# Table of Contents

4 **Executive Summary**

5 **Highlights & Lessons Learned**

10 **Principle of Community: Respect**
   I. Learning Community (LC) Initiatives
   II. Lee Mun Wah Social Justice Facilitator, 2-day Workshop
   III. Academic Success Center (ASC)
   IV. Writing and Media Center

14 **Principle of Community: Purpose**
   I. Pre-College Initiatives
   II. TRIO Student Support Services (SSS)
   III. Social Justice and Inclusion Series (SJI)
   IV. LGBTQIA+ Student Services/The Center

18 **Principle of Community: Cooperation**
   I. Student Point of Contact in Financial Aid
   II. Survivor Stories: Sexual Assault Awareness Month
   III. LGBTQIA+ Student Services/The Center
22 Principle of Community: Richness of Diversity

Staff, Faculty and Professional Student Support, Training, Education, and Enrichment

I. Recreation Services Staff Retreat: Dr. Maura Cullen
II. Student Counseling Staff Retreat and Training
III. Greek Affairs Staff Retreat
IV. NCORE-ISCORE Project

Student Support, Education, Training, and Enrichment

V. Multicultural Student Affairs (MSA)
VI. George Washington Carver (GWC) Scholars Program
VII. LGBTQIA+ Student Services/The Center
VIII. Womyn of Colour Network Retreat
IX. Recreation Service
X. Academic Success Center (ASC)
XI. International Students and Scholars Office (ISSO)

Community Building

XII. ISU Dining
XIII. Cultural Heritage Month
XIV. The Gender Monologues
XV. Art Exhibits in the Multicultural Center at the Memorial Union
XVI. Social Justice Summit
XVII. Workspace Service Projects
XVIII. LGBTQIA+ Student Services/The Center

36 Principle of Community: Freedom from Discrimination

I. Gender Inclusivity Initiatives
II. Education and Outreach
III. Alumni and Friends Outreach
IV. Targeting Programming/Initiatives

42 Principle of Community: Honest & Respectful Expression of Ideas

I. Courageous Conversations
II. Women’s Equality Day
III. Student Union Board (SUB) Events and Programs
Education, outreach, and community-building around topics of diversity and inclusion are essential components of the programming offered from the Division of Student Affairs. The programs and services provided throughout the Division advance a broadly-defined conceptualization of diversity that incorporates multiple (visible and invisible) identities such as race and ethnicity, sexual orientation, gender expression, ability, or socio-economic status, among other possible identity factors. Understanding that students do their best and ultimately succeed when they have the right support and resources, Student Affairs offers opportunities to engage, educate, and discuss these critical topics in all areas of our campus and the surrounding community.

In 2016-17, the Division of Student Affairs initiated and delivered programming focused on diversity and inclusion for multiple audiences and on a number of topics. With over 50,700 points of contact through 122 separate initiatives, the division was able to reach much of our campus and community members.

This academic year proved critical for diversity and inclusion initiatives as campus climate issues and the national political landscape impacted nearly all communities. Uncertainty and tensions needed to be addressed as well as opportunities to reflect and examine our own values and beliefs. Iowa State University took this opportunity to remind the campus community of our collective values by re-distributing its Principles of Community originally established in 2006.

It is through the Principles of Community that the division has organized the following summary of the 2016-17 Student Affairs Diversity and Inclusion initiatives. 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 that these are the principles that 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 this report you will find:
- Lessons learned and actions moving forward
- Overall numbers
- Key accomplishments under each Principle of Community
As we assessed and compiled the data from our diversity and inclusion activities during the 2016-17 academic year, there were several key areas that were of significance. The following factors demonstrate the depth of support for creating a safe, welcoming, and inclusive campus climate.

**Highlights & Lessons Learned**

**Spectrum of Initiatives**

The Division of Student Affairs consistently offers initiatives corresponding to a range of priorities: raising awareness, creating belonging and community, expanding knowledge and skills, and advocating for systemic social change.

**Partnerships**

There is a high level of collaboration with students, departments across the division, and campus and community partners. Included are several initiatives intentionally designed to provide professional development for staff and faculty that build our capacity to serve all ISU students.

**Continuous Service**

Initiatives within the division are continuous—multiple awareness months as an example—and many campus-wide programs occur annually such as the Iowa State Conference on Race and Ethnicity. Our continuous coverage throughout the year guarantees opportunities are always available to learn, network, and share experiences.
As we plan and execute programming for the 2017-18 academic year, areas of focus are shifting to address increases in overall campus climate issues such as the recent uptick in racist, white-supremist vandalism—and unfortunately, violence—on university property and hate speech. To address current campus climate issues, the division will be focusing on:

**Advocacy vs. Activism**

The division is leading efforts to follow-up with best-practice institutions identified by the Education Advisory Board. The University of Florida and Michigan State University are two model institutions being reviewed.

In addition, the division is developing training opportunities for staff interested in volunteering in this important endeavor. Staff from across campus are invited to participate so that this is not a “Student Affairs only” initiative. The following opportunities will be available to staff to choose from:

- Work with campus activists prior to the onset of an issue with the goal of building relationships and a common understanding of how to address difficult issues
- Work with campus activists once it is known that a protest/demonstration is highly possible or imminent to discuss protest/demonstration policies, processes, and other measures to keep the demonstration safe
- Be present during a protest or demonstration purely as an observer to promote safety
- Show solidarity and support for the group by passively participating in the protest or demonstration, e.g. walking with the group, speaking during the demonstration, and observing.

