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Our focus within the division is always about student success. Knowing that students do their best and ultimately succeed when they have the right support and resources, we develop programming and resources 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 (visible and invisible) 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 2017-18, the Division of Student Affairs initiated and delivered programming focused on diversity and inclusion for multiple audiences and in a number of topics. With over 80,000 points of contact through 120 separate initiatives, the division was able to reach much of our campus and community members.

As with the previous year, campus climate issues and the national political landscape impacted much of our programming. On the national political landscape front, Deferred Action for Childhood Arrivals (DACA), Executive Orders around immigration, and Temporary Protected Status (TPS) were disruptive and consequential for some of our students. Equally disruptive—and in some cases more so—were the catastrophic climate and geological events that occurred last year. We had many students from the areas of the Gulf coast states, Mexico, and Puerto Rico where hurricanes or earthquakes caused tremendous damage and created uncertainty and instability for students and their families. Efforts were made throughout the year to provide resources and programming to mitigate as much as possible any issues our students would have navigating the impacts of these events.

The 2017-18 Student Affairs Diversity and Inclusion Report is organized to align with the ISU Principles of Community. While not every program fits neatly under a particular principle—often more than one principle could apply to each initiative—it was important to show these principles guide our actions, our beliefs and how we want ourselves and our communities to act. Using the Principles as a framework for this report emphasizes the focus and the ultimate desired outcome of the work we do.

In addition to the Principles of Community, across the division, we also promote our core values among staff so that any services and programming efforts are within these parameters as we interact with students. The four values are:

**Student Development and Engagement**

In recognizing the uniqueness of each student, we support their overall growth and development through leadership and involvement opportunities, rich and meaningful co-curricular activities, and global engagement experiences. We also work to remain accessible and responsive to students, and to minimize barriers that inhibit effective learning.

**Connection, Collaboration, and Communication**

We strive to share our successes and outcomes with the community, ensuring transparency and inviting discussion about where we can enhance our work. Further, we desire to instill a global mindset in all Cyclones to enhance their cultural awareness and intercultural competence.

**Diversity, Inclusion, and Social Justice**

We seek to welcome and engage all Cyclones in an effort to create a respectful, responsible community that allows for equitable access to learning and involvement.

**Holistic Health, Wellness, and Safety of Students and Staff**

Cyclones should feel safe anywhere at Iowa State University. Our programs, services, and interactions are designed to embody this and to identify areas where continued work needs to occur. We function best when everyone aspires to their best physical, emotional, intellectual, financial, environmental, occupational, social, and spiritual wellbeing.
# Division Highlights

Several significant priorities emerged as we compiled and analyzed data from many diversity and inclusion activities provided across the Division in 2017-2018. The following factors demonstrate the depth of support for creating a safe, welcoming, and inclusive campus climate.

## Closing the Achievement Gap

### Data Symposium

Who are the students that fall within the achievement gap? The data symposium has resulted in a number of meetings with ISU academic deans. It is worth noting that the President, the Senior Vice President for Student Affairs, the Senior Vice President & Provost, the Vice President for Diversity and Inclusion, the president of the ISUAA, and five university Foundation officers (including the President of the Foundation and two Vice Presidents) were present for the event, along with two academic deans.

The data symposium has resulted in a number of meetings with ISU Foundation staff and university administrators to explore potential opportunities to expand support for underrepresented student populations, ultimately advancing institutional goals pertaining to closing the achievement gap.

After the symposium, several subgroups were created around multicultural students, low-income students, and first-generation students. Each group has researched and developed proposals that could be implemented in one of three tiers: within the next year (low-to-no-cost), 1-3 years (moderate cost), or 3+ years (expensive). Each proposal has been submitted to the Student Success Council, chaired by associate vice president for student success and enrollment management Laura Doring and associate provost Ann Marie Vandersandt, for review and funding consideration.

In February 2018, the data symposium was held at ISU. This symposium included an opening charge from the Senior Vice President and Provost and the Senior Vice President for Student Affairs; a luncheon keynote from the University Innovation Alliance’s Executive Director; a plenary session presented by the Director of Student Affairs Assessment and Research, which provided a snapshot of ISU’s student achievement data, with a focus on the achievement gap in underserved populations (students of color, first generation students, and low-income students); and breakout sessions that focused primarily on how campus administrators, faculty, advisers, and staff use data to increase the success of underrepresented students, and a closing charge from Iowa State University’s President. Approximately 150 faculty and staff participated. It is worth noting that the President, the Senior Vice President for Student Affairs, the Senior Vice President & Provost, the Vice President for Diversity and Inclusion, the President of the ISUAA, and five university Foundation officers (including the President of the Foundation and two Vice Presidents) were present for the event, along with two academic deans.

The following developments will be part of the plans for the NCORE-ISCORE Project.

### Executive Order on Immigration

On January 27, 2017, President Trump signed an executive order prohibiting for 90 days the issuance of visas or entry to the United States of persons from Iran, Iraq, Libya, Somalia, Sudan, Syria, and Yemen. The order also restricted the entry of refugees. The stated purpose for this action was to allow the U.S. government time to evaluate its current visa processes. Since that executive order, a number of changes have occurred including which countries the order ultimately restricted. Throughout the year, the International Students and Scholars Office monitored immigration policy and regulations and posted information about potential changes that would impact international students and scholars.

Two open forums took place in February 2017 for students to ask questions and hear from immigration attorneys.

### Deferred Action for Childhood Arrivals (DACA)

On Sept. 5, 2017, the Trump administration announced that it was terminating the Deferred Action for Childhood Arrivals (DACA) program. According to the announcement, the Department of Homeland Security stopped accepting new DACA applications (i.e., from people who don’t already have DACA). While Iowa State does not ask for proof of citizenship for most students upon application, students with DACA status can self-select that status on their application. Knowing that a number of students would be impacted, a DACA FAQ was created with the assistance of the Office of the Senior Vice President for Student Affairs, Office for Diversity and Inclusion, University Counsel and the President’s Office. The FAQ provided timely updates and answered questions to assist students navigating the implications of the DACA termination.

A “Know Your Rights” forum was provided for students through the Office of Diversity and Inclusion in September 2017 and March 2018 and included student affairs staff and other campus resource professionals as well as immigration experts. The panel spoke about the new immigration issues and questions related to DACA.

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### Temporary Protected Status (TPS)

On January 8, 2018, the U.S. Department of Homeland Security determined that the Temporary Protected Status (TPS) for El Salvador will terminate on September 9, 2019. Current Salvadoran TPS recipients must re-register for TPS and apply for Employment Authorization Documents to legally work in the U.S. until the September 9, 2019 termination date. Honduras, Nicaragua, and Haiti also had termination dates announced.

