well
i think we'll go ahead and get rolling
uh thank you to everyone who
is watching this on the live stream uh
let's take it out pretty quick
uh so i'll introduce myself my name is
jacob schroeder i'm the vice president
of student government
and i will be moderating the social
justice forum
with student with university and student
leaders um
a national moment regarding racism in
america started last month
when a video was released of george
floyd's murder by minneapolis
the hope today is to talk about what the
isu community is doing
regarding social justice and what there
is to be deaf
over the next hour we will introduce our
participants
i will have a couple of opening
statements and then we will discuss
broad topic areas including a couple questions that will be submitted during this session you would like to submit those questions please email our student government it director jacob khan at jd khan at iastate.edu and his email should be in the description of the video and i'll try and keep mentioning it throughout um but otherwise we'll go ahead and get started um so in alphabetical order and if our participants maybe just want to give a little wave um as they're on the bottom of the screen um so we have adia students uh sharon evans and we have student body president morgan fritz associate vice president of public safety and chief of isbp michael newton we have uh president of the black student alliance india robinson
and vice president for diversity

inclusion registered

and last but not least president wendy winterstein

so i'll ask president winterstein followed by dean evans and president fritz to give some opening remarks well jacob thank you

and to morgan and the other leaders of the iowa state university student government for organizing this forum

our communities around the country are suffering the news reasons for outreach outrage and tragedy in the senseless killing of black men and women at iowa state our work begins with denouncing bigotry white supremacy racism intolerance and by embracing our principles of community these principles of community say that
we will respect each other
that we will engage with purpose that we
will work together in
a spirit of cooperation that we will
value the richness of diversity
create an honest environment free of
discrimination
and honestly and respectfully express
our ideas
it's a pleasure to be here today jacob
and i look forward to the discussion
well good afternoon everyone my name is
sharon evans and i have yet to meet
many of you i am the new dean of
students and uh
vice president for student affairs first
and foremost
uh i want to say thank you to our
student leaders for organizing this
forum
i am in my first month as dean of
students and it is evident that our
university community is highly engaged
and committed
to diversity equity and inclusion and issues of social justice and this is a top priority for our leadership team.

I truly look forward to our discussion this afternoon and to hearing from our students today as well as in the future. So thank you for having me.

Hello everyone, my name is Morgan Fritz and I'm the President of Student Government. Um, thank you all for joining this conversation tonight as well as everyone tuning in tonight. Um, also a big thank you to Anna Olson and Ellie Crabb for really taking this on and organizing this so.

Um, thank you to them. Um, but clearly there is a lot of injustice that exists within the current state of our country. But I am so proud of the students who have
stepped up
they're speaking out protesting and advocating for change
um as a student i want every single cyclone to feel welcomed included and valued on our campus and making sure that happens starts with conversations like this and continues with actionable items going forward so i look forward to you know starting here tonight and continuing this on um in the months to come well thank you uh we'll get started with kind of our first batch of questions which i'll broadly call the campus community so first i'll ask miss india robinson so several of the questions that will be asked tonight were submitted directly from members of the black student alliance many people listening probably don't know exactly what that is
as president of the black student alliance could you go over what is the vsa why was it founded and what does the organization look like today at iowa state

05:34

hope you're muted

05:38

so sorry guys that's ahead yes hi so

05:41

black student alliance was um founded in may 1968 it was um just an organization founded just so can assure that um black people on campus african american students have the same accesses to um resources have the same access to education and rights on campus we're dedicated to uplifting the community supporting the community and just making sure that um everyone on campus has like a place to be a place to belong and a place where they can see people familiar to them similar to them [Music]
well thank you and i’ll be sure to make
sure to remark when
the questions have been submitted by
members of your organization
okay this next question i’ll
first direct to dr stewart um so what
are the current factors that exist on
campus that create social justice
imbalances
and how will we as a community shift
them
right yeah so i like this question a lot
um
and you have to accuse the the rather
direct response to it but if you if you
want to know what the imbalances that
are on campus
i would say very succinctly the same
imbalances that exist in the united
states of america and particularly
two that i wanted to underscore one i
wanted to to point out for faculty and
staff
and then the other for students because
07:01 i think both of them uh impact our
07:03 overall campus climate
07:04 the first is de facto segregation and
07:07 for those of you who
07:09 who many of you know with de facto
07:10 segregation but for those who don't
07:12 that's um that's the policies practices
07:16 procedures
07:17 that keep people in specific spaces that
07:19 are not necessarily regulated by law
07:21 but de facto segregation was what
07:23 created these inner city communities it
07:25 created
07:26 um us um it created a phenomenon of
07:30 people really being holed up and
07:31 sequestered in spaces
07:33 so when i say that faculty staff facto
07:35 segregation
07:36 when you look at the disproportionate
07:38 amount of faculty and staff of color
07:40 particularly on predominantly white
07:41 campuses
07:42 they're almost exclusively concentrated
07:43 working on diversity equity and
inclusion issues