**Campus Climate**

The Division of Student Affairs, Office of Equal Opportunity, Office of the Dean of Students, Vice President for Diversity and Inclusion, Office of the Senior Vice President for University Services, and ISU Police, have created a Campus Climate Response team (CCRT). The CCRT is focused on responding to Campus Climate issues as they relate to “goal 4” the university’s strategic plan:

Continue to enhance and cultivate the ISU Experience where faculty, staff, students, and visitors are safe and feel welcomed, supported, included, and valued by the University and each other.

The CCRT provides resources and a reporting tool to address any measure of threat via events, messages, symbols, incidents, and attitudes that may threaten any interpersonal, academic and professional interactions on campus. Because incidents can range from subtle to cumulative to dramatic—and can influence whether an individual or collective feels safe, listened to, valued and treated fairly—the CCRT allows for a reporting mechanism not matter the level of threat.

Reporting and resources are at [https://www.campusclimate.iastate.edu/](https://www.campusclimate.iastate.edu/)
Over 50,700 points of contact through 122 separate programs
By the Numbers

Topics Addressed in Student Affairs Diversity and Inclusion Initiatives

- International Students: 46.28%
- US Ethnic Diversity: 44.63%
- People Identifying as LGBTQIA+: 43.80%
  - Women: 35.54%
- Socioeconomic Status: 32.23%
- First-generation: 31.40%
- Men: 24.79%
- People with Disabilities: 23.97%
- Veterans: 14.06%

Number of Initiatives Directed Toward Audience Types

- Undergraduate Students: 96
- Graduate/Professional Students: 63
- Student Leaders: 56
- University Staff: 43
- Student Employees: 41
- Faculty Members: 31
- Division Staff: 26
- Ames Community: 17
- Another Audience*: 13

Total Number of Initiatives: 122
Program Delivery Method

*Other methods include film screenings, book clubs, marketing materials, and panel discussions.
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.

Partners Under This Principle

Within the Division of Student Affairs
- Dean of Students Office, Department of Residence
- Hixson Opportunity Awards, International Students & Scholars Office
- Office of the Senior Vice President for Student Affairs, Office of Student Financial Aid
- Recreation Services, Registrar’s Office, Student Counseling Services

Other On-Campus University Partners
- Academic Affairs, Center for Excellence in Learning and Teaching
- College of Agriculture and Life Sciences, College of Business, College of Design
- College of Engineering, College of Human Sciences, College of Liberal Arts and Sciences
- Diversity & Inclusion, Faculty Senate President
By the Numbers

Topics Addressed by Initiatives Focusing on Respect

- International Students: 33.33%
- Socioeconomic Status: 33.33%
- First-generation Students: 22.22%
- People identifying as LGBTQIA+: 22.22%
- People with Disabilities: 22.22%
- US Ethnic Diversity: 22.22%
- Men: 11.11%
- Veterans: 11.11%
- Women: 11.11%

Number of Initiatives Focusing on Respect for Various Audiences

- University Staff: 5 initiatives
- Undergraduate Students: 4 initiatives
- Another Audience: 3 initiatives
- Faculty Members: 3 initiatives
- Student Leaders: 3 initiatives
- Division Staff: 2 initiatives
- Graduate/Professional Students: 1 initiative
- Student Employees: 1 initiative

Total Number of Initiatives: 9
Program Highlights

Learning Community (LC)
Initiatives

ISU Principles of Community in Learning Communities

LC have intentionally incorporated the ISU Principles of Community into their programming. The Principles serve as a cornerstone to fostering a welcoming climate at ISU. They have featured the principles during their keynote and plenary address during mid year and May institutes. In May, an event was held for student leaders and faculty members to explore ways to foster a welcoming environment for students.

Creating More Anti-Oppressive Spaces: Our Roles as Institutional Actors

Partnering with the School of Education and Dr. Daniel Spikes, Learning Communities held a teaching and learning circle to discuss faculty’s role as institutional representatives in disrupting oppressive forces that are pervasive in society and within institutions. During each session—the group met once a week for 3 weeks—faculty were educated on institutional oppression and the socialization process and how a lack of awareness can lead to the perpetuation of all forms of oppression including racism.

University-wide Learning Communities New Mentor Training

Real Talk; Power and Privilege/Walking the Walk: Exploring the Student Experience

Partnering with staff from the Dean of Students office and the College of Liberal Arts and Sciences, Learning Communities held this session as part of new mentor training. The session was attended by 215 student leaders and peer mentors and focused on exploring positionality and understanding why the topic of inclusion is critically important to their role as mentors.

Lee Mun Wah Social Justice Facilitator, 2-day Workshop

National Social Justice Facilitator, Lee Mun Wah, was invited to facilitate a number of workshops over 2 days in January of 2017. There was an open workshop for the entire campus community as well as smaller sessions for senior administration, faculty, and division staff. Lee Mun Wah’s focus is on allowing space, open communication and facilitation—for those working in educational institutions—to gain necessary skills and knowledge related to diversity issues.
The Writing and Media Center’s “Intercultural and Inclusive Learning” initiative focused 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. Further, inclusivity and accessibility is now a major theme of monthly all-staff meetings, ensuring that staff has the opportunity to learn and consider how linguistic, cultural, and pedagogical backgrounds might impact the way they interact with students. Staff also reached out to students of minoritized populations and participated in ongoing campus initiatives for social justice and inclusion.