For our students effected by the TPS termination dates, additional forums were announced and a FAQ page—similar to the DACA FAQ—was published.

### NCORE-ISCORE Project

The National Conference on Race and Ethnicity and the Thomas L. Hill Iowa State Conference on Race and Ethnicity (NCORE-ISCORE) Project became a university office and program at Iowa State in November 2017. Previously the NCORE-ISCORE Project had been part of the duties of Japannah Kellogg serving as director for Student Support Services Program (SSSP). The move to create a separate stand-alone program with its own dedicated employees, ensures that the project can continue its current momentum and success without impeding the needs required of SSSP and other programs and departments that lend volunteers to help make the project a success. This expansion comes at a time when education and training around race and ethnicity is critically needed.

The following developments will be part of the plans for the NCORE-ISCORE Project office.

- **Staff**: to include director, Japannah Kellogg, as well as an assistant to be named, and student employees
- **An office in the Memorial Union**
- **A dotted line relationship to the Vice President for Diversity and Inclusion, with a continued emphasis on training and programming focused on race and ethnicity**
- **Additional programming such as a smaller version of ISCORE that will include members of the community (FY19)**
- **Development of a group of peer educators to provide peer-to-peer diversity education focused on race, ethnicity, diversity and inclusion**

Over the past 18 years, the NCORE-ISCORE Project has become a national flagship project in Student Affairs. Each year, the Iowa State Conference on Race and Ethnicity has increased in both attendance and value to the student, staff, and faculty experience.
Division Highlights

Green Dot

Green Dot is a campus-wide prevention strategy coordinated by Student Wellness. Green Dot aims to decrease power-based personal violence through education, outreach, and development as mechanisms for increasing awareness and competency around bystander intervention skills.

This nationally recognized program was adopted by Iowa State University during the 16-17 academic year and fully implemented the following year. Run out of the Student Wellness Office, Green Dot provides training for staff, faculty, and students in Overviews, Bystander Training, and Interpersonal Violence/Resources. In 17-18 there were 119 participants that attended the 5-6 Hour Student Bystander Training. More than half of the students in attendance were from Engineering, Human Sciences, and Liberal Arts and Science.

Green Dot has collaborated on a variety of projects with a variety of campus and community stakeholders, including the Center for the Integration of Research, Teaching and Learning and the Campus Town Action Association. Green Dot was also featured on numerous local radio, articles and TV stations. Iowa State Police Department featured the first Green Dot car during Green Dot Action Week 2018.

Green Dot created a new podcast to help inform and engage campus on topics involving sexual and relationship violence. The website continues to evolve and looks to connect, highlight, and engage visitors through poster downloads, training registration, and program marketing.

Green Dot has supported initiatives such as integration wellness services into Residence Halls to connect students to programs and services. Collaborators include: Parks Library, P&S Council, Dining Services, Electrical and Computer Engineering, Raising Readers services. Collaborators include: Parks Library, P&S Council, Dining Services, Electrical and Computer Engineering, Raising Readers.

Green Dot has collaborated on a variety of projects with a variety of faculty, administrators and students. Green Dot has created a podcast titled: Leadership in a Time of Extraordinary Change. He spoke to student affairs staff, higher education faculty, staff and graduate students on higher education in the midst of increased scrutiny from a wide range of stakeholders and potential disruptions to the very nature of teaching and learning. He also addressed the pressure for student affairs professionals as they are confronted with increasing compliance and regulatory obligations and a broad set of issues that are at the center of the health, safety, and well-being of students – all while continuing to promote student success, retention, and degree completion for an increasingly diverse student body.

Stephanie Biggs, Associate Professor, Philosophy and Religious Studies, Iowa State University

Dr. Biggs presented Understanding Implicit Bias Race as at the spring division-wide informational meeting. His workshop helped staff understand what implicit race biases are, how they develop, how they impact behavior, and strategies for addressing them.

Town Halls

In collaboration with Student Government, the division hosted 2 town hall—one for each semester. Both events included a panel of senior administration from Student Government.

During the fall town hall, the following topics were covered: Campus Climate/Principles of Community, Tuition and Fees, Student Health, Wellbeing and Safety, Infrastructure/Facilities, Classrooms, Residence Halls, and Open Topics. During the spring town hall the following topics were reviewed: Campus Climate/Principles of Community, Enrollment/Affordability (tuition and Fees, differentials, enrollment size, and the academic experience). Both events were live streamed and students were able to ask questions in advance.

Guest Speakers

As part of the division’s effort to provide professional development opportunities for staff, two distinguished guest speakers were invited to come speak this year. Both speakers held workshops and presentations for the student affairs leadership team and student affairs staff.

Gwen Dungy, Senior Fellow, Office of Diversity, Equity, and Student Success, AAC&U

Dr. Dungy made her first visit to Iowa State University in January 2018 to meet with staff from the Division of Student Affairs to discuss the importance of staff development, and how we can all best address issues impacting the success of students and staff in higher education.

Dr. Dungy is a legend in Student Affairs and her career includes leadership experiences with major organizations such as the National Association of Student Personnel Administrators (NASPA), and Association of American Colleges and Universities (AAC&U), as well as a distinguished career as a community college administrator.

Kevin Kruger, President, NASPA-Student Affairs

Dr. Kruger came to campus in February 2018, his presentation was titled: Leadership in a Time of Extraordinary Change. He spoke to student affairs staff, higher education faculty, staff and graduate students on higher education in the midst of increased scrutiny from a wide range of stakeholders and potential disruptions to the very nature of teaching and learning. He also addressed the pressure for student affairs professionals as they are confronted with increasing compliance and regulatory obligations and a broad set of issues that are at the center of the health, safety, and well-being of students – all while continuing to promote student success, retention, and degree completion for an increasingly diverse student body.