so the de facto segregation piece means

that those same voices aren't at all of the other decision-making processes which could improve your university

so if you take a talent you only put the talent pool in one specific phenomenon or area then you don't see the value of having a diverse workforce

so that's the de facto segregation piece that exists in iowa state and and most other large predominantly wine institutions from the students piece i would say this chronic experience of othering and you can put the other ring in quotes and othering effectively means when we refer to people as non-black right in your language and your rhetoric and your communication when you use non-black and i'm using a black white binary for this answer
but it can clearly be applied to numerous populations this idea that you are somehow part of um you're an addendum or you're an ad hoc to a community the goal of all of our work is to make sure that that that erasure takes place and that you're not an addendum or an add-on that you're a functional viable part of the community but but it exists it exists in society exist um on campus the list goes on but those are the two that i really wanted to make sure that i gave some some life to the other piece i wanted to add to that is so there's this expression um even my kids use it when we talk about okay boomer right and this thing is really interesting to me right because we have this push pull between
the generations but if you look at the boomer generation and you look at the generation that's bringing voice right now right this generation is saying we're not taking this anymore right we are going to take to the streets we're going to take to the policies we're going to push and i think that this generation and the boomer generation which was the champion behind the civil rights actually have more in common than i think sometimes is characterized in the media so part of the conversation about how do we reconcile this in iowa state is to understand where those intersections take place you have people who have long been involved in civil rights and social justice movement movements both off campus and on campus they can coalesce with student organizations and voices
to really make real change and then let me close it out i don't want to monopolize the entire time but i do want to underscore that the responsibility here should not and will no longer rest exclusively on the shoulders of people of color right because people are tired and the weight of this is exhausting and this is why you see these manifestations of frustration and anger because it's a byproduct of feeling like you're carrying the entire bucket of water by yourself i'll stop there and i want to encourage any of the other participants to jump in even if the questions maybe didn't exactly uh get the first address to you thank you dr stewart if anyone else wants to kind of address i mean i know it's a big issue or some
10:49
of the things Dr. Stewart said
10:52
I can definitely um agree with your
10:54
statement on just carrying the bucket of
10:56
water like by yourself
10:58
as um African-American students and as
11:01
an African-American student a lot of
11:02
times in
11:03
just classroom settings alone we are
11:05
expected to be that representation of
11:07
the black student in campus when we are
11:10
like
11:10
in one of a few in the class setting
11:14
so that's one thing that I can
11:15
definitely agree with when it comes to
11:16
that carrying the bucket of water we are
11:18
um responsible for um just making sure
11:21
that everyone
11:23
knows something or understands something
11:25
when it comes to the problems or
11:28
issues that do arise in the
11:29
African-American community so
11:31
very nice statement
11:39
okay I will move on to the next question
11:43
I'll start with Dean Evans but I think
11:46
this one touches a lot
11:47
of participants here today on what
11:50
training
11:50
or resources are available for students
11:52
or student organizations
11:54
who wish to learn more
11:57
and thank you for that question and
11:59
i just want to say before i
12:01
comment further um i believe that dr
12:04
stewart's remarks
12:05
are on point and comprehensive and i
12:09
appreciate his assessment of that
12:11
um there are numerous opportunities
12:16
in which the university is facilitating
12:18
growth in education
12:20
in march of 2020 an online diversity
12:23
equity inclusion training program was
12:25
launched
12:26
um in our residence halls um
12:29
the department of residence is currently
12:31
working on augmenting and training with
12:33
in-person programming
12:34
and then also there's a pilot program
12:37
that
was developed that the university expanding into a one credit online orientation course this fall for new students that includes diversity equity and inclusion topics as well as other topics related to first-year student success students are often invited to participate in the office of diversity and inclusion programs which includes campus conversations and know your rights events and these will take place throughout the year but i think one of the most celebrated programs that we also have on campus is i score and end score that acronym stands for iowa state conference on race and ethnicity and it's very applicable to what we're talking about today the year 2020 marked the 20th anniversary of this program and it's one of iowa state's premier events for our students
our faculty and our staff it's an opportunity to engage in constructive dialogue and enhance understanding of race and ethnic issues not only on our campus but in our community and across the country and this particular program is modeled after the national conference of race and ethnicity and a point of pride is that this past spring more than 300 people attended our 2020 ice core conference but i want to underscore this um with something that's very important to me not only because it falls within our division but because it's important for people to understand where growth and learning takes place there are numerous programs across campus that students have an opportunity to engage in in reference to intercultural programs offered and some of those programs are
under the division of student affairs

i highly encourage students to take advantage of these programs and initiatives

and a great many of them exist in our multicultural student affairs office our lgbtqia plus center and our margaret's law center for women and gender equity

i look forward to seeing students engage and i do look forward to them learning as well

