



## DIVERSITY & INCLUSION INITIATIVES EXECUTIVE SUMMARY

### DIVISION OF STUDENT AFFAIRS 2018-2019

#### **Our primary focus within the Division of Student Affairs is student academic success.**

Knowing that students do their best when they have the right support and resources, we develop programming and services to guide them through their academic careers. Across the Division of Student Affairs, we offer multiple opportunities to engage, educate, and discuss the critical topics of multiple identities, such as race and ethnicity, sexual orientation, gender expression, ability, or socio-economic status. Our efforts extend to all areas of campus and the surrounding community.

In 2018-19, the Division of Student Affairs initiated and delivered programming focused on diversity and inclusion for multiple audiences across a wide variety of topics. With over 50,000 points of contact through 130 separate initiatives, the division was able to reach much of our campus and community members. This is the third consecutive year we have collected this information creating a baseline of the great work we've always known happens in the division. However, we know that there is always room to grow in the scope of our programs. Each year brings its own unique set of campus climate issues which requires us to respond and adapt to student and staff needs.

In this summary report you will find an overview of the work done this past year, areas in which we will focus next year, and figures to illustrate the programs and events submitted for this year's report. For full details on all 2018-2019 events and programs offered by the division, please visit [www.studentaffairs.iastate.edu/reports](http://www.studentaffairs.iastate.edu/reports). The detailed reports found on-line are sorted by the Iowa State University Principles of Community, Division of Student Affairs 2018-2019 Priorities, and NASPA/ACPA Competencies. Each of these criterion serve as a measure of how our events and programs align with our central mission and how we strive to ensure student success.

#### **Accomplishments to Note**

Three central themes were derived from the breadth of diversity and inclusion initiatives reported across the Division of Student Affairs over the past year.

**Broad Reach** | We recognize the importance to identify and address the needs of diverse populations. Through extensive programming, training and a variety of other initiatives, we demonstrate our commitment to providing educational opportunities in each priority area defined within our Division goals of inclusion.

**Collaboration** | There is a significant commitment to collaboration across the various departments, units, and programs within the Division of Student Affairs. We share resources, knowledge, and skills in order to increase awareness and provide advocacy for systematic social change through our presentations, trainings, and initiatives.

**Continuous Service** | The programming, training, and events delivered by the Division of Student Affairs are offered continuously throughout the year. This emphasizes our dedication to ensuring a wide array of opportunities for students, faculty, and staff to engage, learn, build community, and share experiences.

Each of these themes demonstrate the commitment and depth of support the Division provides for creating a safe, welcoming and inclusive campus.