Steve Biggs, Associate Professor, Philosophy and Religious Studies, Iowa State University

Dr. Biggs presented Understanding Implicit Bias Race as at the spring division-wide informational meeting. His workshop helped staff understand what implicit race biases are, how they develop, how they impact behavior, and strategies for addressing them.
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.
Peer Mentor and Community Advisor Initiatives

Hixson Opportunity Awards and National Student Exchange

Peer Mentor for Hixson Opportunity Awards and National Student Exchange incorporated the Principles of Community into their mentorship role. Peer mentors submitted individual portfolios that included application of learning related to the outcomes on diversity, inclusion, self-awareness, and social identities. Students applied what they learned to how they will facilitate their recitation courses in the fall semester. During the fall, they demonstrated awareness of social identities by participating in classroom discussions, attending out-of-class diversity experiences, and designing learning sessions that are inclusive for all students. Peer Mentors were also required to explain, illustrate, and practice the Principles of Community through weekly class discussions and through the Hixson Story Project to apply knowledge within their reception sections. Each employed critical thinking skills by analyzing and conceptualizing—to reflect and discuss—observations and experiences to discover their own meaning of the materials presented in and out of class.

Student Wellness

Before they began their work in Aug. 2017, new Peer Wellness Educators took the course US Race and Ethnicity through an Ethnicity, respect, equity, and the concept of intent versus impact. Approximately a quarter of the health, explain the approach of cultural humility, and understand to explore social identities, evaluate how social determinants affect the work of community building.

Green Dot Overview presentation to Community Advisers and Learning Communities

Green Dot facilitators presented on the Green Dot overview for community advisers during Winter Orientation. The goal of the presentation was to get participants to recognize behaviors that may constitute dating/domestic violence, sexual violence, or stalking, or behaviors that may be immediate precursors to these types of violent actions. With this recognition, the hope is to have participants become intrinsically motivated to intervene in order to reduce harm after possible violence has started, reduce the likelihood that it will happen again, and reduce the likelihood it will happen at all.

Office of Sorority and Fraternity Engagement Training Workshops

Zach Thomas Workshops

The Office of Sorority and Fraternity Engagement utilized several opportunities to train around Diversity and Inclusion for staff, advisers, students, and the larger Iowa State community. Staff were trained on understanding the role of diversity and inclusion through a workshop facilitated by Zach Thomas. Advisers were also trained by Zach on understanding how to better support students of diverse backgrounds and how to dismantle systems of oppression. An Uncensored Bias Workshop was also provided and open to advisers and the larger ISU community.

Additional Workshops

An inclusive Language Workshop program for chapter presidents focused on inclusive language within the sorority and fraternity community. A sorority and fraternity Leadership building curriculum included a module on systemic oppression and understanding privilege. Cultural Competency Workshop program for chapter presidents facilitated by Sarah McGregor from the Office of Equal Opportunity.

Department of Residence

Culture Not a Costume

The Department of Residence offered a passive campaign designed to raise awareness about cultural appropriation during Halloween. A series of posters demonstrated the impact of culturally and identity-based costumes on students who are members of diverse populations.

NCORE-ISCORE Project

Several units across the division sent staff members to the NCORE conference to engage in professional development and to connect with student and staff participants during and after the conference. Staff attended to increase awareness and knowledge about diversity and inclusion issues that are impacting students and staff and equip students and staff with tools to establish inclusive communities on campus.

The International Students and Scholars Office also presented at ISCORE on international students perceptions of US race and ethnicity through a session titled US Race and Ethnicity through an International Lens.
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.
Academic Outreach Opportunities

Academic Coaching has provided various outreach initiatives to student populations showing grade concerns and unique academic needs. Populations included were international students, veterans, student populations showing grade concerns and unique academic needs, First Generation Students on engineering majors/careers, STEM fields and the college preparation process.

Partnership with College of Engineering

In order to increase knowledge of STEM programs and Iowa State, David Romero, Iowa State’s regional representative in Texas, assisted and partnered with the Iowa State College of Engineering to support programs at Barack Obama May Leadership Academy and Rangel Young Women’s Leadership Academy in Texas. Presentations were made to First Generation Students on engineering majors/careers, STEM fields and the college preparation process.

Academic Outreach Opportunities

Academic Outreach Opportunities are designed to engage students in STEM fields and to provide academic, social, and professional skills that contribute to their leadership and academic success at Iowa State.

Science Bound

Science Bound is Iowa State University’s premier pre-college program to empower Iowa students of color to pursue degrees and careers in STEM (science, technology, engineering, and mathematics) fields. The program engages middle and high school students from Des Moines, Des Moines, Denison, and Marshalltown, Iowa. To participate in this nine-year program, students begin when they enter eighth grade. They graduate from Science Bound once they graduate from college. Funding is provided to Science Bound scholars (approximately 30 new students annually) to encourage recruitment and retention of multi-cultural students in STEM majors.

College Bound/Education Outreach Program (EOP)

Cooperating with several departments, College Bound is a summer enrichment camp on Iowa State’s campus for high school students. These one-week, summer residential programs provide learning and exploring opportunities for students while they participate in a college environment. Two one-week programs grouped 9th/10th and 11th/12th grade students are also offered. Parents and siblings are invited to attend opening and closing ceremonies and receive information related to college admissions, appropriate pre-college curriculum choices, and financial aid procedures.

TRIO Support Student Services

TRIO Student Services at Iowa State University serves 250 low-income, first-generation students and/or students with disabilities each year with the goal of increasing persistence and graduation rates of these students. TRIO Student Support Services is funded by the U.S. Department of Education. The program also develops initiatives that are customized to the needs of this target population. Students develop academic, social, and professional skills that contribute to a holistic educational experience at ISU and remain transferrable beyond graduation.

Pre-College Initiatives

Academic Program for Excellence (APEX)

Academic Program for Excellence (APEX) is an eight-week academic summer program designed for incoming multicultural first-year students. APEX helps multicultural students transition to Iowa State University during the summer prior to their first semester. Students are enrolled in up to eight credits and have the opportunity to network with other APEX students, discover the 800+ student clubs and organizations on campus, enjoy fun group activities during the weekends, serve on the APEX Cabinet and experience many other exciting opportunities that await them at Iowa State. As participants, APEX students develop time management and study skills, identify campus resources that will be beneficial to their leadership and academic success at Iowa State, and articulate skills they need to be a successful student of color at a Predominantly White Institution (PWI).

George Washington Carver Program

One hundred full tuition scholarships are awarded to incoming multicultural first-year students directly out of high school as part of the George Washington Carver (GWC) Scholarship program. To be considered, students must rank in the upper 25 percent of their high school class, have a 3.50 grade point average, present a minimum ACT composite score of 24 or minimum SAT score of 1100 (Critical Reading plus Math). Eligible students must identify as American Indian or Alaskan Native, African American, Asian American, Native Hawaiian or other Pacific Islander, Hispanic or Latinx, or Multi-Racial on the application for undergraduate admission. Programming is offered for span of a student’s enrollment.