The Veterans Center was formed in partnership with Academic Affairs to support veteran students on campus. The Academic Success Center provided a graduate student for Academic Coaching to specifically work with veterans who might be struggling academically. The partnership has grown to include a section of PSYCH 131 (academic skills course) that will be specifically for veteran students in Fall 2017.

The Cyclone Success Program is a partnership with the Provost’s Office as part of ISU’s participation in the University Innovation Alliance (UIA). This three-year research grant program is dedicated to increasing the retention and graduation rates for low-income and first-generation undergraduate students. The Cyclone Success Program is part of the Academic Success Center (ASC) and the three coaches are supervised by the director of the ASC. The coaches provide holistic support to selected students which can include: assistance with navigating financial aid, accounts receivables, account holds, academic planning, career preparation and exploration, personal concerns, and more.

The Veterans Center was formed in partnership with Academic Affairs to support veteran students on campus. The Academic Success Center provided a graduate student for Academic Coaching to specifically work with veterans who might be struggling academically. The partnership has grown to include a section of PSYCH 131 (academic skills course) that will be specifically for veteran students in Fall 2017.
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.

**Partners Under This Principle**

Within the Division of Student Affairs
- Admissions, Clubs/Organizations, Dean of Students Office, Department of Residence
- International Students & Scholars Office, ISU Dining, Memorial Union, Office of Student Financial Aid
- Student Counseling Services, Upward Bound/Educational Talent Search

Other On-Campus University Partners
- Academic Affairs, Carrie Chapman Catt Center for Women and Politics
- College of Agriculture and Life Sciences, College of Business, College of Design
- College of Engineering, College of Human Sciences, College of Liberal Arts and Science
- College of Veterinary Medicine, Graduate College, ISU Extension and Outreach
By the Numbers

Total Number of Initiatives: 15

Topics Addressed by Initiatives Focusing on Purpose

- People identifying as LGBTQIA+: 40.00%
- First-generation Students: 33.33%
- Socioeconomic Status: 33.33%
- International Students: 26.67%
- US Ethnic Diversity: 26.67%
- Women: 26.67%
- Men: 13.33%
- People with Disabilities: 13.33%
- Veterans: 6.67%

Number of Initiatives Focusing on Purpose for Various Audiences

- Undergraduate Students: 13
- Student Leaders: 8
- Graduate/Professional Students: 7
- Student Employees: 7
- Another Audience: 3
- University Staff: 3
- Faculty Members: 2
- Ames Community: 1

Total Number of Initiatives: 15
Purpose

Multicultural Vision Program (MVP)

The Multicultural Vision Program (MVP) Award grants 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 beyond class ranking or test scores.

Academic Program for Excellence (APEX)

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 group activities during the weekends, serve on the APEX Cabinet and experience many other exciting opportunities that await them at Iowa State.

College Bound/ Education Outreach Program

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 grouping 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.
The Center offers a volunteer, internship, and practicum (VIP) program for Iowa State students. The goal of the VIP program is to enhance student success inside and outside the classroom by fostering students’ leadership and professional development while improving campus climate initiatives. VIP positions are available to students inclusive of all identities, backgrounds, and experiences. Selection criteria are based on skill level, demonstrated interest, and ability to meet the minimum academic qualifications. Leadership skills are cultivated through the experience of managing projects and deadlines as well as collaborating with Center staff and other VIP students.

TGIF is a drop-in social and community building program where a student employee leads other students through activities in the Center on several Friday afternoons. The goal of the program is to get students interacting with each other in a fun, comfortable environment and to help them make a connection to each other and the center space. The series includes six separate events with one activity as the focus for each event. Activities include arts and crafts, web series screening, games and community building with healthy food options.
Cooperation

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.

Partners Under This Principle
Within the Division of Student Affairs
Admissions, Dean of Students Office, Department of Residence
Office of the Senior Vice President for Student Affairs, Office of Student Financial Aid
Margaret Sloss Women’s Center, Student Wellness, The Center (LGBTQIA+ Student Services)
Thielen Student Health Center
### By the Numbers

**Total Number of Initiatives:** 5

#### Topics Addressed by Initiatives Focusing on Cooperation
- **Women:** 60.00%
- **International Students:** 40.00%
- **People identifying as LGBTQIA+:** 40.00%
- **Men:** 20.00%
- **Socioeconomic Status:** 20.00%

#### Number of Initiatives Focusing on Cooperation for Various Audiences
- **Undergraduate Students:** 4
- **Faculty Members:** 3
- **University Staff:** 3
- **Division Staff:** 2
- **Student Employees:** 1
- **Student Leaders:** 1

**Total Number of Initiatives: 5**
Cooperation

Program Highlights

**Student Point of Contact in Financial Aid**

Always looking for better ways to serve students, the Office of Student Financial Aid created a Student Point of Contact (SPOC) position. The SPOC focuses on providing support to homeless/unaccompanied youth. Using data from the Free Application for Federal Student Aid (FAFSA), individuals are identified as homeless or at-risk of being homeless. The SPOC contacts the students and offers assistance. While these individuals typically need financial aid assistance, the SPOC is also knowledgeable on specific services (i.e. food pantries, shelters, medical options) that might be needed and are available on campus and in the community.

