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# IOWA STATE UNIVERSITY<sup>®</sup>

OF SCIENCE AND TECHNOLOGY

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Board of Regents DEI Directives Implementation Plan  
April 25, 2024

# Board of Regents DEI Directives

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## ISU Actions

- Established President's Focus Group
  - 14 faculty, staff, students and administrators
- Collected additional student feedback from SVPSA Student Advisory Council
- Convened series of meetings to shape implementation plan

# Directive 1: Restructure Central DEI Office, eliminate functions not necessary for compliance or accreditation

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## ISU Action

- VPDEI Office will close in July
  - 2 positions and 3 vacant positions are being eliminated
  - Budget reallocated to university priorities

# Directive 2: Review college, department or unit-level DEI positions, responsibilities and titles

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## ISU Actions

- Completed review of positions to ensure responsibilities are necessary for compliance, accreditation or student and employee support services. Where necessary, updates are being made.
- Completed review of business titles to ensure they appropriately reflect position responsibilities. Where necessary, changes are being made.

# Directive 3: Review services provided by DEI offices or Multicultural Affairs in other divisions

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## ISU Actions

- Completed review of services to ensure availability to all students
- Updated promotional material and websites to clarify availability to all students
  - Will continue as part of regular website maintenance and promotional materials development

# Directive 4b: Take reasonable steps to assure no one is compelled to disclose pronouns

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## ISU Actions

- Issued campus directive before start of spring 2024 semester
- Faculty Senate approved addition to required syllabus statement, effective summer 2024 term:  
*“No employee, student, applicant, or campus visitor is compelled to disclose their pronouns. Anyone may voluntarily disclose their own pronouns.”*

# Directive 6: Update DEI-related general education category names

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## ISU Action

- Faculty Senate approved name change to more accurately reflect the array of options available to students

*U.S. Cultures and Communities* will take effect with 2024-2025 University Catalog

# Directive 8: Develop recruitment strategies for advancing diversity of intellectual and philosophical perspectives

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## ISU Actions

- Advertising some job openings in publications that attract audiences with diverse intellectual and philosophical perspectives
  - Example: Advertised SVP/Provost position in Wall Street Journal and New York Times



# Directive 9: Explore proposal for education and research initiative on free speech, civic education

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## ISU Actions

- SVP/Provost discussed ideas with selected faculty and campus leaders
- Working group has been formed to develop a formal proposal for an initiative centered in the College of Liberal Arts and Sciences

# Directives 4a, 4b, 5, 7 and 10

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## ISU Actions

- Iowa State is complying with Board of Regents Policy Manual revisions approved in February

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Thank you