Multicultural Vision Program (MVP)

The Multicultural Vision Program (MVP) awards full tuition to one hundred incoming multicultural students each year. The scholarship is open to high school multicultural seniors, who are U.S. Citizens or permanent residents, and residents of the state of Iowa, who demonstrate academic potential in ways that go beyond class ranking or test scores. MVP Scholars gain opportunities to enhance academic success, career, identity, and leadership development throughout their participation.

Rise Up Sophomore Success Program

Rise Up Sophomore Success Program is a series of workshops offered for sophomore multicultural students on leadership, identity, community involvement, and professional presence.

International Student Outreach

International Student Outreach

Academic Misconduct

Resources (brochure, website, assisted with video) were developed to provide information to international students with some emphasis on the variance in US culture around academic work compared to that of other countries and cultures.

Social Justice (SJ) 2750

SJ2750 is an elite group of students charged with identifying and addressing a large social justice concern at Iowa State’s campus. Students worked alongside one another and university administrators to move the conversation, bring things in the shadows to light and to address systemic inequity. Through regular meetings, the group identified key issues and worked with administrators to address them. This year-long initiative included valuable skills-based training on community organizing, working with politicians and legislators, public speaking and other important skills for activists.

Professional Staff Trainings

Department of Residence

Department of Residence professional staff engaged in collective conversations on the diversity, equity, and inclusion of distinctive groups on campus. Staff engaged in collective conversations that generated discussions about how to create an inclusive environment for all students and staff. We continue to act on the ideas that were generated and fold them into our ongoing strategic planning.

Gold Star Faculty & Staff Training

Veterans Center

The Gold Star Faculty Staff Training provides an overview of the Veterans Center and its mission. Participants have the opportunity to learn about the social, financial, and academic transition experiences of military-affiliated students. Participants are engaged through both conversation and discussion. They learn about resources available and how to best support our military-affiliated students here at ISU.

Lunch and Learn Series

Veterans Center

To encourage learning, provide access to resources, and to increase collaboration with various on- and off-campus resources, the Veterans Center implemented a Lunch and Learn Series. On-campus stakeholders included areas such as financial aid, while off-campus stakeholders included entities such as the Des Moines Vet Center (which focused on mental health).
Student Wellness

Outreach on Student Health and Wellness was provided at the following events:

- WiSE kick-off with their BeWell Hut info/resources/activities for women in WiSE
- Women of Color Retreat — self-care and meditation
- Party Like a Cyclone for Kappa Sigma—Alcohol/other drug facilitation focused on throwing going to a party, educational components, seeking assistance, being an active bystander

Academic Support

Veterans Center & Academic Success Center Partnership

The Veterans Center provides academic support to military-affiliated students through several different initiatives including an Academic Recovery Program and Academic Coaching, Academic Workshops, and covering tutoring costs. Through an Academic Recovery Program, staff reached out to military-affiliated students on academic probation and/or warning. Students meeting with staff were strongly encouraged to sign a reconciliation form demonstrating that they were aware of the many resources available to them. Through a shared graduate position with the Academic Success Center, students were provided academic coaching and also offered a number of workshops including: 1) Maximizing Your Time Workshop; 2) Preparing for Finals Workshop; 3) Goals, Motivation, and Procrastination Workshop; and 4) Exam Prep Workshop.
We recognize that the mission of the university is enhanced when we work together to achieve the goals of the university. Therefore, we value each member of the Iowa State University community for his or her insights and efforts, collective and individual, to enhance the quality of campus life.
Expanded Outreach in Puerto Rico and US Virgin Islands (USVI)

A series of efforts outreaching to prospective students and families in Puerto Rico took place after the hurricanes. Efforts included a Road Map to College program on the college search process, App Strong program to assist families with application completion in December, Iowa State-specific application generation, yield events on the island, and travel and outreach to students displaced to Texas and other states.

Applications from PR have increased 115% and USVI 650% for freshmen and 60% in PR transfers (no transfer efforts were conducted in USVI). Accepts increased 23% in PR freshmen, held steady in USVI and increased 300% in PR transfers.

The Spark

The Spark is a weekly email series that is an on-going training for Iowa State University faculty and staff working with multicultural students. Weekly, The Spark participants are presented with a description of the ISU student experience from a different multicultural student. Staff learn about student experiences that are good, bad, uplifting, challenging, ugly, and downright unacceptable. Hearing directly from students is often the spark needed to make critical changes. Along with the student stories, staff received helpful information and data about that week’s student population along with tangible ways to strengthen multicultural competence and skills in building an inclusive campus environment.

UST 110 Presentations (for incoming international students)

Student Legal Services did presentations to incoming international students focused on their legal rights and responsibilities as scholars and residents of local, state, and national communities. Presentations centered around legal issues that international students should be aware of.

FAFSA Filing Day at Multicultural Student Experience Day

During the Admissions’ Multicultural Student Experience Day, the Office of Student Financial Aid offered guests the opportunity to file the 2018-19 FAFSA while they were on campus.

Student Employee Professional Development Series

In order to grow on the Student Employee Professional Development Series based on the Principles of Community, this series focused on Purpose for Fall 2017 and Cooperation for Spring 2018. Student employees from the Office of the Registrar were asked to attend to increase their awareness of these principles and how they can apply them to their roles as employees and students on Iowa State’s campus. Students were informed on ways the principles effect them and their fellow students and interacted/shared ways they see, think, feel these principles are presented on campus and in the workplace. Students wrote their own mission/vision statement in the fall and were challenged to include a diversity component. In the spring, they were challenged to find things that they had in common and ways they were different.
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.

Richness of Diversity
Richness of Diversity

DIVISION HIGHLIGHTS

This Principle of Community covers the largest portion of our diversity and inclusion activities. We have separated them further into three main areas:

- Staff, faculty, and professional student support, training, education, and enrichment
- Student support, education, training, and enrichment
- Community building

STAFF, FACULTY AND PROFESSIONAL SUPPORT, TRAINING, EDUCATION, AND ENRICHMENT

Intercultural and Inclusive Learning

The Writing and Media Center’s “Intercultural and Inclusive Learning” initiative focuses on the ways in which our communication consultant and administrative staff can better recognize and address the many ways that students from diverse backgrounds might have their learning objectives met. To that end, WMC staff conducted empirical and bibliographic research on best practices for working with international and/or multilingual students, with the goal of expanding our services in upcoming years. Inclusivity and accessibility was a major theme of ongoing Consultant Education meetings and monthly All Staff Meetings, ensuring that staff had the opportunity to learn and consider how linguistic, cultural, and pedagogical backgrounds might impact the way they interact with students that visit the Writing and Media Center. Finally, staff worked to reach out to students of minoritized populations by participating in student support, education, training, and enrichment.

