and Well-being: [Collegiate Recovery Program](#)

ORG: Division of Student Life

DEPT: University Counseling Service

LEAD: Barry Schreier, director of university counseling service

COLLABORATING UNITS: Student Health and Wellness

The University of Iowa Collegiate Recovery Program (CRP) provides an environment that supports the therapeutic and educational needs of Iowa students who are considering recovery, in recovery, or wanting to support those in any stage of recovery from addiction. The CRP facilitates support through community building, social support, academic support, substance-free activities, advocacy, outreach, and access to resources and services available on campus.

Success-Safety and Well-being: [Food Pantry](#)

ORG: Division of Student Life

DEPT: Center for Student Involvement and Leadership

LEAD: Charlotte Brown, coordinator for leadership programs

The mission of the Food Pantry is to provide nutritious food and basic necessities for UI students, faculty, and staff in need, and to fight food insecurity through education and advocacy.

Success-Safety and Well-being: [Hawkeye Allies](#)

ORG: Division of Student Life

DEPT: University Counseling Service

LEAD: Patrick Galligan, staff therapist

COLLABORATING UNITS: University Housing and Dining; RVAP

The Hawkeye Allies is a network of caring, compassionate residents within University Housing and Dining who have been trained to respond supportively when peers confide in them about having experienced sexual violence. Hawkeye Allies is committed to a survivor-centered stance, meaning they start by believing the experiences of survivors and hold information shared with them in confidence. Hawkeye Allies can also assist survivors in identifying support resources.

Success-Safety and Well-being: [Hawkeye Meal Share](#)

ORG: Division of Student Life

DEPT: Office of the Dean of Students

LEAD: Nikki Hodous, assistant director, Student Care and Outreach

COLLABORATING UNITS: Office of the Vice President for Student Life, Office of the Dean of Students, University Housing and Dining, UI Student Government (UISG)/Graduate and Professional Student Government (GPSG), Food Pantry at Iowa, Associated Residence Halls

Hawkeye Meal Share is an initiative that gives students the opportunity to donate their unused guest meal swipes online to any UI undergraduate, graduate, or professional student in need.

Success-Safety and Well-being: [Lead, Educate, Advocate, Prevent \(LEAP\) Volunteer Program](#)

ORG: Division of Student Life

DEPT: Women's Resource and Action Center (WRAC)

LEAD: Linda Stewart Kroon, director of women's resource and action center

LEAP is a group of student volunteers that works to promote anti-violence work across the UI campus and community. LEAP members are on the forefront of addressing issues related to gender-based violence, discrimination, oppression and improving the overall response to this issue at the UI through bystander intervention, social activism on campus, and social media messaging.

Success-Safety and Well-being: Mirage

ORG: Division of Student Life

DEPT: Student Wellness

LEAD: Trish Welter, behavioral health manager

COLLABORATING UNITS: WRAC, Center for Diversity and Enrichment, Multicultural and International Student Support and Engagement, UI Student Government, CSIL Grant Funding Program, Associated Residence Halls, Johnson County Public Health, Student Health and Wellness, and IC RED WEEK.

This annual event has three purposes: 1) build community between and within identity groups with specific focus on LGBTQA identities, 2) increase the understanding of HIV/AIDS issues, prevention, and treatment in the local and global community, 3) provide education regarding safer sex practices across sexual orientation.

Success-Safety and Well-being: Safer Sex Supplies Distribution

ORG: Division of Student Life

DEPT: Student Health and Wellness

LEAD: Trish Welter, behavioral health manager

Provide safer sex supplies inclusive of all sexual orientations to students by dispersing to residence halls, cultural centers, educational programs, and within the clinic.

Success-Safety and Well-being: [Trans* Support Fund](#)

ORG: Division of Student Life

DEPT: Office of the Dean of Students

LEAD: Angie Reams, interim assistant vice president and dean of students

COLLABORATING UNITS: UISG; GPSG; Student Legal Services

This fund is to assist and support UI trans students who desire to pursue legal name and document changes, but have limited financial means to complete the process. Issues related to identity and the ability to legally change documents and names can sometimes limit a student's ability to fully participate academically and socially on campus, thus preventing them from continuing their education at the UI.

Advancement/Leadership: [Friends Without Borders](#)

ORG: International Programs

DEPT: International Student and Scholar Services

LEAD: Taivna Mills, international services assistant; Lee Seedorff, senior associate director

COLLABORATING UNITS: College of Business Tippie Buddies

International Student and Scholar Services program matches new international students with current domestic students for friendship and having fun (and hopefully intercultural learning/awareness building).

Advancement/Leadership: Hawkeye Accessibility Ambassadors (HAA)

ORG: UI Students for Disability Advocacy and Awareness (UISDAA)

LEAD: Carly Armour, accommodations coordinator; Mike Hoenic, program coordinator, Center for Disabilities and Development; Katy Olsen, Andrea Courtney, Kaydee Ecker, Maddie Bozikis, Abigail Pilecki, students

COLLABORATING UNITS: Council on Disability Awareness, Division of Diversity, Equity and Inclusion, UI Students for Disability Advocacy and Awareness (UISDAA)

The Hawkeye Accessibility Ambassador Program allows students with disabilities the opportunity to advance their leadership and advocacy skills while concurrently assisting the university with designing facilities that are more universally designed, inclusive, welcoming and supportive of individuals with disabilities. This is accomplished by students being trained in universal design, and going to various buildings

that are already built, but particularly those that will be renovated soon or buildings that are in the early stages of planning and or new construction. HAA also does assessments of offices, as well (such as the media center in Phillips Hall). This is a part of membership for UI Students for Disability Advocacy and Awareness (UISDAA), but it is optional and voluntary membership. It was once originally an independent program, and was combined with the former Student Disability Organization on campus, now UISDAA.

Advancement/Leadership: [National Organization for the Professional Advancement of Black Chemists and Chemical Engineers \(NOBCChE\)](#)

ORG: College of Engineering

DEPT: Diversity and Outreach

LEAD: Tracy Peterson, director of diversity and outreach programs

NOBCChE is committed to the discovery, transmittal, and application of knowledge in the fields of science and engineering. The mission of NOBCChE is to build an eminent community of scientists and engineers by increasing the number of minorities in these fields. NOBCChE will achieve its mission through diverse programs designed to foster professional development and encouraging students to pursue careers and graduate and professional studies in science and technical fields. To this end, NOBCChE will establish educational partnerships with school districts, municipalities, businesses, industries, and other institutions and organizations in the public and private sectors.

Advancement/Leadership: [RAYS of REACH](#)

ORG: College of Education

DEPT: UI REACH

LEAD: Kevin MacBride, program specialist

COLLABORATING UNITS: UI REACH

RAYS of REACH strives to increase campus and community awareness about the UI REACH Program and disability mindfulness. The program aims to create and enhance relationships between and among traditional UI students, UI REACH students, and alumni. RAYS of REACH events include: Homecoming parade, Homecoming dance, burrito luncheon, and [Gold Rush Fundraising](#).

Advancement/Leadership: [Society of Hispanic Professional Engineers \(SHPE\)](#)

ORG: College of Engineering

DEPT: Diversity and Outreach

LEAD: Tracy Peterson, director of diversity and outreach programs

SHPE changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support and development. SHPE's vision is a world where Hispanics are highly valued and influential as the leading innovators, scientists, mathematicians and engineers.

Advancement/Leadership: [Society of Women Engineers \(SWE\)](#)

ORG: College of Engineering

DEPT: Diversity and Outreach

LEAD: Tracy Peterson, director of diversity and outreach programs

For more than six decades, SWE has given women engineers a unique place and voice within the engineering industry. The organization is centered around a passion for our members' success and continues to evolve with the challenges and opportunities reflected in today's engineering and technology specialties. Through professional development seminars, social events, and service, SWE empowers women to succeed and advance in their aspirations of pursuing careers in engineering. The group's mission statement is to "stimulate women to achieve full potential in careers as engineers and leaders, expand the image of the engineering profession as a positive force in improving the quality of life, demonstrate the value of diversity."

Advancement/Leadership: [Women in Science and Engineering \(WISE\)](#)

ORG: College of Engineering

DEPT: Diversity and Outreach

LEAD: Linda Varvel, co-director for on-campus programs, Women in Science and Engineering, Outreach Admissions Scholarships and Inclusion Services

The mission of the Women in Science and Engineering Program is to expand and improve educational and professional opportunities for women in all fields of science, technology, engineering, and math (STEM) by facilitating individual, institutional, and social change. The specific aims of the WISE Program are to provide

academic support, to promote professional development, to promote research opportunities, to establish and maintain community outreach, and to encourage global cooperation

Advancement/Leadership: [WRACtivists Volunteer Program](#)

ORG: Division of Student Life
DEPT: Women's Resource and Action Center (WRAC)
LEAD: Laurie Haag, program developer

The WRACtivist program provides students with needed skills to tackle important issues by training them to develop and use strategies for political action and social change. Direct action organizing, the ins and outs of electoral politics, and how to coordinate educational campaigns are some of the areas in which WRACtivists provides training. After training, the group chooses issues they want to address for the academic year, then organizes campaigns and projects on those issues.

Advancement/Leadership: Global Expedition Conference

ORG: Division of Student Life
DEPT: Multicultural and International Student Support and Engagement (MISSE)
LEAD: Shuhui Lin, international student support and engagement coordinator
COLLABORATING UNITS: Multiple staff, faculty, and students across campus, including Tippie College of Business, Pomerantz Career Center, Conversation Center, Multicultural Business Student Association, International Student Advisory Board, GPSG, etc.

The Global Expedition Conference provides opportunities for students who do work in multicultural and intercultural context to come together, share ideas, and celebrate their leadership and variety of experiences and identities. Though a formal call for proposals will be forthcoming, the planned conference will seek proposals from both individual undergraduate and graduate level students as well as student organizations on existing programs, ongoing initiatives, and/or current research on issues related to creating awareness, knowledge, and skills on multicultural and intercultural issues on their respective campus(es). The primary objectives of the conference are threefold: to promote the sharing of ideas and collaborative learning between students and student groups in Iowa; to provide a networking opportunity between student leaders who do similar work and share a passion for multicultural and intercultural experiences; and to engage students in a high-impact activity that teaches practical skills and provides a point of entry to activities such as conference presentations and participating in professional organizations.

Advancement/Leadership: [Martin Luther King, Jr. Research Symposium](#)

ORG: College of Education
DEPT: Dean's Office
LEAD: Leslie Locke, Zoie Schares, Gordon Louie
COLLABORATING UNITS: Graduate College, Tippie College of Business

The purpose of this annual symposium is to showcase graduate and undergraduate research projects (at all stages) related to diversity. We encourage posters highlighting issues of diversity including (but not limited to): race, citizenship status, age, ability and disability, veteran status, sexual orientation, gender identity, mental illness, class and socioeconomic status, and special populations in education. The Graduate College Office of Graduate Inclusion sponsored a luncheon.

Advancement/Financial: [Margaret P. Benson Memorial Scholarship](#)

ORG: Division of Student Life
DEPT: Women's Resource and Action Center (WRAC)
LEAD: Linda Stewart Kroon, director of women's resource and action center

The Margaret P. Benson Memorial Scholarship recognizes qualified female undergraduate or graduate applicants who demonstrate financial need and are committed to women's issues, diversity, and social activism.

Undergraduate

Recruitment: [American Talent Initiative \(ATI\)](#)

ORG: Division of Student Life
LEAD: Sarah Hansen, associate vice president, Division of Student Life

American Talent Initiative (ATI), an organization that seeks to expand access to higher education and opportunities for highly talented low- and moderate-income students. As part of ATI, the UI will help

develop strategies to attract, enroll, and support such students from before college to graduation and beyond. By joining ATI, the UI also shares in the collective goal of enrolling 50,000 additional talented low- and moderate-income students at colleges and universities with strong graduation rates by 2025. ATI member institutions are encouraged to implement recruitment and retention strategies and goals, including: Increasing the number of applications from Pell-eligible students, the number of Pell-eligible students who are enrolled, and the number of first-generation students enrolled; Prioritizing need-based aid to make attendance more affordable; and Retaining and graduating lower-income students at rates comparable to their higher-income peers. Launched in December 2016 with 30 institutions, ATI requires its member institutions to have a six-year graduation rate of at least 70 percent; the UI six-year graduation rate is 74 percent.

Recruitment: [Black and Gold Days Bilingual Tours](#)

ORG: Enrollment Management
DEPT: Admissions

The Office of Admissions offers 90-minute bilingual campus walking tours and east side residence hall tours by request in Spanish, Portuguese, and Madarin.

Recruitment: Diversity Communication Planning

ORG: Enrollment Management
DEPT: Admissions and Financial Aid
LEAD: Scott Fiddelke, director of communications and marketing
COLLABORATING UNITS: Enrollment Management, Student Life, CDE

Services include the creation of communications and marketing messages for UI students that embody a welcoming campus environment. In addition, the office has built a diversity channel that segments the population and allows for focus on programs, opportunities, resources, and services available at Iowa. This includes information about campus events, the Cultural and Resource Center, the Center for Diversity and Enrichment, and next steps in the admissions process. When students are identified as being from an underrepresented ethnicity, they receive an additional communications that highlight these areas throughout the communication cycle through the point of enrollment.

Recruitment: Male, Minority, First Generation Student Report Recruiting

ORG: College of Public Health
DEPT: Dean's Office/Academic Affairs
LEAD: Katie McCullough, Undergraduate Admissions
COLLABORATING UNITS: Central Admissions-UI

The College of Public Health receives a report of males, minority, and first-generation students in the public health interest group who applied to UI but didn't quite meet requirements for direct admission. The college examines the report and offers sliding scale admissions to these students in hopes of increasing diversity. The college uses an internal rubric and maintains the same sliding scale for everyone on the list to maintain consistency.

Recruitment: Marketing and Communication to Recruit a Diverse Student Body

ORG: External Relations
DEPT: Office of Strategic Communication

The Office of Strategic Communication works to recruit and retain a diverse student body through marketing and ongoing campus communication. This includes the Diversity at Iowa Brochure, Iowa Edge event postcards, Resources for Diverse Students Flyers (5 different versions) and ensuring diverse representation in all OSC content. OSC also assisted in creating the Excellence through Diversity visual ID guide, messaging guide, and Annual Update (PPT and handout). OSC produced 10 specific videos and 15 specific Snapchat social media posts designed to highlight students or programs for underrepresented populations including students of color, students identifying as LGBTQ, veterans, first-generation, and women in underrepresented fields.

Recruitment: Prospective Student Search

ORG: Enrollment Management
DEPT: Admissions and Financial Aid
LEAD: John Laverty, senior associate director of enrollment management
COLLABORATING UNITS: Enrollment Management

Strategic search purchases (i.e. AP, ACT, PACT, SAT, PSAT, NRCCUA, etc.) include underrepresented minority students to build the UI's recruitment funnel. The office does targeted search purchases for URM students in a score range of 20 to 23 ACT equivalent in the ACT and College Board exams. In addition:

- Targeted search purchases nationwide via ACT and College Board for URM students in education, women in business and men in nursing, search purchases of URM student names who attend [Infinite Scholars Program](#) college fairs.
- Use vended sources of prospective student names (i.e. Carnegie, Cappex, etc.) to provide students from various demographic backgrounds, which allows for targeted messages to URM students.
- Prospective undergraduate international student names are purchased through TOEFL and SAT
- Use of College Board's "Segment Analysis Service" and other search data analytics, consider the institutional priority of increasing diversity of the student body to help select demographic areas and high schools to focus efforts. As students enter the enrollment funnel from the point of search purchases or other sources, the communications, marketing and outreach efforts are further segmented and targeted to specific diverse groups. The information that comes into our data systems from search helps drive those activities. All of these efforts provide a large pool of qualified prospective students that allows our marketing and recruitment efforts to be coordinated to achieve institutional goals.

Recruitment: [Raise.me](#) – Iowa for All 99

ORG: Enrollment Management
DEPT: Admissions

The UI, in cooperation with [Raise.me](#), is partnering with one school district in each of Iowa's 99 counties. The program helps students in grades 9-12 earn micro-scholarships for academic and extracurricular achievements throughout high school. When students add achievements to their portfolio on Raise.me, they become eligible to earn micro-scholarships.

Recruitment-Financial: [Advantage Iowa Award](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Nadine Petty, executive director of the center for diversity and enrichment
COLLABORATING UNITS: Admissions and Financial Aid

A financial award is for incoming first-year students who are U.S. citizens or permanent residents and who are from historically underrepresented populations (African American, Hispanic, Native American, Pacific Islander, Multiracial) at the UI; or who have participated in a federally funded Upward Bound program.

Recruitment-Financial: [Financial Aid Administration](#)

ORG: Enrollment Management
DEPT: Admissions and Financial Aid
LEAD: Kathy Bialk, assistant provost and director of student financial aid
COLLABORATING UNITS: Enrollment Management

The office administers financial aid programs to support campus-wide diversity and inclusion initiatives including the federal Pell Grant, federal SEOG grant, Storm Lake Scholars Award, Advantage Iowa need-based grant, Hawkeye Completion Grant, Hawkeye Retention Grant, and IMAGES Grant. The office works closely with students to ensure timely FASFA filing and ensuring students are meeting Satisfactory Academic Progress standards.

Recruitment-Financial: TRIO Student Support Services (SSS) Grant

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Cody Pritchard, project director, TRIO Student Support Services
COLLABORATING UNITS: Sponsored Programs, Division of Diversity, Equity and Inclusion

TRIO SSS is a federal grant funded program that provides holistic support to 350 students at the UI who display academic need and identify as first generation college students, low-income, or students with disabilities.

Success: Association of Latinos Moving Ahead (ALMA) Transition Home During Break

ORG: Latinx Council
LEAD: Isa Flores, student

Outreach presentation to address difficulties transitioning home after having left for college. Provides information on how to manage assumptions and regain a sense of belonging within family of origin dynamics.

Success: [Being Black at Iowa](#), also known as the [Black Student Success Initiative](#)

ORG: Division of Student Life

LEAD: Melissa Shivers, vice president for student life and interim associate vice president for diversity, equity, and inclusion

The Being Black at Iowa Project, also known as the Black Student Success Initiative, seeks to increase Black student retention at the UI primarily through interdepartmental intervention and other key strategies. Some of those strategies include: OnIowa programming, first-year seminars, advocacy through the president's [Black Student Advisory Committee](#), faculty and staff development through initiatives and certificates, specialized living learning communities such as Young, Gifted and Black, advising and grant funding for Black Student organizations, and more.

The Black Student Success Initiative aims to increase black student retention and academic success at UIa. Key strategies include: cross-boundary collaborations, first-year seminars, OnIowa! programming, faculty and staff development, the Young, Gifted, and Black living-learning community, and culturally competent advising and grant funding for student-driven initiatives and student organizations.

Success: BizEdge Mentoring Program

ORG: Tippie College of Business

DEPT: Undergraduate Program Office

LEAD: Ken Brown, associate dean of undergraduate program; Gabriela Rivera, assistant director of diversity, inclusion and student success

The Tippie College of Business BizEdge Program is a mentoring initiative designed for underrepresented and first-generation, undergraduate business students. The program develops leaders who support and empower others. Program participants, mentors and mentees, are carefully selected by recommendations from academic advisors and a formal application process. Mentors receive specialized training to equip them with the skills and knowledge to support their mentees as they transition into the university. Mentor training covers and includes a variety of topics such as: soft business skills, cultural and emotional intelligence, conflict resolution, resume refinement, stress management, networking, job hunting, effective communication methods, summer internship preparation, navigating career paths, and more. All participants meet monthly for open discussion and special social events. Mentors and mentees also have access to exclusive business networking events, program alumni, a benefits program, and more. The BizEdge Program gives students the tools to unlock more of their hidden potential, and the hands-on experience to refine their leadership skills. The 2018-19 cohort is composed of 15 peer mentors and 25 mentees.

Success: [Black in Business](#)

ORG: Tippie College of Business

DEPT: Office of Undergraduate Programs

LEAD: Tevin Robbins, assistant director, Student Leadership Development; Jamal Nelson, coordinator, Multicultural Programs; Carlos Nelson, academic coach

COLLABORATING UNITS: Tippie College of Business, Division of Student Life-Multicultural and International Student Support and Engagement (MISSE), Division of Diversity, Equity and Inclusion, Marketing and Design, Center for Diversity and Enrichment

The Black In Business series expands dialogue in the Black community around issues of higher education, business, and entrepreneurship. The series works to broaden the perspectives of black students and expose them to unique mentorship opportunities. The goal is that students will learn more about business from black professionals, discover their inner entrepreneur, and be empowered. Students do not have to be business majors to attend as anything they do in their professions can be seen as a business. This series is in collaboration with the Division of Student Life's Being Black@Iowa Project.

Success: CDE Week of Welcome

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Katie Newcomb, academic coach

Week of Welcome occurs each day of the first week of classes. The purpose is to reconnect students to the CDE space. CDE has something fun planned each day with snacks and swag available to students who participate.

Success: College Success Initiatives (CSI) 1600

ORG: University College

LEAD: Tina Arthur, director, Orientation Services

Three years ago, University College partnered with the Division of Diversity, Equity, and Inclusion to provide four modules for all incoming College and transfer students. Three of the modules are specifically related to diversity inclusion. The fourth module highlights campus resources, including cultural houses, CDE, and services for veterans.

Success: [Diversity Networking Night](#)

ORG: Tippie College of Business; Division of Diversity, Equity, and Inclusion

DEPT: Undergraduate Program Office; Center for Diversity and Enrichment

LEAD: Gabriela Rivera, assistant director, Diversity, Inclusion and Student Success; Mallary Becraft, assistant director, Career Advancement

COLLABORATING UNITS: Pomerantz Career Center, Center for Diversity and Enrichment, Student Disability Services

The Undergraduate Program Office in collaboration with the Pomerantz Career Center offered a casual networking event to connect underrepresented students with employers who promote diversity in the workplace on February 19, 2019.

Success: [EmpowerMEnt Summit](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Jamal Nelson, coordinator for multicultural programs

COLLABORATING UNITS: Women's Resource and Action Center, MISSE, Center for Diversity and Enrichment, UISG, and Office of Graduate Inclusion

The EmpowerMEnt Summit focuses on getting students re-energized and equipped to face adversities that come their way. The event provides programming that will uplift all of our marginalized communities at the UI, and we hope that participants can walk away feeling strong and ready for the world.

Success: First Generation Luncheon

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Katie McCullough, Undergraduate Admissions

A free lunch and conversation is offered in celebration of National First-Generation College Week to engage them in a conversation around the struggles and joys of sharing what they are doing in college with folks at home who may or may not be able to relate. The event included panelists, but also open conversation for larger discussion between first-generation faculty, staff, and students.

Success: First Generation Summit

ORG: UI Student Government

LEAD: Tristan Schmidt, student, UISG Director of Academic Affairs

COLLABORATORS: University College, colleges

The summit promotes the unique first-generation experience and encourages more discussion on the topic.

Success: First Year Seminar - University of Iowa Unwrapped: Hidden Hawkeye Places

ORG: Division of Student Life

DEPT: Office of the Dean of Students

LEAD: Angela Ibrahim-Olin, director, Student Accountability; Nikki Hodous, assistant director, Student Care and Outreach

COLLABORATING UNITS: University College

This First-Year Seminar unwraps the history, purpose, and functionality of various facilities across campus and in the community. Students interact with expert faculty and staff members to better understand the hidden secrets of the UI. The more recent versions of this Dean of Students course focused on the components within the Iowa Challenge, in particular STRETCH, and collaborated with MISSE in an effort to increase understanding of diversity and inclusion, as well as diversity resources on campus

Success: [Hawkeye Life Program: Diversity and Inclusion](#)

ORG: Athletics

LEAD: Elizabeth Tovar, associate athletics director for student-athlete academic services

The Athletics Department seeks to cultivate a safe and accepting environment for all student-athletes and the university community as a whole. The Hawkeye Life program coordinates various programs that provide all student-athletes with opportunities to learn and understand cultures and communities that differ from their own. The programs also provides minority student-athletes with leadership, networking, and career development opportunities.

Success: [Hawks and Eyas Peer Mentoring Program](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Carlos Nelson, academic coach

COLLABORATING UNITS: CSIL, Hubbard Group

The Hawks and Eyas Peer Mentoring Program offers peer relationship-building and support to underrepresented minority undergraduate students at the UI. The goal is to create an environment where students can achieve success and thrive.

Success: [Hubbard Scholars](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Jamal Nelson, coordinator for multicultural programs

COLLABORATING UNITS: Alpha Phi Alpha, WRAC, and other departments when requested

Hubbard Scholars is a group of Black men affiliated with the UI as students, staff, and faculty, that seeks to follow the legacy of Phillip G. Hubbard, the first tenured African American professor at the UI. The goal is to offer programming, events, and services that meet three important objectives: 1) to foster a more inclusive community of learning and support for Black men, 2) to provide educational resources to the university and Iowa City community about the various attitudes and performances that men of African descent embody, 3) to increase the retention and success of Black men associated with the UI. The group also aims to foster self-awareness and promote human dignity and respect for individual experiences in a world of difference.

Success: [International Students Day at Macbride Nature Recreation Area \(MNRA\)](#)

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: David Conrads, associate director, Outdoor Recreation and Education

COLLABORATING UNITS: ISORA

At the beginning of each school year the Outdoor Recreation and Education team offers a free field trip to the Macbride Nature Recreation Area (MNRA) to introduce international students to the land and programs of MNRA. The field trip takes place on a Saturday and provides a variety of outdoor activities such as a pontoon ride on Lake Macbride, a hike to the Lake Macbride spillway, a tour of the Raptor Center, and bird-banding.

Success: [Iowa Edge](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Nicholas Creary, assistant director of the Center for Diversity and Enrichment

COLLABORATING UNITS: Admissions, Student Financial Aid, College of Business, UI Libraries, College of Pharmacy, Residence Life

Iowa Edge is a pre-orientation retention program for selected African American, Alaskan Native, American Indian, Asian American, Pacific Islander, Latino/a and first-generation college students. The students get to move in early and learn the campus before classes start at no charge to them. The Iowa Edge (TIE) Student Organization provides year-round academic, social, and volunteer programming for all students, with a focus on students of color, first-generation students, and Iowa Edge alumni.

Success: [I'll Make Me a World in Iowa](#)

ORG: Tippie College of Business

DEPT: Undergraduate Program Office

LEAD: Tevin Robbins, assistant director, Student Leadership Development

COLLABORATING UNITS: Office of Admissions, Center for Diversity and Enrichment

The Tippie College of Business in collaboration with the Office of Admissions co-sponsored this state event in January 2018 to highlight African American arts, culture and contributions through education, awareness, and preservation and to present an annual enrichment celebration as well as continual educational outreach. The Undergraduate Program Office Admissions Team and Business Analytics and Information Systems faculty members participated in Education Day. Also, the Undergraduate Programs Office Admissions Team traveled with current Tippie students to the annual scholarship gala to represent the college and network with corporate and state representatives.

Success: JCPenney Suit-Up Event

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Garry Klein, director, Career Coaching
COLLABORATING UNITS: JC Penney, Career Center, UI Clothing Closet

The event provides UI students the opportunity to purchase business professional clothing at a discounted price, and assists them in coordinating outfits and finding the right fit to professional clothing.

Success: [Living Learning Communities \(LLC\)](#)

ORG: Division of Student Life
DEPT: University Housing and Dining
LEAD: Amy Baumgartner, assistant director, Residence Education - Community Development
COLLABORATING UNITS: Gender and Women's studies, CDE

University Housing and Dining offers students the opportunity choose between four different residential experiences: Living Learning Community, Honors, New Student, and Returning Student. With the desired benefits to support academic success, experience UI with students who share similar interests, facilitate connections with peers, mentors and campus resources, and strengthen a feeling of belonging on the UI campus. Among the 19 LLCs, several are designed specifically to advance diversity, equity, and inclusion student success: All In (LGBTQ+ culture and identity) LLC, Be-WISE: Women in Science and Engineering LLC, First Generation LLC, and Young, Gifted, and Black LLC. A Latinx LLC is planned for Fall 2020.

Success: [Peer Advisors for Veteran Education \(PAVE\)](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Matthew Miller, director, Military and Veteran Student Services
COLLABORATING UNITS: University of Michigan Depression Center and Department of Psychiatry, Student Veterans of America, and Military support programs and networks

Peer Advisors for Veteran Education (PAVE) is a peer support program that connects incoming student veterans at the UI with student veterans who are trained as peer advisors who can help them navigate college life, address challenges they may face, refer them to appropriate resources on and off campus, and provide ongoing support.