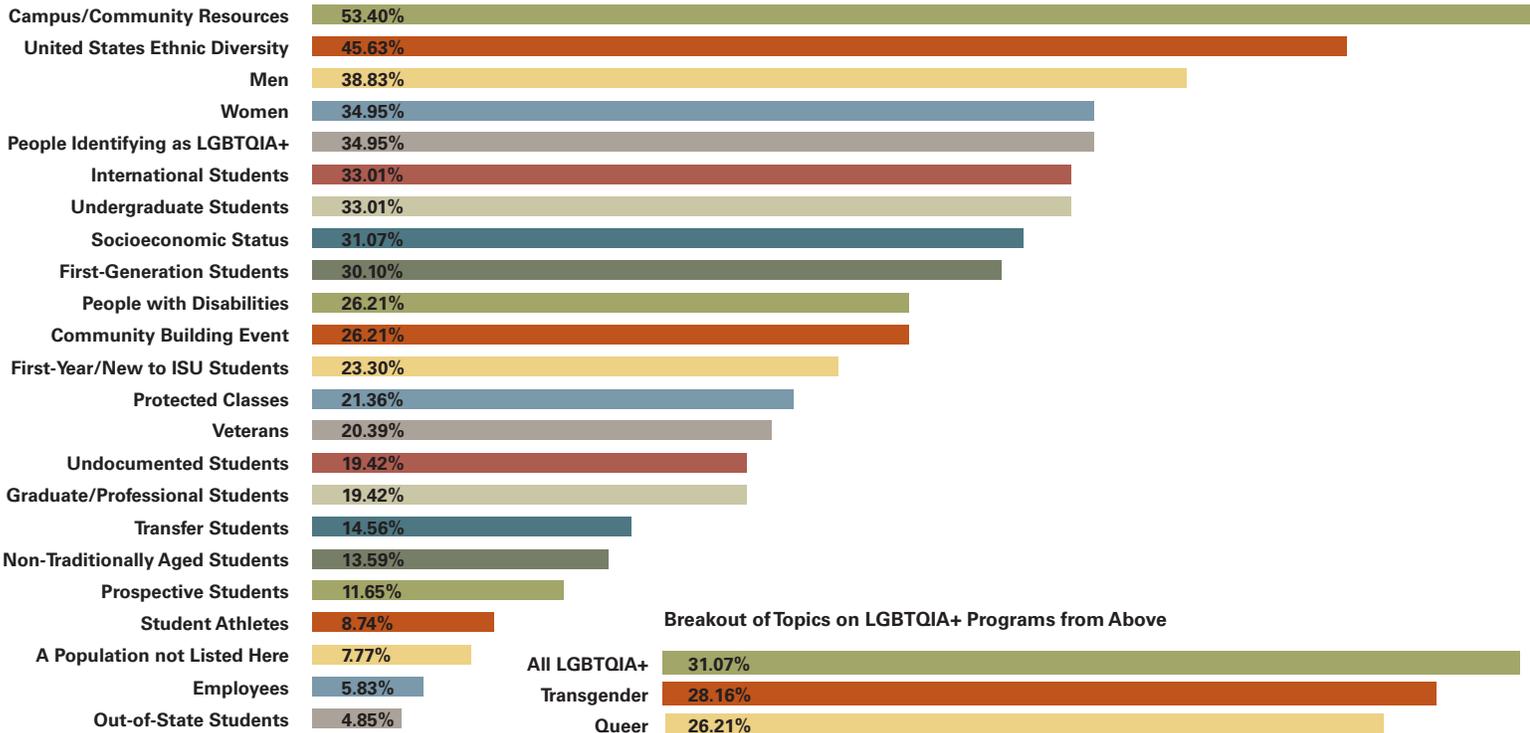
#### **Looking Forward**

As we look ahead to the 2019-2020 academic year, we know there will be an increased effort in following up on campus climate recommendations made to President Wintersteen. We look forward to working with partners across campus to continue to improve the campus environment for all. We also know that with another election cycle approaching the political climate, as well as activism, will be heightened throughout our campus community. It will be important for all on campus to understand their rights and responsibilities, and balance those with the Principles of Community.