**Survivor Stories: Sexual Assault Awareness Month**

The Margaret Sloss Women’s Center and Sexual Misconduct Prevention Coordinator initiated a new campaign series: Survivor Stories. Anonymous stories were collected online from survivors of sexual assault to represent the experiences of sexual violence within the Iowa State community and let other survivors know they are not alone. Banners containing the story, resources, and information were displayed throughout Iowa State’s campus during the third week of April.

**LGBTQIA Student Services/ The Center**

**LGBTQIA+ 101**

This is a voluntary 2-day training open to all ISU faculty, staff, and graduate assistants. During the sessions, trainees enhance their education about gender, sexuality, sex assigned at birth, and learn about practices to support LGBTQIA+ students. Basic concepts and key principles are covered through interactive dialogue, real-time scenarios, and group activities.

**Gender & Sexuality Equity Awards**

Each year, the Center and the Margaret Sloss Women’s Center present the Gender & Sexuality Equity Awards. These awards recognize individuals and groups that have advanced gender and sexuality equity for women, LGBTQIA+ people, and other gender and sexual minorities. Scholarships support the academic success and leadership of women, LGBTQIA+ students, adult and non-traditional students, and single parents. The goal is to not only celebrate awards and the scholarship recipients, but also to increase the visibility of gender and sexuality equity work being done at Iowa State University.
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.

Partners Under This Principle

Within the Division of Student Affairs
Admissions, Assessment & Research, Clubs/Organizations, Dean of Students Office, Department of Residence International Students & Scholars Office, ISU Dining, Learning Communities Memorial Union Office of the Senior Vice President for Student Affairs, Office of Student Financial Aid Recreation Services, Registrar’s Office Student Counseling Services, Student Government, Student Wellness, Thielen Student Health Center, TRIO Student Support Services, Upward Bound/Educational Talent Search

Other On-Campus University Partners
Academic Affairs, Alumni Association, Athletics, City of Ames, College MLOs, College of Agriculture and Life Sciences College of Business, College of Design, College of Engineering, College of Human Sciences College of Liberal Arts and Sciences, College of Veterinary Medicine, Committee on Lectures, Consulting Services Faculty/Staff Affinity Councils, Graduate College, Graduate Professional Student Senate, ISU Extension and Outreach ISU Foundation, LGBTQIA Faculty & Staff Association, Library, Office of the President Office of the Vice President for Diversity & Inclusion, Science Bound Office, Vendor Services

Partners External to the University
African American Museum of Iowa, Ames Welcome Center, Area churches and community members Best Western Hotel in Ames, External Facilitator - Dr. Maura Cullen, Grout Museum of Science and History McMarfalnd Clinic, Meswkwaki Cultural Center & Museum, PFLAG of Ames, Seven Oaks Ski Resort, Workiva
By the Numbers

Topics Addressed by Initiatives Focusing on Richness of Diversity

- International Students: 54.41%
- US Ethnic Diversity: 51.47%
- People identifying as LGBTQIA+: 39.71%
- First-generation Students: 33.82%
- Socioeconomic Status: 30.88%
- Woman: 29.41%
- Men: 25.00%
- People with Disabilities: 25.00%
- Veterans: 17.65%

Number of Initiatives Focusing on Richness of Diversity for Various Audiences

- Undergraduate Students: 55
- Graduate/Professional Students: 40
- Student Leaders: 33
- Student Employees: 25
- University Staff: 22
- Division Staff: 17
- Faculty Members: 15
- Ames Community: 11
- Another Audience: 5

Total Number of Initiatives: 68
This Principle of Community covers the largest portion of our diversity and inclusion activities. We have separated them further into three main areas:

1) Staff, Faculty and Professional Student Support, Training, Education, and Enrichment
2) Student Support, Education, Training, and Enrichment
3) Community Building

Staff, Faculty and Professional Student Support, Training, Education, and Enrichment

Recreation Services Staff Retreat: Dr. Maura Cullen

Recreation Services held a day retreat with Dr. Maura Cullen as the facilitator. The purpose of the retreat was to workshop around what it means to provide an inclusive environment not just in theory but in practice. Dr. Maura Cullen is widely considered one of the nation’s foremost authorities on issues of diversity and inclusion with over 30 years of experience as a trainer and keynote speaker and as a founding faculty member of the Social Justice Training Institute.

Student Counseling Staff Retreat and Training

Student Counseling (SCS) staff have monthly meetings and retreat activities to train and have dialogue and continuing education for SCS staff over multi-cultural issues and to increase staff awareness over experiences working with diverse populations on campus. Collaborating with the Psychology Department, SCS staff attended the Multicultural Day to take part in lectures, activities, and dialogues around multi-cultural issues on campus. In addition, SCS created a Diversity and Inclusion committee to create and facilitate training/dialogues for SCS staff and doctoral trainees that provide ongoing education over multicultural issues.
Greek Affairs Staff Retreat

Greek Affairs staff engaged in a series of diversity and inclusion conversations, workshops, and lectures to learn more about personal bias, diverse backgrounds and experiences, and support structures for students.

Objectives:
1. Staff members will be able to identify helping skills when supporting students who identify as LGBTQIAA+
2. Staff members will identify their personal implicit biases while working with students of color.
3. Staff members will develop an action plan to support the academic journey of students of color.
4. Staff members will be able to develop relationships with students within the Multicultural Greek Council.
5. Staff members will be able to name resources available from the Margaret Sloss Women’s Center.