Success: Storm Lake Scholars Program

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Sarah Lambert, Storm Lake coordinator and academic coach
COLLABORATING UNITS: Jorge Guerra, Lecturer

The Storm Lake Scholars Program offers resources and support to help students make a successful social and academic transition to college. Upon arriving on campus, scholars are required to participate in The Iowa Edge program. Other requirements include: Maintaining a 2.5 cumulative grade point average or higher. Maintaining continuous full-time enrollment (12 semester hours per semester). Filing the Free Application for Federal Student Aid (FAFSA) each year and continuing to demonstrate financial need. Students also are required to attend a monthly meeting with the Storm Lake Scholars Program coordinator and the UI faculty advisor. The grant may be received for no more than four consecutive years of undergraduate study. The amount of the award may vary depending on financial need.

Success: TRIO Student Support Services (SSS) Cultural Enrichment Series

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Steph Yazell, student success coach, TRIO Student Support Services
COLLABORATING UNITS: Hancher Auditorium

The series takes students on trips to locations that provide an opportunity for cultural enrichment and to experience something they have not before. This series also includes providing students the opportunity to attend performances at Hancher Auditorium that they may not otherwise have the opportunity to attend.

Success: TRIO Student Support Services (SSS) Mentor Meeting

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Haley Kamps, student success coach, TRIO Student Support Services, Center for Diversity and Enrichment

The mentoring meeting is a fun event for TRIO SSS students to get together and meet their mentor or mentee that they have been matched with as a part of the TRIO SSS program.

Success: TRIO Student Support Services (SSS) Steps to Success Courses

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Cody Pritchard, project director, TRIO Student Support Services

Steps to Success for TRIO is a seven-semester course sequence designed to provide access to resources, knowledge and skill acquisition, and community building that meet the needs of students at each level of their college experience and progression to graduation. Course topics include diversity, equity, and inclusion, as well as academic success strategies, career planning, leadership development, health and well-being, and financial literacy.

Success: TRIO Upward Bound Saturday Academies and Workshops

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Jennifer Lynch, project director, TRIO Upward Bound

COLLABORATING UNITS: Financial Aid, CRWC, Admissions

The Saturday academies are monthly, half-day sessions on the Ulowa campus where students are exposed to new and diverse concepts, and are able to interact with field experts from across the campus, across the city, and across the state. Each day has a different theme, i.e. STEM careers, writing, financial literacy, etc.

Success: TRIO Upward Bound Tutoring

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Jennifer Lynch, project director, TRIO Upward Bound

Students meet with tutors, usually Ulowa college students, for support with coursework, projects, guided research, and field-specific study skills.

Success-Financial: [Affordable Content Initiatives](#)

ORG: ITS

DEPT: Office of Teaching, Learning and Technology

COLLABORATING UNITS: UI Libraries, Hawk Shop

As costs of attending college continue to rise, the UI is trying to find new ways to help alleviate the cost for course content. Affordable content initiatives include: ICON Direct, OpenHawks-UI Libraries' Open Educational Resources Grant Program, Textbook Affordability Pilot (TAP), and Hawk Shop Book Rentals.

Success-Financial: Hawkeye Completion Grant

ORG: Division of Student Life

DEPT: Office of the Dean of Students

LEAD: Angie Reams, interim assistant vice president and dean of students

COLLABORATING UNITS: Office of Student Financial Aid; Academic Support and Retention; Center for Diversity and Enrichment; International Students and Scholar Services; UISG

The Hawkeye Completion Grant uses financial aid to help students pay their University Bills so they can register for classes and graduate on time. Students with satisfactory academic progress, good non-academic conduct, and demonstrated financial need will be eligible for the grant, which supports retention and graduation at the UI.

Success-Financial: Improving Student Retention

ORG: Enrollment Management

DEPT: Admissions and Financial Aid
LEAD: Kathy Bialk, assistant provost and director of student financial aid
COLLABORATING UNITS: Enrollment Management, Strategic Communication

A number of efforts in Financial Aid have a positive impact on retention:

- Past-due Ubill and missing financial aid document outreach, including collaborations with campus partners, i.e., CDE, DOS, UH&D, AS&R, etc., to maximize the number of resources available to students.
- Coordination of the Your Path to Iowa communication and outreach to students from economically disadvantaged backgrounds to provide information for sound financial decisions in terms of college selection and affordability.
- Redesign of OSFA website and communications so information is more understandable for all students and families, including those from diverse and low SES backgrounds.

Success-Financial: [Financial Literacy Services](#)

ORG: Enrollment Management
DEPT: Admissions and Financial Aid
LEAD: Kathy Bialk, assistant provost and director of student financial aid

Financial Literacy Services staff are available to meet with students one-on-one to assist with: applying for financial aid, budgeting, understanding credit, borrowing wisely, and loan repayment options. Additionally, the [UI Financial Literacy Resources](#) website provides easy access to resources in English to students, including information about campus and community resources (HireaHawk, Food Pantry at Iowa, Volunteer Income Tax Assistance (VITA), Johnson County Crisis Center Food Bank, Student Emergency Fund, off-campus housing services, and resources in Johnson County) and Financial Literacy Resources (Cash Course, Federal Student Aid, Federal Loan Repayment Estimator, National Student Loan Data System, Bureau of Labor Statistics, and Take-Home Paycheck Calculator).

Success-Orientation: OnIowa New Student Orientation Program

ORG: University College

The University College partners with multicultural programs to host the following programs during OnIowa:

- Passport Project
- Multicultural Mixer (open houses/ cultural center tours)
- Poetry Slam
- Yard Show
- Being Black at Iowa Dinner
- Dance Lessons with Iowa Andhi
- What's It All About: Multicultural and LGBTQ resource centers
- Women's Resource and Action Center Open House

Success-Orientation: Orientation for International Students and Scholars

ORG: Division of Student Life
DEPT: Office of the Sexual Misconduct Response Coordinator (OSMRC)
LEAD: Alyssa Pompino, compliance coordinator
COLLABORATING UNITS: Monsoon Asians and Pacific Islanders in Solidarity, ISSS

Provide 30 minute in-person workshop on why it's important to students and scholars to respond to unhealthy and abusive behavior, how to recognize unhealthy and abusive behavior, and know where to get help.

Success-Orientation: Orientation Program: "A New Family Tradition: How to Support Your First-Generation College Student"

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Cody Pritchard, project director, TRIO Student Support Services
COLLABORATING UNITS: Orientation Services

The program is an optional orientation program on day two of the first-year orientation programs. The session is presented by a TRIO SSS staff member along with one to three first-generation students to discuss success strategies and recommendations on how to support attendees first-generation students.

Success-Safety and Well-being: Being Not-Rich @ Iowa Guide

ORG: UI Student Government

LEAD: Carolina Herrera, student, UISG Senator

UISG is creating a collaborative Google Drive document in conjunction with the UISG communications team that is disseminated on campus to collect tips on attending UI with limited economic resources. A final edition will be published at the end of the 2018-19 academic year.

Success-Safety and Well-being: [Certified Peer Prevention Education Trainer](#)

ORG: Division of Student Life

DEPT: Women's Resource and Action Center (WRAC)

LEAD: Martha Pierce, violence prevention specialist

The Certified Peer Prevention Education Trainer program is designed to promote social change through education on sexual assault and relationship violence, active bystander intervention, healthy relationships, and affirmative consent. This is done through facilitating various in-person violence prevention workshops for UI students and empowering peers to become allies in shifting unhealthy social norms and eliminating violence in our community. Peer Prevention Education Trainers are eligible to receive a \$1000 stipend per academic year.

Success-Safety and Well-being: [Emergency Fund](#)

ORG: Division of Student Life

DEPT: Office of the Dean of Students

LEAD: Nikki Hodous, assistant director, Student Care and Outreach

COLLABORATING UNITS: UISG; GPSG;

This fund was created to assist and support UI students who encounter an unforeseen financial emergency or catastrophic event that would otherwise prevent them from continuing their education at the UI.

Success-Safety and Well-being: Financial Well-Being of UI students

ORG: Enrollment Management

DEPT: Admissions and Financial Aid

LEAD: Kathy Bialk, assistant provost, director of student financial aid

COLLABORATING UNITS: Enrollment Management, CDE

Student Financial Aid works to assist students with financial challenges in a variety of ways:

- Provide financial literacy education and programming.
- Provide private loan counseling, including a Net Price Calculator tool for incoming students
- TRIO first years: Financial Aid and FAFSA, and Money Habits
- TRIO second years: Credit Cards, Credit Reports and Banking, and Smart Spending
- TRIO third years: Managing Debt
- TRIO fourth years: Benefits, Retirement and Investing, and Post Grad Budgeting
- TRIO/CDE FAFSA workshops: FAFSA Filing Workshop during National First Gen Week
- Filing the FAFSA workshop for the West Liberty Scholars group

Success-Safety and Well-being: [Flip the Script Course](#)

ORG: Division of Student Life

DEPT: Office of the Sexual Misconduct Response Coordinator (OSMRC)

LEAD: Sara Feldmann, assistant director of OSMRC and deputy Title IX coordinator

Flip the Script is a sexual assault resistance course for women, regardless of sexual orientation and inclusive of trans women, focused on violence committed by men. The course is predicated on the understanding that it is never a victim's fault if they are sexually assaulted and reminds participants that there is no risk for sexual violence without the presence of a perpetrator. DSL is exploring modification of the Flip the Script curriculum to create a high-impact class for queer and gender non-binary students.

Success-Safety and Well-being: [International Resource Guide](#)

ORG: Division of Student Life

DEPT: Office of the Sexual Misconduct Response Coordinator (OSMRC)

LEAD: Monique DiCarlo, Title IX and sexual misconduct response coordinator

COLLABORATING UNITS: ISSS, community providers

OSMRC worked with local victim service providers and International Students and Scholars Services (ISSS) to create the International Resource Guide, which aims to increase help-seeking behavior in the international student community.

Success-Safety and Well-being: Pumpkins and Protection Expo

ORG: Division of Student Life

DEPT: Student Wellness

LEAD: Briana Versteeg, behavioral health coordinator

COLLABORATING UNITS: WRAC, RVAP, Planned Parenthood, Student Health and Wellness, BEIDA

The expo involves campus partners to educate students about inclusive safer sex practices, healthy relationships, and sexual health services/resources.

Success-Safety and Well-being: Stress Management Discussion

ORG: Division of Student Life

DEPT: Student Wellness

LEAD: Steph Beecher, senior behavioral health consultant

COLLABORATING UNITS: UI Students for Disability Advocacy and Awareness

Stress management discussion/outreach program for students in the UI Students for Disability Advocacy and Awareness organization.

Success-Safety and Well-being: Supporting Students who Face Challenges

ORG: Division of Student Life

DEPT: Office of the Dean of Students

LEAD: Angie Reams, interim assistant vice president and dean of students

COLLABORATING UNITS: Student Legal Services; Office of Student Accountability; Student Care and Assistance; Academic Support and Retention; International Students and Scholar Services; Center for Diversity and Enrichment; TRIO

Student Legal Services, Office of Student Accountability, and Student Care and Assistance are regularly asked to provide trainings related to supporting students who may face challenges. Trainings include topics related to diversity, immigration, and students with disabilities.

Advancement/Financial: [Alliant Energy Scholarship](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity Resources Office

LEAD: Bria Marcelo, director of diversity resources

COLLABORATING UNITS: Iowa State University and University of Northern Iowa

This award was created by Alliant Energy to honor Erroll B. Davis, Jr. and his nearly 30 years of service to the utility industry and to honor and recognize the importance of scholarship and leadership by underrepresented minority students in the state of Iowa. The Alliant Energy/Erroll B. Davis, Jr. Achievement Award recognizes academic achievement from rising seniors in business or engineering, leadership in campus and community organizations, and potential for future career success. Students selected may receive a scholarship of up to \$5,000. Amounts may vary from year to year based on the performance of the endowment fund. Scholarships will be granted to the recipients in accordance with the standard requirements set forth by the Office of Student Financial Aid at their applicable Regent Institution. Students receiving financial aid may see adjustments to their final scholarship amount.

Advancement/Leadership: [Society for Hispanic Professional Engineers \(SHPE\)](#)

ORG: College of Engineering

DEPT: Outreach

LEAD: Tracy Peterson, director, Diversity and Outreach Programs

SHPE changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development.

Advancement/Leadership: [Bijou Film Board](#)

ORG: Division of Student Life

DEPT: Center for Student Involvement and Leadership

LEAD: Kelly Soukup, coordinator for arts and entertainment

COLLABORATING UNITS: FilmScene, diversity, equity, and inclusion-related campus departments and organizations

The Bijou Film Board is a non-profit, student-run organization dedicated to the exhibition of American independent, foreign and classic cinema. Established in 1972, the Bijou has built a reputation as one of the preeminent student-run cinema organizations in the nation and, for the past five years, has partnered with FilmScene to assist with the programming and operation of the downtown cinema.

Advancement/Leadership: [Black Student Leader Retreat: Passing the Torch](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Jamal Nelson, coordinator for multicultural programs

COLLABORATING UNITS: BSU, ASA, Hubbard Scholars, and Sista Speak, UISG, UI Archives and Student Organization Coordinator (CSIL)

This event is geared toward UI's Black student organizations with goal helping them learn to work together, gain some early institutional knowledge, and share questions with each other about the progression of Black student leadership on campus.

Advancement/Leadership: [Bridging Domestic and Global Diversity](#)

ORG: International Programs

DEPT: International Student and Scholar Services

LEAD: Brandon Paulson, senior advisor; Lee Seedorff, senior associate director

COLLABORATING UNITS: Various depending on subject matter

Bridging Domestic and Global Diversity is a student leadership training program offered by International Student and Scholar Services designed to increase intercultural awareness and skills, while enhancing understanding and connection through diversity.

Advancement/Leadership: [Community Service Events](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Jennifer Lynch, project director, TRIO Upward Bound

COLLABORATING UNITS: Local Community Organizations (Assisted Living Communities, Homeless Shelters, etc.)

Activities, often planned by the students with guidance from staff, teach students about citizenship, the needs of their communities and how they may be instrumental in helping others.

Advancement/Leadership: [Culturally Intelligent Leadership](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity Resources Office

LEAD: Bria Marcelo, director of diversity resources

COLLABORATING UNITS: Pomerantz Career Center

DDEI and the Pomerantz Career Center partner to offer an enrichment opportunity for students and local business leaders. "Culturally Intelligent Leadership" is a four-part series that provides knowledge and skills for leadership in an increasingly diverse and global workplace.

Advancement/Leadership: [Engagement with Constituent Groups - International Student and Scholar Services](#)

ORG: International Programs

DEPT: International Student and Scholar Services

LEAD: Shuhui Lin, Lee Seedorff

International Student and Scholar Services engages with constituent groups, i.e. those including or supporting international students, in various ways. Splitting the duties of a previously full-time staff member to 50 percent ISSS and 50 percent MISSE/CSIL has helped create and maintain better relationships with student organizations/governments and cultural centers, with the intention to expand those contacts to groups not specifically dedicated to international students to encourage them to become more open to and inclusive of international students.

Advancement/Leadership: [Hawkeye Service Teams](#)

ORG: Division of Student Life

DEPT: Center for Student Involvement and Leadership

LEAD: Charlotte Brown, coordinator for leadership programs

COLLABORATORS: Being Black at Iowa, Center for Diversity and Enrichment, Food Pantry at Iowa, Fundraising and Philanthropy Communication Certificate, Dance Marathon, Fraternity and Sorority Life, Residence Education, School of Urban and Regional Planning, Tippie College of Business, and UI Center for Advancement.

The UI's Hawkeye Service Teams exist to promote service learning, social justice, and community building to UI students through [Alternative Spring Break](#). Topics for 2019 include: Food Justice in Atlanta, Georgia and Indianapolis, Indiana; Disability Rights in Biloxi, Mississippi; Gentrification in Birmingham, Alabama; Racial Justice in Memphis, Tennessee; Economic Equity in Detroit, Michigan.

Advancement/Leadership: [Homecoming Executive Council](#)

ORG: Division of Student Life

DEPT: Center for Student Involvement and Leadership

LEAD: Amy White, assistant director, Student Activities and Programming

COLLABORATING UNITS: UICA, Athletics, City of Iowa City, City of Coralville, Iowa Hawk Shop, VPSL, DOS, Iowa City Downtown District, UISG and GPSG

As part of the 25 person council, Homecoming added two positions to serve as director of diversity and inclusion, as well as a multicultural initiatives director. These positions are intended to increase inclusion of all students, alumni, faculty and staff, and community members within the week of Homecoming programming.

Advancement/Leadership: [Iowa N.E.W. Leadership](#)

ORG: Division of Student Life

DEPT: Women's Resource and Action Center (WRAC)

LEAD: Jessica Padilla, coordinator, Iowa NEW Leadership Program, WRAC

Iowa N.E.W. Leadership is an intensive five-day residential institute designed to empower women across the political spectrum and increase the participation of underrepresented groups in all sectors of public leadership. The Institute experience is built around a challenging curriculum that develops knowledge and skill in key areas, including: strategic communication, policy analysis, philanthropy, negotiation, community development, professional sustainability, relationship-building, productive engagement with difference, conflict and collaboration. Iowa N.E.W. works to ensure a diversified class each year.

Advancement/Leadership: [LeaderShape](#)

ORG: Division of Student Life

DEPT: Center for Student Involvement and Leadership

LEAD: Erika Christiansen, assistant director, Leadership and Service Program

COLLABORATING UNITS: UISG/GPSG

The goal of the program is to transform the world by increasing the number of people who lead with integrity™ and a healthy disregard for the impossible.

Advancement/Leadership: [Multicultural Greek Council \(MGC\)](#)

ORG: Division of Student Life

DEPT: Center for Student Involvement and Leadership

LEAD: Erin McHale, assistant director, Fraternity and Sorority Life Programs

The Multicultural Greek Council governs multicultural fraternities and sororities that represent Latinx, Asian, and LGBTQ+ communities, yet are inclusive of people of all cultural identities. There are currently 10 chapters in MGC.

Advancement/Leadership: [Multicultural Showcase](#)

ORG: International Programs

DEPT: Campus Activities Board and UI Organization for the Active Support of International Students (OASIS)

LEAD: Nicole Hobson, student, CAB cultural director

This Multicultural Showcase is hosted by CAB and OASIS to promote the collaboration of different organizations and encourage students on campus to know more about different cultures.

Advancement/Leadership: Multicultural Student Organizations

ORG: Division of Student Life

DEPT: Center for Student Involvement and Leadership

LEAD: Andy Kutcher, program coordinator, Leadership and Service Programs

More than 100 multicultural student organizations at UI provide programming, service, educational programs, and cultural experiences to the campus community.

Advancement/Leadership: [National Society of Black Engineers \(NSBE\)](#)

ORG: College of Engineering
DEPT: Diversity and Outreach
LEAD: Tracy Peterson, director, Diversity and Outreach Programs

NSBE's mission is to increase the number of culturally responsible Black engineers and scientists who excel academically, succeed professionally and positively impact the community.

Advancement/Leadership: Navigating the Study Abroad Fair

ORG: International Programs
DEPT: Study Abroad
LEAD: Kristine Djerf, senior study abroad advisor and program coordinator
COLLABORATING UNITS: CDE

UI Study Abroad in conjunction with the Center for Diversity and Enrichment hosted an event for students to learn about the Study Abroad Fair. This event covered how to navigate the fair, questions to ask oneself, and tips for getting the most out of the fair. Furthermore, diverse students who had studied abroad were present to answer questions.

Advancement/Leadership: [Out in Science, Technology, Engineering and Math \(oSTEM\)](#)

ORG: College of Engineering
DEPT: Diversity and Outreach
LEAD: Tracy Peterson, director, Diversity and Outreach Programs

oSTEM exists to provide LGBT+ individuals in STEM (Science, Technology, Engineering, and Mathematics) majors and their allies the resources they need for community, self-exploration, and professional development that is not offered in other spheres of campus life. Membership is open to all UI students. The group welcomes all people of all academic interests and hope to spread acceptance of LGBT+ people and our affinity of the sciences.

Advancement/Leadership: Sigma Lambda Gamma Retreat

ORG: Latinx Council

Retreat to provide professional and personal development for SLG Alpha Chapter

Advancement/Leadership: [Student Leader Training Incentive Program](#)

ORG: UI Student Government
LEAD: Anthony Haughton, student, UISG director of student services

Student leaders contribute to the culture of student life at the UI. They make decisions that define student priorities, help determine institutional values, and serve as role models for thousands of their peers. If well-trained, student leaders can be a resource for improving campus culture and climate. The goal of the Student Leader Training Incentive Program is to increase the number of student leaders who are trained in skills that promote the well-being of the student body. Diversity and inclusion, sexual assault prevention and education, and mental health and wellness have been identified as priority issues to address through this program.

Advancement/Leadership: [Student Organization Development](#)

ORG: Division of Student Life
DEPT: Center for Student Involvement and Leadership
LEAD: Andy Kutcher, program coordinator, Leadership and Service Programs

CSIL has selected 10 competencies that staff focus on developing across the board for every student organization that advised by CSIL. One of the 10 competencies is Diversity (Definition: Leadership is inherently an interpersonal process, and in many situations, leaders will find themselves in the position of working with individuals who have different backgrounds, beliefs, and/or experiences than they do. The variety of diverse perspectives of those in the group can enhance a group's effectiveness).

Advancement/Leadership: Study Abroad at the Iowa Edge Resource Tour

ORG: International Programs
DEPT: Study Abroad

LEAD: Kristine Djerf, senior study abroad advisor and program coordinator

The Study Abroad resource room has been included in the Iowa Edge Resource Tour for approximately four years. Seven groups of students are seen for 20 minutes. In this time, the basics of Study Abroad and how to get started researching international opportunities are discussed.

Advancement/Leadership: Study Abroad Outreach

ORG: International Programs

DEPT: Study Abroad

LEAD: Kristine Djerf, senior study abroad advisor and program coordinator

COLLABORATING UNITS: CDE

Study Abroad participates in various events around campus that are focused on diversity, equity and inclusion. Examples include: Queernival, First-Gen Latinx Social Evening, UI Trans Alliance Community Dinner, UI First Generation Summit, and Community of Color event, and TRIO classes. Outreach efforts also include presenting to multi-cultural student organizations about the opportunities students have to study internationally, including ALMA, WISE, UI Trans Alliance, Sigma Lambda Gamma, African student Association, Alpha Kappa Delta Phi, Sigma Lambda Beta, Pi Alpha Phi, and the Arab Student Association. These events cover what study abroad is and how all students can be involved and benefit from studying abroad.

Advancement/Leadership: [Volunteers in Programming \(VIP\) Program](#)

ORG: Division of Student Life

LEAD: Laurie Haag, program developer

VIP events are unlimited and based on the intersection of the interests and skills of the VIPs and the interests of the community in general. Some examples of one-time events might include a film screening, a discussion, or a workshop; recurring events could include crafting groups, letter-writing parties, study groups, or coffeehouses with music and readings. Volunteers are expected to attend scheduled meetings, help plan and implement at least one event each semester, and support other VIPs in their events.

Advancement/Leadership: [Women in Business](#)

ORG: Tippie College of Business

DEPT: Undergraduate Program Office

LEAD: Katy Misel, president

Women in Business encourages women of all majors and years to join in support of the success of women at the UI. The group inspires young women to reach their fullest potential by cultivating relationships and offering unlimited leadership opportunities. Above all, the group values its four pillars: professional development, leadership, community service, and networking.

Financial/Advancement: [Adversity Scholarship for CIMBA Study Abroad](#)

ORG: Tippie College of Business

DEPT: CIMBA Program

LEAD: Stephanie Schnicker, director of the CIMBA Italy and Hong Kong MBA programs

This scholarship for study abroad with the CIMBA program provides undergraduates from historically underrepresented populations an opportunity to study abroad.

Financial/Advancement: CDE Events Sponsorship

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Nadine Petty, executive director of the center for diversity and enrichment

The Center for Diversity and Enrichment provides financial sponsorship for programs that promote diversity, equity, and inclusion throughout campus and advance marginalized students.

Financial/Advancement: [Diversity Ambassador Scholarship for Study Abroad](#)

ORG: International Programs

DEPT: Study Abroad

LEAD: Kristine Djerf, senior study abroad advisor and program coordinator

This scholarship is intended to support the diversification of students who study abroad. UI undergraduates who are participating in a Study Abroad program from groups traditionally under-represented in study

abroad are encouraged to apply. Submitted applications are reviewed by a committee of UI staff/faculty for selection of scholarship recipients. Upon completion of the study abroad program and return to UI, scholarship recipients are asked to submit a photo and an open letter to prospective students for use on our diversity webpages, or suggest alternate means of sharing with prospective students. In addition, all diversity ambassadors are invited to share their experiences abroad with prospective students from under-represented groups on campus through outreach events.

Financial/Advancement: Study Abroad Scholarship for URM Students

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Nadine Petty, executive director of the center for diversity and enrichment; Kailee Karr, academic coach

COLLABORATING UNITS: Study Abroad, International Programs, and Motier Haskins, instructional track lecturer

Award scholarships to eligible students interested in studying abroad. The focus is to facilitate study abroad opportunities for students with marginalized racial and ethnic identities.

Graduate

Recruitment-Financial: [ACT Scholars Program Fellowships](#)

ORG: Graduate College

LEAD: Diana Sproles, diversity and inclusion coordinator and director, Summer Research Opportunities Program

In collaboration with ACT, the UI Graduate College is pleased to promote multiculturalism and inclusion through the ACT Scholars Program. Through the support of the ACT Foundation, ACT offers a stipend covering the academic year only (\$20,000 plus full resident-rate tuition to qualified students pursuing graduate degrees full time at the UI in programs of study generally pertinent to ACT's business model. Summer support is not provided. ACT Scholars Program details include required academic-year programming for students as well as a summer internship at ACT. Priority will be given to applicants who are U. S. citizens or permanent residents and will increase diversity and multicultural perspectives in areas relevant to ACT's interest and strategic goals. In that respect, priority is given to students from historically underrepresented populations, including African-Americans, Latinos, and Native American applicants.

Recruitment-Financial: [Biostatistics Scholarships for Underrepresented Students](#)

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Joe Cavanaugh, head of department of biostatistics

The UI/Sloan University Center of Exemplary Mentoring provides scholarships to students entering doctoral programs in one of the Sloan departments. These highly-competitive scholarships supplement the full support (RA, TA, etc.) provided to these students during their doctoral studies. They may be used for activities in furtherance of these studies. The Kathryn Chaloner Memorial Scholarship has been established through a UI Center for Advancement fund, and has been supported through the donations of many friends, colleagues, and current and former students who have been positively influenced by Kathryn. As a reflection of Kathryn's commitment to diversity, this scholarship is designed to recognize an outstanding student whose academic accomplishments and departmental contributions exemplify Kathryn's commitment to diversity and inclusion.

Recruitment-Financial: [Dean's Graduate Research Fellowships](#)

ORG: College, Graduate

LEAD: Shelly Campo, associate dean for administrative affairs

The Dean's Graduate Research Fellowship (DGRF) program promotes recruitment of outstanding students who are underrepresented nationally in their graduate discipline areas. All nominees must be U.S. citizens or permanent residents of the U.S. The DGRF provides an outstanding recruiting package that includes stipend, tuition, and a generous health insurance allowance. Students may be pursuing doctoral or master's degrees. While there are still fellows in this program, this fellowship has been replaced by the LuLu Merie Johnson fellowships.

Recruitment-Financial: Diversity, Equity, and Inclusion Scholarships

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Paul Gilbert, assistant professor, Community and Behavioral Health

Each year the College Of Public Health supports several students with scholarships or Graduate Research Assistantships through the Diversity, Equity, and Inclusion Committee. These students are nominated by faculty members or program coordinators within the College of Public Health and applications/nomination letters are approved by faculty and staff on the Diversity, Equity, and Inclusion Committee. Students may be awarded a one time scholarship up to \$5000 or a two-year GRA position.

Recruitment-Financial: [Graduate College Iowa Recruitment Fellowship Program](#)

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

The Graduate College Iowa Recruitment Fellowship Program enhances departmental recruitment packages by offering the most accomplished new Ph.D. students a stipend supplement (\$2,000 per year) for up to five years and fellowship support for up to four summer terms (\$4,500 per summer). Programs have a limited number of nominations but are incentivized for nominees to include [underrepresented students](#).

Recruitment-Financial: Graduate Diversity Fellowships

ORG: College of Liberal Arts and Sciences

DEPT: Dean's Office

LEAD: Christine Getz, associate dean

COLLABORATING UNITS: UI Center for Advancement

CLAS intends to improve the recruitment of exceptionally talented and creative URM graduate students by providing them with CLAS Graduate Diversity Fellowships to support their graduate education. Dean Joe Kearney and Associate Dean for Graduate Education Christine Getz are working with the UI Center for Advancement to raise money for this initiative.