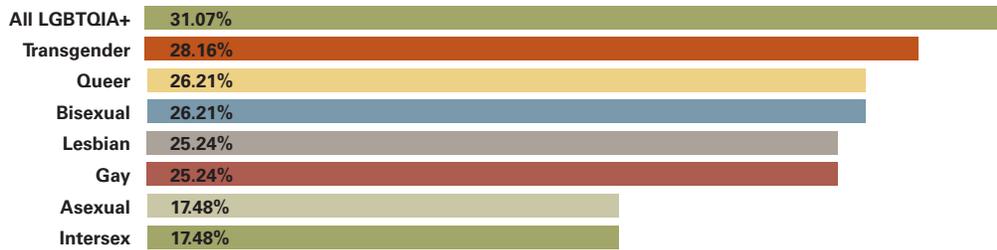
# 2018 - 2019 REPORT DATA

## Programs by Topic

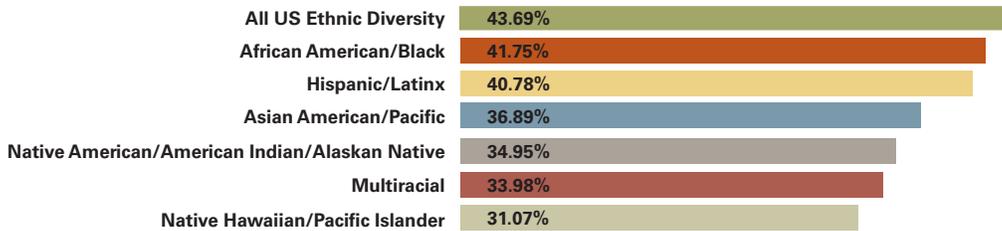
Percent of All Programs By Topic



Breakout of Topics on LGBTQIA+ Programs from Above

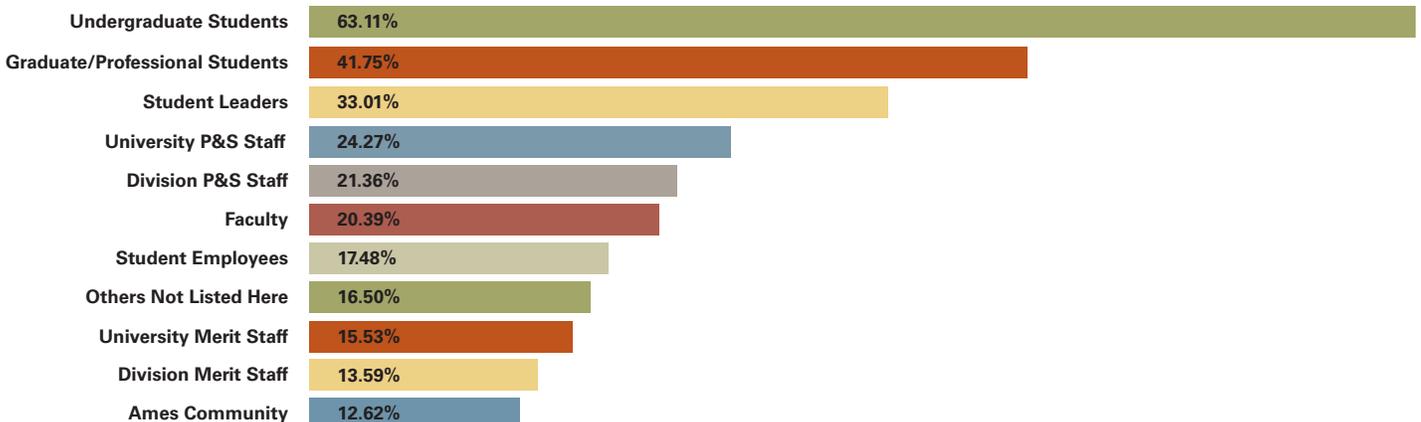


Breakout of Topics on US Ethnic Diversity Population Programs from Above

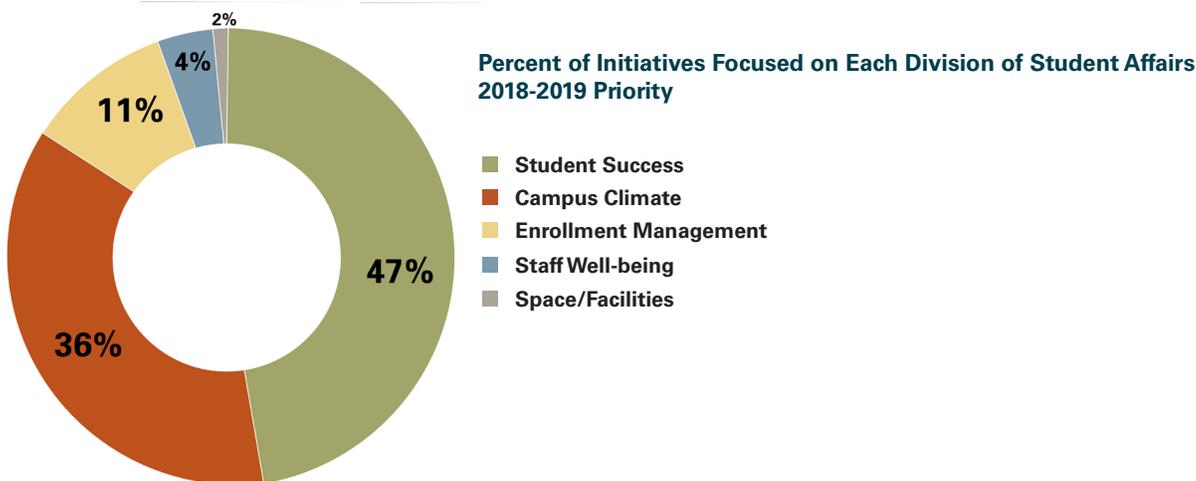


## Programs by Audience

Percent of All Programs by Audience



## Division of Student Affairs 2018-2019 Priorities



**Student Success** | We work to create a safe, healthy, and wellness-focused environment that allows students to thrive inside the classroom, on the ISU campus, in the Ames community, and around the world.

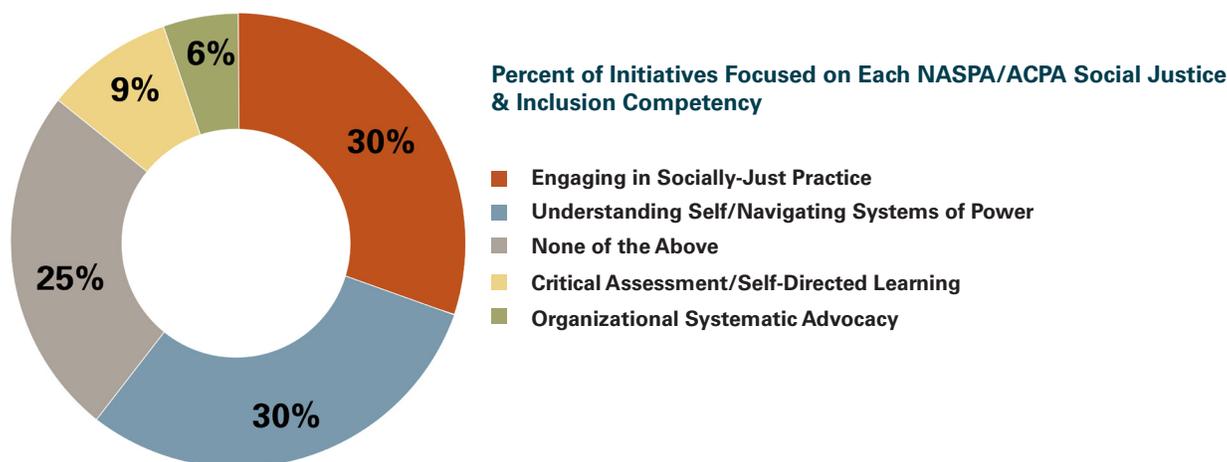
**Campus Climate** | How the Iowa State University campus is perceived by students, staff, and faculty has a direct impact on learning and teaching. We focus our work to promote and enhance areas where positive climates exist, and to identify and improve other areas so all are welcomed, included, and valued.

**Space/Facilities** | In an effort to maintain and enhance the health and betterment of the Division of Student Affairs, we focus on developing practices and procedures that allow us to best allocate resources (space, finances, human capital) where it can have the greatest positive effect possible.

**Staff Wellbeing** | Our ability to serve ISU students and the community at the highest levels requires a staff that is both personally and professionally developed, and where their overall wellbeing and safety are attended to and supported.

**Enrollment Management** | As we recruit, admit, award, orient, enroll, retain, and serve the student body and the ISU community, we work to integrate current practices with new technology and innovative approach.

