DEI Directives Update

Iowa Board of Regents
April 25, 2024
Directive 1

#1 Restructure the central DEI office

Status – *Nearly Completed*

- What’s essential for accreditation, federal, and state compliance?
  - New division with two functions:
    - State/federal compliance requirements
    - Accreditation requirements
- Will eliminate 5 open positions to ensure efficiency and alignment
  - Roughly $360K will be redeployed to student success initiatives
Directives 2 & 3

#2 Review college/dept DEI FTEs

**Status – In Progress**

- Aligning duties with accreditation, federal, and state compliance
- Position reviews with employees and supervisors will be completed by 12/31/24

#3 Programs are available to all

**Status – Completed**

- The following policy has been implemented
  - All advertising and promotional materials and information related to publicly promoted events, activities, and programs provided and hosted by a registered organization, must include a statement that the event, activity, or program is open to all.
#4 Employee Evaluations; Use of Pronouns

**Status – Completed**

- Performance review metric updated to fostering a “Welcoming and Respectful Environment”

- Prohibiting any requirement of the use of pronouns has been added to all syllabi

#6 General Education Courses

**Status – Nearly Completed**

- General education category to be changed to “Understanding Cultural Perspectives”
  - Change reflects content and skills taught as well as variety of courses available
  - Reviewed by CLAS Gen Ed Curriculum Committee
  - Updates to websites and printed material will be completed in the next year
Directives 8 & 9

#8 Intellectual Diversity

Status - Completed

• Faculty and staff recruitment and hiring resources have been updated to ensure intellectual diversity is considered

• Faculty and staff recruitment training has been enhanced to ensure intellectual diversity is considered

#9 Civic Education

Status – Nearly Completed

• Civic Dialogue Initiative
  o Fall semester pilot program includes:
    • Programming in the residence halls
    • A first-year seminar
  o Desired learning outcomes include:
    • Listening to others
    • Finding common ground
    • Being curious
    • Considering new ideas
    • Disagreeing respectfully
  o Sponsored by the President and Provost
What Does Diversity Mean at Iowa?

- Rural Student Support
- College Readiness/GEAR UP
- Support Programs for Veterans
- First-Gen Hawks
- International Programs
- TRIO & Upward Bound
- Multicultural Student Support
- Nontraditional Students
- Academic Support & Retention
- Hawkeye Work Grant
- Food Pantry
- Student Disability Services
- Iowa Edge Program
- Academic Support & Retention
- Transfer Students
- First-Gen Hawks
- International Programs
- TRIO & Upward Bound
- Multicultural Student Support
- Nontraditional Students
- Academic Support & Retention
- Hawkeye Work Grant
- Food Pantry
- Student Disability Services
- Iowa Edge Program
What Have We Learned?

- Goal of educational institutions is to foster cultural and global competency
- Diversity efforts must expand beyond traditional demographics
- We must measure effectiveness of programs
- University of Iowa must support free speech and a sense of belonging
IOWA