Recruitment-Financial: [Graduate Diversity Scholarships and Fellowships](#)

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

The Graduate Diversity Scholarships (initiated 2010) and Fellowships (initiated 2018) are presented to graduate students from disadvantaged and/or underrepresented groups. Students must have completed at least one full semester of graduate study at the UI to be eligible. This initiative continues to aid in building and sustaining an inclusive graduate community at the UI and is essential to enhancing the quality of the intellectual environment for all of our students and faculty. Graduate Diversity Scholarships are intended for students who need tuition assistance only. These scholarships are best suited for students with employment she/he wishes to maintain, either inside or outside the university, which does not provide tuition support or scholarships. The fellowships are for students who need a semester to focus full-time on their research or other scholarly endeavor. This option provides both tuition support and a stipend. For summer, the fellowship will provide up to four credits of tuition support and a \$4,500 stipend. For an academic semester, the fellowship will provide up to six credits of tuition support for required coursework and a \$9,500 stipend.

Recruitment-Financial: [Iowa Arts Fellowships](#)

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

The Iowa Arts Fellowship (IAF) is designed to help recruit the most talented artists to MFA programs at the UI. Since 2015, we have incentivized programs to bring a more diverse pool of students by providing one extra fellowship per year if there is diversity in their nomination. The Iowa Arts Fellowship provides MFA students with a first year fellowship. During this protected time, students will focus on completing their scholarly activities and creative works. This is a one-year award that includes an \$18,500 academic year fellowship stipend plus full tuition and 50 percent of the mandatory fees. The Graduate College incentivizes programs to bring a more diverse pool of students by providing one extra fellowship per year if their nominees are more diverse.

Recruitment-Financial: [Iowa Performance Fellowships](#)

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

The Iowa Performance Fellowship are designed to recruit outstanding music students to the DMA program. Since 2018, the Graduate College incentivizes programs to bring a more diverse pool of students by providing one extra fellowship per year if their nominees are more diverse.

Recruitment-Financial: [LuLu Merle Johnson Graduate Fellowships](#)

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

The Graduate College's Lulu Merle Johnson Fellowship, started in 2018, enhances departmental recruitment packages by offering the most accomplished new underrepresented minority doctoral students: 1). a first-year academic non-service fellowship, 2). fellowship support for up to four summer terms, and 3). eligibility to be nominated for post-comprehensive fellowships offered by the Graduate College (including the post-comprehensive exam fellowship and the Ballard and Seashore dissertation fellowship). The fellowship is open to US citizens or permanent residents who are Black or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians or other Pacific Islanders. To be eligible to nominate students, the department must submit letters of support from at least two faculty members (at least one from within the program and at least one who is at the associate professor level or higher) agreeing to serve as mentors for the student. Faculty members must have at least one of the following credentials: 1). a record of successfully mentoring minority doctoral students to completion, 2). National Research Mentoring Network training offered at the UI and elsewhere, 3). successfully completing or committing to completing a UI BUILD Certificate, and/or 4). the completion of another rigorous formal program in diversity/mentoring.

Recruitment-Financial: [Supplemental Funding for First-year URM Teaching Assistants](#)

ORG: College of Liberal Arts and Sciences

DEPT: Dean's Office

LEAD: Christine Getz, associate dean

The college gives departments \$2500 for the first new HTE graduate TA or RA from an underrepresented minority group, and \$1000 for each subsequent new HTE minority TA in the same year.

Recruitment/ Success: Underrepresented Graduate Student Recruitment and Retention

ORG: Graduate College

LEAD: Joe Henry, outreach and recruitment

The Graduate College devotes efforts to the recruitment and retention of underrepresented graduate students in tandem with graduate programs across campus. These efforts include visiting Midwest colleges, recruitment events at the university, and outreach at national conferences designed for underrepresented minority students including the Annual Biomedical Research Conference for Minority Students/ABRCMS, the Society for Advancement of Chicanos and Native Americans in Science (SACNAS), and the National Conference on Undergraduate Education. Walk-ins and planned visits from groups (McNair scholars and mentoring programs) are provided staff time to answer questions. We also provide outreach to individuals suggested by colleagues and faculty. Staff also devote time to retention of current students. Prospective students who provide contact information are added to the batch messaging system to receive information about applying to the university. They also receive personalized follow-up from staff.

Recruitment: Student Recruitment (PharmD, PhD, undergraduate)

ORG: College of Pharmacy

LEAD: Michael Kelly, associate dean for professional education

A strategic initiative of the College of Pharmacy is Student Success and this starts by recruiting the best possible students. Professional and graduate programs both have plans in place to identify, recruit, and assist students as they move toward their goal of an advanced education. Approaches have included but are not limited to high school outreach, recruiting at events that attract diverse students, summer enrichment programs, identified scholarship opportunities for these students, and support for travel. Admissions staff approach each year with the goal of creating a student population that reflects the diversity of those they will be serving and working with. Significant individual effort and resources are directed to promote enrollment of diverse candidates.

Advancement/Leadership: Association of Multicultural Scientists (AMS)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives (OCADI)

LEAD: Janet Niebuhr, program and operations coordinator

The Association of Multicultural Scientists (AMS) is a graduate student-run organization that promotes recruitment and retention of students who have been historically underrepresented in the sciences at predominantly White institutions (PWIs). OCADI supports with funding for programming and Sherree Wilson and Ernie Fuentes served as advisers.

Advancement/Leadership: [Engaging Across Cultures Professional Development Certificate](#)

ORG: International Programs

DEPT: International Student and Scholar Services

This program offered by International Student and Scholar Services extends the success of the [Building Our Global Community](#) series for staff and faculty by creating a special series tailored to graduate and professional students at the UI. Engaging Across Cultures is a non-academic, professional development certificate program that creates an opportunity for UI graduate and professional students to learn more about fostering an intercultural campus while honing skills that will carry into the future workplace. Content includes subject matter of interest for both domestic and international students. Participants will earn a certificate by completing a series of sessions (a required introductory session plus two electives), which may also be included in a professional development section on a résumé or CV.

Advancement/Leadership: [GPSG Diversity, Equity and Inclusion Initiatives](#)

ORG: Graduate and Professional Student Government

LEAD: Danielle Thomas, graduate research assistant

GPSG is committed to promoting and supporting diversity, equity, and inclusion on the UI campus. The organization's goals for this academic year include the following:

- Campus Climate: Utilize results from the Campus Climate Survey to inform GPSG actions.
- Advocate for implicit bias training and cultural competency workshops for all Hawkeyes.
- Community: Increase community-building by installing a go-to source for all events related to diversity, equity, and inclusion on and off campus.
- Increase intersectionality between international and domestic graduate and professional students.
- Visibility: Place diversity, equity, and inclusion support at the forefront of university discussion.
- Increase awareness of the importance of diversity, equity, and inclusion within the community.
- Collaboration: Work with shared governance and campus stakeholders to build upon existing initiatives, such as a west side university food pantry.
- Represent graduate and professional students within administrative committees to ensure GPSG's best interests are incorporated into decision-making, exemplified in GPSG's role on the search committee for division of diversity, equity, and inclusion.

Advancement/Leadership: National Coalition Building Institute (NCBI) Training for All Incoming MSW Students

ORG: College of Liberal Arts and Sciences

DEPT: School of Social Work

LEAD: Kate Kemp, program and admissions administrator

COLLABORATING UNITS: Division of Diversity, Equity and Inclusion

National Coalition Building Institute (NCBI) training has been working to eliminate prejudice and intergroup conflict in communities around the world. In 2015, faculty voted to require the training for all incoming BA and MSW students. The training provides a common understanding of foundation material, language and skills to end oppression in all forms. The School of Social Work has a team of seven faculty and staff, and one PhD student trained to lead this prejudice reduction workshop.

Advancement/Leadership: Teaching in a Not So Diverse Classroom

ORG: Graduate College

DEPT: Office of Graduate Inclusion

LEAD: Diana Sproles, diversity and inclusion coordinator and director, Summer Research Opportunities Program

Panels of current graduate students who have had teaching experience will answer questions and lead discussions on teaching in classrooms that have predominantly non-Hispanic white students. Underrepresented minority graduate students often face questions around their legitimacy, micro aggressions, questioning around grading and issues that come with being close in age to their students. Suggestions and social support for dealing with these challenging situations are provided.

Success: [Center for the Integration of Research, Teaching and Learning \(CIRTL\)](#)

ORG: Graduate College

LEAD: Lisa Kelly, program coordinator

Established in 2003 with support from the National Science Foundation - to improve teaching skills and increase the diversity of future university faculty in science, technology, engineering, and mathematics (STEM) fields. The UI is among 43 members. All of CIRTL's members commit to developing local learning communities that promote proven teaching and mentoring techniques for STEM graduate students. As a new CIRTL member, the UI has developed its own programs built on the CIRTL core ideas: Teaching-as-research, learning communities, and learning-through-diversity. CIRTL stresses the use of successful, evidence-based strategies proven to promote active learning and to help STEM students from all backgrounds succeed and complete their degrees. Teaching strategies include: connecting classroom topics to real-world situations, promoting inclusive learning, encouraging teamwork through shared projects and study groups, continually assessing student progress, and using research skills to advance effective teaching practices.

Success: [Connecting Communities: Resources for Graduate Students of Color](#)

ORG: Graduate College

LEAD: Anne Sparks, academic affairs coordinator

COLLABORATING UNITS: Division of Diversity, Equity, and Inclusion

The UI Graduate College invites new students of color to a pre-conference program, celebrating fellowship, and building relations. The college carves out time and space for participants to connect with peers and mentors, learn about navigating academe, and prepare for graduate life at Iowa. The program includes a keynote address from the associate vice president for diversity, equity, and inclusion, panel of current students, overview the Office of Graduate Inclusion, and a speed-networking session to meet new friends.

Success: [First Generation Week Graduate Student Opportunities](#)

ORG: College, Graduate

LEAD: Lisa Kelly, CIRTL program coordinator

COLLABORATING UNITS: Academic Support and Retention (University College), and the College of Medicine

The Graduate College provided opportunities to connect via two different meal options during First Generation Week. One lunch and one dinner on each side of campus were held with first generation students. The college advertised through appropriate Graduate College listservs as well as the university-wide first-generation events advertising.

Success: [Intercultural Social Hour](#)

ORG: College of Pharmacy

LEAD: Vern Kent Duba, clinical assist professor and Benjamin Hassman, Rhetoric Conversation Center director

The Intercultural Social Hours invite confident English speakers and English language learners alike to meet regularly for an hour to discuss cultural topics in a fun, small-group setting. The regular social hour allows English language learners to practice the language consistently and gain confidence with it that they carry back into their classrooms and the community. Native and near-native English speakers, meanwhile, have the chance to become more culturally aware, which can translate into better interactions with patients from different societal backgrounds.

Success: [Office of Graduate Inclusion \(OGI\) Retention Programming](#)

ORG: Graduate College

DEPT: Office of Graduate Inclusion

LEAD: Diana Sproles, diversity and inclusion coordinator and director, Summer Research Opportunities Program

COLLABORATING UNITS: Graduate College

The Graduate College's Office of Graduate Inclusion's mission is to recruit, enroll, and retain outstanding URM students. OGI is focused on helping graduate students from underrepresented populations excel at Iowa. As a designated safe space for conversations and concerns, OGI provides mentoring, counseling and emotional support for students throughout their degree programs. This is accomplished by building and encouraging community connections across campus between graduate students, faculty, and staff. OGI recognizes the significance of student contact and mentoring on multiple levels with those who have like experiences and can offer best practices and resources to enhance retention and OGI Scholars experience on our campus. OGI develops programming and events that assist students in finding community support, resources, and guidance before, during, and after graduate school. The office provides programming that supports

professional/career development and networking opportunities. OGI is a presence on campus with a clear message of diversity, equity, and inclusion. OGI also offers support to departments and programs at the UI that are interested in building, extending, or sustaining their practices of inclusion in our efforts to create an inclusive and equitable campus environment.

Success: [Sloan Center of Exemplary Mentoring](#)

ORG: College of Liberal Arts and Sciences

DEPT: Sloan Center for Exemplary Mentoring

LEAD: Colleen Mitchell, Sloan Program director

COLLABORATING UNITS: Graduate College, Carver College of Medicine, College of Engineering, College of Pharmacy,

The UI is dedicated to building a university-wide network of faculty committed to minority outreach and education, composed of 174 senior researchers across 25 STEM departments and programs, with 45 percent from the CCOM. With the goal of making minority scholars 10 percent of all STEM Ph.D. recipients by 2022, the faculty network will focus on preparing minority students for success in graduate programs via an engaged mentoring team to aid and counsel each student, a national initiative to create a feeder program by networking with similarly committed faculty at other schools, and a speaker series.

Success: Speed Friending for Graduate Students

ORG: Graduate College

DEPT: Office of Graduate Inclusion

LEAD: Diana Sproles, diversity and inclusion coordinator and director, Summer Research Opportunities Program

This event is an opportunity for graduate students to attend and meet colleagues outside of their program. The desired outcome is that they will make significant connections that will enhance their experience at UI as well as provide and receive resources and information sources via other graduate students around specific topics related to navigating the graduate school process. Sharing experiences is very important among URM students and can result in obtaining information that often is not readily available or easily obtained. Similar networking opportunities like this result in sharing of best practices from more seasoned graduate students. Friendships that result also help to create a community of support.

Success: Spring Dinner of the Word

ORG: Graduate and Professional Student Government

DEPT: GPSG Executive Board

LEAD: Danielle Thomas, graduate research assistant

COLLABORATING UNITS: ISSS

The dinner is a spring check-in to provide a social gathering for URM, vulnerable communities, and international graduate and professional students. Local restaurants from various cuisines of the world (Indian, Ethiopian, Greek, Chinese, etc) showcased and available to attendees. The event also included games and the opportunities for different groups to table for their organizations.

Success-Orientation: International Students Welcome

ORG: Graduate and Professional Student Government

DEPT: GPSG Executive Board

LEAD: Danielle Thomas, graduate research assistant

COLLABORATING UNITS: International Student and Scholar Services (ISSS)

The welcome event for domestic and international students, returning and incoming graduate and professional students is held at the beginning of the year to welcome new international graduate students to the university. Food and beverages are included and ice-breakers are prepared but not required (depending on the group's ability to mix naturally). This is done in collaboration with the ISSS unit.

Advancement-Financial: [Kenneth T. Key Scholarship](#)

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

The Kenneth T. Key Fund is available to UI graduate students born in Taiwan. The fund can be used for two purposes: 1). up to \$1,000 in tuition scholarship per semester for students not on other fellowships or assistantships or whose tuition is fully paid by another source, and 2). Small awards for direct costs for allowable research expenses or conference/professional development travel (typically no more than \$1,000). Awards are competitive and based on a student's academic record.

Advancement-Financial: [Underrepresented U.S. Racial Minority \(URM\) Master's Thesis Fellowship](#)

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

This fellowship program provides an opportunity for minority master's students (US citizens or permanent residents who are Black or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians or other Pacific Islanders) to benefit from a final semester of protected and supported time to focus on completing their scholarly research activities and the writing of their master's thesis (MA or MS only). It is expected that students, their mentors, and director of Graduate Studies will have met and concluded that the students are close to finishing their thesis work. It is anticipated students are into the writing process and able to provide an abstract. The Graduate College provides a \$10,000 stipend for one academic semester. The fellowship includes a tuition scholarship for two credit hours, 50 percent of the mandatory fees, and a contribution towards their health and dental insurance.

Advancement-Financial: [Underrepresented U.S. Racial Minority \(URM\) Pre-comp Exam Fellowship](#)

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

This fellowship program provides an opportunity for minority Ph.D. students (US citizens or permanent residents who are Blacks or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians or other Pacific Islanders) who have not yet taken their comprehensive exam to benefit from a mentored research experience early in the doctoral program. Eligible students may nominate themselves for this award. Students must identify a faculty member in his or her department or a closely related field to provide a mentored research experience. The experience must include a component where the student takes the lead on some aspect of the research (not just an RA for the faculty member). In addition, the students awarded the fellowship are required to participate in professional development opportunities in the Graduate College. Awards will be based on consideration of the student's research plan of study for the award, academic record, letter from the proposed faculty mentor, and a second faculty recommendation letter (DGS, DEO, or advisor if not the person providing the mentored experience). Priority will be given to students who have not previously received this fellowship.

Professional

Recruitment: Partnerships with Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs) and other Minority-serving Institutions/Programs

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

The CCOM has established partnerships with several other universities in which the Office of Cultural Affairs and Diversity sponsors summer research opportunities for students from those institutions. Partners include Xavier University of Louisiana, Cal-State LA, and the Lincoln University of Pennsylvania. As a result of these partnerships, four students have matriculated to either medical school or graduate programs within the CCOM.

Recruitment: Recruitment at National Conferences

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Janet Niebuhr, program and operations coordinator

Representatives from the CCOM Office of Cultural Affairs and Diversity Initiatives as well as the Admissions Office regularly recruit at conferences that focus on URiM students including the UC Davis Pre-Medical Conference, AAMC-sponsored health careers fairs, the Student National Medical Association Regional/National Conferences, and Latino Medical Student Association (LMSA) Regional/National Conferences. At these conferences, CCOM representatives sit on panels, present lectures for the benefit of the attendees, and connect and follow up with students. The UI exhibits at the annual meetings of the Society for Chicano and Native Americans in Science (SACNAS) and the Annual Biomedical Research Conference for Minority Students (ABRCMS). Historically, the yield on these visits has been very small. Nonetheless, each year several trainees along with pre-doctoral students who are URiM attend both meetings. The UI sends a large contingent (as many as 10 faculty and students) to each meeting, in addition

to the administrative support staff. CCOM faculty serve as judges for the posters and slide talks; they are also available to talk with conference attendees who visit the booth.

Success: College of Dentistry Diversity Panel

ORG: College of Dentistry
DEPT: Administration
LEAD: Rachael Kowbel, director of admissions
COLLABORATING UNITS: Office of Student Affairs

Five faculty and students held a panel discussion about their experiences at the UI College of Dentistry. The audience submitted questions and a social gathering was held afterward.

Success: URM Resident Social

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Janet Niebuhr, program and operations coordinator
COLLABORATING UNITS: OCADI, GME, Dr. Carter (Ophthalmology)

OCADI sponsors an annual social hosted by Dr. Keith and Cheryl Carter at their home for URM residents to build community among residents.

Success-Orientation: Health Sciences Multicultural Welcome Lunch

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Janet Niebuhr, program and operations coordinator
COLLABORATING UNITS: Colleges of Medicine, Dentistry, Pharmacy, Public Health and Nursing

A lunch is hosted the first Friday of the fall semester to give students in the health sciences colleges an opportunity to meet others and begin to build community.

Success-Orientation: Introduction to Medical Education at Iowa (IMEI) Program

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Christopher Cooper, associate dean
COLLABORATING UNITS: OCADI, OSAC, Deans Office

Recognizing that a smooth transition to medical school enhances a student's educational experiences, the Carver College of Medicine offers Introduction to Medical Education at Iowa (IMEI) to admitted medical students. This program focuses on preparing students from non-traditional backgrounds or who have an MCAT score or a GPA below the mean of the previous year's entering class. Through a variety of educational formats, including large and small group sessions, anatomy labs, clinical observations, computer-based exams, and study groups, students can expect this experience to:

- Facilitate the transition into medical school life by providing introductory material in anatomy, genetics, metabolism, oxygenation, and clinical and professional skills.
- Provide an introduction to case-based learning and practice, using this approach to solve clinical problems in small groups with faculty facilitators.
- Provide instruction on medical school study skills, test-taking, time management, and adjusting to medical school.
- Offer early exposure to the medical school environment, providing an orientation to campus life and community resources.

Success-Orientation: Multicultural Welcome Reception

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Janet Niebuhr, program and operations coordinator

A reception hosted by Dean Jackson annually at the beginning of the fall semester welcomes MD, PA, PT, MD/PhD, PhD, undergrad, residents, and PREP students to campus.

Success-Orientation: New Resident Orientation

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

COLLABORATING UNITS: Graduate Medical Education

OCADI provides a 30-minute introduction and implicit bias training to all incoming residents.

Success-Orientation-UI Health Sciences LGBTQ and Minority Student Welcome

ORG: College of Nursing

DEPT: Diversity Office

LEAD: Health Sciences Diversity Members

COLLABORATING UNITS: All UI health sciences

Two separate events are held for health sciences students who identify as LGBTQ and who are underrepresented. All of the UI health sciences colleges contribute to both events.

Success-Orientation: Welcome Back Luncheon for Students of Color in the Health Sciences

ORG: Carver College of Medicine

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

COLLABORATING UNITS: College of Public Health

This event is a fall semester welcome back luncheon organized by the Carver College of Medicine. The College of Public Health co-sponsors this luncheon through promotion and sometimes through monetary means to offset the cost of food. This event is designed to bring students of color in health science fields together to kick off the academic year.

Advancement/Leadership: [Asian Pacific American Medical Student Association \(APAMSA\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Janet Niebuhr, program and operations coordinator and James Choi, faculty advisor

COLLABORATING UNITS: OSAC, OCADI

The Asian Pacific American Medical Students Association (APAMSA) is a national organization of medical and pre-medical students committed to addressing the unique health challenges of Asian and Pacific Islander American (APIA) communities. APAMSA serves as a forum for student leaders to engage these health issues and develop initiatives and projects addressing those needs. The local, regional, and national activities of APAMSA aim to promote the health of the APIA community and help healthcare workers understand how to care for APIA patients in a culturally sensitive manner. Finally, APAMSA provides an important venue for medical students to meet, exchange experiences, and develop personally and professionally through leadership and service.

Advancement/Leadership: [Distinguished Biomedical Scholars and Inclusive Excellence Speaker Series](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Sonya Housholder, administrative services coordinator

COLLABORATING UNITS: Basic Sciences Departments, OCADI, CCOM Research

The Distinguished Biomedical Scholars and Inclusive Excellence Scholars lecture series are intertwined. When a speaker identifies as URM, OCADI helps to co-sponsor the speaker with additional funds. In return the PREP scholars and Association of Multicultural Scientists get an opportunity to interact with the speaker in a small group setting.

Advancement/Leadership: [EQUAL Meds \(Iowa Queer and Allied Medical Students\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Katherine Imborek, director of offsite primary care

COLLABORATING UNITS: OCADI, OSAC

EQUAL Meds (formerly Med Iowa's Queer Students or MEDIQS) is an active student group with the mission of educating the CCOM community on health issues that pertain to lesbian, gay, bisexual, transgender, queer, and/or questioning (LGBTQ) patients and to provide a support network for LGBTQ health professional students.

Advancement/Leadership: [Latino Medical Student Association \(LMSA\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives
COLLABORATING UNITS: OSAC

OCADI is a student-run organization that sponsors and partners with five organizations that support and advocate for students from populations underrepresented in medicine and biomedical science. Dr. Denise Martinez serves as faculty adviser.

Advancement/Leadership: Poverty Simulation

ORG: College of Dentistry
DEPT: Administration
LEAD: Dr. Sherry R. Timmons, chief diversity officer
COLLABORATING UNITS: Office of Student Affairs

Third year dental students participate in a poverty simulation with community partners/volunteers.

Advancement/Leadership: STEM for Social Good Seminar

ORG: Graduate and Professional Student Government
DEPT: GPSG Executive Board
LEAD: Danielle Thomas, graduate research assistant
COLLABORATING UNITS: Multicultural Programs

A Lunch and Learn is held during Human Rights Week to showcase STEM professionals using their technical skills for social causes. Four speakers from three colleges present their work followed by a guided Q&A panel.

Advancement/Leadership: [Student National Medical Association \(SNMA\)](#)

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives
COLLABORATING UNITS: OSAC, OCADI

Student National Medical Association (SNMA) is the oldest and largest medical student organization dedicated to people of color and underserved communities. Denise Martinez serves as faculty adviser.

Advancement/Leadership: Unconscious Bias - Two Part Training

ORG: College of Public Health
DEPT: Dean's Office/Academic Affairs
LEAD: Cassie Harrington, assessment and evaluation program coordinator

Part 1 involves students taking implicit association tests through Project Implicit and reflecting independently on their results. Part 2 involves a presentation regarding how the brain processes implicit/unconscious bias, types of unconscious bias, and how to reduce biases in day-to-day actions. Students are asked to reflect on their biases through discussion of their implicit association tests and group case studies.

Curriculum, Pedagogy and Research/Scholarship

DESCRIPTION: Initiatives to advance diversity, equity, and inclusion in the university's academic mission, including curricula, pedagogy resources, and research/scholarship resources and areas of emphasis.

Curriculum

Curriculum: [Academic CERTIFICATE Programs Related to Diversity, Equity and Inclusion](#)

ORG: College of Liberal Arts and Sciences

DEPT: Dean's Office

LEAD: Helena Dettmer, associate dean for undergraduate programs and curriculum

The College of Liberal Arts and Sciences offers certificate programs in the following diversity, equity, and inclusion-related areas:

- Native American and Indigenous Studies,
- Critical Cultural Competence,
- Disability Studies,
- Latin American Studies, and
- Aging and Longevity Studies.

Curriculum: [Academic MAJORS that focus on Diversity, Equity and Inclusion](#)

ORG: College of Liberal Arts and Sciences

DEPT: Dean's Office

LEAD: Helena Dettmer, associate dean for undergraduate programs and curriculum

The College of Liberal Arts and Sciences offers majors in the following diversity, equity, and inclusion-related areas:

- African American Studies,
- Communication Sciences and Disorders,
- Gender, Women's and Sexuality Studies,
- Religious Studies, and
- Social Justice.

In addition, most majors include coursework addressing diversity, equity and inclusion, e.g. Politics of Race (POLI 1900) and Native North America: Precontact 1789 (HIST 3211).

Curriculum: [Academic MINORS Related to Diversity, Equity and Inclusion](#)

ORG: College of Liberal Arts and Sciences

DEPT: Dean's Office

LEAD: Helena Dettmer, associate dean for undergraduate programs and curriculum

The College of Liberal Arts and Sciences offers minors in the following diversity, equity, and inclusion-related areas:

- African American Studies,
- American Sign Language,
- Communication Sciences and Disorders,
- Gender, Women's and Sexuality Studies,
- Gender, Health and Healthcare Equity,
- International Relations,
- International Studies,
- Latin American Studies,
- Latino/a Studies,
- Native American and Indigenous Studies,
- Religious Studies,

-
- Religion and Media,
 - Social Justice, and
 - World Languages (e.g., German, Greek, Italian, Portuguese, Russian, Latin, Spanish).

Curriculum: Curriculum Competencies Across Degree Programs

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Cassie Harrington, assessment and evaluation program coordinator

New accreditation criteria are resulting in updated competencies across degree programs within the College of Public Health. This is leading to a larger focus on determinants of health and health equity over all CPH degrees (BA/BS, MPH, MS, PhD, MHA). Specifically all students will have the opportunity to learn to explain the social, political, and economic determinants of health and how they contribute to population health and health inequities.

Curriculum: [Diversity and Inclusion in the CLAS Core Curriculum](#)

ORG: College of Liberal Arts and Sciences

DEPT: Dean's Office

LEAD: Helena Dettmer, associate dean for undergraduate programs and curriculum

COLLABORATING UNITS: All CLAS Departments, Divisions, and Units

The CLAS Core Curriculum mandates that undergraduate students take 15 semester hours in "Culture, Society, and the Arts," which includes the diversity and inclusion area. Diversity and inclusion classes "explore the historical and structural basis of inequality while learning about the challenges and benefits of diversity." To date, 34 courses have been approved in this area.

Curriculum: [Diversity and the College of Pharmacy Curriculum](#)

ORG: College of Pharmacy

DEPT: Dean's Office

The Doctor of Pharmacy (PharmD) program is fully accredited by the Accreditation Council for Pharmacy Education (ACPE) and PharmD graduates are eligible for licensure in all 50 states. The ACPE standards encourage diversity of faculty, administrators, staff, and students at all colleges of pharmacy. The guidelines also state that graduates should be prepared to interact with patients from diverse backgrounds and recognize that they must learn how to provide care in a culturally effective manner. The UI College of Pharmacy addresses these standards in its teaching throughout the didactic and experiential components of the professional program.

Curriculum: [Introduction to Leadership \(LS:1020\)](#)

ORG: Division of Student Life

DEPT: Center for Student Involvement and Leadership

LEAD: Erika Christiansen, assistant director, Leadership and Service Program

COLLABORATING UNITS: University College, Leadership Certificate

The goal of this three semester hour course is to provide an overview of theories and skills necessary for effective leadership. Students examine the historical perspective on leadership theory, participate in self-assessments, learn about the Student Leadership Challenge, understand groups, culture, and communities, apply what they have learned in experiential learning settings, and develop a personal philosophy of leadership. This course is geared toward emerging student leaders.

