

# DEI FORWARD TASK FORCE EXECUTIVE SUMMARY

As the University of Iowa implements the [DEI directives](#) from the Iowa Board of Regents, we have relied on a committed group of faculty, staff, and students to review our organizational structures and activities across campus. The DEI Forward Task Force has provided us with a roadmap for how to broaden our definition of diversity and improve the way we prepare students to succeed and lead in a global society.

We are grateful for the task force recommendations, which we have approved. The recommendations ensure the university’s compliance with all accreditation standards and research funding criteria, while helping us to reimagine the structure, programming, and evaluation of our work.

We extend a special thanks to the task force members and especially to the chairs, Liz Tovar, executive officer and associate vice president of the Division of Diversity, Equity, and Inclusion; and Dan Clay, dean of the College of Education, for their leadership.

We look forward to working together to ensure access, opportunity, and diversity on behalf of the University of Iowa.

Best,  
 Barbara J. Wilson, President  
 Kevin C. Kregel, Executive Vice President and Provost

<p><b>Restructure the central DEI office</b>  <b>Status – Nearly Completed</b></p> <ul style="list-style-type: none"> <li>• Division of Access, Opportunity, and Diversity</li> <li>• Division w/ 2 functions:             <ul style="list-style-type: none"> <li>○ State/federal compliance requirements</li> <li>○ Accreditation requirements</li> </ul> </li> <li>• Will eliminate 5 open positions to ensure efficiency and alignment             <ul style="list-style-type: none"> <li>○ Over \$350K will be redeployed to student success initiatives</li> </ul> </li> </ul>	<p><b>Review college/dept DEI FTEs</b>  <b>Status – In Progress</b></p> <ul style="list-style-type: none"> <li>• Aligning duties with federal/state law and accreditation requirements</li> <li>• Position reviews with employees and supervisors will be completed by 12/31/24</li> </ul>
<p><b>Programs are available to all</b>  <b>Status – Completed</b></p> <ul style="list-style-type: none"> <li>• This policy has been implemented             <ul style="list-style-type: none"> <li>○ <i>All advertising and promotional materials and information related to publicly promoted events, activities, and programs provided and hosted by a registered organization, must include a statement that the event, activity, or program is open to all.</i></li> </ul> </li> </ul>	<p><b>Reviews and Pronouns</b>  <b>Status - Completed</b></p> <ul style="list-style-type: none"> <li>• Universal competency updated to creating a “Welcoming and Respectful Environment”</li> <li>• Prohibiting any requirement of the use of pronouns has been added to all syllabuses</li> </ul>

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<p><b>General Education Courses</b>  <b>Status – Nearly Completed</b></p> <ul style="list-style-type: none"> <li>• General education category to be changed to “Understanding Cultural Perspectives”             <ul style="list-style-type: none"> <li>○ Change reflects the content and skills taught and variety of courses available</li> <li>○ Update will be completed next academic year</li> </ul> </li> </ul>	<p><b>Intellectual Diversity</b>  <b>Status - Completed</b></p> <ul style="list-style-type: none"> <li>• Faculty and staff recruitment and hiring resources have been updated to ensure intellectual diversity is considered</li> <li>• Faculty and staff recruitment training has been enhanced to ensure intellectual diversity is considered</li> </ul>
<p><b>Civic Education</b>  <b>Status – Nearly Completed</b></p> <ul style="list-style-type: none"> <li>• Civic Dialogue Initiative             <ul style="list-style-type: none"> <li>○ Fall semester pilot program includes:                 <ul style="list-style-type: none"> <li>○ Programming in the residence halls</li> <li>○ A first-year seminar</li> </ul> </li> <li>○ Desired learning outcomes include:                 <ul style="list-style-type: none"> <li>○ Listening to others</li> <li>○ Finding common ground</li> <li>○ Being curious</li> <li>○ Considering new ideas</li> <li>○ Disagreeing respectfully</li> </ul> </li> </ul> </li> </ul>	