thank you and and jacob maybe i could just add one uh point here if that would be okay i'll go for it right i i just wanted to go back and and and share that another part of the work of reg steward our vice president for diversity inclusion who opened up the program here really is the work he does in partnering with the ames community and iowa state university doesn't live
in isolation
and this community that we're in is an equally important part of our work
and and there's been some uh incredible work done in terms of training with the ames community but other partnerships as well
and reg would you mind just sharing a little bit about that because i think that is something that everybody knows uh about those efforts and about the success that you've had there absolutely so thank you president winterstein uh three jacob three items that i think are valuable for people to know is that just that the campus climate survey of 2017 told us that people want a better interface with the city of ames that was a very discernible set of findings and so we set about working with the city manager and the mayor on in initiatives focusing on admini and
our efforts that we can sort of make
this build this bridge uh the first
being
we work with the city manager to create
what we call the city manager's advisory board and effectively this is a cross-section of people from the community that sit down now with the city manager to talk about issues of equity and inclusion within the city that gave a rise to what we call the ames community institute so each year we send a cohort of faculty and staff through this community institute to learn about all facets of city government the goal behind it is as you start to see positions and and council seats and commissions we're trying to get more diverse representation on those councils and commissions but unable to really participate in that
you need to understand how our local government works so it's a four-week opportunity to learn and then we also built the symposium for building inclusive organizations and that's designed specifically for business uh we do that in conjunction with the ames chamber of commerce and this is about workforce development so people who are working in the community or as you interface with businesses in the community we want to make sure that the businesses have a better understanding of the experiences of people in our community but more more so how they can be active change agents that really kind of summarizes those three initiatives if i can have one more minute i did want to give a quick shout out related to um some of the dei work that
takes place over in academic affairs
a tremendous amount of the heavy lift
takes place from our directors of
multicultural student success
they um they are in this every day all
day they do a tremendous amount of work
we could not
advance the conversation without the
directors of multicultural student
success
we have faculty in the school of
sociology human development and family
studies history school of education etc
who teach and teach deeply and
critically they read write and research
in areas of diversity equity and
inclusion
so it takes place in multiple areas on
campus and i just wanted to make sure
that people knew that it takes place in
the classroom as well as co-curricular
thank you doctor i appreciate it
obviously there's no way we can
try and cover everything but thank you
for interjecting and trying to appoint students to maybe some programs they weren't aware of.

Um so I think we'll move into our next section. I do want to remind people that are listening uh to email jd con it is in the video description if they have questions that they would like to be asked but our second section I will broadly call disciplinary actions and policing when our first two in this section were submitted by members of the usa directly and that first one I'll ask Chief Newton how much does Iowa State fund ISUPD and maybe get into a little bit of you know where does that money come from yeah absolutely I appreciate that.

Uhh for first off we'll talk about the department of public safety so it's a more holistic approach we have.
police parking and risk management are part of the department of public safety.