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.

The NCORE-ISCORE Project has continued to grow and expand over the past few years. The Office of Diversity and Inclusion was added as a partner in the planning and development of the professional development team. Attendance at ISCORE in March 2017 increased and positively impacted the campus community and student experience. This year, the half-day pre-conference attendance numbers rose to 240 participants and ISCORE had nearly 900 registrants. Additionally, nearly 90 Iowa State students, faculty, and staff members traveled to Fort Worth to attend the NCORE Conference in May, 2017. This was the largest delegation in the Project’s history with representatives from each of the colleges.
Program Highlights

Student Support, Education, Training, and Enrichment

Multicultural Student Affairs (MSA)

Hall Resident Outreach
MSA provides professional hall director and apartment community staff outreach to first-year underrepresented undergraduate students living in university residential settings during the opening weeks of the Fall semester. The objective is to welcome the student, introduce MSA staff as resources, invite students and roommates to a jumpstart program, and address any questions.

Empowerment Series
The Empowerment Series in the spring semester is dedicated to a series of programming related to empowerment and social justice. The purpose of this programming is to increase students’ awareness and ability to discuss contemporary social issues.

Iowa Civil Rights Trip
As part of the curriculum redesign for U ST 102A, topics regarding the state of Iowa and its impact on communities of color were incorporated into social justice dialogues in a module for the class. This class is only offered to first-year, Multicultural Vision Program scholars. As a means to provide an additional layer of engagement, the MVP staff hosted an Iowa Civil Rights trip to visit the sites of places discussed during the Iowa module. The scholars visited various museums and centers across the state of Iowa that highlighted topics about social justice, discrimination, and social identities. The trip was held during the course of one day with visits to the following cities: Waterloo, Cedar Rapids, and Marshalltown.
George Washington Carver (GWC) Scholars Program

George Washington Carver National Monument Trip
This yearly trip to the GWC National Monument in Diamond, MO is designed for first-year students to learn about the life of George Washington Carver and explore the history of people of color in Kansas City, MO. The trip is open to up to 45 first year students. It is an opt-in program and there is not cost for the students who sign up. Students who attend this trip are able to connect George Washington Carver’s legacy to their scholarship program.

GWC ISM’s Research Project
A component of the GWC Scholarship includes the examination of ISMs prevalent in our society. In the Carver Academy UST 105, students are tasked with researching a societal issue and develop a professional poster presentation that will provide a more thorough understanding of the issue. All 100 first year GWC scholars are required to complete his project as part of the UST 105 curriculum. Students work on their project during their fall semester, and have small group discussions in class. They then present their findings at Iowa State Conference on Race and Ethnicity (ISCORE) to the Iowa State and Ames community.

GWC First Year Retreat
The GWC First Year Retreat offers new incoming first year Carver Scholars the opportunity to connect with fellow peers, second year students, and the GWC staff to assist in their transition to the Carver Academy and Iowa State, as students of color. The GWC First Year Retreat is meant to serve about 100 students, depending on the number of first year scholars. The retreat relies on campus resources along with student experiences to help with conversations around students of color transitioning to Iowa State.
**Program Highlights**

**LGBTQIA+ Student Services/ The Center**

**Community Kick-Off**
The LGBTQIA+ Community Kick-Off was held the first week of classes with the intent of welcoming new and returning students to campus and strengthening LGBTQIA+ community through networking. The event provided food, games, a scavenger hunt with prizes, information about LGBTQIA+ student organizations, and opportunities to meet students, faculty, and staff within the broader Iowa State LGBTQIA+ community.

**Lavender Graduation**
The Lavender Graduation Ceremony is one of the many traditions LGBTQIA+ students, faculty, and staff have created for themselves at Iowa State. Each year, graduating members of the Iowa State lesbian, gay, bisexual, transgender, queer, intersex, asexual, and ally community are honored for their academic and personal success during this special event. The event includes representation from all academic colleges and university administration.

**The Center**
The Center is a student community building and resource center open to all students and visitors at Iowa State. This initiative involves the daily operations and support of the center space including creating a campus environment that is welcoming to and inclusive of LGBTQIA+ students, across students’ intersecting identities.

**Womyn of Colour Network Retreat**
The Margaret Sloss Women’s Center hosted the 6th annual Womyn of Colour network retreat and the first annual Womyn of Colour graduation brunch. The Womyn of Colour Initiative is aimed towards introducing students to faculty and staff to develop sustained mentorship and support networks. The retreat helps students cultivate relationships within and across social groups to explore intersecting identities and how broader messages shape experiences. The goal is to provide opportunities for students to build and navigate academic skills to ensure success at Iowa State. To achieve this goal, retreat participants engage in activities around short-term and long term goal setting.
Recreation Services

Internal and External Communication Strategies

Incorporating internal and external communication strategies, Recreational services is focused on enhancing the department’s inclusive environment, so all students feel welcomed and engaged. The communication strategy is an ongoing endeavor, but marketing staff met with various groups such as the Multicultural Liaison Officers across campus, and made key presentations related to employment and other opportunities at Recreation Services throughout the year. The goal in not only to engage and welcome students to use the services offered, but to also recruit a more diverse student body within the student staff of Recreation Services.