Curriculum: Multi-site Global Health Equity Course-Pilot Online Course

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Rima Afifi, associate dean

COLLABORATING UNITS: Faculty of Health Sciences, American University of Beirut, Lebanon; College of Health Sciences, School of Public Health, Universidad San Francisco de Quito, Ecuador; The School of Nursing, Public Health and Social Policy or the Social Dimensions of Health

This course focuses on a critical discussion of social and structural determinants of health equity globally. Students are enrolled at the Faculty of Health Sciences, American University of Beirut, Lebanon; College of Health Sciences, School of Public Health, Universidad San Francisco de Quito, Ecuador; the School of Nursing, Public Health and Social Policy or the Social Dimensions of Health Program, University of Victoria, British Columbia, Canada; and the UI College of Public Health,. Each site will also have a faculty mentor. The

students and faculty mentors will meet virtually in real time (i.e., video conference) around a set of readings which will establish the common base of understanding of health inequities, social and structural determinants of equity and health, and historical injustices in each site. This will be followed by the development of a common photovoice project to highlight common and differing inequities and their impact on wellbeing. The aim is to leverage technology to create a platform to connect public health students across continents, thereby providing novel perspectives and deepening discussions of health equity.

Curriculum: [Syllabus Requirements](#)

ORG: College of Liberal Arts and Sciences

DEPT: Dean's Office

LEAD: Helena Dettmer, associate dean for undergraduate programs and curriculum; Meenakshi Gigi Durham, associate dean for outreach and engagement

COLLABORATING UNITS: CLAS

The CLAS syllabus template has required inserts that deal with gender nondiscrimination (stipulating that faculty members must use students' pronoun and name of choice) and disability accommodations. In addition, the absence policy emphasizes the university's mandate that students must be excused from class for religious holidays. CLAS is working with the Office of the Provost to clarify the language on the latter.

Pedagogy

Pedagogy: Accessible Course Demo

ORG: Information Technology Services

DEPT: Information Security and Policy Office

LEAD: Todd Weissenberger, ITS web accessibility coordinator

COLLABORATING UNITS: OTLT

Demonstration of techniques for and examples of accessible digital course materials at ICONNext event.

Pedagogy: Communication Studies Course - Inclusive Pedagogy Regarding Social Change

ORG: Division of Student Life

DEPT: Office of the Dean of Students

LEAD: Angela Ibrahim-Olin, director, Student Accountability

COLLABORATING UNITS: Communication Studies Department

This graduate course is designed to assist students who are currently incorporating- or planning to incorporate - content and pedagogy related to social justice into the courses they teach. The course will operate as both an introduction to the topic of social justice pedagogy, as well as a workshop for instructors actually employing these tools in their classes.

Pedagogy: [Inclusive Teaching and Diversity Resources](#)

ORG: Information Technology Services

DEPT: Office of Teaching, Learning and Technology

LEAD: Jean Florman, director, Center for Teaching

Inclusive teaching is a pedagogy or teaching philosophy that employs multiple perspectives, materials, and learning supports to engage students across difference. This approach to teaching values student voices and perspectives and promotes the academic success and social and physical well-being of all students. Inclusive teaching enables students of all identities and backgrounds to flourish through curricula that incorporate examples from across difference and in classroom interactions that balance membership in groups and leadership opportunities.

Pedagogy: [Sensitive Topics in the Classroom](#)

ORG: Information Technology Services

DEPT: Office of Teaching, Learning and Technology

LEAD: Jean Florman, director, Center for Teaching

In this reflective workshop, thought is given to best practices for incorporating sensitive topics in the classroom and responding to student discomfort are discussed.

Research/Scholarship

Research/Scholarship: National Research Mentoring Network (NRMN) Training

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

COLLABORATING UNITS: Office of Teaching, Learning and Technology, Office of the Provost

The UI participates in the [National Research Mentoring Network \(NRMN\)](#), an NIH-funded initiative to provide researchers across all career stages in the biomedical, behavioral, clinical and social sciences with evidence-based mentorship and professional development programming that emphasizes the benefits and challenges of diversity, inclusivity and culture. NRMN's workshops are designed to help research mentors maximize the effectiveness of their mentoring relationships with graduate students, post-doctoral researchers, and junior faculty. The training covers an array of topics, including equity and inclusion, articulating a mentoring philosophy and plan, and promoting mentee research self-efficacy.

Research/Scholarship: African American Women at Iowa Digital Collection

ORG: UI Libraries

LEAD: Kären Mason, curator, Iowa Women's Archives, UI Libraries

Though the UI was one of the first institutions to open admission to African Americans, African American women students at the university have often had to overcome other barriers to an equal education. This collection brings together newspaper articles, photographs, correspondence, oral histories, and other primary sources chronicling their university experiences.

Research/Scholarship: Hancher Performances and Community Engagement

ORG: External Relations

DEPT: Hancher - Public Engagement

LEAD: Paul Brohan, programming director

COLLABORATING UNITS: Hancher

Hancher supports the UI's mission of teaching, research, and service by presenting the world's finest performing artists; developing, engaging, and enlightening audiences; initiating and supporting the creation of new works; and providing artistic, educational, technical, human, and physical resources to the university and the people of Iowa. The 2018-19 Season featured: Banda Magda, Brownlee and Owens, Danú, Havana Cuba All-Stars, Kaia Kater, Rahim AlHaj, Russian National Orchestra, They Called Her Vivaldi, Tre Voci, Urban Bush Women, Batsheva Dance Company, Damien Sneed. Additionally, Hancher's education programs cultivate connections that excite schoolchildren, enlighten those hungry for knowledge, and energize each individual's creative engine. The 2018-19 season features a number of engagement events on campus, in the local community, and at Hancher.

Research/Scholarship: Iowa Summer Institute in Biostatistics

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Gideon Zamba, director of Iowa Summer Institute in Biostatistics

The objective of the Iowa Summer Institute in Biostatistics (ISIB) is to provide biostatistical research education and applied research opportunities to undergraduates. The institute is funded by the National Institute of Health (NIH) and the National Heart Lung and Blood Institute (NHLBI). ISIB is a seven-week program. The structure of the program is through case based instruction of biomedical research, computer laboratory training, research projects, and clinical and translational research enrichment activities. Coursework focuses on clinical trials, big data, translational research, and statistical models used in the analysis of biomedical studies. The course further serves as a building block for students to understand the importance of biostatistics and its synergistic place in the biomedical sciences. Information on opportunities such as scholarships, training grant programs and assistantships in Biostatistics and Public Health is presented to scholars. Scholars are encouraged to apply to continue their graduate studies in biostatistics, statistics and/or data sciences and contribute toward the remedial of the nationwide shortage of biostatisticians. One week into the program, scholars are matched with a Biostatistics faculty member for their selected research project. The projects provide the opportunity to engage in medical science research through biostatistics. Trainees present their accomplished projects to faculty and students at our concluding symposium.

Research/Scholarship: Iowa Women's Archives

ORG: UI Libraries

LEAD: Kären Mason, curator, Iowa Women's Archives, UI Libraries

The Iowa Women's Archives holds more than 1,200 manuscript collections that chronicle the lives and work of Iowa women, their families, and their communities. These personal papers and organizational records date from the nineteenth century to the present. Together with oral histories, they document the activities of Iowa women throughout the state and beyond its borders. The Iowa Women's Archives is open to the public.

Research/Scholarship: [Jewish Women in Iowa](#)

ORG: UI Libraries

LEAD: Kären Mason, curator, Iowa Women's Archives, UI Libraries

Throughout Iowa history, Jewish women have played important roles in community and family life, maintaining cultural and religious traditions, working in businesses and on farms, and participating in civic life. Yet there are few documents in our archives and historical societies that record this history. The Iowa Women's Archives seeks documents that illuminate the history of Jewish women in Iowa.

Research/Scholarship: [Mujeres Latinas Project](#)

ORG: UI Libraries

LEAD: Kären Mason, curator, Iowa Women's Archives, UI Libraries

Despite their significant presence in Iowa, Latinas remain largely invisible in our state's history due to the lack of historical documents available to researchers. Since 2004 the Iowa Women's Archives has gathered and preserved materials that document the lives of Latinas and their contributions to Iowa history.

Professional Development

DESCRIPTION: Campus wide, including Heritage Month Celebrations, as well as college- and unit-specific trainings designed to increase the diversity, equity, and inclusion competencies.

Campus/Community

Campus/Community: [Culturally Responsive Health Care in Iowa Conference](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Janet Niebuhr, program and operations coordinator

COLLABORATING UNITS: Colleges of Dentistry, Pharmacy, Public Health, Nursing; UI HC Department of Nursing; Center for Disabilities and Development; VPMA.

The OCADI provides leadership for the annual Culturally Responsive Health Care in Iowa conference. This continuing medical education conference covers a range of topics related to the delivery of culturally responsive care; conference topics have included disparities in pain treatment, making mental health care culturally relevant, and delivering inclusive care to patients with disabilities, end-of-life care, and LGBTQ health. In spring 2019 the College of Public Health will host the conference.

Campus/Community: [Racial Equity Action Workshop](#)

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Paul Gilbert, assistant professor, Community and Behavioral Health

This two-day workshop provides a historical perspective and operational definition of racism. Participants explore how race and racism have been constructed in the U.S. and how ideas about race and racism live in our unconscious minds and social structures even 50 years after the successes of the Civil Rights movement. The workshop provides an essential foundation for work to undo racism in our communities and nation.

Campus/Community: [Provost's Global Forum - Communications and Relations](#)

ORG: International Programs

LEAD: Downing Thomas, associate provost and dean of International Programs

COLLABORATING UNITS: Various, depending upon awardees

The Provost's Global Forum is the premier annual event on campus focused on international and global issues. The forum brings together experts from the faculty and leading voices from a variety of areas (business, technology, education, politics, and civil society, including projects focused on the environment, human rights, development, citizen diplomacy) to raise awareness about and contribute to debate on the foremost issues in globalization that face us today. In addition to serving the UI community, the forum endeavors to build connections between the university and the state of Iowa, and positions the UI as a national center in discussions of global affairs.

Campus

Campus: [Harassment Prevention and Response Education for UI Employees](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Equal Opportunity and Diversity

LEAD: Jennifer Modestou, director, EOD

COLLABORATING UNITS: EOD, UHR, Provost, General Counsel, ITS

Education is essential to establishing a campus environment that positively supports the careers, educational experience, and well-being of all members of the university community. Per UI's Policy on Sexual Harassment and Anti-Harassment, EOD provides educational programs on these policies to supervisory and non-supervisory personnel. An online course is also available to employees from the university's Employee Self Service website. The policies also are covered at orientation sessions for newly hired faculty and staff at UI Health Care. All regular faculty and staff appointed at 50 percent time or more, as well as graduate and undergraduate TAs and undergraduate resident assistants employed by University Housing and Dining, are

required to receive training on harassment prevention within six months of hire and to complete a refresher course every three years thereafter. Additionally, all faculty and staff hired or promoted into positions defined by the Policy on Sexual Harassment as an academic or administrative officer (AAO) are required to complete sexual harassment prevention education within the first two months of appointment.

Campus: [Advocating for Safer Communities \(ASC\)/BUILD: Understanding the Culture Behind Sexual Assault](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Diversity Resources Office
LEAD: Bria Marcelo, director of diversity resources
COLLABORATING UNITS: Division of Diversity, Equity, and Inclusion

This is the first and foundational course of a three workshop series called ASC: Advocating for a Safe Community. The course helps participants understand the societal stereotypes, behaviors, and barriers that make up rape culture and includes an introduction to strategies for combating rape culture such as survivor allyship, practicing consent, and bystander intervention, which are discussed at a deeper level in the two subsequent workshops.

Campus: Anti-Oppression Training

ORG: Division of Student Life
DEPT: Rape Victim Advocacy Program (RVAP)
LEAD: Adam Robinson, director, Rape Victim Advocacy Program

Consultants from Caminar Latino spent a full week with all RVAP staff, and a subsequent two days with RVAP's leadership team to help us to raise our consciousness of culture and oppression and to increase our ability to identify and respond to survivors with an anti-oppression lens.

Campus: [Asian Pacific American Cultural Center \(APACC\) Speaker Series](#)

ORG: Division of Student Life
DEPT: Multicultural and International Student Support and Engagement (MISSE)
LEAD: Prisma Ruacho, coordinator for multicultural programs
COLLABORATING UNITS: University colleges, faculty, staff

This series is meant to focus on professional and personal development, community issues, culturally relevant topics, and identity development for APIDA students and cultural center community members.

Campus: [Best Practices for Recruiting Diverse Job Applicants - Educational Training and Resources to UI Search Committees](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Equal Opportunity and Diversity
LEAD: Wanda Malden, senior equal employment opportunity coordinator

EOD staff provide a variety of educational workshops and resources to UI search committees on best practices for the recruitment of diverse faculty and staff. Through briefings with individual search committees, online training, and web resources, we seek to assist UI departments with understanding UI's policies on equal employment opportunity and affirmative action, and their impact on the recruitment process. EOD's website provides a list of diverse recruitment resources (i.e., job boards, websites, journals, organizations) for attracting diverse candidates for UI faculty and staff positions.

Campus: Brown Bag Lunch and Spanish Conversation

ORG: UI Libraries
LEAD: Mirko Von Elstermann, biomedical sciences librarian

Brown Bag Lunch and Spanish Conversation is a UI Libraries outreach/diversity event. The event serves to describe the libraries' and staff's services in Spanish. The target audience is Spanish native speaker patrons and Spanish learners.

Campus: [BUILD: Building University of Iowa Leadership for Diversity \(BUILD\) Certificate Program](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Diversity Resources Office
LEAD: Bria Marcelo, director of diversity resources
COLLABORATING UNITS: Multiple across campus

The BUILD initiative is an opportunity for UI faculty and staff to gain strategic knowledge and skills to contribute to a welcoming and inclusive environment for all. By completing a series of workshops, participants will earn a certificate demonstrating their commitment as leaders for diversity, equity, and inclusion in the workplace and classroom. BUILD courses include:

- Beyond the Numbers: Foundations of Diversity and Inclusion (core course)
- A Closer Look at Race in America
- ACT for Social Justice
- Basic Training – Understanding our Veteran and Military Students
- Responsible Action – Disability Accommodations on Campus
- Exploring the Influence of Unconscious Bias in our Work and Lives: The Research, the Impact, and Strategies to Override
- First Generation Focus
- Fostering Your CQ Framework
- How to have a “Learning Conversation” in the Workplace
- An Introduction to Federal Regulations Affecting International Students (co-sponsored by Building our Global Community program)
- Latinx, Latino, Hispanic, Spanish, Multicultural, etc. - Evolution of a Concept and Identity
- Making the Paradigm Shift - From Diversity to Diversity, Equity, and Inclusion
- Making Your Message Count through an Inclusive Marketing Lens
- More Than an Asterisk – Understanding Native American Students in Higher Education
- Native Appropriations – Ethical Implications for Social Justice and Identity Development
- Real Talk - Courageous Conversations about Race
- Responsible Action - Disability Accommodations on Campus
- Shifting the Monoracial Campus Conversation
- Size Diversity—Every Body Is Different
- Supporting College Students with Autism Spectrum Disorder - Strategies and Resources
- The Dynamics of Difference
- The House of Cards—Lessons in Smart Social Advocacy for Fighting the Good Fight of Civil Rights
- Traumatic Impacts: Connecting Race, Gender, and Violence
- Understanding and Intervening Effectively in Micro-Aggressions
- Understanding Introversion
- What’s Law Got to Do With It?

Campus: [Building Our Global Community](#)

ORG: International Programs

DEPT: International Student and Scholar Services

LEAD: Brandon Paulson, senior advisor; Lee Seedorff, senior associate director

COLLABORATING UNITS: varies depending on subject matter

The Building Our Global Community certificate program offered by International Student and Scholar Services creates an opportunity for UI faculty and staff to learn about the experiences of international students and scholars, and methods they can use to foster skills for working with and awareness of our increasingly intercultural campus community. To earn a Building Our Global Community certificate, participants must register for and attend the Introduction to Building Our Global Community core course and at least four elective courses. All courses taken for the program are free and fill on a first-come, first-served basis.

Campus: [Cup o’ Justice Sessions](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity Resources Office

LEAD: Dana Dominguez, diversity resources coordinator

The sessions are a year-long series of discussions designed to bring change leaders together in shared learning. The goal of this series is to promote intergenerational and interdisciplinary dialogue about social justice, civil rights, and civic engagement.

Campus: [Diversity in Technology Catalyst Seed Grant-funded Events](#)

ORG: Information Technology Services

DEPT: Administrative Information Systems

LEAD: UI Women in Technology

COLLABORATING UNITS: ITS, HCIS, OneIT, NADS, WISE, College of Engineering

Women in Technology community was awarded a seed grant in 2018 to sponsor events for starting a conversation to campus on diversity in technology. Through the funds, an academic license for the film *CODE: Debugging the Gender Gap* was purchased and more than 10 screenings with facilitated discussions have been held across campus including to groups: WISE, NADS, Employees of ITS/HCIS, College of Engineering, Belin Blank STEM summer camp attendees, femineer trainees, and youth outreach community groups. With remaining funds, books were purchased to create an IT book club.

Campus: Diversity Trainings by Request

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Diversity Resources Office
LEAD: Diversity Resources team members

The Diversity Resource Office responds to department/college/unit training requests each year. The purpose of these training sessions is to host a diversity, equity, and inclusion-related professional development and/or sanction-focused training within the requester's environment. These requests also include working with student organizations and community members.

Campus: Equitable Hiring Practices

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Diversity Resources Office
LEAD: Bria Marcelo, director of diversity resources; Diane Finnerty, assistant provost for faculty; Candace Peters, organizational consultant and leadership coach, UI HR
COLLABORATING UNITS: Office of the Provost, University Human Resources

Equitable Hiring Practices is an online presence being developed to increase awareness of best practices related to more equitable hiring. The website will highlight unconscious bias training, the recruitment ambassador's program, guides/tips/tools, and research.

Campus: Exploring White Identity Dialogues

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Diversity Resources Office
LEAD: Elizabeth Lara, diversity resources coordinator
COLLABORATING UNITS: Multiple campus partners

Exploring White Identity Dialogues is a course where discussions around white identity and allyship take place. During this course, participants discussed several racial identities, including white identity.

Campus: Financial Aid Mini-Conference

ORG: Enrollment Management
DEPT: Admissions and Financial Aid
LEAD: Kathy Bialk, assistant provost, director of Student Financial Aid
COLLABORATING UNITS: Enrollment Management, CDE

UI Financial Aid staff are available to educate, promote, and collaborate with campus partners to improve financial aid awareness and the role it plays in student success.

Campus: Global Accessibility Awareness Day

ORG: Information Technology Services
DEPT: Information Security and Policy Office
LEAD: Todd Weissenberger, ITS web accessibility coordinator

Global Accessibility Awareness Day is a day of training and activities intended to advance awareness of disability-related issues in the realm of technology.

Campus: Human Rights Week

ORG: College of Dentistry
DEPT: Administration
LEAD: Dr. Michelle McQuistan, chair diversity committee
COLLABORATING UNITS: Diversity Committee

An outside speaker gave a talk titled: "Profitable Professionalism - Doing Well by Doing Good" which focused on accepting and providing care to Medicaid patients. An outside speaker from the African American Museum in Cedar Rapids gave a talk titled: 'The Only One' which focused on the museum exhibits with particular emphasis on the Buxton, Iowa mining community.

Campus: Indigenous Poetry Café

ORG: Division of Student Life
DEPT: Multicultural and International Support Programs
LEAD: Victoria Thrash, student

Indigenous Poetry Café is an evening featuring the groundbreaking work of literature, music, theater, poetry, hip hop, and visual art from both established and rising artists.

Campus: International Womxn's Day Summit (Second Annual)

ORG: Tippie College of Business
DEPT: Undergraduate Program Office
LEADS: UI Multicultural and International Student Support and Engagement (MISSE); Gabriela Rivera, Assistant Director, Diversity, Inclusion and Student Success
COLLABORATING UNITS: Tippie College of Business; Multicultural and International Student Support and Engagement (MISSE), College of Engineering/Women in Science and Engineering, Women's Resource and Action Center (WRAC)

The mission of this summit is to empower and celebrate diverse womxn, specifically womxn of color, and to explore the dimensions of themselves. This year's summit theme is "Unapologetically Here," Using the lens of intersectionality and self-authorship, the goal is to develop a summit where attendees can explore their identities and topics surrounding mental health, navigating the workplace, what it means to be an accomplice, and how to begin coalition building amongst womxn of color. The summit is open to all and will center on womxn of color.

Campus: Iowa Center for Assistive Technology Education and Research Programs

ORG: College of Education
DEPT: Iowa Center for Assistive Technology Education and Research
LEAD: Patricia Bahr, director, ICATER
COLLABORATING UNITS: Council on Disability Awareness

In celebration of Disability Awareness month in October, ICATER provided the following training sessions to the greater university community:

- [Math Disability Simulation and Technology Feature Matching](#): This session focused on assistive technology for individuals who struggle with math or have a math disability. First, participants were provided with a dyscalculia simulation to allow them to feel what it is like to have a math disability. They were then introduced to the process of matching the features of technology to the needs of people who struggle with math or have a math disability.
- [Reading Disability Simulation and Technology Feature Matching](#): This session focused on assistive technology for struggling and non-readers. First, participants were provided with a reading disability simulation, to let them feel what it is like to have a reading disability. They were then introduced to the process of matching the features of technology to the needs of people with reading disabilities.
- [Speech Disability Simulation and Technology Feature Matching](#): This session focused on assistive technology for individuals who are non-verbal or difficult to understand by unfamiliar communication partners. First, participants were provided with a simulation of how difficult it can be to communicate if you are non-verbal. They were then introduced to the process of matching the features of technology to the needs of people with complex communication needs.
- [Writing Disability Simulation and Technology Feature Matching](#): This session focused on assistive technology for struggling writers and people with writing disabilities. First, participants were provided with a dysgraphia simulation, to allow them to feel what it is like to have difficulty writing. They were then introduced to the process of matching the features of technology to the needs of struggling writers and people with writing disabilities.

Campus: [Latinx Educational Excellence in the Midwest Conference](#)

ORG: Tippie College of Business and College of Education
DEPT: Undergraduate Program Office
LEAD: Gabriela Rivera, assistant director, Diversity, Inclusion and Student Success and College of Education Representative
COLLABORATING UNITS: College of Education; College of Liberal Arts and Sciences; College of Public Health; Center for Diversity and Enrichment

The Tippie College of Business in partnership with the College of Education hosted the second annual Latinx Educational Excellence in the Midwest Conference on Saturday, October 13, 2018. The conference aimed to build community and pool resources focused on increasing the success and participation of Latinx students,

staff, administrators, and faculty in K-12 and higher education institutions in the Midwest. The conference provided resources through research presentations, panel discussions, poster displays, and professional development to increase awareness, develop strategies, and share best practices in addressing the educational needs of Latinx students in the region and is open to all educators, students, and community members.

Campus: [Latinx Identity Panel](#)

ORG: Tippie College of Business

DEPT: Undergraduate Program Office

LEAD: Gabriela Rivera, assistant director, Diversity, Inclusion and Student Success

COLLABORATING UNITS: UI Latinx Council, Latino Native American Cultural Center and Center for Diversity and Enrichment

The Tippie College of Business in collaboration with the UI Latino Council, and the Latino Native American Cultural Center hosted a panel of UI faculty, staff and students on , Feb 7, 2019. This panel was spear headed by current student Zahra Aalabdulrasul to help explore and bring awareness about identities in the Latinx community. A reception took place before the panel for people to mix and mingle.

Campus: [LatinX in Action Week](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Thomas Arce, coordinator for multicultural programs

COLLABORATING UNITS: LatinX Council, Center for Diversity and Enrichment, Latina/o Studies Program, Cultural and Resource Centers, Center for Student Involvement and Leadership

This celebration offers opportunities to engage the campus community in celebratory and educational activities that reflect the Cultural Centers on campus

Campus: [Latinx Professional Development Institute](#)

ORG: Latinx Council

LEAD: Nadine Petty, executive director of the Center for Diversity and Enrichment

Latinx Council members provide programming to support the Latinx Professional Development Conference.

Campus: [Leadership Development: Executive Leadership Academy-Higher Education](#)

ORG: University Human Resources

LEAD: Candace Peters, organizational consultant and leadership coach

COLLABORATING UNITS: Diversity Resources Office, Office of the Provost, Campus Partners

The Executive Leadership Academy-Higher Education is a comprehensive program, designed for accomplished mid to senior-level staff and faculty with strategic and operational leadership responsibilities. The academy develops and enhances participant core competencies essential for effective, agile, and innovative leadership. The goals of this intensive nine-month program include:

- Strengthening UI's diverse culture by building networks to increase cross-institutional collaboration and retention
- Expanding participants' leadership knowledge and skills for today's changing higher education and research environments
- Increasing knowledge and impact in leading agile administrative, operational, and project teams
- Building strong organizational sustainability
- Increasing leader commitment to strategic and innovative culture.
- The ELA elements that include a diversity, equity, and inclusion focus, are: immersions, project coaching, individual coaching, service projects, leadership mentoring and assessments (CQ, 360, DISC and CliftonStrengths). Diversity, equity, and inclusion is embedded throughout the academy and a two-day immersion session is designed to enhance diversity, equity, and inclusion leadership awareness and implementation.

Campus: [LGBTQ Safe Zone Project - Phase I and II](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity Resources Office

LEAD: Bria Marcelo, director of diversity resources

The Safe Zone Project is a campus-wide program that offers a visible message of inclusion, affirmation, and support to lesbian, gay, bisexual, transgender, and queer (LGBTQ) people in the university community.

Participants attend up to three educational workshops to learn about the LGBTQ experience and campus/community resources. After completing Phase I and Phase II workshops, participants may choose to become a recognized Safe Zone by displaying the Safe Zone symbol in their workspace.

Campus: [Martin Luther King, Jr. Week of Service](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Tabitha Wiggins, assistant director, Multicultural and International Programs; Charlotte Brown, coordinator for leadership programs

COLLABORATING UNITS: Center for Student Involvement and Leadership; College of Liberal Arts and Sciences

An official university holiday was designated in 1995 to provide an opportunity to engage the university community in a discussion of the human values that the King holiday epitomizes. These initial events have grown into a campus-wide celebration that engages faculty, staff, students and community members to give lectures, discussions, and cultural arts presentations. All events are free and open to the public.

Campus: [National Coalition Building Institute \(NCBI\)](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity Resources Office

LEAD: Bria Marcelo, director of diversity resources

COLLABORATING UNITS: NCBI International

NCBI workshops and principles are being used on hundreds of campuses, K-12 schools, corporations, law enforcement programs, communities, domestic and international political organizations, and in peace negotiations. The U team offers the following free courses , to the campus and community. Leadership for Equity and Inclusion, Building Effective Relationships Across Group Lines, and Conflict and Controversial Issues.

Campus: [Navigating Diversity and Inclusion](#)

ORG: UI Human Resources

DEPT: Learning and Development

LEAD: Carlton Petty, trainer and leadership coach

Navigating Diversity and Inclusion explores different ways of conveying respect and addressing conflict productively and respectfully by increasing understanding of the subtle ways that bias occurs. Participants learn how to identify instances of how devaluing others can happen through small, subconscious behaviors and micro-inequities or micro-aggressions..

Campus: [OneWatch](#)

ORG: Council on Disability Awareness

LEAD: Janalyn Moss, history librarian

COLLABORATING UNITS: Council on Disability Awareness (CDA)

Sponsored by the UI Council on Disability Awareness, OneWatch seeks to engage the campus community in conversations related to disability and disability awareness, based on a common film experience. Similar to One Community, One Book programs, community members will view the selected title on their own and come together to discuss the film/series and the broader themes and any questions that may arise.

Campus: [Regents Disability Summit / UI Disability Celebration](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Equal Opportunity and Diversity

LEAD: Tiffini Stevenson Earl, compliance specialist and ADA coordinator

COLLABORATING UNITS: DPAC, EOD, Division of Diversity, Equity and Inclusion (DDEI), UHR, DRT, UIHC Leave and Disability Services, ITS, FM, Provost + peers at ISU and UNI

The Disability Awareness Summit was initiated at the UI to provide an opportunity for university faculty, staff, and administrators who have responsibility for providing services and resources for persons with disabilities to interact with each other and with the clientele they serve, to hear directly about concerns and to strategize together on possible remedies. Now an event that rotates amongst the three Regents universities in Iowa, this summit is an opportunity to identify ways to move our campuses beyond mere compliance with laws such as the Americans with Disabilities Act, and other federal state laws and regulations, towards a more disability-friendly campus environment for living, learning and working. In years where the Disability Summit is being hosted at ISU or UNI, a UI campus celebration of diversity is held on campus.

Campus: School of Social Work Social Justice Brown Bags

ORG: College of Liberal Arts and Sciences

DEPT: School of Social Work

LEAD: Alison Oliver, lecturer

In December 2016, the school began a series of teach-Ins in response to events and policy changes targeting vulnerable populations. The events continue to occur locally, nationally and internationally, making it important for the school to provide continued skill training and opportunities for students, faculty, staff, and community members to gather, share concerns, and address and interrupt oppression and marginalization within the local, national, and international community. Responding in a timely way to critical events in the U.S. the Social Justice and Diversity Committee will continue to issue statements of solidarity and/or condemnation when events occur that target people in marginalized and oppressed groups. It is important for the school, to uphold its Code of Ethics, to be a leader on these issues, and for the university, students, alumni, and other stakeholders to see the school speak out. When critical events occur, the committee is available to meet with students and raise and discuss issues in the context of the impact on social workers and their clients.

