

00:16  
well  
00:17  
i think we'll go ahead and get rolling  
00:20  
uh thank you to everyone who  
00:22  
is watching this on the live stream uh  
00:25  
let's take it out pretty quick  
00:27  
uh so i'll introduce myself my name is  
00:30  
jacob schroeder i'm the vice president  
00:32  
of student government  
00:33  
and i will be moderating the social  
00:36  
justice forum  
00:37  
with student with university and student  
00:39  
leaders um  
00:41  
a national moment regarding racism in  
00:43  
america started last month  
00:45  
when a video was released of george  
00:46  
floyd's murder by minneapolis  
00:49  
the hope today is to talk about what the  
00:51  
isu community is doing  
00:52  
regarding social justice and what there  
00:55  
is to be deaf  
00:56  
over the next hour we will introduce our  
00:59  
participants  
01:00  
i will have a couple of opening  
01:02  
statements and then we will discuss

01:04  
broad topic areas including a couple  
01:06  
questions that will be submitted  
01:09  
during this session you would like to  
01:11  
submit those questions please email our  
01:12  
student government i t director  
01:14  
jacob khan at jd khan at iastate.edu  
01:18  
and his email should be in the  
01:20  
description of the video and i'll try  
01:21  
and keep mentioning it  
01:23  
throughout um but otherwise we'll  
01:26  
go ahead and get started um so in  
01:29  
alphabetical order  
01:31  
and if our participants maybe just want  
01:33  
to give a little wave um as they're on  
01:35  
the bottom of the screen  
01:36  
um so we have adia students uh sharon  
01:39  
evans  
01:40  
and we have student body president  
01:43  
morgan fritz  
01:44  
associate vice president of public  
01:46  
safety and chief of isbp  
01:48  
michael newton we have uh  
01:52  
president of the black student alliance  
01:54  
india robinson

01:55  
and vice president for diversity  
01:57  
inclusion registered  
01:58  
and last but not least president wendy  
02:00  
winterstein  
02:01  
so i'll ask president winterstein  
02:03  
followed by dean evans and president  
02:05  
fritz  
02:06  
to give some opening remarks well jacob  
02:09  
thank you  
02:10  
and to morgan and the other leaders of  
02:13  
the iowa state university student  
02:14  
government for organizing this forum  
02:18  
our communities around the country are  
02:20  
suffering  
02:21  
the news reasons for outreach outrage  
02:24  
and  
02:24  
tragedy in the senseless killing of  
02:27  
black  
02:28  
men and women at iowa state our work  
02:31  
begins with denouncing  
02:33  
bigotry white supremacy racism  
02:37  
intolerance and by embracing our  
02:39  
principles of community  
02:41  
these principles of community say that

02:44  
we will respect each other  
02:46  
that we will engage with purpose that we  
02:48  
will work together in  
02:50  
a spirit of cooperation that we will  
02:53  
value the richness of diversity  
02:56  
create an honest environment free of  
02:59  
discrimination  
03:00  
and honestly and respectfully express  
03:02  
our ideas  
03:04  
it's a pleasure to be here today jacob  
03:06  
and i look forward to the discussion  
03:16  
well good afternoon everyone my name is  
03:19  
sharon evans and i have yet to meet  
03:22  
many of you i am the new dean of  
03:24  
students and uh  
03:26  
vice president for student affairs first  
03:29  
and foremost  
03:29  
uh i want to say thank you to our  
03:32  
student leaders for organizing this  
03:34  
forum  
03:35  
i am in my first month as dean of  
03:38  
students and it is evident that our  
03:40  
university community is highly engaged  
03:42  
and committed

03:43  
to diversity equity and inclusion and  
03:46  
issues of social justice  
03:47  
and this is a top priority for our  
03:49  
leadership team  
03:50  
i truly look forward to our discussion  
03:53  
this afternoon  
03:54  
and to hearing from our students today  
03:57  
as well as in the future so thank you  
03:58  
for having me  
04:02  
hello everyone my name is morgan fritz  
04:04  
and i'm the president of student  
04:05  
government  
04:06  
um thank you all for um joining this  
04:08  
conversation tonight  
04:10  
as well as everyone tuning in tonight um  
04:12  
also a big thank you to anna olson and  
04:14  
ellie crabb  
04:15  
for really um taking this on and  
04:18  
organizing this so  
04:19  
um thank you to them um but clearly  
04:21  
there is a lot of injustice that exists  
04:23  
within  
04:24  
the current state of our country but i  
04:26  
am so proud of the students who have

04:28  
stepped up  
04:28  
they're speaking out protesting and  
04:30  
advocating for change  
04:32  
um as a student i want every single  
04:33  
cyclone to feel welcomed  
04:35  
included and valued on our campus and  
04:37  
making sure that happens starts with  
04:39  
conversations like this  
04:40  
and continues with actionable items  
04:42  
going forward so i look forward to  
04:44  
you know starting here tonight and  
04:45  
continuing this on um in the months to  
04:48  
come  
04:50  
well thank you uh we'll get started with  
04:53  
kind of our first batch of questions  
04:55  
which i'll broadly call the campus  
04:57  
community  
04:59  
so first i'll ask miss india robinson  
05:03  
so several of the questions that will be  
05:04  
asked tonight were submitted directly  
05:06  
from members of the black student  
05:07  
alliance  
05:08  
many people listening probably don't  
05:10  
know exactly what that is

