

Contact: Mark Braun

DEI DIRECTIVES PROGRESS REPORT

Action Requested: Receive the progress report and implementation timeline from the University Presidents.

Executive Summary: On March 14, 2023, Board of Regents President Michael Richards appointed a working group (the Study Group) to conduct “a comprehensive study and review of all Diversity, Equity and Inclusion (DEI) programs and efforts at the University of Iowa, Iowa State University and the University of Northern Iowa.”

On November 16, 2023, the Study Group presented their report and 10 recommendations for consideration by the Board. The Board approved the report and adopted the recommendations as [Board directives](#), with one modification to recommendation #9. President Richards requested the Regent institutions to provide progress reports, including implementation timelines, at the April Board meeting.

On February 28, 2024, the Board approved [Board policies](#) to implement Board directives 4.a, 4.b, 5, 7 and 10. In addition, each university developed internal groups to gather information, review and evaluate the best way to implement the directives. The following information provides a summary of the internal groups at each Regent University.

University of Iowa - The University of Iowa launched the DEI Forward Task Force with a charge to make recommendations that will enhance the effectiveness of the University’s services and programs and evaluate central DEI efforts to ensure alignment with compliance, accreditation and grant requirements. The task force evaluated the structure of diversity and inclusion programming across campus, considered the skill sets students and employees need to lead on campus, reviewed job responsibilities and titles, and established measurable goals and outcomes.

Iowa State University - President Wendy Wintersteen established a focus group to provide feedback to senior leaders on how to comply with the board directives while supporting the educational success of all students and maintaining a welcoming environment for all members of the ISU community. Senior leaders convened a series of meetings with the focus group, which consisted of 14 faculty, staff, students and administrators. Additional feedback was provided by the Senior Vice President for Student Affairs’ student advisory group.

University of Northern Iowa - The University of Northern Iowa launched two task force groups with a goal of ensuring to support each and every member of the UNI community to achieve their academic, professional and personal life goals. The DEI Advisory Task Force reviewed Board directives 1, 2, 3 and 8, and the Civic Education at UNI Task Force specifically focused on BOR directive 9.

The chart on the following page shows the directives that have been completed by the Board. Status updates for the universities will be provided by the Presidents.

<u>Board Action on Directives</u>	
Board Directive	Board Action
Directive 4.a Take reasonable steps to assure no employee, student, applicant, or campus visitor is required to submit a DEI statement or be evaluated based on participation in DEI initiatives, unless the position is required for DEI-related compliance or accreditation.	Adopted Board Policy 4.2.L at the February 28, 2024 Board meeting.
Directive 4.b Take reasonable steps to assure no employee, student, applicant, or campus visitor is compelled to disclose their pronouns.	Adopted Board Policy 4.2.L at the February 28, 2024 Board meeting.
Directive 5 Develop a Board policy prohibiting the consideration of race and other protected class characteristics in admissions that is consistent with the law.	Adopted Board Policy 3.2.C at the February 28, 2024 Board meeting.
Directive 7 Standardize issuance of annual employee guidance regarding the separation of personal political advocacy from university business and employment activities.	Adopted Board Policy 4.2.M at the February 28, 2024 Board meeting.
Directive 10 Annually, the Board office shall issue a reminder to the universities on the requirements of 4.2.I, which governs university websites and other university communications.	Revised Board Policy 4.2.I at the February 28, 2024 Board meeting.