## NASPA/ACPA Competencies



ACPA, College Student Educators International, and NASPA, Student Affairs Administrators in Higher Education, developed competencies for Student Affairs Educators. The competencies include Social Justice and Inclusion with the four below outcomes:

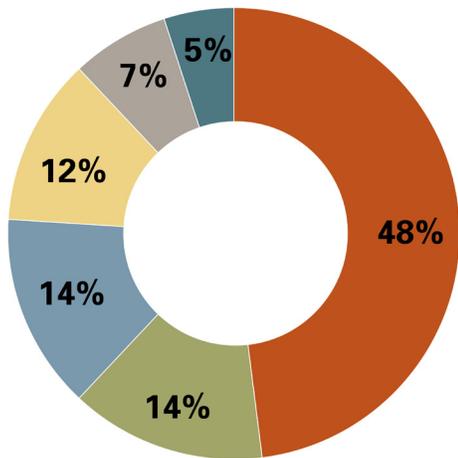
**Understanding of Self and Navigating Systems of Power** | Knowledge of concepts of power and privilege in relation to identities, intersectionality and equity. Ability to operationalize methods to respond to social dynamics in an equitable manner. Dispositions to be flexible in practice, to account for differences, and advocate for more equitable practice.

**Critical Assessment and Self Directed Learning** | Knowledge of how to conduct a critical assessment of the micro and macro contributors to institutional inequities. Ability to practice continual self-reflection and consistently seek out opportunities for continued learning. Dispositions to foster a culture of reflection; to seek out and include the perspectives of marginalized groups.

**Engaging in Socially- Just Practice** | Knowledge of behaviors and practices that promote inclusion. Ability to incorporate knowledge of inequities, social justice frameworks, and social trends through daily interactions, behaviors, and work products. Disposition to dismantle bias, engage in consciousness raising and lead by example in a way that allows for learning and progress.

**Organizational Systemic Advocacy** | Knowledge of the manifestation of institutional oppression and strategies to create equity. Ability to build an active network of campus stakeholders dedicated to facilitating change. Disposition toward institutional and personal accountability, while empowering others to do the same.

## Iowa State University Principles of Community



Percent of Initiatives Focused on Each Principle of Community

- Richness of Diversity
- Freedom From Discrimination
- Purpose
- Respect
- Honest and Respectful Expression of Ideas
- No Principle of Community Listed

**Respect** | We seek to foster an open-minded understanding among individuals, organizations and groups. We support this understanding through outreach, increasing opportunities for collaboration, formal education programs and strategies for resolving disagreement.

**Purpose** | We are encouraged to be engaged in the university community. Thus, we strive to build a genuine community that promotes the advancement of knowledge, cooperation and leadership.

**Cooperation** | We recognize that the mission of the university is enhanced when we work together to achieve our goals. Therefore, we value each member of the Iowa State University community for their insights and efforts, collective and individual, to enhance the quality of campus life.

**Richness of diversity** | We recognize and cherish the richness of diversity in our university experience. Furthermore, we strive to increase the diversity of ideas, cultures and experiences throughout the university community.

**Freedom from discrimination** | We recognize that we must strive to overcome historical and divisive biases in our society. Therefore, we commit ourselves to create and maintain a community in which all students, staff, faculty and administrators can work together in an atmosphere free from discrimination, and to respond appropriately to all acts of discrimination.

**Honest and respectful expression of ideas** | We affirm the right to and the importance of a free exchange of ideas at Iowa State University within the bounds of courtesy, sensitivity and respect. We work together to promote awareness of various ideas through education and constructive strategies to consider and engage in honest disagreements.

Find detailed information on each of the 130 activities reported at [www.studentaffairs.iastate.edu/reports](http://www.studentaffairs.iastate.edu/reports)

# IOWA STATE UNIVERSITY

## Division of Student Affairs

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