NCORE-ISCORE Project

The NCORE-ISCORE Project consists of a delegation of Iowa State University students, faculty, and staff who attend the National Conference on Race and Ethnicity in Higher Education annually. Conference participants disseminate information gathered from NCORE at ISCORE, the Iowa State Conference on Race and Ethnicity. Through multiple opportunities, students, staff, and faculty from Iowa State University are able to develop both personally and professionally by taking ownership of community change around issues of race and ethnicity. Participants in the project learn through dialogue and action.

Attendance at ISCORE in March 2018 increased and positively impacted the campus community and student experience. This year, the half-day pre-conference intercultural numbers rose to 250 participants and ISCORE had nearly 900 registrants. Additionally, nearly 90 Iowa State students, faculty, and staff members traveled to New Orleans to attend the NCORE Conference in May 2018. This was the largest delegation in the Project’s history with representatives from each of the colleges.

The International Experience: Reframing the Conversation

Through a P&S Professional Development Conference presentation, staff learned about the experiences of international students and faculty who present at Iowa State - where do they come from, why are they here, what are their goals, and how they enrich our campus.

Multicultural Student Services Regional Conference

This day-long conference opportunity engaged in learning and networking with colleagues from across the region who serve multicultural students and work toward their success on our campuses. The conference focuses on current issues, trends and building important professional networks.

Training Seminars at Student Counseling Services

Doctoral Intern Training

Intersecting Identities: This seminar focused on learning about identities, power, and privilege, and how they intersect with one another. The training totaled 22 hours, over the course of 8 weeks. Participants discussed their own multiple, intersecting identities and ways in which these identities influence their professional and personal development. Interns also had the opportunity to explore how their intersecting identities and clients’/supervisors’ intersecting identities are affected by systems, policies, and social norms and expectations.

Oppression as Trauma: This 2-hour seminar discussed the cultural considerations when working with trauma. Participants increase awareness of cultural factors impacting trauma recovery.

Intern Diversity Training Seminar

This seminar starts with an 8-hour diversity day training followed by eight 2-hour trainings over the next few weeks. Topics include identity, privilege, bias, intersectionality, systemic oppression, policy, and social norms.

Practicum I & II Class: Multicultural Issues

These seminars focused on learning about identities, power and privilege, and biases, and how they impact clinical work.

STUDENT SUPPORT, EDUCATION, TRAINING AND ENRICHMENT

Chillin’ & Grillin’ with Multicultural Student Affairs

Chillin’ and Grillin’ with MSA was a series of welcome events replacing our traditional welcome event for multicultural students to get them in touch with fellow students and MSA staff. Chillin’ with MSA involved ice cream socials held in different locations near the first-year residence halls. Grillin’ with MSA was a cookout for new multicultural students and multicultural student organization leaders.

Margaret Sloss Women’s Center (MSWC)

Womyn of Colour Network (WOCN) Retreat

The Womyn of Colour Network (WOCN) Retreat was established in 2011 with the intent to promote the academic, social, and cultural values of undergraduate and graduate womyn of colour. The goals and social values have evolved and expanded to connect students to faculty and staff at Iowa State and to build a community of sisterhood among students, faculty, and staff. The WOCN Retreat strives to engage participants in critical self-reflection and explore ways to become successful while at Iowa State. The WOCN events had 111 people that attended and/or were affected by this initiative. The event in spring 2017 provided the need for the Womyn of Colour Network Retreat. In addition to the retreat, the end of the semester brunch in fall 2017 engaged faculty and staff to connect with students.

AAUW Campus Action Project Grant

The MSW, was awarded an AAUW-CAP grant that allowed us to focus on developing campus women’s leadership initiatives for students, faculty, and staff, emphasizing on women of color. Program topics included combating impostor syndrome, complicated dimensions of mental health, and engaging in professional portfolio. The grant was awarded for the 2019-2020 academic year. The AAUW-CAP grant events had 271 people that attended and/or were affected by this initiative.

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The Vagina Monologues

The Vagina Monologues is a play that has been led by the MSWC for the last 15 years. The purpose of the performances is to raise awareness about ending violence against women and girls and also raise funds for anti-violence groups within the Ames community. The Vagina Monologues had 315 people that attended and/or were affected by this initiative. The Vagina Monologues cast members all recognized the correlation between the performances and activism. Participants identified creating the "I rise, resist, and unite" statements to be effective in their understanding of their role in ending violence. Only 80% were able to identify one thing they could do to help end violence against women and girls. A consideration for the 2019 Vagina Monologues performance is to incorporate an action item for the cast members to commit to after the performances.

Additional Projects

The MSA also involved in several other programs that fall under their Diversity and Inclusion Initiative, including the WE LEAD Conference, Social Justice Summit, Women's Equality Day, Green Dot programing, and Feminist Fridays.

Lavender Graduation

Lavender Graduation is a graduation ceremony and tradition for LGBTQIA+ students, faculty, and staff at Iowa State University. Lavender Graduation is a graduation ceremony and tradition for LGBTQIA+ students, faculty, and staff at Iowa State University. Lavender Graduation is a graduation ceremony and tradition for LGBTQIA+ students, faculty, and staff at Iowa State University. Lavender Graduation is a graduation ceremony and tradition for LGBTQIA+ students, faculty, and staff at Iowa State University.

International Student Outreach

The International Student Outreach position started July 2017 and as part of this role has been dedicated to international student outreach and support within Tutoring Services at the Academic Success Center.

Through this new position, Tutoring Services has been able to serve international students better throughout the year. One-on-one meetings are now available for our international tutors who need specific support navigating leading groups of mostly domestic students. We’ve held two workshops aimed at understanding and building community with diversity.

Department of Residence Initiatives

American Sign Language Event

Helen Hall teamed up with the American Sign Language Club along with faculty from the department to put on this ASL event. The event provided history and context about ASL and allowed students to ask questions about ASL and what day to day life may be like from the perspective of the faculty member, who was also deaf. Games were played afterwards to teach students simple signs. The ASL classes were also promoted to encourage students to consider taking them.

Establishment of Spectrum House

Spectrum House was on-boarded in the Fall 2018 in Maple Residence Hall. Spectrum is a housing community for students interested in building an intentional, inclusive community for LGBTQIA+ people.

