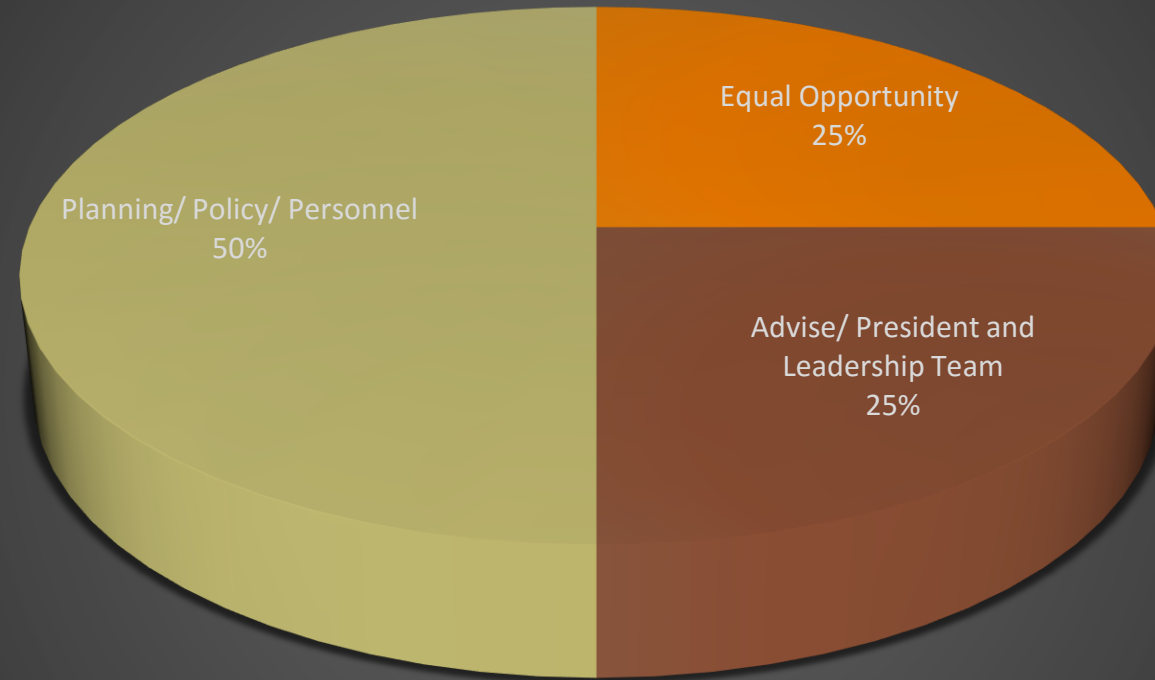


# Diversity and Inclusion

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FALL 2016 UPDATE

# Workload Distribution as of 9/2016



■ EO ■ Advise President ■ Planning/ Policy/ Personnel ■

# The Three P's

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1. Policy
2. Planning
3. Personnel

# Policy

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**Policies** are clear, simple statements of how our organization intends to conduct business

1. Free Expression Policy (Free speech)-**Completed**
2. Religious Accommodation Policy- **In progress reviewing peer institution policy**
3. Bias Reporting System and Response Team-**In progress**

# Planning

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Statement of purpose followed by action steps:

Goal 4: Continue to enhance and cultivate the ISU Experience where faculty, staff, students, and visitors feel welcomed, supported, included, and valued by the University and each other.

*Subgoal 4.1:* Develop and implement a comprehensive campus climate assessment system to regularly evaluate the climate at Iowa State University as experienced by all. Regularly evaluate, disseminate and publicly report this data.

# Personnel

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- 1) Team-based approach
- 2) VPDI Council format
- 3) FSA Recalibration and Professional Development-monthly meetings
- 4) Working with existing personnel (ISUPD-MLO's, EA's)



**Nicci Port** joins the Office of the Vice President for Diversity and Inclusion (VPDI) after 15 years at Iowa State. Her focus is on matters that are important to the LGBTQ+ community in support of ISU's efforts to develop and sustain a more comprehensively inclusive environment aligned with the university's strategic plan.

**Dr. Liz Mendez-Shannon** is the Diversity and Inclusion Project Director in Hispanic/Latinx Affairs. Prior to joining Iowa State University, she served as an Associate Professor at Metropolitan State in their Social Work Department.