but i know you all are interested in the police side and the police department side so that's what we'll focus here in on our discussion really were funded through both tuition fees and general state appropriations approximately 5.5 million dollars is what the funding is for that the police department consists of 57 full-time employees including 41 funded positions for sworn police officers i don't have 41 police officers right now but that's what we're we're funded to have our police department is tries really hard to be full and active partners in creating a welcome and inclusive overall campus experience for for everyone that's here and i think it's important.
to point out that
that we don’t have just police officers
with the police department
we also have full-time mental health
advocate we have
officers who um a partner in bias
incident response and are
are trained in that we look at more of a
community centered a community
approach to the work that the the folks
here at the police department are doing
we also have some student services
specifically that are focused towards
students like our isu guardian app
so that’s our nighttime app that we
we fund so that folks feel safe walking
home at night and can use that
our safe ride program we do you know the
funding also goes towards our
self-defense courses and self-defense
training
also our sexual assault response team so
a lot of people don’t understand that
the police department funds
15 i have 15 nurses on staff that are part of responding when um sexual assault crimes uh occur and and they do those uh examinations and then you know the the i did mention the mental health advocate but that's been a super important position for us to stop having necessarily law enforcement respond to those mental health calls for concern but directing the funding more towards those social service aspects that are better handled by a person not in a uniform and so we've really tried to shift some of the focus and shift to some of our positions now we still need the sworn police officers to respond to those things that happen out there but we have to take a and we are taking a more holistic look at are there other things that we can fund that will have
a better impact on the student experience and make people feel more welcome and invited here at iowa state thank you chief newton um i have gotten a comment that uh just to make sure everybody speaks uh loudly and clearly into their microphones i'm not sure who the guilty party is but uh that was a comment so we'll go into the next question which is also submitted um directly from a member of black students backstage lines um and that is uh what will be the policies and consequences set for another possible occasion of discriminatory tagging on campus the past has been multiple how will we as a university stuff and i will refer that one first to the end yeah um thank you for for this question and
I had to think through a great deal before coming forward to answer this question because it can be somewhat complex. But let me start by saying this: when a community member has been found responsible for vandalism, the university will hold them accountable and that person or persons will be subjected to disciplinary actions in accordance with our policies such as the student code of conduct. As a public institution and part of the state government, Iowa State is obligated to uphold the first amendment and therefore we cannot impose restrictions or discipline individuals based on the content of a person's speech or because we don't agree with their ideologies or belief.
now this is the hard part to hear
and we completely understand why the content protections that we're speaking about include protection of hate speech and expressions of bigotry but when the speech at issue is a true threat or harassment as defined by our laws and university policy that community member will be held responsible not only for the vandalism but also will be disciplined for that threatening or harassing behavior in accordance to our policies it's very difficult for me to provide an answer to what will be the disciplinary action because there are factors that are different amongst every case and there's mitigating circumstances but
we have clear policies and procedures such as our student code of conduct that can answer that but i want to also note that in fact the university does find these expressions of bigotry these expressions of hate not only reprehensible but they are fundamentally inconsistent with our principles of community so in response to this part of the question concerning how do we stop the behavior one of the primary approaches is something that we've talked about earlier in the question is that the university will continue to facilitate opportunities for community and individual growth through education and engagement this includes our commitment to continue to educate the community about any harm or hurt caused by bias and discrimination
the university will also continue to condemn racist conduct and finally we will continue to support those individuals who were impacted by this in addition to holding responsible those who violate our code of conduct or any other type of policy within the university. one of the things that i want to encourage people to do especially our students is to report these incidents to our campus climate reporting system when you witness them. i always say if you know something then you say something. the bottom line is that we're here as an entire community and it's going to take a community to not only deter but to stop any behavior on a final note i would like to put this out there um as kind of my thoughts and it's in
preparation for
what i consider a very exceptional and
unique
fall semester so so here's our reality
in addition to the movement to preserve
and embrace black lives
the recent supreme court ruling on
transgender and gay employees
protections in the workplace
and this pending ruling on daca the fall
semester will bring
the national election and with this
comes many voices from all sides on
these national issues and these policies
i encourage all isu students faculty and
staff to engage
as we are an institution that embraces
our role as a first amendment campus
but most importantly i encourage you all
to engage in respectful dialogue
and respectful forms of expression and
if any student
is in need of assistance with finding
their voice
the dean of students team and i are here to help and so i extend that help to you.
i look forward to engaging with you and i wish everyone the best.
as a community as we embark on this new journey in fall.
thank you dean evans um next question i'll direct towards chief newt.
what actions have the department of public safety taken to reduce bias and violence and policing.
what actions does the department of public safety plan to take in the future.
thank you jacob for the question um you know here at iowa state university police and and the department of public safety.
we've had a rich tradition of really pushing our training making sure that officers are engaged in that training process and
number of years ago
we expanded our annual bias training for
officers
to make sure that everybody and not just
our police officers but the entire
department of public safety
was getting more in the area of
of bias training in december
we held for all of our supervisors a
training called racial intelligence
and that training was a one of many that
we plan on doing into the future
it really got people to think
differently and think about
really focusing on workplace culture
campus culture
and what our role is um when we think
through um bias incidents and then in
february just luckily it was just before
the pandemic hit we were able to get all
of our police officers and dispatchers
that were available through that same
training
and we have a training plan moving
forward to do more
plans of sending officers on to become instructors in the topic i have a few officers who are very interested who are very passionate about bias-based policing racial injustice that want to really focus on how do we make this a much more inclusive environment we also have our engagement inclusion officer team right now we're right around it hovers between 12 and 13 members of that team when i got here to iowa state we had three people that were part of this and we've really expanded these efforts and really we want to work that team i'm a member of the the team so it comes from the chief down you you know if i if i really want change in this profession the the police chief has to be involved has to be part of that change if we're going to um
make that change happens
and so i work with the team to be active
and to make sure
that we’re trying to eliminate all forms
of power-based depression here
within the police force within um our
community
our commit our team really actively um
engages in making sure there's equitable
access to
all folks on campus uh when it comes to
working with the police you know
upholding really those the human
dignity and respect that are very
important to the team here
at the police department and all of the
department of public safety
we have a strong partnership with the
office of diversity inclusion
dr Stewart’s our mentor for our team and
we really appreciate that
my team meets with him very regularly
and meets with others
from his team we’ve been active partners
in making sure that students see us in a non-police setting. I think that's so super important. We've been active in the campus conversations in many of those cases. We've led the campus conversations. We are involved in Iscore and Encore. I've had officers speak at Encore and we were unfortunately accepted to have four officers speak this year at Encore and Encore got cancelled so they're very upset about that because we were looking forward. I go to Encore and I go to Iscore because I want to from the top down we need to be involved in those efforts. It also goes to our training. Our training is really a 15-week model and part of the core competencies that are in there revolve around cultural
diversity
and it starts before the training it
starts in the hiring process we make
sure that we're hiring the right
individuals to be police officers for
iowa state university
but you also asked um i have way more i
could say on this but
you also asked about
um really what are we doing to change
policing not just policing at iowa state
but policing across the country
and we're active we want to be active
participants in that we
we think we can have a model here in
ames iowa that others want to replicate
and we know when it comes to the
engagement inclusion officer program
we have other campuses and other
communities that want to replicate that
program
yale university came to take a look at
our eio program
uc berkeley indiana university
carlton out of canada an institution
canada took the program and replicated it
on their campus so we're seeing the impact
that the programming here at iowa state has not just in policing here but across the country and we're going to do more of that we're not done we're going to keep promoting that the policing can and should look different in this country so that everyone feels welcome so that all black lives matter