Campus: Service and Assistance Animals 101

ORG: UI Students for Disability Advocacy and Awareness (UISDAA)

LEAD: Kaydee Ecker, student

COLLABORATING UNITS: Council on Disability Awareness

This is an informal but well-researched session to identify the definitions and laws surrounding service animals, therapy animals, emotional support animals – and assistance animals in general. The session addresses why the laws are what they are, what public access rights are for each type of animal, and information on how to interact when someone encounters a service animal team.

Campus: [Staff Language and Culture Services Training and Support](#)

ORG: UI Human Resources

DEPT: Organizational Effectiveness

LEAD: Corinne Stanley, Facilitator

Staff Language and Culture Services provides language instruction, cultural training, and communications support to UI employees who are still learning English, UI employees who frequently work with people who are still learning English, UI employees who seek to acquire Spanish as a second language for work purposes. The office also offers assistance in resolving and avoiding misunderstandings in multi-lingual, multi-cultural work areas, delivers informational presentations, and consults on particular workshop situations.

Campus: [Stress and Disability Discussion](#)

ORG: UI Students for Disability Advocacy and Awareness (UISDAA)

LEAD: Andrea Courtney, president, UISDAA

COLLABORATING UNITS: Student Wellness, Council on Disability Awareness

This is a facilitated by staff at Student Wellness, about stress management from the perspective of being a student with a disability. The discussions allow students a space to talk about their experiences among peers, particularly during a high-stress time in the semester (midterms for example), as many stress management discussions and workshops are from an able-bodied or non-disabled perspective.

Campus: Students with Disabilities Panel

ORG: UI Students for Disability Advocacy and Awareness (UISDAA)

LEAD: Andrea Courtney, president, UISDAA

The Students with Disabilities Panel is a panel of six students (both graduate and undergraduate) who have a disability and attend the UI. The panel answered pre-written questions, to take questions from the audience. The desired outcome is raising awareness about the varied experiences of students with disabilities, disabilities are visible and non-visible, physical, sensory, psychiatric, neurocognitive, etc.

Campus: [Through My Eyes - Film Screening](#)

ORG: College of Liberal Arts and Sciences

DEPT: School of Social Work

LEAD: Jen Knights, marketing and community engagement specialist

COLLABORATING UNITS: Center for Disabilities and Development, Council on Disability Awareness

In observance of National Disabilities Employment Awareness Month, the CDA hosted a free screening of the 30-minute documentary "Through My Eyes," along with a QandA with filmmaker Sujit Singh. According to the filmmaker, the documentary's intent is to help the community recognize that people with disabilities are capable of doing everything that an abled-bodied individual can do and that their disability doesn't define them, but makes them the person that they are."

Campus: [UI Health Care Human Rights Week](#)

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Monique Galpin, administrative services coordinator

Committee of fifteen people prepares and schedules various activities for Martin Luther King, Jr Human Rights Week. See weblink for list of activities.

Campus: [UI Health Care Martin Luther King, Jr. Distinguished Lecture](#)

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Janet Niebuhr, program and operations coordinator

Each year, UI Health Care hosts an outside speaker to deliver the Martin Luther King, Jr. Distinguished Lecture

Campus: [Unconscious Bias Training](#)

ORG: Office of the Provost
DEPT: Associate Provost for Faculty
LEAD: Diane Finnerty, assistant provost for faculty
COLLABORATING UNITS: Division of Diversity, Equity and Inclusion; University Human Resources

Office of the Provost provides training on unconscious bias through the UI BUILD program and upon request. In FY19, the office will collaborate with the Division of Diversity, Equity, and Inclusion, University Human Resources, and campus unconscious bias trainers network to develop an online video.

Campus: [Women's Leadership Initiative Luncheon](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Diversity Resources Office
LEAD: Elizabeth Lara, diversity resources coordinator
COLLABORATING UNITS: IOWAWHE, Womxn@iowa

The UI Division of Diversity, Equity, and Inclusion, in partnership with the Iowa Network for Women in Higher Education (IOWAWHE), recognize the need for more women leaders at all levels in higher education across the state. The Women's Leadership Initiative series was developed by women for women. Through ongoing dialogue, women working in or with colleges or universities will have the opportunity to learn from each other in a supportive community about topics of impact for our leadership.

Participants are encouraged to bring a lunch and attend these intimate and informal sessions. Highlight sessions are videotaped and hosted afterward on our website along with a discussion guide.

Campus: [Women's Resources and Action Center \(WRAC\) Diversity and Inclusion Workshops](#)

ORG: Division of Student Life
DEPT: Women's Resource and Action Center
LEAD: *WRAC Staff*

These educational workshops and facilitated dialogues help participants explore power, privilege, oppression, micro-aggressions, and ways to work for positive change. The WRAC provides workshops and trainings on a variety of topics, including:

- Power, Privilege and Oppression 101: How Systems Operate
- Micro-Aggressions in Daily Life: 'Little' Things are Not Little!
- Strategies for Would-Be Allies: Stepping Up to Make Things Better
- Shifting Attitudes: Responding to Prejudicial Remarks, Slurs and Jokes in the Classroom

Campus: [World AIDS Day Movie Showing](#)

ORG: College of Public Health
DEPT: Dean's Office/Academic Affairs

LEAD: Paul Gilbert, assistant professor, Community and Behavioral Health

Health Equity Advancement Lab (HEAL) and the Hardin Library for the Health Sciences partnered to host a screening of *Memories of a Penitent Heart* and a panel discussion in support of World AIDS Day.

Campus: [YouTuber and Deaf Advocate Rikki Poynter](#)

ORG: UI Students for Disability Advocacy and Awareness (UISDAA)

LEAD: Andrea Courtney, president, UISDAA; Kaydee Ecker, Hawkeye accessibility ambassador; Katy Olsen, public relations coordinator, UISDAA; Maddie Bozikis, student; Abigail Pilecki, student; Carly Armour, accommodations coordinator

COLLABORATING UNITS: Council on Disability Awareness, Hands Up Communications (Cedar Rapids), UISG, School of Social Work, Campus Activity Board, Rockwell Collins, CSIL Grant Funding Program, University Housing and Dining (Mary Petersen Hall)

Rikki Poynter is a deaf YouTuber, content creator, and accessibility advocate. She spoke on her life growing up as a mainstreamed deaf person, how she came to discover and navigate Deaf culture, her journey in learning ASL (American Sign Language), and the importance of accessibility. Poynter also shared how these experiences sparked her passion for advocacy and awareness around audism and ableism, which prompted the creation of her recent #NoMoreCRAPtions video captioning campaign.

Campus-Heritage: [Asian Pacific American Cultural Center \(APACC\) Week](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Prisma Ruacho, coordinator for multicultural programs

COLLABORATING UNITS: Recreational Services

This week focuses on bringing together community partners and student organizations to host five events that focus on identity development; physical, spiritual, and mental health; campus resources, and community development.

Campus-Heritage: [Black History Month](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Jamal Nelson, coordinator for multicultural programs

COLLABORATING UNITS: UI Libraries, Diversity Resources Team, Tippie College of Business, Center for Diversity and Enrichment, and Office of Graduate Inclusion

This celebration offers opportunities to engage the campus community in celebratory and educational activities that reflect the Cultural Centers on campus.

Campus-Heritage: [César Chávez Week](#)

ORG: Latinx Council

LEAD: Maria G Bruno, staff psychologist and chair

COLLABORATING UNITS: Latinx Council

César Chávez Day takes place on **March 31st each year and** the entire week is celebrated at the UI to commemorate the life of the Mexican American farm worker, labor leader and civil rights activist. Various activities and programs occur during the week.

Campus-Heritage: [Day of the Dead Celebration](#)

ORG: Tippie College of Business

DEPT: Undergraduate Program Office

LEAD: Gabriela Rivera, assistant director, Diversity, Inclusion and Student Success

COLLABORATING UNITS: Tippie Senate and Center for Diversity and Enrichment

The Undergraduate Program Office collaborated with Tippie Senate, the Latino Native American Cultural Center, the Association of Latinos Moving Ahead (ALMA) and the Multicultural Business Student Association (MBSA) to celebrate Day of the Dead, a cultural celebration, on campus. The event took place on Nov. 1, 2018. .

Campus-Heritage: [Heritage Celebration Months and Weeks](#)

ORG: Division of Student Life

DEPT: Multicultural and International Student Support and Engagement (MISSE)

LEAD: Tabitha Wiggins, assistant director, Multicultural and International Programs

These celebrations offer opportunities to engage the campus community in celebratory and educational activities that reflect the Cultural Centers on campus.

- [Black History Month](#) - February
- [Asian Pacific American Heritage Month](#) - May
- [Latinx Heritage Month](#) - Sept 15-Nov 2 (Dia de los Muertos)
- [LGBTQ History Month](#) - October
- [Native American Heritage Month](#) - November
- [Martin Luther King, Jr. Celebration Week](#) - January
- [International Educators Week](#) - November

Campus-Heritage: [Indigenous People's Week](#)

ORG: Native American Student Association (NASA)
COLLABORATING UNITS: Native American Council

In celebration of Indigenous Peoples Day, speakers representing various Native American nations presented prayer, speeches, and poetry. Indigenous Peoples Day is focused on talking about a culture that's still thriving and; celebrating the culture.. The day also brings attention to the disparities that happen in the community.

Campus-Heritage: [National Disabilities Employment Awareness Month: A Friend Indeed - The Bill Sackter Story Film Screening](#)

ORG: College of Liberal Arts and Sciences
DEPT: School of Social Work
LEAD: Jen Knights, marketing and community engagement specialist
COLLABORATING UNITS: Council on Disability Awareness, Center for Disability and Development

In observance of National Disabilities Employment Awareness Month, the CDA hosted a free screening of the 90-minute documentary "A Friend Indeed - The Bill Sackter Story," along with a QandA with filmmaker Lane Wyrick

Campus-Heritage: UI Pride Committee Events

ORG: University Human Resources
LEAD: UHR/Candace Peters, organizational consultant and leadership coach; in partnership with Division of Diversity, Equity and Inclusion (DDEI)/Dana Dominguez, diversity resources coordinator
COLLABORATING UNITS: Division of Diversity, Equity and Inclusion (DDEI), Office of Strategic Communications, cross-campus partnerships

The committee supports UI Pride events on campus and in the greater community during Pride Month.

Faculty

Faculty: DEO Leadership Development Program

ORG: Office of the Provost
DEPT: Assistant Provost for Faculty
LEAD: Kevin Kregel, associate provost for faculty
COLLABORATING UNITS: UI Human Resources, colleges

The DEO Leadership Development Program is designed for departmental executive officers in their first two years of service. Program objectives include support participants as they make the transition from faculty to their new role. Content includes understanding leadership styles, leading and managing faculty & staff, unit goal formation and attainment, and working with internal and external constituents. One session is dedicated specifically to the key role of DEOs and faculty leaders in advancing diversity, equity, and inclusion on campus.

College Specific

College-Business: Diversity Event on Mental Health/Diversity/Student Success

ORG: Tippie College of Business
LEAD: Diversity Committee

The event for Tippie faculty and staff focused on the intersection of mental health/diversity/student success. The desired outcome is a stronger understanding of these intersections.

College-Dentistry: All College Book Read

ORG: College of Dentistry

DEPT: Administration

LEAD: Dr. Michelle McQuistan, chair diversity committee

COLLABORATING UNITS: Diversity Committee, Office of Student Affairs

A book demonstrating diversity, equity and/or inclusion is selected each semester for self reading. A luncheon is held and open to the entire college to openly discuss the book, the Diversity Committee chair or member serves as moderator.

College-Dentistry: Introduction to Socially Just Practices

ORG: College of Dentistry

DEPT: Administration

LEAD: Cari Anderson, staff therapist

COLLABORATING UNITS: Administration, Office of Student Affairs, Counseling Office

Participants defined social justice, recognize its complexities, and create a shared common language. Participants learned about different social justice frameworks and how to weave various strategies around unconscious bias, microaggressions, etc. into their current roles.

College-Dentistry: Understanding Religious Differences

ORG: College of Dentistry

DEPT: Administration

LEAD: Dr. Michelle McQuistan, chair diversity committee

COLLABORATING UNITS: Diversity Committee

This program in 2018 focused on Islam and Hinduism: Two faculty members presented on their personal experiences as a member of these groups and the impact on health care.

College-Dentistry: Veteran's Day Celebration: A Father's Son Returns from War

ORG: College of Dentistry

DEPT: Administration

LEAD: Dr. Michelle McQuistan, chair diversity committee

COLLABORATING UNITS: Diversity Committee

Presentation by full-time faculty member about his experience as a parent of a veteran and a presentation from a veteran who has received care from the College of Dentistry.

College-Nursing: Multicultural Nursing Association Leadership Series: Community Meal Addressing Health Disparities

ORG: College of Nursing

DEPT: Diversity Office

LEAD: Valerie Garr, diversity coordinator

COLLABORATING UNITS: College of Nursing Multicultural Nursing Association

This event was co-sponsored by the College of Nursing Diversity Office and the College of Nursing Multicultural Nursing Association and featured a lectures by Dr. Kenya V. Beard, Dean of Nursing and Allied Health Sciences at Nassau Community College. It brought together nursing interest majors, and students in the BSN, DNP, PhD, and MSN nursing program. It was a community meal where participants had the opportunity to learn more about health disparities/bias in health care, diversity, inclusion and equity through the lens of race-related discourse which is supported by the National League for Nursing. The event included small group discussions, short video clip, and large group activity as an after dinner gathering. This event is part of the Multicultural Nursing Association Leadership series where we offer educational /leadership sessions to MNA and nursing interest students, with a primary focus on underrepresented nursing/nursing interest populations.

College-Public Health: Bias Reduction in Search Committees

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Kay Shie, HR director

When search committees form within the College of Public Health they receive the Office of the Provost's **Faculty Search Committee Practices for Advancing Equity** document. This document outlines best practices for search committees and College of Public Health search committees employ these practices as appropriate. Additionally, some search committees within the College of Public Health undergo in person implicit bias training prior to beginning the search process in order to reduce bias in the hiring process.

College-Public Health: Diversity, Equity, and Inclusion Spotlight Series

ORG: College of Public Health

DEPT: Dean's Office/Academic Affairs

LEAD: Paul Gilbert, assistant professor, Community and Behavioral Health

A monthly occurrence within a larger College of Public Health series, diversity, equity, and inclusion spotlights provide educational opportunities to faculty, staff, students, and community members. Spotlights focus on a variety of topics including, Black History Month; Living as a Latino in the Midwest and the Social Forces that Shape Community Health; Cultural and Religious Influences on the Risk of HIV Infection among Women in Western Kenya; etc.

Unit Specific

Unit-Academic Advising: Academic Advising Center (AAC) Diversity, Equity, and Inclusion Professional Development Series

ORG: Office of the Provost

DEPT: Academic Advising Center

LEAD: Christine Norquest, Crystal Lewis, Kristin Lang, Lucy Morris, Kate Karacay, Ben Landsee, Maureen Schafer, academic advisors

COLLABORATING UNITS: Division of Diversity, Equity, and Inclusion, University Housing and Dining, Division of Student Life, Women's Resource and Action Center

With the help of the Committee on Advising Students of Color (CASOC) and the Academic Advising LGBTQ Committee, we ensure that staff meeting time is used for continued development related to diversity, equity and inclusion. The following meetings were planned in collaboration with our administrator who oversees staff development, our in-house committees, and experts on campus. FY19 topics have included: Multicultural Initiatives at the UI, University Housing and Dining efforts to create an inclusive environment in university housing; How to Address Subtle Racism: Moving Forward Together, Exploring Identity to Improve Student Experiences. AAC staff were also invited to attend two webinars, "Racist Messages on Campus: Respond, Recover, and Rebuild from Vandalism, Symbols, and Slurs" and NACADA "Academic Advising for "Double Dose" First Generation Students." Committee on Advising Students of Color (CASOC) and the Academic Advising LGBTQ Committees also spoke to academic advisors preceding summer Orientation. New students meet with advisors individually during Orientation. LGBTQ committee members shared information with the full advising staff about pronouns of reference and ways to model pronoun use during Orientation. The LGBTQ committee also shared relevant LGBTQ media resources (readings, podcasts, movies, etc) and CASOC committee members encouraged advisors to assess their offices and think about ways to make their spaces more welcoming and inclusive for students of color and LGBTQ+ identified students.

Unit-Academic Advising: Academic Advising Center (AAC) New Advisor Training

ORG: Office of the Provost

DEPT: Academic Advising Center

LEADS: Christine Norquest, Crystal Lewis, Kristin Lang, Lucy Morris, Kate Karacay, Ben Landsee, Maureen Schafer, academic advisors

The Committee on Advising Students of Color (CASOC) and the Academic Advising LGBTQ Committee worked with the Academic Advising Center's New Advisor Training Committee to incorporate training sessions on advising students of color and on advising students who identify as LGBTQ+. Members of each committee developed and implemented new advisor training on relevant content, informing new advisors about helpful resources for students, and bringing awareness to the unique challenges that students in these populations face, particularly at a predominantly white institution in a heteronormative culture. New advisors were also encouraged to attend ongoing AAC staff development sessions and reading discussions related to advising underrepresented students.

Unit-Division of Student Life: [Multicultural Resources for Staff](#)

ORG: Division of Student Life

LEAD: Melissa Shivers, vice president for student life and interim associate vice president for diversity, equity, and inclusion

The division's mission is to support student success, which includes assisting students in developing their understanding of multiculturalism. We view our role, as division staff members, as critical in helping students gain this understanding. In order to optimize our effectiveness in facilitating student development in this area, we have committed, as a division, to increasing staff multicultural knowledge, awareness, and skills. On a practical level, having multicultural knowledge, awareness, and skills enhances our ability to do our jobs and it better prepares our students to succeed in theirs. The website provides practical resources to support staff members in continuing to develop their multicultural knowledge and skills.

Unit-Enrollment Management: Cultural Lunch Club

ORG: Enrollment Management

DEPT: Admissions and Financial Aid

LEAD: Adam Parker, assistant director, International Outreach and Recruitment

COLLABORATING UNITS: Admissions, International Students and Scholars Services

Once a month Admissions and Financial Aid offers an opportunity for staff to eat at different ethnic restaurants, and also learn about different cultures and ethnicities. Students are invited to join, present to the group as a learning opportunity, and share their experiences at the university.

Unit-Enrollment Management: Diversity, Equity, and Inclusion (DEI) Professional Development for Staff

ORG: Enrollment Management

DEPT: Admissions and Financial Aid

LEAD: Brent Gage, associate vice president for enrollment management

COLLABORATING UNITS: HR, Student Life, Provost Org

There are a number of campus committees, groups and programs that staff are encouraged to attend including (but not limited to): University Counseling Services presentation, "Moving from Me to You to Them to Us: how to Engage in Productive Yet Difficult Conversations Across Difference; UI Latinx Council; First Gen Task Force; Homeless Student Task Force; Iowa Edge Alcohol Risk Reduction Task Force; Latino Youth Summit; College of Engineering Society of Hispanic Professional Engineers Foundation program for K-12 students, parents and community leaders to promote college readiness and financial aid awareness.

Unit-ITS: [Accessing Higher Ground IT Accessibility Conference](#)

ORG: Information Technology Services

DEPT: Information Security and Policy Office

LEAD: Todd Weissenberger, ITS web accessibility coordinator

Support attendance at national conference, providing opportunities for networking and professional development.

Unit-REACH: UI REACH Staff Professional Development

ORG: College of Education

DEPT: UI REACH

LEAD: Lauren Bruno, postdoctoral research scholar

COLLABORATING UNITS: UI REACH

UI REACH Staff will partake in a 2-day professional development to enhance their knowledge and skills around serving students with disabilities. Primarily the focus is on increase the use of UDL in our instruction and incorporating technology into the instruction. This PD is done jointly with staff from iCATER and will focus on connecting research and practice to improve transition outcomes for students with disabilities.

Unit-University Housing and Dining: Intercultural Development Inventory and Intercultural Professional Staff Development in Residence Education

ORG: Division of Student Life

DEPT: University Housing and Dining

LEAD: Keniese Evans, assistant director, Residence Education

The Intercultural Development Inventory® (IDI®) is the premier cross-cultural assessment of intercultural competence that is used by thousands of individuals and organizations to build intercultural competence to

achieve international and domestic diversity and inclusion goals and outcomes. IDI research in organizations and educational institutions confirms two central findings when using the IDI: 1) interculturally competent behavior occurs at a level supported by the individual's or group's underlying orientation as assessed by the IDI. 2) training and leadership development efforts at building intercultural competence are more successful when they are based on the individual's or group's underlying developmental orientation as assessed by the IDI. Using the individual and group results from IDI, Residence Education will be working as a professional staff to increase our intercultural knowledge and create goals on the individual and group level.

Unit-University Housing and Dining: Justice Conversations during Residence Education Staff Meetings

ORG: Division of Student Life

DEPT: University Housing and Dining

LEAD: Keniese Evans, assistant director, Residence Education

Each week during Residence Education staff meetings we discuss an article, video, activity, etc. from a social justice lens and the impact the topic has on our students and the work we do here on campus. Topics have included race, religion, body size, LGBTQ, incarceration, free speech, and many others.

Unit-UIHC: UI Health Care New Employee Orientation

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

The CultureVision online tool is shared with all new employees of UI Health Care during a 10 minute presentation at new employee orientation.

Pipeline Programs to Advance Higher Education

DESCRIPTION: Programs designed to prepare students toward the next level of education, including programs designed to advance K-12 to undergraduate education; undergraduate to graduate and professional programs. Primarily designed to advance educational pipelines generally but may result in recruitment to the university.

Pipeline to Undergraduate Education - K-12 Programs

K-12: Accountability, Leadership, Opportunity (ALO) Program

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Carlos Nelson, academic coach
COLLABORATING UNITS: Linn-Mar High School, Admissions

Linn-Mar ALO (Accountability, Leadership, Opportunity) is a program sponsored by the Linn-Mar Community School District. It provides educational, service, and personal development opportunities to students attending Linn-Mar High School. Black/African American ALO students visit the UI campus and attend programs geared toward student achievement, leadership, and opportunity.

K-12: Advancement Via Individual Determination (AVID) Partnership

ORG: College of Education
DEPT: Dean's Office
LEAD: Elizabeth Getachew, student; Leslie Locke, assistant professor

Advancement Via Individual Determination (or AVID) is a nationally recognized nonprofit college readiness program created with the intent to help students develop skills to go to and get through college. While more common in secondary education, Kirkwood Elementary School in Coralville is the first elementary school in Iowa with this program. In partnership with the school, UI education students visit Kirkwood Elementary School to foster connections with students and build a college-going culture from an early age. During the visits, UI students participate in book club-style discussions with groups of fourth-graders that allow them to monitor reading progress and ensure that the elementary students are learning how to talk about literary themes, character development, and story plot—all of which are AVID requirements.

K-12: [Black Girls Do Science](#)

ORG: College of Engineering
DEPT: Diversity and Outreach
LEAD: Tracy Peterson, director, Diversity and Outreach Programs

Black Girls Do Science is a program designed to inspire underrepresented young women from all backgrounds in grades 4-8 to explore career and educational opportunities in the STEM (Science, Technology, Engineering, Mathematics) fields. This program is open to all.

K-12: [Diversity Programming in Iowa](#)

ORG: Enrollment Management
DEPT: Admissions and Financial Aid
LEAD: Kirk Kluver, director of admissions
COLLABORATING UNITS: Center for Diversity Enrichment, Tippie College of Business

- A college application drive in Des Moines Public Schools helps underrepresented students in the Des Moines Public Schools apply to the UI. Questions are answered about admissions, the financial aid process, and other general university topics. The program helps high school freshmen and sophomores understand how to be successful in high school, and how those skills can transfer in the college search and application process. Collaboration with school counselors and GearUp Advisors helps drive students to this program.

- The Black in Business program for juniors and seniors allows them to complete a campus visit and then attend the Black in Business program as special attendees. The program works with high schools and community-based organizations to find students who are interested in business and the UI.
- The Advantage Iowa Mileage Reimbursement Program provides an opportunity for high school seniors who are Advantage Iowa Award winners to visit campus and have their mileage paid for by Office of Admissions. These students can select any on campus visit option to increase the number of admitted URM campus visitors.
- Native Student Visit Day provides a special visit opportunity for Native American high school students to visit campus and then attend the UI Powwow and showcase the resources available to Native American students at the UI.

K-12: [Femineers Program](#)

ORG: College of Engineering

DEPT: Diversity and Outreach

LEAD: P. Chelle Lehman, outreach director, UI PLTW Diversity and Implementation, Outreach Admissions Scholarships and Inclusion Services

The Femineer® Program is a teacher training program created and funded by Cal Poly Pomona's College of Engineering in 2013 to inspire females to pursue STEM (Science, Technology, Engineering, and Math). The program provides six to 12 students with project-based learning, female engineering student mentors, and opportunities to visit the UI. The UI is the first affiliate university outside of California.

K-12: [GEAR UP \(Gaining Early Awareness and Readiness for Undergraduate Programs\)](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Nadine Petty, executive director of the center for diversity and enrichment; Blanca Ramirez, academic coach

COLLABORATING UNITS: Admissions; Iowa College Aid

The GEAR UP program is a discretionary grant program that encourages eligible entities to provide support and maintain a commitment to eligible low-income students, including students with disabilities, to assist the students in obtaining a secondary school diploma (or its recognized equivalent) and to prepare them to succeed in postsecondary education. Under the GEAR UP program, the department awards grants to states and partnerships consisting of at least one institution of higher education (IHE) and at least one local educational agency (LEA).

K-12: [Girls Who Code](#)

ORG: College of Engineering

DEPT: Diversity and Outreach

LEAD: Tracy Peterson, director, Diversity and Outreach Programs

Girls Who Code is a program for girls in grades 6 to 12 to explore coding in a fun and friendly way. This program is open to all.

K-12: [Iowa First Nations Summer Program](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Tracy Peterson, director, Diversity and Outreach Programs; Carlos Nelson, Academic Coach

COLLABORATING UNITS: College of Engineering and Iowa First Nations Planning Committee

This program provides Native American students the opportunity to live on campus and experience the university setting, explore majors, and gain an appreciation for the variety of opportunities on the UI campus and in higher education in general. Participants attend structured classroom seminars and field trips to various campus departments, participate in hands-on classroom experiences, and have the opportunity to get involved in social and recreational activities on campus and in the community.

K-12: [Latinx Youth Leadership Summit](#)

ORG: Division of Diversity, Equity, and Inclusion, Latinx Council

DEPT: Center for Diversity and Enrichment

LEAD: Blanca Ramirez, academic coach

COLLABORATING UNITS: Admissions/AIExito, LULAC, School of Social Work, Tippie College of Business, College of Education, CDE, Latinx Council, Iowa City School District

The Iowa Latinx Conference: Strengthening and Valuing Latinx Communities in Iowa is held every year in October at the UI. The youth summit attracts more 330 high school students from around the state and is

sponsored by the Center for Diversity and Enrichment in the Division of Diversity, Equity, and Inclusion and the UI School of Social Work in the College of Liberal Arts and Sciences. Celebrating more than 20 years, the event has become a cherished gathering to emphasize strengths of Latinx culture.

K-12: Minority Youth Conference and College Fair

ORG: College of Nursing
DEPT: Diversity Office
LEAD: Valerie Garr, diversity coordinator
COLLABORATING UNITS: Targeted QC area High Schools

Since 2006, the College of Nursing has participated in this minority high school youth leadership conference and college fair presenting leadership sessions and a workshop session on health and wellness. The event is held on a different college campus each year. There is also a student panel made up of diverse college students from different institutions to talk about their respective campus experiences to encourage the high school students to go to college.

K-12: [Multi-Ethnic Engineering and Science Association \(MESA\) Tutoring Program](#)

ORG: College of Engineering
DEPT: Diversity and Outreach
LEAD: Tracy Peterson, director, Diversity and Outreach Programs

The MESA Tutoring Program is a service for students traditionally underrepresented in STEM fields who request additional support with coursework. The program is designed to help kids in grades 5-12 develop good study habits and receive mentoring and support. Establishing good study skills early will make an impact in schoolwork. Students can get help with specific subject areas (mathematics, English, science, and social sciences) or with general study skills such as homework management, organization, and test preparation. MESA Tutoring is hosted by the Multi-Ethnic Engineering and Science Association (MESA) and partners with other student organizations. The program collaborates with the Iowa City Community School District (ICCS). The program is coordinated and funded by the College of Engineering, Diversity and Outreach Programs. Additional support comes from the Division of Diversity, Equity, and Inclusion. This program is open to all.

