Purpose: The ISU diversity reports are designed to facilitate progress toward diversity goals outlined in the “2005-2010 Strategic Plan” (http://www.public.iastate.edu/~strategicplan/) and in the “Implementation Plan for Diversity, Equity, and Community, 2006-2011” (http://www.provost.iastate.edu/fad/2006ImplementationPlan.pdf). The reports will allow colleges and units to share accomplishments with the university community and will ensure accountability in meeting diversity goals. The benefits of a diverse and inclusive campus are often immeasurable but immensely valuable toward making us a better institution. Therefore, colleges/units are also encouraged to document the more intangible benefits that diversity brings to their area. In addition, we are asking for the first time this year that you report on your efforts to address work/life balance. The report should cover the period since the last report: April 2008 to April 2010.

Report Outline

I. Diversity Mission/Vision Statement

This section should include a statement from the President, Vice President, Dean or unit leader outlining current diversity goals. Have there been any changes? How do the diversity goals of the college/unit relate to the goals of the university? How will progress be assessed and reflected? Please include ways that faculty and staff are rewarded and/or held accountable for the progress on diversity plans set forth by the college/unit.

II. Diversity Efforts

With the understanding that all colleges/units have been impacted by budget cuts since the last round of diversity reports were submitted, please use this section to report on your diversity efforts during these two years. This section should be structured so that the college/unit can report on activities, programs, or initiatives sponsored or co-sponsored by the college/unit that address the five goals set forth in the “Implementation Plan for Diversity, Equity, and Community, 2006-2011.” (Note that all units will not find all five goals applicable to their work; only address the goals relevant to your college/unit responsibilities.)

- IMPLEMENTATION GOAL 1 - Institutional Commitment: Achieve a just environment on campus where everyone feels welcomed, respected, and safe.
- IMPLEMENTATION GOAL 2. Curriculum and Pedagogy. Develop a curriculum that guides students to think critically about social justice issues and provides faculty with the tools to teach inclusively.
- IMPLEMENTATION GOAL 3. Research and Scholarship. Creating an academic environment that appreciates and values cultural/social differences through supporting and valuing research/scholarship that focuses on social justice/multicultural issues.
- IMPLEMENTATION GOAL 4. Increase the representation of historically underrepresented populations among faculty, staff, and students.
- IMPLEMENTATION GOAL 5. Inter-group and Intra-group Relations. Create a just environment that recognizes and celebrates cultural differences and socially constructed differences (i.e. gender, race, disabilities, sexual identity, etc.) by enhancing relations within and among groups.

In addressing these goals, indicate whether the programs/events are new or ongoing and include any measurable objectives in place. Please identify efforts that are a function of the role of the college/unit diversity committees, multicultural liaison officers, or other individuals with specific responsibilities in the area of diversity. Information about monetary contributions to diversity efforts should be included.

The colleges/units may find the questions below helpful in framing their responses in this section of the report. Each of these questions/statements relates to key sections of the “Implementation Plan.”
However, colleges/units are free to report whatever information they deem valuable and appropriate even if not covered by the questions below.

- What measures have been taken to address work/life balance and make flexibility in the workplace an option for employees?
- How is the college/unit making use of training sessions involving diversity? How and when are diversity topics included in unit meetings?
- What research and curricular efforts support the university commitment to diversity?
- What resource materials for actively recruiting and retaining underrepresented faculty and staff has the college/unit developed?
- How has the college/unit provided mentoring and support for diverse students, faculty and staff?
- How has the college/unit dealt with issues of accessibility?
- What efforts are underway toward making the climate safer and more inclusive? Please describe any changes made to organizational structures, offices, staffing, services, and/or naming as it improves campus climate.

III. Best Practices/Final Comments

In this section, please reflect on those efforts that have worked particularly well for your college/unit for the last two years. You may also comment on difficulties you have had supporting diversity and what you plan to do differently in the future.

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Background and Guidelines

- **Institutional Research data on employees and students.** Institutional Research will be compiling demographic data about employees and students as well as information on student enrollment, retention, and graduation rates. This year we are NOT requiring that you comment on such data, since ACD will review the overall university data. If you wish to have this data as you prepare your report, your college/unit should contact Dr. Gebre Tesfagiorgis in Institutional Research (gebretes@iastate.edu, 4-1181). Information will be available by February 19, 2010.

- **Target audience and review process:** The target audience is the general university community including President, Executive Vice President and Provost, Vice Presidents, and the Advisory Committee on Diversity Program Planning and Coordination (ACD). Reports will be reviewed by the ACD with feedback provided to each unit. Reports will also be made available on the website of the Executive Vice President and Provost This web site also provides the rubric used by ACD in its review of the 2008 reports. [http://www.provost.iastate.edu/fad/acdppc/reports.html](http://www.provost.iastate.edu/fad/acdppc/reports.html).

- **Scope:** Report should cover the two-year period since the last report, submitted in April 2008.

- **Length:** 4-6 pages

- **Technical details:** Please define acronyms and any college/unit specific terms. Include page number, college or unit, and reporting year in document footer. Also include contact information, noting author(s) as appropriate.

- **Dates.** Reports are due to Susan Carlson, Office of the Executive Vice President and Provost on March 26, 2010.

Contact: Susan Carlson, Associate Provost for Faculty Advancement and Diversity susanc@iastate.edu; 4-9556