Academic Success Center (ASC)

Supporting International Students and Growing Intercultural Skills of Student Employees

The Academic Success Center created a new position for the ASC Tutoring Services Program. The new position provides administrative support for Tutoring Services, builds partnerships with the International Students and Scholars Office, and increases access to international student tutors and tutees. This position leads efforts to increase the intercultural skills of all tutors.
Program Highlights

International Students and Scholars Office (ISSO)

Social Activities
ISSO introduces international students to a variety of events (social, cultural, and sports) and resources in both Ames and Des Moines. Additionally, the programs and events help the students to meet new people, make new friends, get connected, have fun, and get engaged in the local and community life. The events vary throughout the summer, fall, and spring and include trips, social gatherings, holiday celebrations, games, and picnics.

U ST 110 Recitation Leader Training
ISSO hires undergraduate students to serve as recitation leaders for U ST 110. These leaders are required to attend bi-weekly training meetings to help them further develop their skills as leaders. The meetings enable the leaders to grow as individuals, enhance their leadership capabilities, and prepares them further to work with the diverse population of international students.

Cultural Ambassador Program
International and American students are paired to help international students adapt to their new environment at Iowa State. Both students become Cultural Ambassadors through this process. The American Cultural Ambassador helps international students in many ways such as holding conversations in English with international students, answering questions about U.S. culture, academic experience, and rules and regulations of school. Over 150 people participate in the Cultural Ambassador Program. Student pairs are set up at the start of each semester. Cultural Ambassadors also participate in service projects and other events throughout the year.

ISSO-Stress Relief Night
The International Student Stress-Relief Night is an event for students, scholars, and their families to socialize, play games, eat food, and share cultural experiences while taking a break from studying for their finals or completing final projects. This was a pilot project during the 2016 spring semester and due to its success, it will be brought back for the Fall 2017 semester.
Orientation and Housing Programming

Every spring semester, students who arrive to Ames before the start of Orientation participate in programs, events, and meals arranged by the ISSO to help them adjust to life in Iowa and the United States. The program also serves as a way for the students to get to know one another. Students are introduced to Ames resources, such as shopping centers, restaurants, social places and sports facilities. Opportunities include leadership training, team-leading, and time-managements skills through small group facilitation and event leading.

ISSO Orientation occurs every fall, spring, and summer and serves over 500 students each semester. As the university aids international students in their transition to Iowa and the United States, orientation helps them get to know one another and feel welcomed into the ISU community. Evening and weekend social events are designed for students to get to know one another in a more fun, relaxed environment. Students are also required to attend certain presentations throughout orientation such as Welcome Event, the Immigration Presentation, Navigating your U-Bill, Parents Session, Transportation and Safety in the US, Cultural Awareness Presentation, and What You Need to Know.

U ST 110 International First Year Experience Seminar

This seminar focuses on the transition to college in the U.S., Iowa State University resources, culture, and personal development through a large lecture and a peer mentor-led recitation section. Peer mentors facilitate discussions, in-class activities, and learning experiences during their weekly recitation. The purpose of this course is to create an intentional space for new (freshmen) international students, where they learn about academic resources, students’ services and social opportunities on campus. This early engagement increases the likelihood of success as undergraduate students at Iowa State. U ST 110 also seeks to aid the students in their transition to learning about American culture and traditions. Students also attend various events to allow the chance to interact with not only their peers but also their course instructors and leaders and demonstrate that learning occurs not only in the classroom but also beyond.
**Program Highlights**

**English Together**

English Together meets three days a week during the summer and gives international students, scholars, and community members opportunities to improve their English through conversation, games, and topics of interest. The conversations are stress and pressure free and vary each day. All of the participants share the common goal of wanting to practice their English conversation skills. The program is a great opportunity for members of the Iowa State community to form connections with international students and scholars, learn about various cultures and perspectives, and help others to improve their English.

**ISU Dining**

Student Affairs incorporated meals into several community building efforts to celebrate campus diversity. Throughout the year, four dining centers offered Latin cuisine (Sabor Latino meal), Native American Lunch and an Asian Pacific Islander lunch. ISU Dining partnered with Multicultural Student Affairs to create educational materials regarding the menu selections and culture.

**Cultural Heritage Month**

Iowa State celebrates the four major cultural heritage months: Latinx/Hispanic Heritage month (September 15-October 15), Indigenous Heritage Month (November), Black History Month (February) and Asian American Pacific Islander month (May, observed in April). This program series included events sponsored from units across the campus including Multicultural Student Affairs.
The Gender Monologues

The Gender Monologues furthers the critical analysis of gender and provides an opportunity for everyone to share their story about gender and experiences around gender oppression, identity, and privilege. The Gender Monologues is an on-going, submission-based program that is a series of workshops coordinated with the Writing and Media Center. Submissions were included in the Art and Equity Zine: Gender Equity Beyond the Binary.

Art Exhibitions in the Multicultural Center at the Memorial Union

Two art exhibits are on display per year (January-June and July-December) in the Multicultural Center exhibit wall. The mission of the exhibits is to create an environment of awareness around cultural identity, and a deeper understanding and respect for differences in cultures. Art is a unique and powerful way to express and celebrate the diverse cultures at Iowa State University.

