

IOWA

DEI Directives Update

Iowa Board of Regents
April 25, 2024

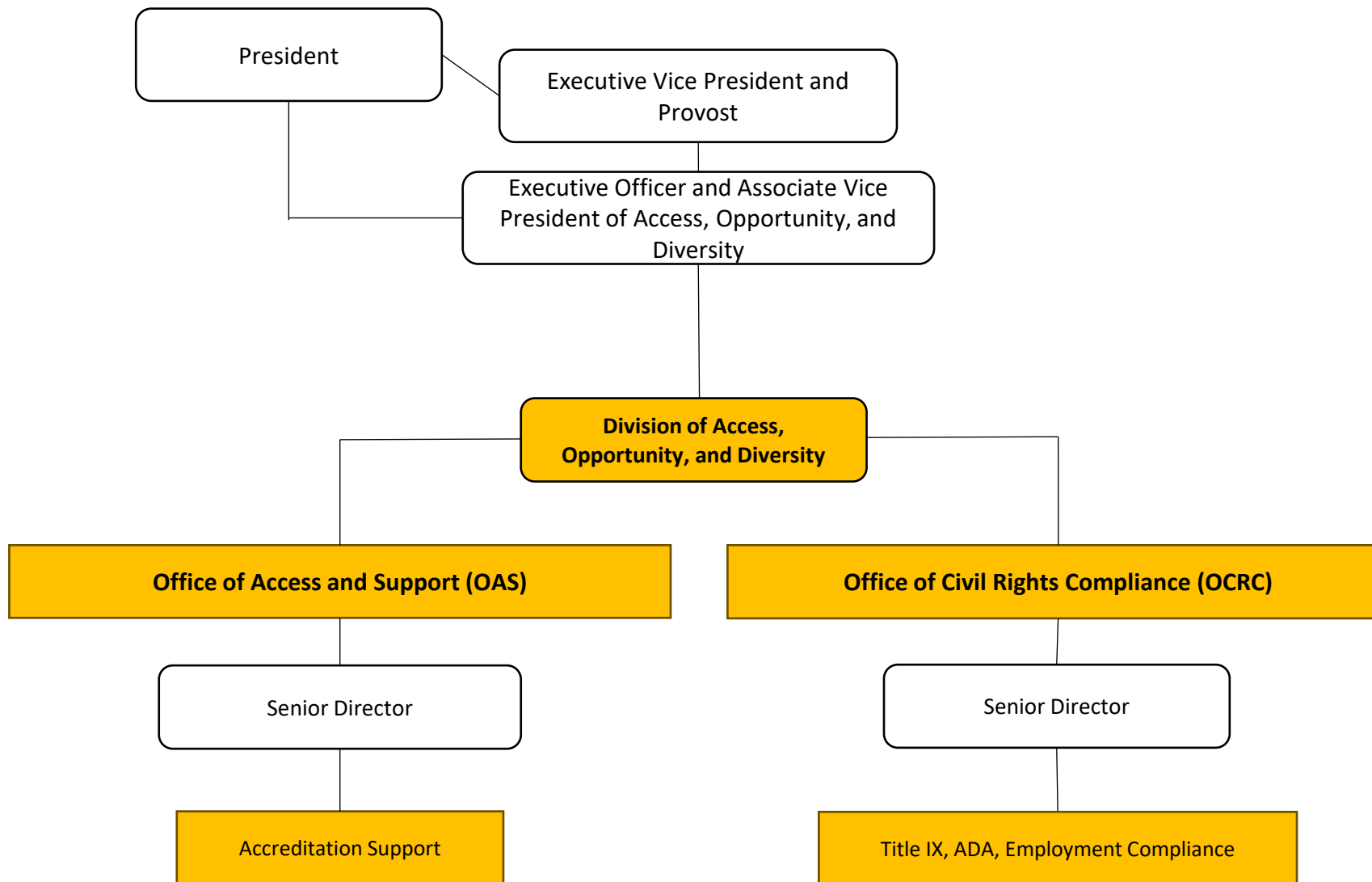
Directive 1

#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.***

Directives 4 & 6

#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

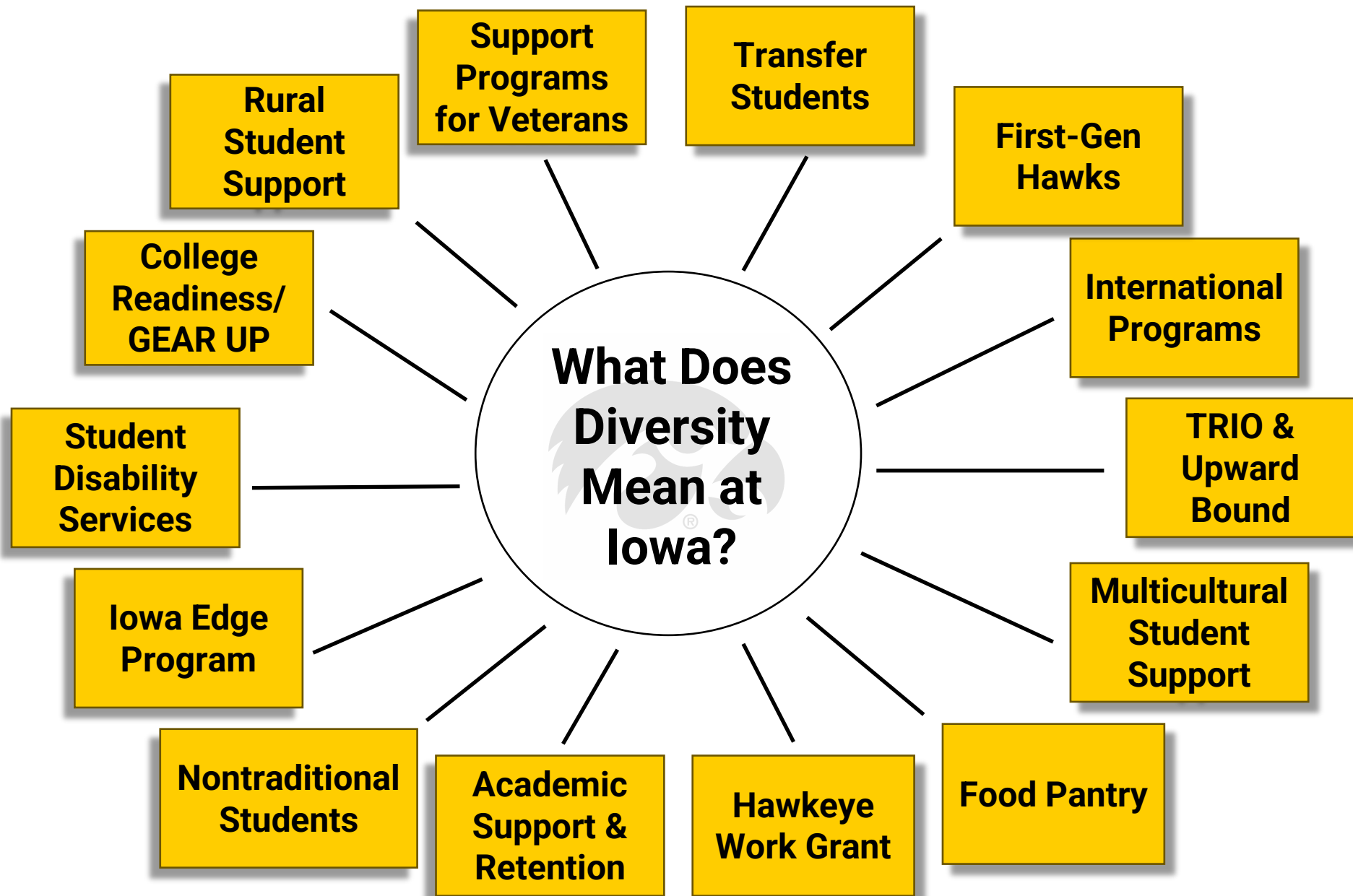
Status - *Completed*

- 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
 - Fall semester pilot program includes:
 - Programming in the residence halls
 - A first-year seminar
 - Desired learning outcomes include:
 - Listening to others
 - Finding common ground
 - Being curious
 - Considering new ideas
 - Disagreeing respectfully
 - Sponsored by the President and Provost



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**



Leaders



**First-Gen
Hawks Program**

IOWA