K-12: [Pen Pal Program](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Mike Meginnis, educational support services associate
COLLABORATING UNITS: West Liberty Elementary School, College of Engineering, Physics and Astronomy, museums, Athletics Hall of Fame

This project matches current UI students with fourth graders from West Liberty Elementary based on shared interests and the future plans of the elementary students. Through the exchange of letters and one campus visit in the spring, the students have an opportunity to connect with a role model and start thinking about their plans after high school.

K-12: [Project HOPE \(Healthcare Occupations Preparation and Exploration\)](#)

ORG: College of Education
DEPT: Dean's Office/Academic Affairs
LEAD: Saba Ali, Project HOPE director and professor, Counseling Psychology
COLLABORATING UNITS: UI Colleges of Education, Medicine, Dentistry, Law, Nursing, Pharmacy, Public Health, Business, Engineering, Liberal Arts and Sciences (Departments of Biology, Physics and Astronomy, Communication Sciences and Disorders, and School of Art and Art History), School of Urban and Regional Planning, Hardin Library for the Health Sciences, and the State Hygienic Laboratory at the UI.

Project HOPE (Healthcare Occupations Preparation and Exploration) is a STEM-based curricular intervention that integrates academic and vocational opportunities designed to connect minority and low socioeconomic middle school students to the health science professions early in their education. HOPE addresses the critical national need to increase diversity in the American healthcare workforce.

The intervention integrates 21st Century Skills development into a comprehensive student-oriented health professions career education program for middle school students that includes strategies for parents and teachers. University staff and students facilitate health careers awareness through classroom activities, teacher and school counselor training, parent support activities and work-based learning opportunities for students including clinical simulation experiences and health science career mentoring.

K-12: [Society of Hispanic Professional Engineers \(SHPE\) Noche de Ciencias](#)

ORG: College of Engineering
DEPT: Diversity and Outreach
LEAD: Tracy Peterson, director, Diversity and Outreach Programs

Noche de Ciencias is a national program established in 2008 by the SHPE Foundation to promote knowledge and interest in STEM among the Hispanic and other underrepresented community. The goal of the Noche de Ciencias Program is to inspire Hispanic and other underrepresented youth to pursue STEM degrees and careers. Noche de Ciencias is usually a two-hour event hosted by the UI Society of Hispanic Professional Engineers (SHPE) student organization that includes hands-on STEM activities designed for K-12 students, a STEM Panel, a college presentation for students, and two bilingual parent workshops on college and education costs, and how to help their child(ren) go to college. This program is open to all.

K-12: [Society of Women Engineers \(SWE\) High School Conference](#)

ORG: College of Engineering
DEPT: Diversity and Outreach
LEAD: Tracy Peterson, director, Diversity and Outreach Programs

The SWE High School Conference is a day for junior and senior high school girls to visit the UI campus to learn more about engineering through fun activities. This program is open to all.

K-12: Special Visit Programming and Events

ORG: Enrollment Management
DEPT: Admissions and Financial Aid
LEAD: Sauvik Goswami, assistant director, Diversity Recruitment
COLLABORATING UNITS: Admissions, Enrollment Management

- The Hawkeye Connections program based in the Chicago area that helps underrepresented high school students in the Chicago area learn about the UI. The families and students are encouraged to interact with each other and start building relationships. By working with school counselors and community-based organizations, the UI builds its intended audience.
- Tinley Park Banquet Dinner provides a resource to help underrepresented, admitted high school students from Chicago learn about the opportunities that exist on the UI campus. Admitted students from this region are invited to this highly specialized event in February before the Next Step Iowa event.
- Special group visits are scheduled for high schools, community-based organizations, and community colleges, which can be primarily underrepresented students. The UI also uses this platform to invite groups such as the Carmen Schools of Science and Technology, West Liberty High School, etc.

K-12: Summer Enrichment Institute (SEI)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Katie Newcomb, academic coach; Blanca Ramirez, academic coach
COLLABORATING UNITS: Maria Martin, academic dean at West High School

The Summer Enrichment Institute (SEI) is a free summer program sponsored by the UI Center for Diversity and Enrichment (CDE) that is designed to enhance the academic experience of local Iowa City Community School District (ICCS) secondary-level students of underrepresented populations.

K-12: Take Your Child to Work Day Event

ORG: Information Technology Services
DEPT: Administrative Information Systems
LEAD: UI Women in Technology

Take Your Child to Work Day is a community event to engage community youth in STE(A)M fields.

K-12: Tippie College of Business Future Leaders Day

ORG: Tippie College of Business
DEPT: Undergraduate Program Office
LEAD: Ken Brown, associate dean, Undergraduate Program; Gabriela Rivera, assistant director, Diversity, Inclusion and Student Success; Mike Schluckebier, associate director, Recruiting and Admissions
COLLABORATING UNITS: Office of Admissions, Women in Business Student Organization, InvestHer Student Organization, Iowa City Area Development Group and ICR Iowa

The Tippie College of Business in partnership with the Office of Admissions, Women in Business Student Organization, InvestHer Student Organization, Iowa City Area Development Group, and ICR Iowa hosted high school women students from underrepresented and first-generation backgrounds on Oct. 5, 2018. Tippie invited high school students in grades 11 and 12 from the Iowa City Community School District, Columbus Junction, and West Liberty to a one-day leadership summit. Tippie faculty offered leadership sessions, the students toured campus, and ate lunch in a residence hall.

K-12: [Tippie Gateway Program](#)

ORG: Tippie College of Business

DEPT: Undergraduate Program Office

LEAD: Gabriela Rivera, assistant director, Diversity, Inclusion and Student Success; Mark Archibald, assistant director, First Year Experience

The Gateway Program is a free, on-campus summer experience designed to increase understanding of business majors for high school juniors from backgrounds underrepresented in business. Students experience life on campus, get a sense of what they can do with a business degree, and meet Tippie students, professors, alumni, and business professionals. Most importantly, they get a head start on transitioning from high school to college.

K-12: TRIO Upward Bound After School Site Visits

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Jennifer Lynch, project director, TRIO Upward Bound

COLLABORATING UNITS: West Liberty, Muscatine and Columbus Junction high schools

Visits to specific high schools three times per week to meet with students for community building and grade-specific activities related to academic success, college preparation, career exploration and personal development.

K-12: TRIO Upward Bound Field Trips

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Jennifer Lynch, project director, TRIO Upward Bound

COLLABORATING UNITS: Regional Universities/Colleges

Field trips take students to tour college campuses and to cultural sites/events that they normally would not have access to because of income, location, etc.

K-12: TRIO Upward Bound Summer Residential Program

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Jennifer Lynch, project director, TRIO Upward Bound

COLLABORATING UNITS: Housing and Dining, Registrar and Advising

A five-week academy where students take academic courses taught by professional teachers and experience college life living on the UI campus. Program participants who are recent high school graduates are able to take college courses through the Bridge component.

K-12: TRIO Upward Bound Week of Learning on the Road

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Jennifer Lynch, project director, TRIO Upward Bound

COLLABORATING UNITS: Community Organizations within destination cities

At the end of the Summer Residential Program, students take an extended trip, usually out-of-state, where they explore sites and cultures that they would normally not have exposure to.

K-12: TRIO: Iowa TRIO Student Leadership Conference

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: TRIO SSS

An annual conference brings together TRIO students from around Iowa to different college campuses. They hear from keynote speakers and participate in workshops on a variety of topics.

K-12: [UI Health Care STEM Education Program](#)

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Jackie Kleppe, director, Collegiate and Community Relations

In FY16, more than 12,000 students participated in UI Health Care STEM education programs across 56 counties in Iowa and interacted with 155 schools (elementary, middle, and high schools) throughout the state. Seventy percent of the participants were female and 86 percent were students from diverse backgrounds (African American/Black=25 percent; Alaskan Native/American Indian=8 percent; Native Hawaiian or other Pacific Islander=5 percent; Asian=22 percent; Hispanic/Latino/a=23 percent; economic, cultural, social or educational disadvantage=17 percent).

K-12: University of Northern Iowa - Center for Urban Education (UNI-CUE) Visit

ORG: College of Nursing
DEPT: Diversity Office
LEAD: Valerie Garr, diversity coordinator
COLLABORATING UNITS: Nursing, Admissions, CDE, Business, Engineering

The College of Nursing has a partnership with UNI-CUE, which will result in about 30 to 40 minority high school students visiting the UI and the UI College of Nursing in spring 2019.

K-12: West Liberty Enrichment Dinner

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Center for Diversity and Enrichment
LEAD: Carolyn Colvin, associate professor
COLLABORATING UNITS: West Liberty School, Admissions, College of Education, Center for Diversity Enrichment

In partnership with the UI's Center for Equity and Diversity, the West Liberty Enrichment Program offers mentoring and enrichment programming to recruit and retain first-generation, underrepresented West Liberty students who attend the UI. The program began in 2007 and has served more than 200 undergraduate students who participate in monthly support programs including academic mentoring and financial literacy instruction. Currently enrolled West Liberty students serve as peer tutors to incoming West Liberty students.

K-12: WISE STEM Extravaganza

ORG: College of Engineering
DEPT: Diversity and Outreach
LEAD: Linda Varvel, co-director for on-campus programs, Women in Science and Engineering, Outreach Admissions Scholarships and Inclusion Services

Fun, hands-on activities focused on science, technology, engineering and mathematics help ignite curiosity. Each activity provides students with a challenge that encourages them to unleash their creativity. This program is open to all.

Graduate and Professional School Pipeline Programs

Grad: [Field of Dreams Project](#)

ORG: College of Public Health
DEPT: Dean's Office/Academic Affairs
LEAD: Gideon Zamba, director of Iowa Summer Institute in Biostatistics

The National Alliance for Doctoral Studies in the Mathematical Sciences is a community dedicated to ensuring that every underrepresented or underserved American student with the talent and the ambition has the opportunity to earn a doctoral degree in a mathematical science. Each fall, Alliance Scholars and their Alliance Mentors are invited to the Field of Dreams Conference. The Field of Dreams Conference introduces potential graduate students to graduate programs in the mathematical and STEM sciences at Alliance schools, as well as professional opportunities in these fields. Scholars spend time with faculty mentors from the Alliance schools, get advice on graduate school applications, and attend seminars on graduate school preparation and expectations as well as career seminars. The Department of Biostatistics sends representatives to this conference every year.

Grad: Graduate School Jam Session

ORG: Graduate College

DEPT: Office of Graduate Inclusion

LEAD: Diana Sproles, diversity and inclusion coordinator and director, Summer Research Opportunities Program; Nadine Petty, Executive Director, Center for Diversity and Enrichment

COLLABORATING UNITS: CDE

A graduate student panel and workshop were provided for undergraduates from the Center for Diversity and Enrichment. The session was an opportunity for panelists to answer questions for students in attendance on graduate school, admissions and funding, as well as the significance of research. The event is a collaboration between OGI and CDE.

Grad: [Summer Research Opportunity Program \(SROP\)](#)

ORG: Graduate College

LEAD: Diana Sproles, diversity and inclusion coordinator and director, Summer Research Opportunities Program

COLLABORATING UNITS: Academic Units across campus

The Summer Research Opportunity Program (SROP) began in 1986 as part of the Big Ten Alliance in an effort to increase the numbers of URM students pursuing graduate studies. The UI Summer Research Program is an award-winning eight-week program designed to provide promising underrepresented undergraduate students with in-depth research experiences. The SROP program strives to prepare young investigators to achieve their goals of pursuing graduate work and of becoming tomorrow's academic leaders as faculty or with successful careers in government, business, and non-profit agencies. Students receive first-hand exposure to the graduate school experience and to faculty life by being paired with a faculty mentor whose work is closely related to their academic interests and career goals. The students choose among opportunities in biological sciences, engineering, humanities, mathematics, physical sciences, or social sciences and work with their faculty mentor either on an individual basis or as part of a research team. Each student plays an active role in identifying the area of study and a faculty mentor to work with. The program encourages students to explore research opportunities at UI that can lead to doctoral degrees. The program culminates with the students presenting their research at the Summer Undergraduate Research Conference.

Prof/Grad-Health: Prostate Cancer Research Summer Training Program

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: David Lubaroff, professor emeritus

COLLABORATING UNITS: Office of Cultural Affairs and Diversity Initiatives (OCADI); UI Holden Cancer Center; Office of the Provost, UI; The Lincoln University (an Historically Black College/University [HBCU]) School of Natural Science and Mathematic

Seven undergraduate students from a Historically Black College/University (HBCU) participate in eight-week program.

Prof/Grad-Health: [Summer Health Professions Education Program \(SHPEP\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

COLLABORATING UNITS: Carver College of Medicine, Colleges of Dentistry, Pharmacy, Public Health, Nursing; Center for Diversity and Enrichment

The Summer Health Professions Education Program (SHPEP) is a free six-week summer enrichment program focused on improving access to information and resources for college students interested in the health professions. SHPEP's goal is to strengthen the academic proficiency and career development of students underrepresented in the health professions and prepare them for a successful application and matriculation to health professions schools. These students include, but are not limited to, individuals who identify as African American/Black, American Indian and Alaska Native and Hispanic/Latino, and who are from communities of socioeconomic and educational disadvantage. SHPEP, formerly known as the Summer Medical and Dental Education Program (SMDEP), expanded in 2016 to include a broader array of health professions.

Prof/Grad-Med: [Post-Baccalaureate Research Program \(PREP\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Donna Hammond, vice chair for research

National Institute of General Medical Sciences (NIGMS) grant awarded to co-principal investigators Donna Hammond and Sherree Wilson. This is a five-year grant to support five scholars in this one-year program. PREP will prepare them for graduate school to earn a PhD or MD/PhD. The UI's third cohort is currently enrolled and applying for graduate school. Applicants must identify as an NIGHM underrepresented minority, disability veterans, or disadvantaged. This is a renewable grant.

Prof/Grad-Med: [Summer Undergraduate Research Program \(SUMR\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Steven Lentz, director, UI Medical Scientist Training Program

COLLABORATING UNITS: Carver College of Medicine Medical Scientist Training Program (MSTP).

This program offers an intensive experience for highly motivated undergraduates interested in future combined MD/PhD training and provides the opportunity for undergraduate students to conduct hands-on intensive research with scientists at the UI. From 2000 to 2016, 157 students participated in the SUMR program; of those, 46 were from populations underrepresented in medicine/biomedical sciences. After the completion of their undergraduate degrees, of the 157 SUMR participants, 32 entered medical school, including 13 who matriculated to the CCOM; three URiM SUMR participants entered other medical schools. Thirty-six of the 157 SUMR participants entered MSTP programs, and of the 36, six were URiM; 18 (none were the URiM) of the 36 entered the UI MSTP, while the other half (18) entered other MSTPs. Eight of the 157 SUMR participants entered graduate programs at other institutions and of those eight, five were URiM. Twenty-one of the 157 entered other training programs (two at Iowa); of the 21, 12 were URiM (one at UI). The SUMR program is housed within the CCOM MSTP; MSTP employs two part-time faculty directors, a full-time administrative director and a full-time support staff. The MSTP program is funded by a grant from the NIH, and receives support from the CCOM.

Prof-Law: [Bridge Program](#)

ORG: College of Law

LEAD: Carin Crain, associate dean of student affairs

The Bridge Program supports diversity in legal education and the legal profession by providing prospective students from underrepresented communities with experiences to help them learn: what lawyers do; the skills lawyers use; what law school is like; and ultimately, it gives students the tools to answer the question: "Is law the choice for me?"

Prof-Med: [Building the Next Generation of Academic Physicians](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Janet Niebuhr, program and operations coordinator

The CCOM served as a co-sponsor and host for this event in fall 2016. This one-and-a-half-day regional conference is designed to encourage trainees who are underrepresented in medicine (racial and ethnic minority/women/LGBT) to consider academic medicine careers. A total of 53 medical students and residents (from the UI and Loyola University) registered for the conference and 49 participated; nine CCOM faculty and/or administrators facilitated sessions during the conference. Attendees had the opportunity to participate in various workshops (academic medicine career roles and responsibilities; finding an academic residency; finding an academic position after residency), which were led by faculty from CCOM, Loyola, and Rutgers. Staff in OCADI coordinated the program, devoting about .20 FTE to program planning and logistics. The OCADI sponsored the program; sponsorship included food and registration for each attendee.

Prof-Med: [Carver College of Medicine \(CCOM\) Rural Iowa Scholars Program \(CRISP\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Michael Maharry, clinical associate professor of Family Medicine

COLLABORATING UNITS: CCOM Office of Student Affairs and Curriculum

The C(COM) Rural Iowa Scholars Program (CRISP) to address the increasing physician shortage in rural areas of the state. CRIPS is a comprehensive program that begins in the summer before students enter medical school and continues throughout medical school. The goal is to attract, educate and inspire future rural physicians who will help Iowa meet its need for health care in rural areas of the state. CRISP was designed with the input of clinicians who are practicing in rural areas or who have strong interest and experience in rural medicine.

Prof-Med: [Diversity Physician Shadowing Program](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

COLLABORATING UNITS: Office of Cultural Affairs and Diversity Initiatives (OCADI) Participating departments in Carver College of Medicine include Emergency Medicine, Family medicine, Internal Medicine, Obstetrics and Gynecology, Ophthalmology, Orthopaedics, Otolaryngology, Pathology, Physical Therapy, Radiation Oncology, Radiology

The program serves 90 UI undergraduate students from populations underrepresented in medicine/health professions per year. (Effective 2016, 40 to 50 Grinnell College students also shadow physicians as part of their experience in the MAPS/Grinnell College program described above).

Prof-Med: [Iowa City High Pre-Med Society \(CHPS\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

COLLABORATING UNITS: Carver College of Medicine Office of Cultural Affairs and Diversity Initiatives, College of Dentistry, Pharmacy, Public Health, Nursing, Center for Diversity and Enrichment

The program is for high school students identified as disadvantaged and/or from populations historically underrepresented in medicine; 18 students participated in the inaugural year. This was a pilot program that is not currently implemented.

Prof-Med: [MAPS - Minority Association of Pre-Health Students \(MAPS\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

COLLABORATING UNITS: Carver College of Medicine Office of Cultural Affairs and Diversity Initiatives (OCADI), Office of Admissions Centers for Diversity and Enrichment, UI

Minority Association of Pre-medical Students (MAPS) represents the undergraduate and post-baccalaureate students of Student National Medical Association (SNMA). MAPS members are considered national Associate members and make up about one-third of SNMA's membership. Through community service and dedication to eliminating ethnic health disparities, MAPS strives to provide a larger sense of being. MAPS members are leaders in their communities and strive to keep students motivated and involved in the undergraduate process.

MAPS annual programs include: MAPS@Iowa Admissions Panel, MAPS@Iowa Application Workshop for SHPEP, MAPS@Iowa Case-Based Learning (CBL), MAPS@Iowa Graduate Student Panel, MAPS@Iowa Health Disparities, MAPS@Iowa MCAT Study Sessions, MAPS@Iowa Medical Culture 101, MAPS@Iowa Medical Students Shadow Day, MAPS@Iowa Mobile Clinic, MAPS@Iowa Mock Interviews, MAPS@Iowa Personal Statement Workshop, MAPS@Iowa Speed Mentoring, MAPS@Iowa Support Dialogue Session, MAPS@Iowa Suture Workshop, and MAPS@Iowa Volunteer Opportunities.

Prof-Med: [MAPS@Grinnell \(Grinnell College Chapter\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

COLLABORATING UNITS: CCOM Office of Cultural Affairs and Diversity Initiatives and Grinnell College

Forty to 50 undergraduate Grinnell College students from populations underrepresented in medicine/health professions per year participate in the program.

Prof-Med: [Medical/Dental Education Preparatory Program \(MEDPREP\)](#)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

COLLABORATING UNITS: OSAC, OCADI

The Medical/Dental Education Preparatory Program (MEDPREP) was established in 1972 by the Southern Illinois University School of Medicine. MEDPREP is a two-year post baccalaureate program housed on the SIU campus, in Carbondale, Illinois. The program provides assistance to educationally and economically disadvantaged students in preparing for and achieving success in health professions schools. Staff from CCOM's offices of admissions and cultural affairs and diversity have recruited at SIU and presented medical school preparation sessions to the MEDPREP students.

Prof-Med: Pre-Medical School Conferences, Carver College of Medicine (CCOM)

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Kathlene Muhlenbruck, director of admissions for MD program

COLLABORATING UNITS: OSAC Admissions

The Carver College of Medicine admissions office hosts two annual premedical conferences per year for students from across the state of Iowa as well as at the UI; individuals from underrepresented groups including URiM students as well as students from rural backgrounds are recruited to attend. The conference focuses on preparation for applying to medical school. The Office of Student Affairs and Curriculum (OSAC) sponsors the premedical conferences.

Faculty

Faculty: [Alliance for Graduate Education and the Professoriate \(AGEP\) Professorial Advancement Initiative \(PAI\)](#)

ORG: Graduate College

LEAD: Shelly Campo, associate dean for administrative affairs

COLLABORATING UNITS: Big10, STEM departments

Funded by the National Science Foundation, the goal of the Big Ten Academic Alliance AGEP PAI is to increase the number of underrepresented minority (URM) faculty members hired within the Big Ten Academic Alliance. This goal is supported by two objectives: a). Create a pool of URM postdocs, prepared and trained for success in a tenure track position; and b). Educate faculty members and faculty search committees about diversity hiring. Big10 postdocs enrolled in the program are provided with monthly educational webinars, financial assistance, travel funds, and conference opportunities to increase their sense of community and their professional success. Postdocs also are provided additional mentoring. Faculty on search committees in the Big10 have been participating in implicit bias training. Training at UI is provided by the Office of the Provost and based on materials developed by Purdue University as part of this grant. Dean John Keller was a co-principal investigator on the grant.

Clinical, Wellness, and Client Services

DESCRIPTION: Resources and services provided to external and internal constituencies to advance health and well-being.

Resources

Resource: Caring for Trans* Patients

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Jessica Brierton, social worker
COLLABORATING UNITS: Social Work, Human Resources, LGBTQ Clinic, OCADI

Jessica Brierton, social worker in UIHC, created a Caring for Trans* Patients curriculum when she saw the need in the hospital. Course is 60 minutes to allow staff and faculty to attend on a schedule conducive to the setting. Course was designed by Jessica and approved by a 10 person committee who interacts with this population.

Resource: [Cultural Resources Website](#)

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives, Carver College of Medicine
LEAD: Denise Martinez, associate dean for cultural affairs and diversity initiatives

Carver College of Medicine students, staff, and faculty are at the center of many resources affirming the UI's commitment to diversity. In widening circles, from the college, to the university, to the community and region, each of these networks brings together programs for support, enlightenment, and opportunity. Website includes links to diversity, equity, and inclusion-related resources in the college, university, community, faith-based communities, LGBTQ Resources, Language and Culture, and Health Provider Tools.

Resource: CultureVision

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Janet Niebuhr, program and operations coordinator
COLLABORATING UNITS: VPMA

OCADI staff led the process to select and implement CultureVision (CV) throughout the UI Health Care enterprise. CV is used by healthcare providers to facilitate the delivery of culturally responsive care and has also been incorporated into medical education at the undergraduate medical education and graduate medical education levels. An assessment of the effectiveness of CV was conducted in 2016, and overall the evaluation results were positive. Additionally, during the second year of implementation (FY17), CV averaged 15,566 hits/quarter; the total number of hits for the year was 60,098.

Resource: LGBTQ 101

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Jessica Brierton, social worker
COLLABORATING UNITS: Human Resources, OCADI, Nursing, LGBTQ Clinic, OCADI, Social Work

Jessica Brierton, social worker in UIHC, created an LGBTQ 101 curriculum when she saw the need in the hospital. The course is 60 minutes to allow staff and faculty to attend on a schedule conducive to the setting and was designed by Brierton and approved by a 10-person committee who interacts with this population.

Resource: [Quick Tips for Medical Providers of Transgender Patients](#)

ORG: UI Health Care
LEAD: Nicole Nisly, clinical professor and Katie Imborek, clinical associate professor

The TRANSCARE approach:

- Treat transgender individuals with respect, as you would all of your patients.
- Refer to transgender people by the name and pronoun associated with their gender identity.
- Ask politely how they wish to be addressed if you are unsure about a person's gender identity.

- Never reveal a person's transgender status, unless it is absolutely necessary for the patient's health care.
- Set a high standard for inclusive care.
- Concentrate on care, not curiosity.
- Avoid negative facial reactions and offensive language.
- Remember that treating a transgender patient is not always a training opportunity.
- Educate yourself and others about transgender health care and issues.

Resource: [UIHC Resources for Families and Allies of LGBTQ Individuals](#)

ORG: UI Health Care

LEAD: Dr. Katie Imborek, clinical associate professor; Dr. Nicole Nisly, clinical professor

Resource: [University Counseling Services Outreach Workshops](#)

ORG: Division of Student Life

DEPT: University Counseling Service

LEAD: Barry Schreier, director, University Counseling Service

UCS staff are available to design and implement presentations, programs or workshops on a variety of diversity related issues. Topics include: Dealing with racism on and off campus; gender issues; gay, lesbian, bisexual, and transgender issues; intercultural communication; international student concerns; learning disability/attention deficit disorder support strategies; men's issues; multicultural/diversity issues; racial/ethnic identity development, including: African-American/Black identity, American Indian/Native American identity, Asian-American identity, Caucasian/White identity, Latino/Hispanic identity, and Biracial/multiracial identity; re-entry adaptation; spiritual/religious identity development; succeeding in a predominantly White university; White privilege; and women's issues.

Resource: [Victim/Survivor Resource and Referral Guide](#)

ORG: Division of Student Life

DEPT: Office of the Sexual Misconduct Response Coordinator (OSMRC)

LEAD: Monique DiCarlo, Title IX and sexual misconduct response coordinator

The Resource and Referral Guide is available in Mandarin and Arabic languages.

Services

Service-Clinic: [Ethnic Skin Care Clinic](#)

ORG: UI Health Care

DEPT: Ethnic Skin Care Clinic

LEAD: Kanya Ferguson, clinical director, Dermatology

Operating within the Dermatology Clinic in the Pomerantz Family Pavilion, the new Ethnic Skin Care Clinic offers specialized services for skin of color patients (defined as types IV-VI in the Fitzpatrick Skin Type Classification). The clinic addresses medical and cosmetic concerns unique to this demographic, including pigmentary disorders (e.g., vitiligo, melasma), skin growths (e.g., dermatosis papulosa nigra), keloids and hair issues. Services include counseling, laser treatments, electrosurgery, phototherapy, and more.

Service-Clinic: [Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning \(LGBTQ\) Clinic](#)

ORG: UI Health Care

LEAD: Nicole Nisly, clinical professor and Katie Imborek, clinical associate professor

UI Health Care's LGBTQ Clinic serves the lesbian, gay, bisexual, transgender, queer, and questioning community. Every member of the clinic staff has had LGBTQ-specific cultural humility training. This training, through the Safe Zone Project, is to make sure the clinic setting is welcoming and assuring for all patients.

Service-Clinic: [LGBTQ Information and Services](#)

ORG: Division of Student Life

DEPT: Student Health and Wellness

LEAD: Sarah Hansen, associate vice president, Division of Student Life

The division strives to provide quality, compassionate care to all students and encourages students to talk to their healthcare provider about their sexual identity, gender identity and sexual behavior. In order to provide students with the best and most appropriate care, providers must be fully informed. Student care

and any information disclosed to the student's provider is strictly confidential. Respect for diversity is expected of all providers at Student Health and Wellness, and staff participate in ongoing diversity training.

Service-Clinic: Transgender Medical Services

ORG: Division of Student Life
DEPT: Student Health
LEAD: Jennifer Johnson, MD, student health physician
COLLABORATING UNITS: UIHC LGBTQ Clinic, UCS

The program supports a provider's expertise and interest in providing care to students undergoing gender transition.

Service-Clinic: Tuberculosis Surveillance Program Orientation and Screening Clinics

ORG: Division of Student Life
DEPT: Student Health
LEAD: Constance Wagner, nursing manager
COLLABORATING UNITS: ISSS Admissions, Orientation, Benefits

Education is provided to incoming international students regarding the required TB screening, immunization requirements, and TB disease. The clinics screen blood tests and communicate results, taking action with public health officials if needed.