thank you chief uh we'll move on to our third topic area which i will broadly call student and university interaction um again if you have questions you would like to be submitted please email jd khan at iastate.edu the link or that email should be in the video description as well
um this first question i will direct to both president winterstein and dr stewart so on june 11th a plaque honoring wt hornaday who bluntly placed black people on the bronx stew was removed from campus the email announcing this action the student body included information the vice president for diversity stewart and faculty senate president carol faber would co-chair a committee to create a recommendation for a formal iowa state university renaming process what time frame can students expect for foreign policy is adopted and what other factors would the committee be looking at along with just general thoughts on this situation well thank you jacob and and i just began by sharing that here on thursday
uh vice president reg stewart and
president of the faculty senate carol
faber and i
will be sitting down to talk about the
composition of the committee
and so we'll be going through that
process here this week and into next
week
we want to make sure that campus is
represented well
on this committee our faculty our staff
our students
uh so we'll get the committee named and
and then the
committee will begin its work
it's really a policy uh development
committee
is the function of this group so it
will ensure through its work that we
examine
historic naming and honoring decisions
in a consistent and well thought out
process with well-defined standards
we must ensure that these principles
uphold the university's high standards of integrity and commitment to academic freedom and our aspiration uh to becoming the best land-grant university in the nation and creating a welcoming and inclusive campus we are going to look at other universities who have created similar policies as well as our own history on campus to provide important uh insights and to guide the development of these guiding principles i mentioned i believe in my campus-wide message that we were looking at the stanford renaming principles and if anyone has time to take a few minutes they can go to stanford's web page look down through what are the factors that stanford considers and you can see on their page that they consider seven different
criteria in their standards so Stanford will be one
university guiding principles that they'll be looking at but there are other universities that this policy development committee will be looking at as well and then I'll just ask vice president uh stuart what would you add to that uh red thank you I think that that does summarize the the structure and the planning going ahead we had tremendous response from faculty and and professional staff uh inquiring about it so within the past week the number of emails that I've gotten on it um so we are looking forward to getting getting moving on it but I did want to take one step back because Jacob you said any thoughts we
had on it so since you asked me i'm going to give it to you um and it's this that that um this was brought to our attention by students students are change agents and since 1968 since the third world liberation front at san francisco state people have been pushing for change and recognition and representation it's our students right this is this is part of a legacy and and so it was i was extremely uh proud of the fact that this this was brought to our attention by students and to underscore that i just i did want to also recognize our collective that is students against racism that the office of equal opportunity in the office of the vice president for diversity inclusion have been meeting with students against racism uh really
since the pandemic since we all went to these virtual platforms to continue the conversation so i don't want anybody to think that because we've been remote that we haven't been working with student voices our student activist and this is another manifestation of it we're ready to get to work on it well thank you both i'll stick with you dr stewart um something you mentioned a little bit earlier but i think would be good to go more in depth on uh is what actives is the university pursuing to reduce bias in the classroom specifically okay so i'm gonna have to allow me to uh i have notes on this one largely because this is this is housed in our academic affairs and so i wanna to recognize the team that works in academic affairs to bring forward this type of
transformation
and specifically I want to draw
attention to the center for excellence
in learning and teaching
I do want to put the caveat that um that
training
education in a virtual platform in
person
that in and of itself does not change
climate and culture it
impacts it and so we're acutely aware
that the training the conversation
is only part of the conversation but
this is a concerted effort under the
leadership of a provost Wicker
that we try to advance this type of
impact in the classroom
so the center for excellence and
learning and teaching CELTS as we refer
to it
really has effectively three tenets
behind the inclusive classroom project
the first is focusing on course design
and how you intentionally teach
on a day-to-day basis the prep work that
goes into bringing
a diverse curriculum on the evaluating
assessment and the work that it takes
for you to be able to do that in
mastering content not everybody has this
coming to their graduate and phd programs
so it's always a development it's always
a learning process um and celtus help
helps our our faculty guide that process
the second is discernment and this is
for faculty introspection and it's saying
what biases do we carry into the class
and then how do we manage classes
based on that bias all of us have to be
aware of it when i'm teaching in front
of a class
when i'm doing a workshop i always lead
with statements like
i'm a californian right and as such i
come with this very specific west coast
optic on diversity equity and inclusion
if I don't put that out there then the way that I look at this, the language the communication even my body and mannerism style doesn't always land for people who are not from that part of the country so being the discernment is being very aware of how you enter the space especially when you're the professor of record and then also the final is the sense of belonging is the work on how do we erode old inequities power imbalances in the classroom and this is using strategies that promote a sense of belonging critical elements of student learning the goal is all about how you teach so some of this is what you teach the content and the other part is how you teach it this is a constant work in progress whether you're a brand new faculty member or whether you're a seasoned faculty member
we always say that this is a perpetual work in progress for all of us, including the chief diversity officer. Spring of 2021, departments or 69 percent completed this inclusive classroom training, with reached over 1,000 faculty members. All the departments were scheduled to participate, but because of covet 18 sessions were cancelled and those are 18 sessions that will be rescheduled. 93 of the faculty participants have identified specific improvements that they can make in their courses, and this is important using those numbers and those metrics to show that we are registering this, but we realize that this alone will not completely change how the classroom experience manifests, particularly for um for in this for this for this
conversations purposes for our black students but we have to start somewhere and i think celt is doing an excellent job of moving this conversation um thank you for that i'll ask the next question to chief newton i thank dean evans for mentioning this uh earlier um but this was a submitted question by a member of the psa to what extent will students be able to challenge and or protest during the academic year yeah thanks for the question and it's an important one and you should feel free to protest right during the academic year if if there's a need and people feel that that's a way to get the message out here at the university we fully embrace our role as a first amendment campus we're here to help facilitate that as
part of our community we really you know want to make sure that that people are encouraged to come out respectfully following the principles of community is important as we’re having these dialogues but peacefully protest rally get your message out we’re here at the police department we’re here to help facilitate that we’re here to assist in planning i can help my team can help make sure that people you know are following the proper university policies and procedures we’ve sat down with groups and we’ve really helped them map out that you know what’s your goal what’s what are you trying to accomplish and how can we here at the police department assist you in reaching that goal and then we have a strong partnership with the dean of students office on this
um with the demonstration safety team
that's led by dean evans and her team
and we're all here to facilitate that
process
last year we had a group of students
that said hey this is this is the plan
that we have we want to do this
and we were able to help them facilitate
how to do that
in a way that makes sure that they don't
get in any trouble that they're doing it
respectfully and within the law
and and so we're here to help in any way
that students need us
and dean evans might want to share a
little bit more
i would just echo what um chief newton
is saying is that um
throughout my time in in student affairs
in higher education
um i've worked with numerous students on
their protest and demonstration efforts
um and that's part of my role is to do
just that
and um i come from a university
roosevelt university in chicago
which is founded on social justice
principles
and so this was important to our
students there and
i was lucky enough to have a group of
students that were willing to allow me
to help them
make sure their voices were heard so um
again we encourage it um of course we
want you to be safe
because we don't want anything to happen
it's going to keep you from
sharing your voice and we also want to
do this in a way that is
actually impactful um in the manner in
which you want it to be impactful
so again i offer the invitation
if you need help um if you want feedback
to come to me or
anyone in the dean's student's office
but also
everyone that's here on this panel today
um we share the same sentiment and
reference and support in our students
in times of ensuring your voice is heard
well thank you both um we'll move on to
questions that were submitted um so i'll
just let whoever unused their mic first
and starts going answer um the
first question that was submitted was
how do we help black and brown students
achieve equity on campus
hi um through black student alliance um
one thing that we do is in our general
meetings that we host um we typically go
over
um not just political but we go over
professional
development so if they ever want to
reach out to us to get us to go to
throw together that one meeting that
they want to um
advocate for that things we can go over
the processes and steps that can go
along with that so