Wallace Wilson's Cultural Night

Wallace Wilson Towers’ Cultural Night was hosted by Riham Hussien. Representatives from various cultural and identity groups—African Student Association, Arab Student Association, Black Student Alliance, Brazilian Student Association and the Pakistan Student Association—were invited to showcase their food and culture. Food items that the groups had cooked were available to residents and a theater was set up for each group to share either spoken word or a dance/music from their culture. Residents left with more knowledge about different identities and others left with knowledge of groups that represented their own identities.

International Breakfast

Department of Residence staff offered a international brunch to first year, full-time international students residing in traditional residence halls. Through team builders, the event provided an opportunity for students and staff to connect and begin to build relationships with residence life staff members.

LGBTQIA+ Training for Maple Hall Community Advisers (CAS)

Maple Community Advisers participated in a LGBTQIA+ training, facilitated by Brad Frehner and Clare Lemke, during student staff orientation in preparation for Spectrum House (gender-inclusive residence community for students interested in building an intentional, supportive space for lesbian, gay, bisexual, transgender, queer, questioning, asexual and ally people).

Step Into My World

In collaboration with the Alliance for Disability Awareness Club and Student Disability Services, Department of Residence hosted a panel in Wallace & Wilson Residence Hall discussion and obstacle course about ability. Panelist discussed experiences at Iowa State as people who have disabilities including blindness, depression, and mobility issues. The obstacle course had residents put on "blind glasses" that simulated the experience of being blind.

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Principles of Community Learning Communities (LC)

Learning Communities have made a commitment to incorporating the ISU Principles of Community into their program. The Principles of Community are addressed in the annual Learning Communities Institute: Presentations were given to show how the Principles can be integrated into peer mentor training and student employee development activities. LC incorporated the Principles into their August two-day peer mentor training event, with each presenter being asked to share how their presentation content supports the ISU Principles. Furthermore, student were asked on their understanding of the Principles at the end of each training day to determine level of awareness, understanding, and application. Many Learning Communities have added the Principles of Community to their course syllabi and use them as points of discussion in both peer mentor meetings and classroom conversations.

University-Wide International Learning Community Coordinator

In August 2017, LCs central office was allocated a 25% staff buyout through international differential tuition. The University-Wide International LC Coordinator, Suzanne Harle, was identified to focus on ways in which we could better support international students through Learning Communities.

Student Union Board (SUB) Multicultural & Awareness Committee

The ISU Student Union Board (SUB) aims to be mindful of diversity and inclusion in all their programming efforts, looking to feature a wide variety of individuals, perspectives, experiences, life styles, and cultures with their concerts, comedy shows, film screenings, and numerous other events. SUB most notably focuses on diversity and inclusion through their Multicultural and Awareness committee, with programs intentionally geared to diversity every semester, including their annual "Global Gala" cultural awareness celebration, a spring semester program that aims to celebrate and promote the diversity found at Iowa State with performances by an array of student organizations, along with cultural crafting activities, free ethnic food offerings, and more. Additionally during the 2017/2018 academic year, SUB's Multicultural & Awareness committee featured events including spoken word artist Gabriela Garcia Medina, who spoke on issues including her social injustices and her Hispanic heritage; renowned as robotic performance group Tigres Zuma Zuma, known as an 'African-style Cirque du Soleil;' and poet and activist Andrea Gibson, who focused on gender norms, politics, social reform, and the struggles of the LGBTQI community. They also hosted a panel discussion where they screened the mental health documentary "Cry For Help" and partnered with the Margaret Sloan Women's Center and the Society for the Advancement of Gender Equity (SAGE) student organization, for a third consecutive year, to present The Vagina Monologues, an award-winning play aimed at empowering women and raising awareness of domestic violence.

Richness of Diversity
COMMUNITY BUILDING

Alumni and Friends Outreach

Liz McAllister, Associate Director, Student Affairs Development, plans trips to visit with donors every 3-4 weeks and discusses Diversity and Inclusion with at least 7-8 people on each trip. She has so far engaged 100+ alumni and friends in 1:1 conversations about Diversity and Inclusion on campus and intentionally met with diverse alumni to learn about their experiences at Iowa State and share changes that have occurred since that time.

Within this initiative Liz aims to achieve three goals. The first goal is to fundraise for units within Student Affairs that promote Diversity and Inclusion on campus. The second is to engage and educate alumni and friends about the new initiatives and programs on campus that support Diversity and Inclusion on campus. The third and final goal is to intentionally engage diverse alumni and friends who have not traditionally been contacted by development officers and who likely have an affinity for Diversity and Inclusion initiatives.

LGBTQIA+ Community Welcome

The LGBTQIA+ Community Welcome provides an introduction to the LGBTQIA+ community at Iowa State for new and returning students where they will meet at least one person/organization that they did not know prior to the event and will be able to identify “The Center” staff and contact information (email, social media, etc.).

ISU Dining Meals in Partnership with MSA

Asian Pacific Islander Meal

Highlight the Asian Pacific Island culture through food and educational materials.

Indigenous Heritage Meal

Meal served highlighting the Native American culture in four dining centers. The MSA office staff assist with educational material to display regarding the menu selections.

Sabor Latino Meal

Meal served in four dining centers highlighting African American culture through food: MSA students and staff prepared educational material regarding menu selections. This year the Black Faculty and Staff Association supplied meal tickets for entry to collaborate with students during the meal period.

Soul Food Lunch

Meal served in four dining centers highlighting African American culture through food: MSA students and staff prepared educational materials regarding the menu items selected.

Memorial Union (MU) Workspace and Art Programs

Workplace diversity events included: Sugar Skull Embroidery Workshop and Sugar Skull Decorating during Latinx Heritage Month, Rainbow Necklaces and LGBTQIA+ button making during Coming Out Day, Positive Affirmations Craft at Rock Your Body event during Body Image Awareness Month, Feminist Cross Stitch Workshop during Women’s History Month, Women’s March Free Sign Making before the January 20 event, and Adinkra Stamping at Global Gala Event. The MU Art Program events included: Venezuelan artist Edgard Camacho - 6 month exhibit in the Multicultural Center. The Event. The MU Art Program events included: Venezuelan artist Edgard Camacho - 6 month exhibit in the Multicultural Center. The Program was designed to help womyn think about their wellness — discussing strengths and failures, barriers to focusing on their wellness dimension, and ways to incorporate better wellness behaviors.