Workspace Service Projects

Little Dresses for Africa and one for Sole Hope

The Workspace hosted a volunteer day for Little Dresses for Africa and one for Sole Hope. Supplies and tools were provided for volunteers to work together for a larger cause. Dresses made from upcycled pillow cases are sent to Africa and other destinations. Denim jeans are upcycled into parts used to make shoes in Uganda to help stop jigger infestations. Over the years, The Workspace and volunteers have made and delivered hundreds of dresses to many places including Africa, Bolivia, the Philippines, and Mexico.

Coming Out Week Activities

A Rainbow Necklace Walk-In Craft was offered during Coming Out Week. Supplies and instructions were provided for a nominal fee and the event was promoted as welcoming for LGBTQIA+ and Allies. Coming Out Week buttons were also for sale.
Social Justice Summit

A one-day summit that provides students the opportunity to raise their awareness surrounding issues of inclusion and to develop action plans that will assist them in being agents of change on campus. This event consists of large group facilitated activities, small breakout sessions, and group discussions. Participants will be able to recognize their own intersectional social identities in relation to privilege, power, and oppression.

LGBTQIA+ Student Services/The Center


Responding to input and conversations with students, the Center staff learned there was a need for students who identify as asexual (ACE), trans and gender non-conforming (TGNC), and queer and trans people of color (QTPOC) to find community and meet others who identify similarly. “Mix. Mingle. Munch.” is a community-building program which intends to provide a space for these specific populations within the LGBTQIA+ community to meet and connect with one another. Each event had unique and specific events catered to each group.

Coming Out Week & Pride Week

The Center collaborated with The Pride Summit—a consortium of LGBTQIA+ student organizations, the LGBTQIA+ Faculty Staff Association, interested academic and university units, students, and our office—to organize a schedule of events for Coming Out Week (October) and Pride Week (April). The Coming Out as Trans at ISU panel was one of the events held in honor of Coming Out Week 2016. A panel of trans and gender non-conforming (TGNC) students discussed their experiences of coming out on campus.

Trans and Gender Non-Conforming Student Social

The Trans and Gender-Nonconforming (TGNC) Student Social is a community-building event meant to help TGNC students meet each other and connect with the Center. The social consists of providing food during a mingling period, icebreaker activities, and then discussion related to how students find TGNC community currently (on and off campus), and how students would like to connect with TGNC community at Iowa State.
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.

Partners Under This Principle

**Within the Division of Student Affairs**
- Admissions, Assessment & Research, Clubs/Organizations, Dean of Students Office
- Department of Residence, International Students & Scholars Office, ISU Dining, Learning Communities
- Memorial Union, Office of the Senior Vice President for Student Affairs, Office of Student Financial Aid
- Recreation Services, Registrar’s Office, Student Counseling Services, Student Government, Student Wellness
- Thielen Student Health Center TRIO Support Student Services, Upward Bound/Educational Talent Search

**Other On-Campus University Partners**
- Academic Affairs, Alumni Association, Athletics, City of Ames, College MLOs
- College of Agriculture and Life Sciences, College of Business, College of Design, College of Engineering
- College of Human Sciences, College of Liberal Arts and Sciences, College of Veterinary Medicine
- Committee on Lectures, Consulting Services, Faculty/Staff Affinity Councils, Graduate College
- Graduate Professional Student Senate, ISU Extension and Outreach, ISU Foundation
- LGBTQIA Faculty & Staff Association, Library, Office of the President
- Office of the Vice President for Diversity & Inclusion, Science Bound Office, Vendor Services
By the Numbers

Topics Addressed by Initiatives Focusing on Freedom from Discrimination

- People identifying as LGBTQIA+: 76.47%
- Women: 64.71%
- US Ethnic Diversity: 52.94%
- International Students: 41.18%
- Men: 41.18%
- Socioeconomic Status: 41.18%
- First-generation Students: 35.29%
- People with Disabilities: 35.29%
- Veterans: 17.65%

Number of Initiatives Focusing on Freedom from Discrimination for Various Audiences

- Undergraduate Students: 15
- Graduate/Professional Students: 10
- Student Leaders: 9
- University Staff: 7
- Faculty Members: 6
- Student Employees: 6
- Division Staff: 4
- Ames Community: 3
- Another Audience: 2

Total Number of Initiatives: 17
Program Highlights

Gender Inclusivity Initiatives

Gender-Inclusion Task Force
The Gender-Inclusion Task Force addresses gender-inclusion at the university, with a focus on enhancing inclusion for trans and gender nonconforming (TGNC) students and expanding TGNC students’ access to university resources. The task force includes representatives from key university offices that manage basic resources and services for students, such as the Department of Residence, the Registrar, Thielen Student Health, Student and Scholar Health Insurance Program, ISUCard, Admissions, etc.

Trans@ISU
Trans@ISU is an online guide of gender-inclusive resources available to Iowa State students or in the local community. This resource focuses on needs and common questions asked by trans and gender non-conforming (TGNC) students. It also creates an online resource that units across campus can use to share updated policies, and processes that TGNC students must navigate to access basic resources such as housing, healthcare, health insurance, mental health, student records and IDs.