Service-Clinic: [UI Stead Family Children's Hospital Sickle Cell Care Team](#)

ORG: UI Health Care
DEPT: UI Children's Hospital
LEAD: Anjali Sharathkumar, medical director of Iowa Hemostasis and Thrombosis Program
COLLABORATING UNITS: Dental hygienist Genetic counselors Hematologists Medical assistants Neuropsychologists Nurse practitioners Research coordinators Social workers

Sickle cell disease (SCD) is an inherited disease that changes the way hemoglobin, a protein in the red blood cells that carries oxygen, is made. Normal red blood cells are round and soft, but in a person who has sickle cell disease, the red blood cells become shaped like the letter C, or a sickle. The red blood cells in SCD are also sticky and rigid and can block blood flow, leading to severe pain attacks, or crises, as well as crises in the chest and spleen. The blocked blood flow can also cause damage to organs, such as the kidney, brain, heart, and lungs. Sickle cell disease is a serious, life-long disease that requires daily care. Improper care of SCD may cause serious health problems, long-term disability, or complications that can be life-threatening. The life expectancy for those with SCD has been steadily improving with proper care and treatment.

Service-Clinic: [UI Health Care LGBTQ Clinic](#)

ORG: UI Health Care
DEPT: Office of Cultural Affairs and Diversity Initiatives
LEAD: Katherine Imborek, director of offsite primary care

The UI LGBTQ Clinic serves the lesbian, gay, bisexual, transgender, queer and questioning communities. The clinic provides full-service health care to meet the LGBTQ health care needs.

Service-Group: [Identity-Specific Group Counseling Options](#)

ORG: Division of Student Life
DEPT: University Counseling Service
LEAD: Barry Schreier, director, University Counseling Service

Students often come to UCS with problems that are most effectively addressed in group counseling. These groups are free, unlimited, and open to all university enrolled students.

Service-Group: [Queer Art Healing Group](#)

ORG: Division of Student Life
DEPT: Rape Victim Advocacy Program (RVAP)
LEAD: Adam Robinson, director, Rape Victim Advocacy Program

Art is an effective way to process emotions and trauma. Participants are shown new techniques and given prompts each week to work with. No matter a participant's art skills, the group is for anyone interested in artistic healing.

Service-Interpretation/Translation: [Interpretation and Translation Services](#)

ORG: UI Health Care

DEPT: Office of the Patient Experience

Trained interpreters provide real-time interpretation and translation services for patients who are non-English speaking or who have hearing impairments. Patients and families can use these services during clinic visits, hospital stays, or other communication with hospital staff. Real-time interpretation provided by trained interpreters for non-English speaking patients and the hearing impaired Language bank of 22 interpreters in 12 languages Video Relay Interpretation for American Sign Language Overall facilitation for communication in the care setting

Service-Interpretation/Translation: Interpretation Services

ORG: Division of Student Life

DEPT: Student Health and Wellness

LEAD: Constance Wagner, nursing manager

Two-way phones are used to interpret what is being said during a health visit.

Service-Interpretation/Translation: Multi-lingual Services

ORG: Division of Student Life

DEPT: University Counseling Service

LEAD: Barry Schreier, director, University Counseling Service

University Counseling Service offers psychotherapy in Spanish, Mandarin, Hindi, Marathji, and English.

Service-Interpretation/Translation: Provision of Medical Information in Various Languages

ORG: Division of Student Life

DEPT: Student Health and Wellness

LEAD: Constance Wagner, nursing manager; Julie Weber, assistant nurse manager

Vaccine information statements from the Centers for Disease Control are offered in multiple languages, and common medical terms in other languages are posted for students.

Service-Rec: [Identity-Specific Fitness Programming](#)

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Pat Kutcher, associate director, Fitness and Wellness

Throughout the year, Recreational Services offers a variety of special fitness programs and events for different audiences and interests. Women and Weightlifting is one example.

Service-Rec: International Tennis League

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Michele Conlon, assistant director, Tennis

The International Tennis League meets every Friday for 2.5 hours during an academic year.

Service-Rec: [Women's Flag Football](#)

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Tommy Schorer, associate director, Sport Programs

A separate flag football league is offered for women with a later registration deadline to work around sorority recruitment as well as create more appeal for women to participate.

Service-Rec: [Womxn's Climbing Clinic](#)

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Meridith Caskey, assistant director, Outdoor Recreation and Education

Climbing improves mental and physical fitness, builds confidence, is fun, and is a great way to meet new people. This clinic is for women who have no previous climbing experience. Participants learn the basics of climbing in a supportive environment. This clinic is taught by two experienced female climbers.

Service-Rec: Youth at Risk Summer Tennis

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Fred Pedersen, assistant tennis professional

Tennis clinics are beneficial for at-risk youth. Recreational Services provides a comprehensive and holistic approach that combines sport, socialization, and role-modeling within a pressure-free and nurturing environment where kids feel appreciated. They are also encouraged to deal with problems in constructive ways and develop positive behaviors.

Inclusive and Accessible Physical and Technical Environment

DESCRIPTION: Physical environment that signals commitment to inclusion and welcome to historically marginalized populations

Technical Accessibility

Accessibility: [Communities with Disabilities Resources](#)

ORG: Division of Diversity, Equity and Inclusion

DEPT: Equal Opportunity and Diversity

LEAD: Tiffini Stevenson-Earl, compliance specialist and ADA coordinator

The Diversity at Iowa website provides online access to multiple resources in one location designed to advance accessible and inclusive environments:

- Getting Around: [Access and Construction Alerts](#), [Accessible Parking](#), [Bus on the Go \(BONGO\)](#), [Campus Accessibility Map](#), [Johnson County SEATS](#)
- Housing and Dining: [Accessible Housing at UI](#), [Dining Dietary Needs Form](#)
- Assistive Technology: [Assistive Technology Services](#), [ITS](#), [Hearing Loop Locations](#), [Iowa Center for Assistive Technology Education and Research \(ICATER\)](#), [Iowa Program for Assistive Technology](#)
- Learning: [Student Academic Accommodations](#), [University Libraries Accessibility](#), [Universal Design for Learning](#), [UISG Constituency Senator](#)
- Recreation and Events: [Accessibility at UI Events](#), [SportAbility of Iowa](#)
- Working: [Work/Life Resources](#), [Dual-Career Resources](#)
- Facilities: [Recent Facility Progress Updates](#), [Sharps Container Locations](#), [Universal Design for Physical Space](#)
- Service Animals: [ADA Requirements - Service Animals](#), [Frequently Asked Questions about Service Animals](#)
- External Resources: [Iowa Compass](#), [Access 2 Independence](#), [Iowa Educational Services for the Blind and Visually Impaired](#), [Iowa School for the Deaf](#), [National Alliance on Mental Illness of UI](#)

Accessibility: [Accessible Information Technology at the University of Iowa](#)

ORG: ITS

DEPT: IT Accessibility Group

LEAD: Todd Weissenberger, IT accessibility coordinator

COLLABORATING UNITS: Student Disability Services, Faculty/Staff Disability Services, ADA Coordinator in EOD, Iowa Center for Assistive Technology Education and Research, University General Counsel.

The UI is committed to providing information technology and systems that are accessible to all users, including users with disabilities and users of assistive technologies. In support of this commitment, the University maintains a Web Accessibility Policy, along with standards and practices that define a minimum degree of accessibility. Within OneIT, the IT Accessibility Group provides assistance with policy and technical guidelines, training, consultation, and advocacy for accessibility efforts at Iowa. The IT Accessibility group works closely with numerous offices and individuals on the Iowa campus to pursue equivalent opportunity and access to all. Website includes resources to support: [Web Accessibility](#), [Documents and Media](#), [Accessible Courses](#), [Purchasing](#), [Policy and Standards](#), and [Accessibility Testing](#).

Accessibility: [ADA Accommodations for Summer Camps and Conferences](#)

ORG: Division of Student Life

DEPT: University Housing and Dining

LEAD: Carrie Kiser-Wacker, assistant to the senior director and conference specialist

University Housing and Dining is committed to providing appropriate accommodations to guests with disabilities. To ensure that appropriate arrangements can be made, guests with disabilities who need reasonable accommodation should contact the University Housing and Dining Conference Specialist.

Accessibility: [Adaptive and Inclusive Rec](#)

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Brian Baxter, senior associate director; Emily Downes, assistant director, Aquatics; Danelle Stipes, assistant director, Rowing; Zane Hugo, assistant director, Aquatics; Tommy Schorer, associate director, Sport Programs

COLLABORATING UNITS: UISG

Recreational Services is committed to providing an inclusive recreation environment for the UI community and visitors. The department understands that being inclusive to all who wish to participate improves the recreation experience for the whole. As a result, the department has developed and outlined specific programming and services available to help everyone feel welcome on campus, and equipment to ensure all individuals can participate fully in recreational activities. Activities include: adaptive Red Cross curriculum, adaptive rowing program, adaptive timing system equipment, unified flag football, unified volleyball.

Accessibility: [Campus Accessibility Map](#)

ORG: Facilities Management

Online interactive campus map that identifies the following accessibility features in each campus building and route: entrances, elevators for vertical routing, interior connecting routes, accessible parking, sidewalk closures, stairs, crosswalk, and sidewalk grades.

Accessibility: [Medical \(ADA\) Accommodations](#)

ORG: Division of Student Life

DEPT: University Housing and Dining

LEAD: Virginia Ibrahim-Olin, assistant director for contracts and assignments

The UI and University Housing and Dining are committed to providing equitable opportunities in higher education and programs for academically qualified students without regard to disability. Students with a variety of disabilities and chronic medical conditions are welcome and encouraged to live in campus housing and housing and dining values the contributions all students make in their living learning communities.

Accessibility: [Transcription and Caption of A/V Materials within the UI Libraries Collection](#)

ORG: UI Libraries

DEPT: Preservation and Conservation

LEAD: Brad Ferrier, digital projects librarian; Dan Johnson, digital preservation librarian; Nancy Kraft, head, Preservation and Conservation

COLLABORATING UNITS: Information Technology Services (ITS), Student Disability Services (SDS)

UI Libraries provides transcribing and captioning of audio-visual material within the UI Libraries collection.

Accessibility: [University Dining Nutrition and Special Diets](#)

ORG: Division of Student Life

DEPT: University Housing and Dining

LEAD: Laura Croteau, cater, dining and event services coordinator

UI strives to make eating in its market places as simple as possible for those with allergies or dietary restrictions. Using allergy and nutrition badges, individuals are able to see which food items contain shellfish, wheat, gluten, milk, peanuts, tree nuts, eggs, fish, and soy, as well as items that are vegetarian and vegan. In fall 2018, University Dining opened Thrive, the first allergy-free station located in Burge Market Place. This station is void of gluten plus the top eight food allergies (fish, shellfish, egg, wheat, soy, peanuts, tree nuts, and milk). Support is provided for summer camps and conferences to ensure that every guest has a variety of healthful food options, no matter their dietary restrictions.

Accessibility: [Wheelchair Tennis Grant](#)

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Fred Pedersen, assistant tennis professional

Recreational Services is in the early stages of applying for grants for wheelchairs for tennis. The goal is to promote and develop recreational tennis opportunities for individuals with different abilities through inclusion, knowledge, and support by providing adaptive programming, equipment, and teaching techniques.

Physical Accessibility

Physical: [Bridging Our World International Flag Display](#)

ORG: Division of Student Life

DEPT: Iowa Memorial Union

LEAD: Bill Nelson, associate dean and executive director, IMU

Bridging Our World, is a five-day display featuring the flags of the countries represented by international students attending the university during the fall semester. The flags are displayed across the Iowa Memorial Union footbridge.

Physical: **BUILD Certificate Signage**

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity Resources Office

LEAD: Bria Marcelo, director

Participants in BUILD workshops are given a poster that they can display on their office door to indicate the number of BUILD-certified workshops they have attended. After each session, participants are given a medallion sticker with the name of the particular course. A certificate is provided upon completion of the BUILD certificate program.

Physical: [Lactation Room Locations](#)

ORG: University Human Resources

DEPT: Family Services

LEAD: Diana Kremzar, manager of UI Family Services

The UI lactation room locations are listed alphabetically on a website. [Medela Symphony breast pumps](#) are available in many of the on-campus lactation rooms. [Personal tubing](#) for these pumps can be found via online retailers. Each lactation room has a paper schedule in the room for those using the room on a regular basis. Those planning to use a room on a regular basis, should sign up for the time of the day they will need to use the room.

Physical: [LGBTQ Safe Zone Signage](#)

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity Resources

The Safe Zone Project is a campus-wide program that offers a visible message of inclusion, affirmation, and support to lesbian, gay, bisexual, transgender, and queer (LGBTQ) people in the university community. After completing Phase I and Phase II workshop, participants may choose to become a recognized Safe Zone by displaying the Safe Zone symbol in their workspace.

Physical: [Gender Inclusive Housing](#)

ORG: Division of Student Life

DEPT: University Housing and Dining

LEAD: Virginia Ibrahim-Olin, assistant director for contracts and assignments

Gender inclusive housing provides students the opportunity to apply for university housing spaces without regard to their gender. This housing option is not intended for romantic partners to live as roommates, but is focused on creating an inclusive, safe, and supportive environment where students can live together regardless of sex, gender identity, and/or gender expression.

Physical: **Gender Inclusive Signage in Academic Advising Center**

ORG: Office of the Provost

DEPT: Academic Advising Center (AAC)

LEAD: Kristin Lang, academic advisor; Brian Corkery, senior associate director

The Academic Advising LGBTQ Committee and AAC administrators worked with staff from UI Facilities Management to improve the visibility and signage for the gender inclusive restroom located in the lower level corridor between the Pomerantz and Blank Honors Centers. This restroom is accessible from the Pomerantz Center, but there was no signage indicating this was the case. Facilities put up signs on the gender-designated restrooms on all Pomerantz Center floors directing folks to the gender inclusive restroom. There is now also signage in the lower level of the Pomerantz Center. The Academic Advising Center also put relevant information about the gender inclusive restroom on our digital sign in the front office.

Physical: Gender Inclusive Signage in Student Health

ORG: Division of Student Life

DEPT: Student Health and Wellness

LEAD: Lisa James, assistant director for quality improvement and strategic communications

COLLABORATING UNITS: RVAP

Student Health consults with a DSL expert on inclusive language and signage during a clinic walk-through.

Physical: Gender Inclusive Signage in UCC IT Suite

ORG: Information Technology Services

LEAD: David Ambrisco, senior HR director

Gender inclusive signage was installed outside two single user restrooms in UCC IT suite.

Physical: Gender Neutral Locker Rental

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Emily Downes, assistant director, Aquatics

The Campus Recreation and Wellness Center provides locker rentals available for gender non-binary individuals.

Physical: IMU Meeting Rooms

ORG: Division of Student Life

LEAD: Bill Nelson, IMU executive director

As a result of a nine-month project to celebrate different aspects of the UI in 2018, the IMU renamed the Big Ten meeting rooms on the second and third floors. While the Big Ten continues to be honored through the renaming of the Illinois Room as the Big Ten Theater, other meeting rooms were renamed to reflect UI's diversity and proud history, including the [Divine Nine Room](#), [Multicultural Greek Council Room](#), [Global Welcome Room](#), [Iowa Firsts Room](#), [47 Things Room](#).

Physical: IMU Prayer and Meditation Spaces

ORG: Division of Student Life

LEAD: Cory Lockwood, assoc director, Event Services and Facilities Operations, IMU

The IMU offers prayer and meditation spaces for individuals to utilize throughout the day.

Physical: Reservations/Equipment

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Chuck Thomas, recreation program coordinator

The Field House reserves space and provide equipment for a varitey of diverse events and weekly practices. Some examples include: Special Olympics of Iowa, UI Powwow, Unified Sports Day, Malaysian Student Society Sports Day, weekly practices for a variety of groups (i.e. Chinese Dance Club), and multicultural student organization philanthropy events. Recreational Services' staff do not implement these programs/practices; however, it rents the space, coordinates setup/take down, monitors, and provides equipment for these programs to be successful.

Physical: [Theme Meals at University Dining](#)

ORG: Division of Student Life

DEPT: University Housing and Dining

LEAD: Jill Irvin, director, University Dining

Examples of theme meals held throughout the year include the [Lunar New Year Dinner](#) and [Lantern Festival](#) meals.

Community Outreach and Engagement

DESCRIPTION: Programs that reach beyond the campus to advance diversity, equity, and inclusion in the broader community.

Community Outreach and Engagement

[Archaeology/Wickiups at School of the Wild](#)

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Jay Gorsh, assistant director, Outdoor Recreation and Education

COLLABORATING UNITS: Elementary Education, Iowa City Community School District

With the assistance of representatives of the Meskwaki settlement (near Tama), the division has added a component to its Archaeology Day at School of the Wild to introduce students to the history and ongoing culture of the Meskwaki Nation. Students learn how the Meskwaki used wickiups both in summer (communally) and in winter (more independently). Every Iowa City Community School District sixth grader participates in School of the Wild, as well as every UI Elementary Education major.

Community Autism Group Pool Rentals

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Phil Julson, associate director, Aquatics

Recreational Services has partnered with the Iowa City Autism Community group to offer exclusive pool time to participants who have autism. The Rec Pool environment is beneficial to participants with autism, and the family changing area available to them is convenient and not typically available at other local facilities. Typically this is a pool rental, but during Autism Awareness month in April, the division donates the pool time for this group. These rentals are often offered in partnership/conjunction with East Central Iowa Autism Society or the UIHC Autism Center.

Community Programming and Collaboration - International Student and Scholar Services

ORG: International Programs

DEPT: International Student and Scholar Services

LEAD: Lee Seedorff, senior associate director

COLLABORATING UNITS: varied depending on subject matter

International Student and Scholar Services collaborates with the Iowa City community in various ways, including sitting on the Iowa City Area Development Group board, working with the Iowa City Downtown Association and the Iowa City/Coralville Area Convention and Visitor's Bureau on various projects such as welcome banners and signs in multiple languages, translation of information, and other welcoming projects.

Conoce Tus Derechos

ORG: Latinx Council

LEAD: PATV

Education for the Latinx community regarding knowing their legal rights when being addressed by police or ICE.

Continuing Education Workshops

ORG: College of Liberal Arts and Sciences

DEPT: School of Social Work

LEAD: Jen Knights, marketing and community engagement specialist

The School of Social Work offers continuing education for alumni, field supervisors, and social work professionals annually. Many of the topics presented focus on working with, advocating for, and supporting marginalized populations, including communities of color, LGBTQ, people with disabilities, as well as understanding power and privilege.

Culturally Specific [Community Partnerships](#)

ORG: Division of Student Life

DEPT: OSMRC, WRAC, RVAP

LEAD: Monique DiCarlo, Title IX and sexual misconduct response coordinator; Linda Stewart Kroon, director, Women's Resource and Action Center; Adam Robinson, director, Rape Victim Advocacy Program.

The Division of Student Life units, OSMRC, WRAC, and RVAP partner with Monsoon Asians and Pacific Islanders in Solidarity; Nisaa African Family Services; Transformative Healing to provide culturally specific care.

Diversity in Education Conference

ORG: College of Education

DEPT: Dean's Office

LEAD: Leslie Locke, Zoie Schares, Gordon Louie

This conference serves as an avenue for educators from across the state to come together and discuss how to actualize goals of creating culturally responsive classrooms using current research and best practices. The conference is a professional development opportunity for teachers and counts toward recertification criteria for the state of Iowa.

Global Education Teachers' Institute - Communications and Relations

ORG: International Programs

DEPT: International Programs

LEAD: Downing Thomas, associate provost and dean of International Programs

COLLABORATING UNITS: College of Education, the Stanley Foundation, Iowa K-12 schools

International Programs sponsors a yearly Global Education Teachers' Institute, providing Iowa's K-12 teachers with strategies to incorporate global perspectives into the classroom, thereby helping expand their students' horizons and understanding.

Greater Quad Cities Hispanic Chamber of Commerce Gala Sponsorship

ORG: Tippie College of Business

DEPT: Undergraduate Program Office

LEAD: Gabriela Rivera, assistant director, Diversity, Inclusion and Student Success

COLLABORATING UNITS: Center for Diversity and Enrichment

The Tippie College of Business sponsors a table for eight undergraduate, graduate students, and faculty during the Greater Quad Cities Hispanic Chamber of Commerce annual gala to celebrate the organization's accomplishments, members, and supporters. The gala features live artistic performances, a great dinner, business awards, and an opportunity to network with business leaders, community partners, and GQCHCC members. The gala will take place in April 2019.

Hancher Guild Youth Art Show

ORG: External Relations

DEPT: Hancher - Public Engagement

LEAD: Paul Brohan, programming director

COLLABORATING UNITS: Hancher

The Hancher Guild Youth Art Show is a longstanding Hancher tradition that celebrates young artists in the community. Iowa City Community School District students display their art on our lobby walls leading up to the event. The art show reception features the announcement of the winners of the Candy Carmicheal Award for Outstanding Elementary Art, and the Hancher Awards for Outstanding Junior High and High School Art.

Hancher - Public Engagement Activities

ORG: External Relations

DEPT: Hancher - Public Engagement

LEAD: Paul Brohan, programming director

COLLABORATING UNITS: Hancher

Hancher continues its proud traditions of connecting artists from around the world with local and regional communities. Examples of 2018-2019 Season diversity, equity, and inclusion-related activities include: Lawrence Brownlee and Eric Owens Creative Matters, and Embracing Complexities Lunch Series: a lunch conversation moderated by Hancher's Education Manager Micah Ariel James and Public Engagement Coordinator Chuy Renteria. Hancher also sponsors free Family Fun Nights events in June celebrating the arts, coinciding with Thursday Nights at Hancher from 5:30 to 7 pm.

Human Trafficking Campaign

ORG: Division of Student Life

DEPT: Rape Victim Advocacy Program (RVAP)

LEAD: Adam Robinson, director, Rape Victim Advocacy Program

Trafficking happens within all identity communities in Iowa, including in the Latinx community. In order to raise awareness, RVAP's Latinx staff developed a social media campaign around human trafficking.

Iowa City ADA Celebration

ORG: Council on Disability Awareness

DEPT: Council on Disability Awareness

LEAD: Todd Weissenberger, ITS web accessibility coordinator

COLLABORATING UNITS: City of Iowa City ADA coordinator

ITS holds an informational table at the annual community ADA celebration, providing information and raising awareness.

Iowa City (I.C.) Better Bridges Institute

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Diversity Resources Office

LEAD: Ken Morris, Jr., diversity resources coordinator; Bria Marcelo, director of diversity resources

COLLABORATING UNITS: Outreach and Engagement, Tippie College of Business, IC Downtown District, City of Iowa City, Iowa City Area Development, Iowa City Chamber of Commerce

Better Bridges is an institute designed for business owners and managers to learn more about identity, bias, and strategies to have inclusive customer service.

Iowa Initiative for Sustainable Communities Request for Proposals

ORG: Office of the Provost

DEPT: Outreach and Engagement

LEAD: Travis Kraus, director of economic development and sustainability

Each year, communities across Iowa apply to work with the Office of Outreach and Engagement and the Iowa Initiative for Sustainable Communities program, which offers student and faculty resources to partner communities to complete projects that enhance sustainability and community vitality across the state. The Request for Proposals sets forth guidelines for community applications, but also lays the foundation for the community partnership itself. One of the activities that took place this past fiscal year was to revamp the Request for Proposals to include requirements of diversity, equity, and inclusion. The Advisory Board for the IISC, as well as the staff in Outreach and Engagement, wanted to align the Request for Proposals with its office strategic plan, which includes a commitment to embracing the diverse experiences and backgrounds of the UI and community partners and understanding that this diversity is essential to the success of its partnerships. Now, the IISC Request for Proposals explicitly details a commitment to diversity, and requires community partners to showcase their own commitment to diversity. It also requires communities to submit opportunities for students and faculty to work on diversity and equity-related projects in service-learning courses. The goal was to strengthen the UI's commitment to diversity in its community engagement partnerships and offer academic project opportunities for faculty and students.

Iowa Raptor Project Goodwill Partnership

ORG: Division of Student Life

DEPT: Recreational Services

LEAD: Shawn Hawks, assistant director, Outdoor Recreation and Education; Laura Semken, coordinator, Outdoor Recreation and Education

The Iowa Raptor Project provides a monthly off-site work activity for people with cognitive disabilities from Goodwill of the Heartland to come to the nature center to clean and prepare for the next day's Family Day.

Office of Outreach and Engagement

ORG: Office of the Provost

DEPT: Outreach and Engagement

The Office of Outreach and Engagement collaborates with communities across the state to positively impact quality of life for Iowa residents. Each year, communities across Iowa apply to work with the Office of Outreach & Engagement and the Iowa Initiative for Sustainable Communities (IISC) program, which offers student and faculty resources to partner communities to complete projects that enhance sustainability and

community vitality across the state. The IISC Request for Proposals explicitly details a commitment to diversity, and requires our community partners to showcase their own commitment to diversity. It also requires communities to submit opportunities for students and faculty to work on diversity and equity-related projects in service-learning courses. The goal was to strengthen the UI's commitment to diversity in our community engagement partnerships and offer academic project opportunities for faculty and students.

Social Justice Resources for K-12 Teachers Website

ORG: College of Education

DEPT: College of Education Diversity Committee

LEAD: Leslie Locke, Zoie Schares, Gordon Louie

The mission of Social Justice Resources is to provide social justice resources for teachers to use in K-12 Iowa schools. The resources have been built in collaboration with faculties and graduate students in the College of Education along with colleagues at the Public Policy Center who work with Iowa City Community School District. The website was created with the support of the Obermann Center for Advanced Studies and is managed by the College of Education Diversity Committee.

Veteran/Employer Career Event

ORG: Division of Diversity, Equity, and Inclusion

DEPT: Center for Diversity and Enrichment

LEAD: Matthew Miller, director, Military and Veteran Student Services

COLLABORATING UNITS: Career Center and UIVA

The Veteran Morning Meet-up is a bi-annual event that facilitates connects between veteran students and employers who are interested in hiring veterans for internships and full-time careers.

Wild Bill's Coffeeshop

ORG: College of Liberal Arts and Sciences

DEPT: School of Social Work

LEAD: Jen Knights, marketing and community engagement specialist

Wild Bill's Coffeeshop, 321 North Hall, is a service learning project in the School of Social Work . The coffeeshop is operated by adults with disabilities, thus providing:

- Employment opportunities for persons with disabilities
- Practicum opportunities for UI students working with persons with disabilities
- A service amenity for those who enjoy the food and hospitality of the coffeeshop

WorldCanvass - Communications and Relations

ORG: International Programs

DEPT: Communications and Relations

LEAD: Joan Kjaer, director, Communications and Constituent Relations

COLLABORATING UNITS: various UI colleges and departments, community groups and individuals, depending on the monthly topic

WorldCanvass, International Programs' largest public outreach initiative, features internationally focused discussions that are free and open to the public. The program host engages guests from diverse disciplines and backgrounds in thoughtful conversation about questions and issues of global reach and personal impact. The live program takes place at Iowa City's new innovation space MERGE, located in downtown Iowa City. Pre-show receptions provide an opportunity for attendees and speakers to mix and exchange ideas. Followers of the Facebook page can tune in to catch the programs streaming live as they are recorded. Programs are available on iTunes, the Public Radio Exchange, and International Programs' website, allowing globally minded Iowans across the state and listeners from around the world to enjoy WorldCanvass discussions.

Assessment and Evaluation

DESCRIPTION: Selection of methods used to assess program effectiveness and outcome achievement.

Assessment and Evaluation

[Affirmative Action Plan](#)

ORG: Division of Diversity, Equity, and Inclusion
DEPT: Equal Opportunity and Diversity
LEAD: Jennifer Modestou, director, EOD
COLLABORATING UNITS: EOD, Provost, UHR, Health Care HR

The UI is committed to equality of opportunity for all persons. The purpose of this Affirmative Action Plan (AAP) is to reaffirm and ensure that this principle is applied to the recruitment, appointment, and promotion of persons in all employment classifications. UI's AAP is an annual report on the affirmative action and equal employment opportunity efforts of the university with respect to employment. It is prepared and published by the Office of Equal Opportunity and Diversity.

BTAA CIO Culture Review

ORG: Information Technology Services
LEAD: Rachel Napoli, chief of staff, Office of the Chief Information Officer
COLLABORATING UNITS: CIO

Engaged three peer CIOs to explore cultural attributes within IT at UI that both help and hinder our progress and effectiveness as an organization. CIO group met with and interviewed several groups of staff and completed a report of their findings.

Diversity, Equity, and Inclusion (DEI) Best Practices Meeting

ORG: Information Technology Services
LEAD: Rachel Napoli, chief of staff, Office of the Chief Information Officer
COLLABORATING UNITS: José Jimenez

An exploratory meeting with associate dean for diversity in the Carver College of Medicine took place to discuss best practices and lessons learned.

Diversity, Equity, and Inclusion (DEI) Digest Project

ORG: Office of the Provost
DEPT: Associate Provost for Faculty
LEAD: Diane Finnerty, assistant provost for faculty; Kim Carter, assistant to the associate provost for faculty
COLLABORATING UNITS: Division of Diversity, Equity and Inclusion (DDEI)

In collaboration with the Division of Diversity, Equity, and Inclusion, the Office of the Provost is leading a process to map FY19 diversity, equity, and inclusion -related activities being implemented centrally and in the colleges and units. Multiple units across campus have been asked to enter their respective activities in an online portal and the results will be used to assess campus strengths and areas of opportunity to inform campus-wide diversity, equity, and inclusion action planning.

