

IOWA STATE UNIVERSITY

Office of Executive Vice President and Provost

2011 National Urban Extension Pre-Conference

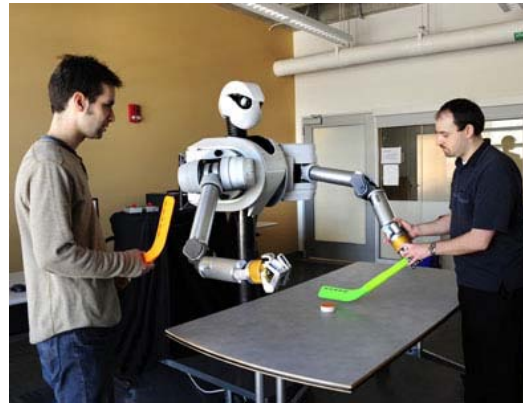
**Building Excellence through
Diversity: A University Approach**

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Does diversity make a system more productive and more robust?

- “Diverse groups of people bring to organizations more and different ways of seeing a problem and, thus, faster/better ways of solving it. People from different backgrounds have varying ways of looking at problems, what I call tools. The sum of these tools is far more powerful in organizations with diversity than in ones where everyone has gone to the same schools, been trained in the same mold, and thinks in almost identical ways . . . Breakthroughs in science [for example] increasingly come from teams of bright, diverse people..”

Scott Page, author of *The Difference* (Princeton UP, 2007) excerpted from *NYTimes* online, January, 8, 2008.

Diversity by the numbers

General Population		
	U.S.	Iowa
White	67%	90%
Non-white*	33%	10%
Post-Secondary Enrollments		
	U.S.	ISU
White	67%	79%
Non-white*	33%	21%
<small>*Collapses all of the standard ethnic/racial categories into one. Sources: ISU Fact Book, U.S. Census.</small>		

Challenges for ISU

- Geographic location
- Institutional mission focused on STEM
- Decentralized institutional model

Strategic efforts to build diversity

- Campus climate survey and follow-up recommendations
- Chief Diversity Officer
- Institutional Statement on Diversity
- Institutional Strategic Plan for Diversity
- Flexible personnel policies (focus on faculty)

Campus climate survey recommendations

- **IMPLEMENTATION GOAL 1 - Institutional Commitment:** Achieve a just environment on campus where everyone feels welcome, respected, and safe.
- **IMPLEMENTATION GOAL 2. Curriculum & 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 & 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.

Campus climate survey recommendations

- **IMPLEMENTATION GOAL 4.** Increase the representation of historically underrepresented populations among faculty, staff, and students.
- **IMPLEMENTATION GOAL 5.** Inter-group & Intra-group Relations. Create a just environment that recognizes and celebrates cultural differences & socially constructed differences (i.e. gender, race, disabilities, sexual identity, etc.) by enhancing relations within and among groups.

ISU Institutional Statement on Diversity

Iowa State University is a diverse community of people of all genders, ages, cultures, races, religions, sexual orientations, socio-economic backgrounds, and abilities.

Iowa State celebrates and advances diversity by creating a safe place in which people can express themselves freely and share their unique talents. This diversity of talents enriches our campus by fueling creativity, innovation, and success.

Diversity encompasses acceptance and respect by fostering an environment of inclusion that moves beyond simple tolerance to recognizing the richness in individual identities of people.

Diversity, therefore, is an active process that requires our continuous dedication to promote the success of present and future generations of students, faculty, and staff

Adopted April 5, 2011

Flexible Personnel Policies

- Faculty search committee training on unintended bias: www.advance.iastate.edu
- Position Responsibility Statement (in ISU Faculty Handbook)
- Extension of Tenure-Clock Policy

Building Excellence through Diversity

Stay tuned!