definitely reaching out to us as an
organization on campus

whether it's our vice president the

president our advisors who um

host at the multicultural center on

campus um in so many routes that you can

reach out to us

and have us just throw together

something so we can

make sure that we're getting out that

information so you're not alone in that

equity that you are trying to um provide

on campus yeah

mm-hmm oh build on

sorry president went to snap to you no

go ahead go ahead rich

sure i would say i want to build on that

from a faculty and staff perspective

uh active participation engagement in

our black faculty and staff

uh association uh uh this was a great

noontime activity it was a our virtual

journey
celebration and it was a lot of fun so
so there are opportunities for you to
engage in
community whether you identify as black
african-american pan-african
or you want to learn more and about the
culture there's all there's always
participation opportunities
but then the second piece i'll add to
that is i really really really need you
to educate yourself
um and what that partially what that is
and there's a lot of internet talk on
this
is being very mindful not to walk up to
someone and say hey i really want to be
involved what book should i read
take some initiative use google use siri
use alexa ask for recommended reading
list right um
because the reality is if i want to
learn more about
the greek roman empire i don't call the
history department and ask them for what
book to read you know i use some some
natural motivation
and inquiry to go do this so part of
what this is saying is you have to be
a participant in this society and so
when we're talking about
black lives and black engagement what
this this really means be
part of the conversation you don't get
to be a warrior anymore you don't get to
be a fly on the wall
and just sort of watch this unfold you
actually have to
to dig in and part of that is educating
yourself there are phenomenal books
to educate yourself but i would love it
if you came to me
and said i just finished reading this
what do you think as opposed to
which what book should i read now as a
chief diversity officer
what book to read i'm going to tell you
but but that's my job i'm talking about
for the rest of campus it is okay for
you to take the initiative
to find things to read i'll stop there
those are great comments reg and i just
want to remind everybody of a few
earlier comments made in in the dean of
students
office the multicultural student affairs
group the msa group
great programs to help our uh
black uh indigenous people of color
students i
these programs are fabulous within the
colleges
reg already mentioned the directors of
multicultural student success
uh and then our student affairs offices
within the college as well
so so really uh there are some great
places to connect
and to find uh some if you need
assistance to find assistance
but also to connect yeah i would also
say that
student government plays a role in this
as well