Gender-Inclusive Restroom Map
With the help of volunteers and Facilities Planning & Management, student affairs was able to identify all current gender-inclusive restrooms on campus and gather information about restrooms related to location, accessibility, signage, etc. Once locations were identified, a volunteer student graphic designer, created a campus map showing their locations. The map shows current gender-inclusive restrooms on ISU’s campus defined as 1) a restroom with a lock on the door for single-use occupancy 2) a restroom with signage indicating that people of all genders may use the facility 3) a restroom that is open to the public (restrooms in restricted or uninviting areas were excluded from map). The goal was to increase the visibility of gender-inclusive restrooms on campus for students seeking these resources. The map has since been shared by other campus partners, on the Center website, and various social media accounts.

https://center.dso.iastate.edu/resources/trans/restrooms
**Education and Outreach**

**Lives on the Line**
A display along the walkway in front of the Margaret Sloss Women’s Center (between Gerdin and Curtiss) shared the stories of Iowans lost to domestic and relationship violence since 1995. As people walked through the event they had an opportunity to look at the stories on the backs of the sheets (only name and age are on the front) and reflect on how domestic and relationship violence impacts various communities. The Margaret Sloss Women’s Center staff, Sexual Misconduct Prevention Coordinator and ACCESS - Assault Care Center staff were available to provide support and answer questions.

**Women of Color and Violence**
A presentation provided by Student Assistance from the Dean of Students Office on the relationship between interpersonal violence and culture and its impact on diverse communities.

**Her Story Screening**
Her Story is an Emmy nominated web series that looks inside the dating lives of trans & queer women. The web series was shown in its entirety (6 episodes, screening total time was about an hour). A Q&A-style discussion featuring representatives from campus and community violence prevention organizations followed the screening. Representatives from Student Counseling Service and ACCESS were also made available during the screening for audience members needing support.

**Alumni and Friends Outreach**
The Assistant Director of Development for the Division of Student Affairs, focuses on Alumni and Friends Outreach as part of a Diversity and Inclusion Initiative. Within this initiative there are 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.
Targeted Programming/Initiatives

Student Counseling (SCS) Participation in ISCORE

SCS staff participates and attends ISCORE events each year and then engages in all staff discussion about topics related to multi-cultural issues and increased self-awareness over experiences working with diverse populations on campus. One to two SCS staff also attended the NCORE conference to facilitate discussions for the student delegates attending the conferences, offer support to the student delegates, and lead one of the student research groups.

Group Therapy for Specific Diverse Populations

SCS staff facilitate multiple specialized therapy groups for marginalized populations of ISU students and provide an ongoing safe space to discuss issues of diversity for students. Staff also provides psychoeducation over systems of oppression.

Cyclone Family Weekend (CFW) Leadership Training

The Cyclone Family Weekend Leadership Team completed a series of trainings about families from underrepresented groups. Leadership from several offices across campus shared the specific obstacles and challenges students/families may face.

Women’s Leadership Retreat

A conference-style program that brings together undergraduate and graduate students to address the challenges of being women in leadership roles. It also empowers women to continue their leadership journey.
Honest & 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.

Partners Under This Principle

Within the Division of Student Affairs
- Clubs/Organizations, Dean of Students Office, Department of Residence
- Margaret Sloss Women’s Center, Memorial Union
- Office of the Senior Vice President for Student Affairs, Student Government

Other On-Campus University Partners
- ACCESS (Assault Care Center Extending Shelter and Support) Black Student Alliance
- Carrie Chapman Catt Center for Women and Politics, College of Liberal Arts and Sciences
- League of Women Voters of Ames and Story County, Study Abroad
By the Numbers

Topics Addressed by Initiatives Focusing on Honest and Respectful Expression of Ideas

- US Ethnic Diversity: 57.14%
- Women: 57.14%
- International Students: 42.86%
- People identifying as LGBTQIA+: 42.86%
- First-generation Students: 28.57%
- Men: 28.57%
- People with Disabilities: 28.57%
- Socioeconomic Status: 28.57%

Number of Initiatives Focusing on Honest and Respectful Expression of Ideas for Various Audiences

- Graduate/Professional Students: 5
- Undergraduate Students: 5
- University Staff: 3
- Ames Community: 2
- Faculty Members: 2
- Student Leaders: 2
- Division Staff: 1
- Student Employees: 1

Total Number of Initiatives: 7
Program Highlights

Courageous Conversations

Courageous Conversations is an initiative initially funded by the division for 2016-2017 to bring speakers and events to campus while creating space for students to discuss important issues. Events under this included the panel for the MLK Legacy Series, Speaker Phil Yu, a screening and discussion of *13th* and a screening and discussion of *Precious Knowledge*.

Women’s Equality Day

The Carrie Chapman Catt Center for Women and Politics, Margaret Sloss Women’s Center, and the League of Women Voters of Ames and Story County commemorated the 1920 certification of the 19th Amendment to the Constitution, granting women the right to vote. The event registered students to vote, encouraged participation in the new “Corn Poll” to indicate which issues (health care, equity, veteran services, education, etc.) they were voting on in the 2016 presidential election.

Student Union Board (SUB)/Events & Programs

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 other events. SUB most notably focuses on diversity and inclusion through their Multicultural & Awareness committee, presenting events such as the Step Afrika! dance troupe, a lecture with iconic social activist and musician Chuck D., and their annual “Global Gala” cultural awareness celebration. During this past year, SUB partnered with the Margaret Sloss Women’s Center and the Society for the Advancement of Gender Equity (SAGE) student organization to present The Vagina Monologues, an award-winning play aimed at empowering women and raising awareness of domestic violence.