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Veterans Center Outreach

Faculty, Staff, and Student Veteran Meet and Greet

Each semester, the Veterans Center facilitates a meet and greet event to encourage dialog and to build connections between faculty/staff and military-affiliated students. Given their military experience, students may not be encouraged to communicate directly with faculty/staff because of a power structure, which may not serve students well within a higher education context. This event works to break down those potential barriers and to facilitate open dialog between faculty/staff and military-affiliated students.

Thursday Night Dinners

The Veterans Center facilitates a weekly dinner as an expression of gratitude to our military-affiliated students. Students are encouraged to invite their family and those close to them. The focus of the dinners is to build community in an inclusive and relaxed setting.

Veterans Day Week Events

Each year, the Veterans Center helps facilitate and support a host of events such as the Gold Star Hall Ceremony and the Annual Community Supper Honoring Veterans and their families to foster a greater sense of community and involvement across the university, as well as the broader community. Each event is designed to create opportunities for people to be engaged in ways that facilitate deeper empathy and understanding of our military-affiliated student population at ISU and demonstrate the commitment of the university to remember, honor, and support not only veterans, but the entire military-affiliated student community.

(Wo)Mentorship Series

(Wo)Mentorship Series was apart of Green Dot Action Week 2018. The program was designed to help women think about their wellness — discussing strengths and failures, barriers to focusing on their wellness dimension, and ways to incorporate better wellness behaviors.

The goal of the series is to foster the relationships and bonds that were initiated at the Womyn of Colour retreat throughout the year. A graduate chapter of the Womyn of Colour Network was created to address the specific needs of the graduate WOC population at ISU. Next steps are to collect graduation and retention data on participants and incorporate accessibility and inclusion in the upcoming curriculum to be more intentional with ability and sexuality identities.

In addition to these events, the Veterans Center also hosts a weekly dinner as an expression of gratitude to our military-affiliated students. The goal of the dinners is to build community in an inclusive and relaxed setting. Each year, the Veterans Center helps facilitate and support a variety of events such as the Gold Star Hall Ceremony and the Annual Community Supper Honoring Veterans and their families to foster a greater sense of community and involvement across the university, as well as the broader community. Each event is designed to create opportunities for people to be engaged in ways that facilitate deeper empathy and understanding of our military-affiliated student population at ISU and demonstrate the commitment of the university to remember, honor, and support not only veterans, but the entire military-affiliated student community.
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.

Freedom from Discrimination

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Admissions represented Student Affairs on “Know Your Rights” panels coordinated by the Vice President for Diversity and Inclusion. Topics focused on Deferred Action for Childhood Arrivals (DACA) and Temporary Protected Status (TPS).

Supplemental Instruction (SI) Leader Staff Development
Cultivating a More Inclusive SI Experience
Supplemental Instruction launched a new staff development initiative for SI Leaders in spring 2017 focused on cultivating an inclusive SI experience. SI created and implemented one session during SI Leader Orientation that used a video by MSU Denise Williams-Klotz. The video lays a foundation for a conversation and case study scenarios that focus on creating an inclusive environment in SI sessions and beyond. A second training session was added to the fall 2018 SI Leader Orientation to build on what leaders learned in the spring. This session will focus on building understanding of social identities, privilege, oppression, and the experience of marginalized individuals and groups. The session will use Langston Hughes poem “I, Too” to explore these concepts and start conversation. SI plans to continue with formal diversity and inclusion training and experiences within Leader development opportunities (orientation, retreat, staff meetings, and observation meeting follow-ups).

Student Accessibility Services (SAS) Disability Awareness Summit
SAS hosted/coordinates the annual rotating “Regniss University Disability Awareness Summit” in October 2017. This event was well-attended (more than 115 registered) and featured a keynote address by former US Senator Tom Harkin. Harkin has played significant roles in creating legislation that requires access for people with disabilities including the Americans with Disabilities Act (ADA) and the Amendments Act to the ADA.

Learning Communities Math 165 Course Reservations for Critical Mass
Learning Communities worked with Office of the Registrar, the Math Department, WISE, College Administrators in Engineering, and LAS to address the opportunity to create critical mass of female students within Math 165 course sections. Each learning community reserving Math 165 seats needed to submit a plan on how to enroll female students to reach gender balance and/or critical mass (15 – 20 seats in a section). If a major does not attract enough female students to reach critical mass, the LC would be partnered with another STEM LC so the Registrar could assign both to the same section. The purpose of this initiative is to create a supportive academic environment for women in STEM.

Social Justice Summit
The Social Justice Summit is a 2-day retreat focused on building awareness surrounding issues of inclusion, power, privilege, and oppression. This is done through a variety of activities and discussions to engage students in dialogue. This program is a partnership between the Student Activists’ Center (Leadership & Service Programs), the Department of Residence, and Multicultural Student Affairs.

Women’s Empowerment and Leadership Conference (WE Lead)
WE Lead is a 1-day conference focused on women’s empowerment and leadership. It is geared toward ISU students that identify as women, but is open to all. This event is the result of re-imaging a previous program called the Women’s Leadership Retreat and is a partnership between the Student Activists’ Center (Leadership & Service Programs), Margaret Sloss Women’s Center, Carrie Chapman Catt Center for Women & Politics, Women in Science & Engineering, and the Pappajohn Center for Entrepreneurship. The conference included a keynote speaker, breakout sessions, group discussions, and a tour of different organizations on campus.

Common Grounds
This is an initiative to create a space for Office of Student Financial Aid staff to dialog about topics tied to race and ethnicity by using curriculum designed to start and continue the conversation on a college campus. Staff met six times during the 2017-2018 academic year to discuss the curriculum and how it may impact underrepresented students and staff on the ISU campus. The principles of community was used to guide the common grounds series and was included in conversations.

Recreation Services
Accessibility Survey
A survey was conducted in conjunction with Student Accessibility Services to gather feedback on the accessibility of Recreation Services facilities and programs.

Data was collected and reviewed by Facilities staff. Staff is still discussing ramifications and whether changes to facilities or policy will be necessary.

Open Categories in Intramural Sports
Instead of traditional, men’s and women’s league offerings, Rec Services changed softball and sand volleyball sports to “open” categories and no longer separate teams by gender.

Recreation Services Mission and Vision Statement
Recreation Services underwent the process of rebranding its mission and vision statement to be more reflective of their commitment to diversity and inclusion. The new mission and vision statements are as follows:

Mission Statement: Creating exceptional experiences in a respectful, welcoming, and fun environment while empowering the ISU community to enhance personal well-being.

Vision Statement: To positively impact lives through innovative and inclusive collegiate recreation.