and i think has two parts to it and the

first of those is representation

um so we are here to represent all

students and kind of be

a liaison between students and the

university so if there are ever issues

or things that need changing um

please come to us reach out to us we

really want to be a part of those

conversations

you know try and make campuses best it

can possibly be for all students

additionally you know get involved in

student government there are committees

that open up during the fall

that impact all areas of campus and we'd

love to have

a lot of students on those additionally

funding is another thing um we

allocate the student activity fee um to

various you know organizations events

and individuals and so

um if there are ever you know social
justice conferences across the country

that you would like to attend we can

provide

funding to go to those if there are ever

an event that you'd like to see on

campus that

we are lacking you can come to us for

event funding and

you know plan that and get that on our

own campus here so

that's kind of student government's role

in that but you know please reach out to

us get involved

we would love that and if i can

comment jacob if that's okay and you

know

part of my role as dean of students is

to

um

be able to communicate um

the nature of the student body um

and part of that is my being able to

know about

when there are inequities that are
happening to individual students or groups of students and so one of my big pleas is to communicate with us um when there's something that is not right it's inequitable it's discriminatory we realize that in functions that are this large as an institution sometimes there are things that are so ingrained um it's not very clear until someone brings it to our attention turn the mirror on us and force us to dig deep and to look at this and critically think about where the inequities lie and how we can going about ensuring that those inequities are erased so even something as simple as if we end up doing another campus climate study be one of those people that respond to the study take the time to figure those
out but also
don't be afraid to informally walk into
our offices or
send us an email or reach out via phone
or text to let us know that there's
something going on that is not right
and uh dean evans i'll stick with you
real quick on that point
um someone asked a question of you know
who should they reach out to if they
feel they have been treated unfairly
or if they don't feel safe on campus um
so
i think that kind of ties into what you
were just saying if you want to kind of
just specifically address
if they don't feel safe on campus
okay so i'm still learning i'm going to
say that um so i'm gonna try
to recite the avenues that i'm aware of
and i'm gonna ask
um my colleagues and the president to
chime in if i miss something
number one obviously the dean of
students is a wonderful starting place
if you're not sure where to go
you can start with us and we'll get you
to where you need to go
i think we mentioned earlier that we
have this campus climate reporting
system as well
um and that and reg can talk about dr
stewart i'm sorry
can talk about um the impact of when
students use that system and how that
helps us to be able to respond and plan
strategically
um but i also think that in any
immediate situation where you are not
feeling safe for whatever reason that's
where our
chief newton and our isupd come into
play
but just about any professional on
campus including our faculty and our
administrators
are prepped and ready to assist any
student
that has some issues or feel as though they're unsafe and I'll ask my colleagues to chime in.

I think that was a great response, Dean Evans. Uh, and really don't have very much to add to that. But I would ask Chief Newton, you know, we have an app that is just if you're out on campus, you don't want to walk home by yourself. Is do we still have that app working?

Chief Newton: Yeah, absolutely. It's our Guardian app and there's also a reporting mechanism within that that you can send us tips or other issues and things that are happening happening during 6 p.m. to the early morning hours.

You can actually get a virtual walk home from one of our police dispatchers. As well as part of that, or you can have your friends and family monitor you.
while you're walking home