Diversity, Equity, and Inclusion (DEI) Climate Survey Results Focus Groups

ORG: Tippie College of Business
DEPT: Diversity Committee

Small focus group interviews took place to gain insight and recommendations for improvement based on the results of the college's DEI survey.

Expanded Use of Data During Recruitment/Hiring Process

ORG: Division of Student Life
LEAD: Lori Berger, human resources director

DSL Human Resources reviews the applicant pool during the hiring process to ensure it meets diversity goals. HR is pursuing additional data once the pool has been paired down to continue to evaluate whether the pool meets diversity goals.

Evaluation of Faculty Recruitment Strategies

ORG: College of Engineering

DEPT: Dean's Office

LEAD: Jan Waterhouse, senior human resources director

The college includes use of availability data, survey of faculty search committee members, and assessment of pool composition at various stages of the hiring process.

Faculty and Staff Diversity, Equity, and Inclusion (DEI) Climate Survey

ORG: Division of Diversity, Equity and Inclusion

LEAD: Sarah Bruch, co-chair, Charter Committee on Diversity

COLLABORATING UNITS: Office of the Provost; Charter Committee on Diversity

The Division of DEI collaborated with the Office of the Provost and the Charter Committee on Diversity to design and implement the 2018 Faculty and Staff Diversity, Equity & Inclusion (DEI) Survey and follow-up focus groups. In spring 2019, the survey results will be released with the DEI-related questions from the Student Experience of Research University (SERU) surveys to inform colleges and the campus about current climate issues and develop data-informed targeted interventions. As part of this process, the Office of the Provost, DDEI, and University Human Relations are collaborating to offer several sessions as part of the BUILD program titled, Making the Paradigm Shift from Diversity to Diversity, Equity, and Inclusion. The program is designed to support unit leaders in pragmatically advancing diversity, equity, and inclusion within their respective units and campus-wide.

Health Equality Index

ORG: UI Health Care

DEPT: Office of Cultural Affairs and Diversity Initiatives

LEAD: Katherine Imborek, director of offsite primary care

COLLABORATING UNITS: LGBTQ Clinic, Human Resources, OCADI, Family Medicine

The Healthcare Equality Index (HEI) is the national LGBTQ benchmarking tool that evaluates healthcare facilities' policies and practices related to the equity and inclusion of their LGBTQ patients, visitors and employees.

HR Data Dashboard

ORG: University Human Resources

DEPT: University Human Resources

LEAD: Joni Troester, assistant vice president for benefits, health and productivity

COLLABORATING UNITS: Campus partners

The HR Data Dashboard provides access to a suite of reports designed to allow specified users self-service access to UI Human Resources data. Reports include: Demographics Summary, Turnover and Retention, Absence Management, and Wellbeing Summary.

IT Compensation Equity Study

ORG: Information Technology Services

LEAD: David Ambrisco, senior HR director

COLLABORATING UNITS: HCIS, UHR

ITS analyzes compensation data for equity across gender and other relevant factors for IT job classifications.

Multicultural Work Group (MCWG)

ORG: Division of Student Life

LEAD: Melissa Shivers, vice president for student life and interim associate vice president for diversity, equity, and inclusion

The Multicultural Competence Work Group was charged with conducting a careful and honest audit of the division, with regard to its status as a multiculturally competent organization.

Pay, Advancement, Collective Bargaining

ORG: Council on the Status of Women

LEAD: Andrea Mascher, lead database administrator, ITS; Jaclyn Carver, graduate student

Gathering data related to pay and equity among UI faculty, staff, graduate students and merit employees based on classification. Also evaluating data regarding the time it takes to advance within the UI and at what rates.

Salary Equity Report for Faculty

ORG: Office of the Provost

DEPT: Associate Provost for Faculty

LEAD: Kevin Kregel, associate provost for faculty

COLLABORATING UNITS: Colleges

The Office of the Provost conducts a biennial campus-wide study of salary equity to assess for sex or racial/ethnic disparities and works with colleges to identify outliers and make any needed corrections.

Salary Equity Review for Professional and Scientific Staff

ORG: UI Human Resources

DEPT: Compensation and Classification

LEAD: Trevor Glanz, director

Compensation and Classification participates in and conducts salary surveys and analyzes information in support of recommendations for Professional and Scientific salary adjustments.

Appendix A

Methodology

The Diversity, Equity, and Inclusion Digest project represents a joint project of the Office of the Provost and the Division of Diversity, Equity, and Inclusion, with extensive input from campus stakeholders. The digest was designed to:

- Assemble a robust inventory of existing campus-wide diversity, equity, and inclusion-related activities and objectives.
- Facilitate an assessment of campus-wide strengths and areas of opportunity.
- Enhance collaboration across units.
- Create a comprehensive profile of current diversity, equity, and inclusion-related activities to assist with the recruitment and orientation of the new associate vice president of diversity, equity and inclusion position.

With the Chief Diversity Officer leadership change in 2018, the project was continued but reconceptualized as an inventory and gap analysis project, the results of which would be used to inform the 2019-2021 Diversity, Equity, and Inclusion Action Plan. To integrate these efforts, the Office of the Provost and Division of Diversity, Equity, and Inclusion (formerly Chief Diversity Office) vetted form and field prototypes with numerous campus stakeholders, including members of the Diversity, Equity, and Inclusion Action Plan Development Group.

To assemble the FY19 Diversity, Equity, and Inclusion Digest inventory, the following units were asked to enter their respective FY19 diversity, equity, and inclusion activities into an online portal between November 14 and December 21, 2018:

- All colleges, International Programs, and UI Libraries
- Central Offices (Office of the President; Office of the Provost; Division of Diversity, Equity, and Inclusion; Division of Student Life; Enrollment Management; External Relations; Finance and Operations; General Counsel; Human Resources; UI Health Care; Information Technology Services; Intercollegiate Athletics; Research and Economic Development)
- Shared Governance Organizations (Faculty Senate, Staff Council, UI Student Government, UI Graduate and Professional Student Government)
- UI Employee Diversity Councils (African American Council; Council on Disability Awareness; Council on the Status of Women; Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Staff and Faculty Association; Native American Council; UI Latinx Council)

Individuals and units not listed above, including recognized student organizations, did not receive a direct request to enter activities, but some learned of the digest and entered activities.

Units were asked to enter activities such as programs, initiatives, policies and/or events related to diversity equity and inclusion. Units also were asked to complete numerous related fields (e.g., target constituency, target audience, objective), including a field for assessing success).

A resource showing examples of diversity, equity, and inclusion-related activities and success metrics was provided and two sessions titled, “Tips and Tools for Entering Unit-Level FY19 Diversity, Equity, and Inclusion Activities into the Diversity, Equity, and Inclusion Digest” were held before the due date.

The response to the call for entries exceeded expectations. Overall, all 11 colleges and 25 units and organizations entered activities. The results include the identification of more than 700 entries and more than 280 individual project leads. Additionally, the Office of the Provost staff explored university websites to find diversity, equity, and inclusion-related items, including diversity statements, strategic plans, committees, and dedicated offices.

Entries were themed using a 12-domain institutional readiness rubric that was adapted from several higher education models (NERCHE, 2011; Chun & Evans, 2015; Grieger, 1996; UC-Berkeley, 2015). The rubric includes the following categories:

- A. Statements of Commitment

-
- B. Administration and Infrastructure
 - C. Faculty and Staff Recruitment, Retention, and Advancement
 - D. Student Recruitment, Success, and Advancement
 - E. Curriculum, Pedagogy, and Research/Scholarship
 - F. Professional Development
 - G. Pipeline Programs to Advance Higher Education
 - H. Clinical, Wellness, and Client Services
 - I. Inclusive and Accessible Physical and Technological Environment
 - J. Community Outreach and Engagement
 - K. Assessment and Evaluation

The rubric is being refined as a self-assessment tool to assist units in action plan. A final draft is currently being vetted as part of the “Making the Paradigm Shift from Diversity to Diversity, Equity, and Inclusion” workshops coordinated by the Division of Diversity, Equity, and Inclusion, the Office of the Provost, and University Human Resources and will be released to campus in the upcoming months.

Preliminary Observations

The university community is actively engaged in advancing diversity, equity, and inclusion in their respective areas. In addition to the number of individual initiatives identified, all colleges report having a position, office, or committee charged with enhancing diversity. The depth, breadth, and level of engagement of individuals working to advance diversity, equity, and inclusion in their respective units represents a significant campus resource that should be strengthened by the creation of a campus-wide “community of practice” to enhance cross-unit collaboration, strengthen leadership competencies, and more closely align efforts with campus diversity, equity, and inclusion-related goals.

The university has a proud tradition of supporting employee-led diversity councils designed to provide advocacy and networking opportunities for their respective constituencies. While the diversity council structure remains in place and volunteers continue to assume leadership roles, the current leaders are over-taxed and under-resourced and the councils are not being used to their fullest potential in advancing diversity, equity, and inclusion. Efforts should be made to invest in these groups as key resources in advancing the institution’s diversity, equity and inclusion goals.

Additionally, the university and units express a commitment to a diverse, equitable, and inclusive campus via several statements, but most do not include a focus on equity or inclusion. As the campus makes the paradigm shift from a focus on diversity alone to one that addresses diversity, equity, and inclusion, policies and statements of commitment should be reviewed for alignment.

The FY2019 Diversity, Equity, and Inclusion Digest lists numerous professional development programs designed to increase campus knowledge about diversity-related issues. Several focus on inclusion strategies (e.g., Safe Zone, inclusive marketing, unconscious bias) and only a few on equity (e.g., racial equity action workshop). While increasing knowledge is an essential component for creating an inclusive and equitable campus, increased focus must be placed on strengthening the skills needed to advance inclusive environments and ensure equitable policies and practices.

Lastly, it is beyond the scope of this document to provide a whole-scale assessment across all domains listed in the institutional readiness rubric. That type of review and gap analysis should be conducted by a diverse group of faculty, staff, and students using the information assembled to date and additional content absent from this initial process.

Next Steps

This FY2019 Diversity, Equity, and Inclusion Digest Report represents a historical record of the myriad ways multiple units and individuals are engaged in efforts to create a more diverse, equitable, and inclusive campus community. It has provided useful information to conduct a preliminary strengths and gap analysis to inform priorities for the next two years, but much more can and should be done to build on this rich resource. Next steps for using the information include:

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- The Division of Diversity, Equity, and Inclusion plans to digitize the entries into a searchable online database.
 - The Charter Committee on Diversity will receive a report of preliminary findings to inform the review of its mission and focus.
 - The list of project leads will be used to build a campus network to enhance cross-unit collaboration and professional development.
 - The Path Forward Diversity, Equity, Inclusion, and Collaboration Committee will identify key institutional metrics and encourage the alignment of diversity, equity, and inclusion activities to those metrics.

Finally, during the course of compiling the digest, numerous previous efforts were unearthed that mirror current initiatives (e.g., 2005 Campus Climate Survey, 2006 Diversity Committees Report, 2006 Diversity Action Plan, 2006 Gender Equity Task Force Report and Recommendations, 2010 Strategic Task Force on Undergraduate Education and Success, 2015 CDE Conversations with Black Students Report Summary, 2017 SIT-4 Campus Inclusion and Climate Committee Recommendations/Actions). Additionally, the university's institutional development is chronicled in several timelines that include the creation of the Human Rights Committee, cultural centers, the Office of Affirmative Action, Office of Equal Opportunity and Diversity, etc. While the 2019 Diversity, Equity, and Inclusion Digest provides a robust snapshot in time, the institution will be strengthened and advancing diversity, equity, and inclusion will be given the respect it is due by creating a central historical repository to tell the story of the university's transformational past and chronicle its bright future.

Appendix B

Project Leads

The following list includes the names of individuals identified in the FY2019 Diversity, Equity, and Inclusion Digest as project leaders and co-leaders and should not be viewed as an exhaustive list of individuals engaged in advancing diversity, equity, and inclusion at the University of Iowa.

Haruhi Abbas, academic advisor
Rima Afifi, associate dean, College of Public Health
Saba Ali, Project HOPE director and professor, College of Education
Alejandra Almazan, financial aid advisor and co-chair, UI Latinx Council
Ignacio Alvarez, senior academic advisor
David Ambrisco, senior human resources director, ITS
Cari Anderson, staff therapist
Ingrid Anderson, environmental compliance specialist, Facilities Management and co-chair, UI Council on the Status of Women
Thomas Arce, coordinator for multicultural programs
Mark Archibald, assistant director, First Year Experience
Carly Armour, accommodations coordinator, Student Disability Services
Tina Arthur, director, Orientation Services
Patricia Bahr, director, Iowa Center for Assistive Technology and Research
Alex Bare, student, UISG director of justice and equity
Gary Barta, Henry B. and Patricia B. Tippie director of athletics
Amy Baumgartner, assistant director, Residence Education - Community Development
Brian Baxter, senior associate director
Jeneane Beck, assistant vice president for external relations
Sharon Beck, senior human resources director
Keith Becker, director, Talent Acquisition
Mallary Becraft, assistant director, Career Advancement
Steph Beecher, senior behavioral health consultant
Lori Berger, human resources director, Division of Student Life
Carrie Bernat, associate director, Pre-Clinical Curriculum
Mercedes Bern-Klug, professor and director, Aging and Longevity Studies Program, College of Liberal Arts
Kathy Bialk, assistant provost, director of student financial aid
Shalini Birari, student, UISG senator
Christina Bohannon, professor, College of Law
Sarah Bond, assistant professor and director of graduate studies, College of Liberal Arts and Sciences
Maddie Bozikis, student
Jessica Brierton, social worker
Paul Brohan, programming director
Charlotte Brown, coordinator for leadership programs
Ken Brown, associate dean, Undergraduate Program, Tippie College of Business
Sarah Bruch, assistant professor, College of Liberal Arts and Sciences and co-chair, Charter Committee on Diversity
Lauren Bruno, postdoctoral research scholar
Maria G. Bruno, staff psychologist, University Counseling Services, and chair, UI Latinx Council
Shelly Campo, associate dean for administrative affairs, Graduate College
Kim Carter, assistant to the associate provost for faculty
Jaclyn Carver, graduate student, Department of English
Meredith Caskey, assistant director, Outdoor Recreation and Education
Joe Cavanaugh, professor and head, Department of Biostatistics, College of Public Health
Brock Cavett, coordinator for Dance Marathon
James Choi, assistant dean of student affairs and clinical associate professor, Roy J. and Lucille A. Carver College of Medicine
Erika Christiansen, assistant director, Leadership and Service Program
Dan Clay, dean, College of Education
Chris Clough, senior IT consultant
Kelly Clougher, assistant director for outreach, University Counseling Services, and vice-president, UI Native American Council
Tom Collins, academic advisor
Carolyn Colvin, associate professor, College of Education
Michele Conlon, assistant director, Tennis
David Conrads, associate director, Outdoor Recreation and Education
Christopher Cooper, associate dean, Roy J. and Lucille A. Carver College of Medicine
Brian Corkery, senior associate director, Academic Advising Center
Andrea Courtney, president, UI Students for Disability Advocacy and Awareness
Carin Crain, associate dean of student affairs, College of Law
Nicholas Creary, assistant director of the Center for Diversity and Enrichment
Diane Crosby, academic advisor
Laura Croteau, caterer, Dining and Event Services Coordinator
John Culshaw, Jack B. King university librarian, UI Libraries
Raúl Curto, executive associate dean and associate dean for faculty, College of Liberal Arts and Sciences
Kristin Destrampe, administrative services coordinator
Helena Dettmer, associate dean for undergraduate programs and curriculum, College of Liberal Arts and Sciences
Monique DiCarlo, Title IX and sexual misconduct response coordinator
Kristine Djerf, senior study abroad advisor and program coordinator
Dana Dominguez, diversity resources coordinator
Emily Downes, assistant director, Aquatics
Mario Duarte, academic advisor
Vern Kent Duba, clinical assistant professor, College of Pharmacy
Meenakshi Gigi Durham, associate dean for outreach and engagement, College of Liberal Arts and Sciences
Kaydee Ecker, Hawkeye Accessibility ambassador
Keniese Evans, assistant director, Residence Education
Sara Feldmann, assistant director of OSMRC and deputy Title IX coordinator
Kanya Ferguson, clinical director, Dermatology
Brad Ferrier, digital projects librarian
Scott Fiddelke, director, Communications and Marketing
Diane Finnerty, assistant provost for faculty
Dakota Fix, behavioral health coordinator
Anna Flaming, associate director, Center for Teaching
Connie Floerchinger, laboratory manager, Microbiology and Molecular Pathology
Isabela Flores, student
Simona Flores, student
Jean Florman, director, Center for Teaching
Morgan Gabridge, student
Brent Gage, associate vice president for enrollment management

Patrick Galligan, staff psychologist

Monique Galpin, administrative services coordinator and president, UI African American Council

Margaret Gamm, head of special collections, Library Administration

Sarah Gardial, dean, Tippie College of Business

Valerie Garr, diversity coordinator, College of Nursing

Lois Geist, associate dean for faculty affairs and development, Roy J. and Lucille A. Carver College of Medicine

Elizabeth Getachew, student

Christine Getz, associate dean, College of Liberal Arts and Sciences

Paul Gilbert, assistant professor, College of Public Health

Trevor Glanz, director, Compensation and Classification

Katherine Gonzales, sponsored research specialist and co-chair, UI Council on the Status of Women

Jay Gorsh, assistant director, Outdoor Recreation and Education

Sauvik Goswami, assistant director, Diversity Recruitment, Undergraduate Admissions

Dana Gravesen, academic advisor

Elena Greene, undergraduate student, Social Work and Gender Studies Major and Direct Service Advocate, RVAP

Nicole Grosland, associate dean for academic programs, College of Engineering

Laurie Haag, program developer, Women's Resource and Action Center

Donna Hammond, vice chair for research, Roy J. and Lucille A. Carver College of Medicine

Zoë Hamstreet, student, UISG senator

Sarah Hansen, associate vice president, Division of Student Life

Cassie Harrington, assessment and evaluation program coordinator

Mark Harris, director, Student Disability Services

Shamika Harris, human resources coordinator, Roy J. and Lucille A. Carver College of Medicine and vice president, UI African American Council

Shelley Hartman, coordinator for student activities and programs

Anthony Haughton, student, UISG Director of Student Services

Shawn Hawks, assistant director, Outdoor Recreation and Education

Joe Henry, outreach and recruitment, Graduate College

Sarah Henry, student, UISG Senator

Carolina Herrera, student, UISG Senator

Nicole Hobson, student, CAB Cultural Director

Nikki Hodous, assistant director, Student Care and Outreach

Mike Hoenig, program coordinator, Center for Disabilities and Development

Sonya Housholder, administrative services coordinator

Cody Howell, violence prevention specialist

Zane Hugo, assistant director, Aquatics

Angela Ibrahim-Olin, director, Student Accountability

Virginia Ibrahim-Olin, assistant director for contracts and assignments

Katherine Imborek, clinical associate professor and director of offsite primary care, Roy J. and Lucille A. Carver College of Medicine

Jill Irvin, director, University Dining

J. Brooks Jackson, vice president for medical affairs and dean, Roy J. and Lucille A. Carver College of Medicine

Wayne Jacobson, director of assessment

Lisa James, assistant director for quality improvement and strategic communications

CJ Jason, coordinator, Facility Operations

José Jimenez, director, Research Information Systems

David Johnsen, dean, College of Dentistry

Dan Johnson, digital preservation librarian

Jennifer Johnson, MD, student health physician

Phil Julson, associate director, Aquatics

Ruth Kahssai, student

Haley Kamps, student success coach, TRIO Student Support Services, Center for Diversity and Enrichment

Kate Karacay, academic advisor

Kailee Karr, academic coach and UI Lesbian, Gay, Bisexual, Transgender, Queer Staff & Faculty Association

Paula Keeton, associate director/director of clinical services, University Counseling Services

John Keller, interim vice president for research, associate provost for graduate and professional education, dean of the Graduate College

Lisa Kelly, program coordinator, Center for the Integration of Research, Teaching and Learning

Michael Kelly, associate dean for professional education, College of Pharmacy

Kate Kemp, program and admissions administrator, School of Social Work

Carrie Kiser-Wacker, assistant to the senior director and conference specialist

Joan Kjaer, director, Communications and Constituent Relations

Garry Klein, director, Career Coaching

Jackie Kleppe, director, Collegiate and Community Relations

Kirk Kluver, director of admissions

Jen Knights, marketing and community engagement specialist

Rachael Kowbel, director of admissions

Nancy Kraft, head, Preservation and Conservation, UI Libraries

Travis Kraus, director of economic development and sustainability

Kevin Kregel, associate provost for faculty

Diana Kremzar, manager of UI Family Services

Linda Kroon, director, Women's Resource and Action Center

Kim Kuebrich Yordi, senior HR specialist

Andy Kutcher, program coordinator, Leadership and Service Programs

Pat Kutcher, associate director, Fitness and Wellness

Angie Lamb, assistant director, Academic Support and Retention and co-chair, Charter Committee on Diversity

Sarah Lambert, Storm Lake coordinator and academic coach

Ben Landsee, academic advisor

Kristin Lang, academic advisor

Elizabeth Lara, diversity resources coordinator

John Laverty, senior associate director of enrollment management

P. Chelle Lehman, outreach director, UI PLTW Diversity and Implementation, Outreach Admissions Scholarships and Inclusion Services

Anthony Lehnertz, assistant director of development

Steven Lentz, director, University of Iowa Medical Scientist Training Program

Don Letendre, dean, College of Pharmacy

Crystal Lewis, academic advisor

Shuhui Lin, international student support and engagement coordinator

Leslie Locke, assistant professor, College of Education

Cory Lockwood, associate director, Event Services and Facilities Ops, IMU

Gordon Louie, graduate research assistant

William (Bill) Loyd, Jr., director of UI REACH

David Lubaroff, professor emeritus, Roy J. and Lucille A. Carver College of Medicine

Jennifer Lynch, project director, TRIO Upward Bound

Kevin MacBride, program specialist, UI REACH

Michael Mahary, clinical associate professor of Family Medicine, Roy J. and Lucille A. Carver College of Medicine

Wanda Malden, senior equal employment opportunity coordinator

Bria Marcelo, director of diversity resources

Denise Martinez, associate dean for cultural affairs and diversity initiatives, Roy J. and Lucille A. Carver College of Medicine

Andrea Mascher, lead database administrator, ITS

Karen Mason, curator, Iowa Women's Archives, University of Iowa Libraries

Katie McCullough, Undergraduate Admissions

Latisha McDaniel, research associate, Roy J. and Lucille A. Carver College of Medicine, and UI Lesbian, Gay, Bisexual, Transgender, Queer Staff & Faculty Association

Erin McHale, assistant director, Fraternity and Sorority Life Programs

Mike Meginnis, educational support services associate

Christopher Metsgar, instructional services director and UI Lesbian, Gay, Bisexual, Transgender, Queer Staff & Faculty Association

Michelle McQuistan, chair Diversity Committee

Matthew Miller, director, Military and Veteran Student Services

Taivna Mills, international services assistant

Katy Misel, president, Women in Business

Colleen Mitchell, associate professor, College of Liberal Arts and Sciences

Jennifer Modestou, director, Equal Opportunity and Diversity

Ken Morris, Jr., diversity resources coordinator

Lucy Morris, academic advisor

David Moser, professor, Roy J. and Lucille A. Carver College of Medicine

Janalyn Moss, History librarian and co-chair, UI Council on Disability Awareness

Kathlene Muhlenbruck, director of Admissions for MD program

Rachel Napoli, chief of staff, Office of the Chief Information Officer

Bill Nelson, associate dean and executive director, IMU

Carlos Nelson, academic coach

Jamal Nelson, coordinator for multicultural programs

Julie Nelson, academic advisor

Katie Newcomb, academic coach

Janet Niebuhr, program and operations coordinator

Nicole Nisly, professor, Roy J. and Lucille A. Carver College of Medicine and associate chair for diversity, Department of Internal Medicine

Christine Norquest, academic advisor

Alison Oliver, lecturer, College of Liberal Arts and Sciences

Katy Olsen, public relations coordinator, UISDAA

Jessica Padilla, coordinator, Iowa NEW Leadership Program, WRAC

Adam Parker, assistant director, International Outreach and Recruitment

Edith Parker, dean, College of Public Health

Brandon Paulson, senior advisor

Fred Pedersen, assistant tennis professional

Candace Peters, organizational consultant and leadership coach

Nicole Peterson, lecturer, College of Nursing and president, UI Native American Council

Tracy Peterson, director, Diversity and Outreach Programs

Nadine Petty, executive director of the Center for Diversity and Enrichment

Martha Pierce, violence prevention specialist

Abigail Pilecki, student

Alyssa Pompoino, compliance coordinator

Adam Potter, senior human resource specialist

Cody Pritchard, project director, TRIO Student Support Services

Blanca Ramirez, academic coach

Angie Reams, interim assistant vice president and dean of students

Carroll Reasoner, vice president for legal affairs and general counsel

Matt Rhodes, academic advisor

Gabriela Rivera, assistant director, Diversity, Inclusion and Student Success

Tevin Robbins, assistant director, Student Leadership Development

Adam Robinson, director, Rape Victim Advocacy Program

Jill Robinson, program coordinator

Carol Rose, administrative services/conference coordinator

Patrick Rossmann, behavioral health consultant

Eric Rossow, assistant director, IMU Outreach Programs and Services

Prisma Ruacho, coordinator for multicultural programs

Len Sandler, clinical professor, College of Law

Maureen Schafer, senior associate director, Academic Advising Center

Zoie Schares, administrative services coordinator

Michelle Scherer, professor, College of Engineering

Mike Schluckebier, associate director, Recruiting and Admissions

Tristan Schmidt, student, UISG Director of Academic Affairs

Teri Schnelle, associate director for assessment and strategic initiatives

Stephanie Schnicker, director of the CIMBA Italy and Hong Kong MBA programs

Tommy Schorer, associate director, Sport Programs

Barry Schreier, director, University Counseling Service

Alec Scranton, dean, College of Engineering

Lee Seedorff, senior associate director

Laura Semken, coordinator, Outdoor Recreation and Education

Anjali Sharathkumar, clinical associate professor and medical director of Iowa Hemostasis and Thrombosis Program, Roy J. and Lucille A. Carver College of Medicine

Kay Shie, HR Director

Melissa Shivers, vice president for student life and interim associate vice president for diversity, equity, and inclusion

Mike Smith, academic advisor

Kelly Soukup, coordinator for arts and entertainment

Anne Sparks, academic affairs coordinator

Yolanda Spears, coordinator, Certificate in Critical Cultural Competence

Diana Sproles, diversity and inclusion coordinator and director, Summer Research Opportunities Program

Corinne Stanley, language and culture services facilitator

Tiffini Stevenson Earl, compliance specialist and ADA coordinator

Linda Stewart Kroon, director, Women's Resource and Action Center

Danelle Stipes, assistant director, Rowing

Michael Stokes, director of events, Office of the President

Stefan Strack, professor and associate chair for research, Roy J. and Lucille A. Carver College of Medicine

Chuck Thomas, recreation program coordinator

Danielle Thomas, graduate research assistant

Downing Thomas, associate provost and dean of International Programs

Victoria Thrash, student

Sherry R. Timmons, chief diversity officer, College of Dentistry

JT Timmons, director, Recreational Services

Elizabeth Tovar, associate athletics director for student-athlete academic services

Joni Troester, assistant vice president for benefits, health, and productivity

Mallory Valentine, assistant director, Student and Member Engagement

Linda Varvel, co-director for on-campus programs, Women in Science and Engineering, Outreach Admissions Scholarships and Inclusion Services

Tom Vaughn, interim associate dean for academic affairs, College of Public Health

Briana Versteeg, behavioral health coordinator

Milica Veselinovic, assistant tennis professional

Tanya Villhauer, director, Student Well-Bing and Harm Reduction Initiative

Mirko Von Elstermann, Biomedical Sciences librarian

Constance Wagner, nursing manager

Cassie Walizer, student success coach and tutor coordinator

Jan Waterhouse, director, human resources, College of Engineering

Julie Weber, assistant nurse manager

Todd Weissenberger, ITS web accessibility coordinator and co-chair, UI Council on Disability Awareness

Emma Welch, coordinator for multicultural programs
Trish Welter, behavioral health manager
Amy White, assistant director, Student Activities and Programming
Tabitha Wiggins, assistant director, Multicultural and International Programs
Jocelyn Williams, undergraduate student, Political Science

Becky Wilson, assistant director, Residence Education-Administration
Adrien Wing, associate dean for International and Comparative Law Programs, College of Law
Steph Yazell, student success coach, TRIO Student Support Services
Gideon Zamba, director of Iowa Summer Institute in Biostatistics

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