You Can Play
Recreation Services created a video to support the You Can Play Project. You Can Play is a social activism campaign dedicated to the eradication of homophobia in sports, centered on the slogan, “If you can play, you can play.”

Registrar’s Office
LGBTQIA+ Awareness
In order to increase awareness within the Office of the Registrar as a whole, Brad Freshbrock and Clare Lemke from The Center for LGBTQIA+ Student Services were invited to present at the Office of the Registrar All-Staff meeting. They were asked to present on what their office is, services that they offer, challenges that the population faces, and answer any questions the staff had.

Social Justice and Inclusion Pathway: Gender Revolution Series
Exploration and discussion as part of the Social Justice and Inclusion Pathway professional development series was offered in the Office of the Registrar. This topic was introduced as a three part documentary titled Gender Revolution, A Journey with Katie Couric. This documentary was split into three viewing sessions with guided discussion included at the end of each meeting.

PROGRAM HIGHLIGHTS
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Instead of traditional, men’s and women’s league offerings, Rec Services changed softball and sand volleyball sports to “open” categories and no longer separate teams by gender.

Recreation Services Mission and Vision Statement
Recreation Services underwent the process of rebranding its mission and vision statement to be more reflective of their commitment to diversity and inclusion. The new mission and vision statements are as follows:

Mission Statement: Creating exceptional experiences in a respectful, welcoming, and fun environment while empowering the ISU community to enhance personal well-being.

Vision Statement: To positively impact lives through innovative and inclusive collegiate recreation.

You Can Play
Recreation Services created a video to support the You Can Play Project. You Can Play is a social activism campaign dedicated to the eradication of homophobia in sports, centered on the slogan, “If you can play, you can play.”

Registrar’s Office
LGBTQIA+ Awareness
In order to increase awareness within the Office of the Registrar as a whole, Brad Freshbrock and Clare Lemke from The Center for LGBTQIA+ Student Services were invited to present at the Office of the Registrar All-Staff meeting. They were asked to present on what their office is, services that they offer, challenges that the population faces, and answer any questions the staff had.

Social Justice and Inclusion Pathway: Gender Revolution Series
Exploration and discussion as part of the Social Justice and Inclusion Pathway professional development series was offered in the Office of the Registrar. This topic was introduced as a three part documentary titled Gender Revolution, A Journey with Katie Couric. This documentary was split into three viewing sessions with guided discussion included at the end of each meeting.
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.

## Percent of Programs Focusing on Honest & Respectful Expression of Ideas for Various Audiences

<table>
<thead>
<tr>
<th>Audience</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate Students</td>
<td>72.05%</td>
</tr>
<tr>
<td>Student Leaders</td>
<td>72.05%</td>
</tr>
<tr>
<td>Graduate/Professional Students</td>
<td>56.04%</td>
</tr>
<tr>
<td>University P&amp;S Staff</td>
<td>56.04%</td>
</tr>
<tr>
<td>Student Employees</td>
<td>56.04%</td>
</tr>
<tr>
<td>Faculty Members</td>
<td>25.08%</td>
</tr>
<tr>
<td>A Population Not Listed Here</td>
<td>25.08%</td>
</tr>
<tr>
<td>Ames Community</td>
<td>25.08%</td>
</tr>
<tr>
<td>University Merit Staff</td>
<td>25.08%</td>
</tr>
<tr>
<td>Division P&amp;S Staff</td>
<td>25.08%</td>
</tr>
<tr>
<td>Division Merit Staff</td>
<td>25.08%</td>
</tr>
</tbody>
</table>

## Topics Addressed by Percent Programs Focused on Honest & Respectful Expression of Ideas

<table>
<thead>
<tr>
<th>Topic</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States Ethnic Diversity</td>
<td>75.00%</td>
</tr>
<tr>
<td>Undocumented Students</td>
<td>75.00%</td>
</tr>
<tr>
<td>People Identifying as LGBTQIA+</td>
<td>75.00%</td>
</tr>
<tr>
<td>Men</td>
<td>75.00%</td>
</tr>
<tr>
<td>Graduate/Professional Students</td>
<td>75.00%</td>
</tr>
<tr>
<td>Campus Community Resources</td>
<td>75.00%</td>
</tr>
<tr>
<td>Prospective Students</td>
<td>75.00%</td>
</tr>
<tr>
<td>First-Year/New to ISU Students</td>
<td>75.00%</td>
</tr>
<tr>
<td>First-Generation Students</td>
<td>75.00%</td>
</tr>
<tr>
<td>Community Building Event</td>
<td>75.00%</td>
</tr>
<tr>
<td>Women</td>
<td>75.00%</td>
</tr>
<tr>
<td>Transfer Students</td>
<td>50.00%</td>
</tr>
<tr>
<td>Environmental Justice</td>
<td>50.00%</td>
</tr>
<tr>
<td>People with Disabilities</td>
<td>50.00%</td>
</tr>
<tr>
<td>Other Protected Classes (e.g., age, religion)</td>
<td>50.00%</td>
</tr>
<tr>
<td>Employees</td>
<td>25.08%</td>
</tr>
<tr>
<td>A Population Not Listed Here</td>
<td>25.08%</td>
</tr>
</tbody>
</table>
Multicultural Student Leadership Council
The Iowa State University Multicultural Student Leadership Council is composed of student leaders who are affiliated with ISU multicultural student organizations. Formerly known as the Multicultural Student Programming Advisory Council (MSPAC), the MSLC aims to cultivate leadership development and programmatic collaboration among multicultural student organizations. Additionally, the MSLC regulates funding allocations for events initiated by student organizations that promote diversity awareness and education within the Iowa State community. The Office of Multicultural Student Affairs provides administrative oversight and advisement to the MSLC.

MSA Presentations to Division Groups
During the year, MSA provided training to staff in the ISU Foundation and Alumni/Alumni Association Staff on inclusive language and working with diverse clientele. Additional presentations include presentations to Admissions Student Staff (Cyclone Aides and STARS), and presentations to Alumni and Foundation Staff.

The Hype
The Hype is the MSA-hosted student blog where readers learn about opportunities, organizations, resources, and the experiences of their fellow students. Throughout the week, different students, organizations, and opportunities were featured along with fun content to engage readers. The main purpose of The Hype is to provide a space for multicultural students to use their voice and share their experience.

Department of Residence
Exploring Identity
The Department of Residence Training Committee invited Dr. Spikes and Dr. Perez to facilitate a training session that equipped staff with identity exercises that served as pre-training tools for student staff session during CA training.