to feel a little more safe and secure

and some of it

you know as i hear people say they they

feel

unsafe i know there's different

different meanings behind that

that feeling unsafe and and i think some

of it we have to get to the root cause

of of what that feeling is it's not

necessarily about personal safety

there's other mechanisms and other

issues that

that go beyond that that i really hope

we can get to the

of as we talk over the next year

well thank you um so i will move into

the

closing remarks um part and i'll just uh

go through

let's go everyone through alphabetically

and everyone will have a chance to share

kind of their closing remarks or
thoughts or you know what we need to do
go back for I'll just read them off I'll read your
names off once and
hopefully we all can remember uh the
order so first we'll go with dean evans
president fritz chief newton um
president robinson dr stewart and then
wendy winters
I didn't want to go first but I'll try
um I just want to thank student
government and our student leaders
for putting this together um it's so
timely
and it's so needed um and it is
impactful
for a number of people that's here and
also hopefully those that are watching
from abroad I just want to reiterate
that
not only is the university committed to
advancing our campus climate but
personally as an individual I'm
committed to that as well
it has been a very difficult summer for
a number of reasons and the number of
those reasons have to do with
our national climate especially dealing
with the loss of black lives just
unexplicitly
but also just the tension that exists
um concerning other things and so i
just want to encourage our students to
hang in there keep sharing your voice be
safe of course make smart decisions um
and know that we're here for you
as a university and as a community so
don't hesitate to use us in that manner
because we
we understand and we hear you and we
want to help you
yeah so you know as students we're here
to receive an edu
and that is not just education with
inside
um but that's education you know outside
as well so
you know we're here to learn from each other respect each other and act for each other a lot of the students um displayed that um within these past few weeks and i'm really excited to see how we all continue that within the coming semester um and beyond and so you know the injustice that we see within our justice system is not something that you know fixing that does not just fall on the people who want to be police officers or prosecutors um you know etc that falls on every single person because um it's a much larger system than that so you know every single person in every single major is going to have to be a part of this and it falls with on um on all of us to help try and fix this so um i look
forward to the work that will be done this year and going forward thank you for inviting us to this i really appreciate it and i want you to know that i'm open to come and speak with any group any group that wants me or anybody on my team to come in and speak answer questions answer the tough questions i'm there i want to be part of the solution feel free to meet with me individually one-on-one i had some folks i met with today to talk about this this very topic and it it's important ask me to join our student advisory board i have a student advisory board not everybody realizes that and it's a great great group i will tell you the week-long training isn't going to solve the issues that we have in law
i'm going to tell you that this says to be something that we change at the core it's going to take a true core change and it it starts from the beginning from our recruitment our hiring all of those processes that we have and we have to teach respect and we have to teach our police officers that that they have to think differently than than we once thought we're here for the entire community i want people to know that and uh we want to be part of the solution um i do believe that things that we're working on here and doing here in ames iowa and iowa state can really have a lasting impact beyond our campus and beyond our community and that's one of our goals the vision for for this department and this
organization is pursuing excellence in public safety while moving forward building community building community is one of the things i've strived for since i got here and it's something that i will continue to push for this organization um we're about actions not just words that's important to me we're going to be there right alongside we're full partners and we're allies in this together and we and i know we can make a long lasting positive change in ames iowa story county the most welcoming inclusive place for everyone um here i'm in the fight with you i'm here to be with you i'm here to support and i'm here to to change the culture and change what's happening here at iowa state so thank you and yeah my closing remark would basically be um
that we as black student alliance we welcome the vulnerable we welcome the ones who want to be educated in our general audience members meetings and all of that and all of our events we really want everyone to feel welcomed in that community space whether you're african-american um brown or any descent um we just really want everyone to feel welcomed in that environment if you are seeking to be educated if you are seeking to learn more about the community learn more about the things we go through learn more about the changes that we are trying to make so always feel welcomed with us always feel welcomed with our organization thank you i would like to express appreciation for jacob and morgan specifically for centering this conversation on blackness when you work in diversity equity and
59:16 inclusion all too often
59:18 uh people call me and say well you come
59:19 to a talk on diversity and then
59:21 a day or two later they'll say you know
59:23 diversity is not just race right
59:25 and then if it is on race they're like
59:27 you know diversity is not just black and
59:28 white
59:29 so effectively what we have done is we
59:31 have cut the conversation
59:33 about the block experience out of
59:35 diversity equity and inclusion
59:37 and i am appreciative this is year five
59:39 for me at iowa state university
59:41 i do think this is the first time as a
59:43 forum that we focused on the black
59:45 experience
59:46 and i think that that's growth and i
59:47 just wanted to say that i appreciate
59:49 this
59:52 well i also want to thank our student
59:54 leaders and all of the panel members
59:56 today
59:56 i think this has been an excellent
i guess i'd like to begin by just saying if anyone needs help in any way this summer time not just when we get back to school in the fall but if our students need help now uh whether it's about any fears anxiety stress i hope they will reach out so you have met uh and spent some time today with vice president reg stewart with chief newton with dean sharon evans and so whether it's one of those individuals or it's the telan student health center we have resources to help you if you need any assistance uh during the summer time and i know there's a set of other actions going on through uh vice president stewart's office through the dean of students so so stay engaged with us uh as we go
through the rest of this summer
it's clear given the terrible things
that have happened
just in the last few weeks that change
has to occur
this is the moment where we can all join
together
and truly create the community that we
want to have
a community of care and empathy and
welcome for everyone and so that's what
i'm committed to
as president of iowa state university
and i look forward to working with all
of you to achieve that so
thank you again for the opportunity to
be with you today
well thank you for everyone that tuned
in this video will remain on the student
government youtube page
uh for forever so please refer back to
it or share it
with people that you know if you found
the conversation useful
everyone in this forum as well as I'll do it myself please reach out to any of us if you have any issues or if you have questions or concerns and together hopefully we can make this a year of change and have that year last for the receivable future thank you everybody and