05:12  
as president of the black student  
05:14  
alliance could you go over what is  
05:16  
the vsa why was it founded and what does  
05:19  
the organization look like today at iowa  
05:22  
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  
05:43  
founded in may 1968 it was um just an  
05:46  
organization founded just so  
05:48  
can assure that um black people  
05:51  
on campus african american students have  
05:53  
the same accesses to  
05:54  
um resources have the same access to  
05:57  
education and  
05:58  
rights on campus we're dedicated to  
06:00  
uplifting the community supporting the  
06:02  
community and  
06:03  
just making sure that um everyone on  
06:05  
campus has like a place to be a place to  
06:07  
belong  
06:08  
and a place where they can see people  
06:09  
familiar to them similar to them  
06:11  
[Music]

06:15  
well thank you and i'll be sure to make  
06:17  
sure to remark when  
06:20  
the questions have been submitted by  
06:21  
members of your organization  
06:23  
okay this next question i'll  
06:26  
first direct to dr stewart um so what  
06:29  
are the current factors that exist on  
06:31  
campus that create social justice  
06:33  
imbalances  
06:34  
and how will we as a community shift  
06:37  
them  
06:38  
right yeah so i like this question a lot  
06:40  
um  
06:43  
and you have to accuse the the rather  
06:45  
direct response to it but if you if you  
06:47  
want to know what the imbalances that  
06:48  
are on campus  
06:50  
i would say very succinctly the same  
06:51  
imbalances that exist in the united  
06:53  
states of america and particularly  
06:55  
two that i wanted to underscore one i  
06:57  
wanted to to point out for faculty and  
06:59  
staff  
07:00  
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

07:45  
inclusion issues  
07:46  
so the de facto segregation piece means  
07:48  
that those same voices  
07:50  
aren't at all of the other  
07:51  
decision-making processes which could  
07:53  
improve your university  
07:54  
so if you take a talent you only put the  
07:56  
talent pool in one  
07:58  
specific phenomenon or area then you  
08:00  
don't see the  
08:03  
value of having a diverse workforce  
08:06  
so that's the de facto segregation piece  
08:08  
that exists in iowa state and and most  
08:10  
other  
08:10  
large predominantly white institutions  
08:12  
from the students piece i would say  
08:15  
this chronic experience of othering and  
08:17  
you can put the other ring in quotes  
08:19  
and othering effectively means when we  
08:21  
refer to people as  
08:22  
non-black right in your language and  
08:25  
your rhetoric and your communication  
08:27  
when you use non-black and i'm using a  
08:29  
black white binary for this answer

08:31

but it can clearly be applied to

08:34

numerous populations

08:35

this idea that you are somehow part of

08:38

um you're an addendum or you're an ad

08:40

hoc to a community

08:41

the goal of all of our work is to make

08:43

sure that that that erasure takes place

08:45

and that you're not an addendum or an

08:47

add-on

08:47

that you're a functional viable part of

08:50

the community

08:50

but but it exists it exists in society

08:53

exist

08:54

um on campus the list goes on but those

08:56

are the two that i really wanted to make

08:57

sure

08:58

that i gave some some life to the other

09:01

piece i wanted to add to that is

09:03

so there's this expression um even my

09:05

kids use it

09:06

when we talk about okay boomer right and

09:09

this this

09:10

thing is really interesting to me right

09:11

because we have this push pull between

09:14  
the generations but if you look  
09:16  
at the boomer generation and you look at  
09:18  
the generation that's that's  
09:19  
that's bringing voice right now  
09:22  
right this generation is saying we're  
09:24  
not taking this anymore  
09:26  
right we are going to take to the  
09:27  
streets we're going to take to the  
09:29  
policies we're going to  
09:30  
push and i think that this generation  
09:33  
and the boomer generation which was the  
09:35  
champion behind the civil rights  
09:37  
actually have more in common than i  
09:39  
think sometimes is characterized in the  
09:40  
media  
09:41  
so part of the conversation about how do  
09:43  
we reconcile this in iowa state  
09:45  
is to understand where those  
09:46  
intersections take place you have  
09:48  
people who have long been involved in  
09:50  
civil rights and social justice movement  
09:52  
movements both off campus  
09:53  
and on campus they can coalesce with  
09:56  
student organizations and voices

09:58  
to really make real change and then let  
10:01  
me close it out i don't want to  
10:02  
monopolize the entire time but i do  
10:06  
want to underscore that the  
10:07  
responsibility here should not  
10:10  
and will no longer rest exclusively on  
10:12  
the shoulders  
10:13  
of people of color right because people  
10:15  
are tired  
10:16  
and the weight of this is exhausting and  
10:19  
this is why you see these manifestations  
10:21  
of frustration and anger because it's a  
10:23  
byproduct of feeling like you're  
10:24  
carrying  
10:25  
the entire bucket of water by yourself  
10:28  
i'll stop there  
10:35  
and i want to encourage any of the other  
10:37  
participants to jump in  
10:38  
even if the questions maybe didn't  
10:41  
exactly  
10:41  
uh get the first address to you thank  
10:43  
you dr stewart  
10:45  
if anyone else wants to kind of address  
10:47  
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 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

12:39  
was developed that the university  
12:41  
expanding into a one  
12:42  
credit online orientation course this  
12:45  
fall for new students  
12:46  
that includes diversity equity and  
12:49  
inclusion topics  
12:50  
as well as other topics related to  
12:52  
first-year student success  
12:54  
students are often invited to  
12:56  
participate in the office of diversity  
12:58  
and inclusion programs which includes  
13:00  
campus conversations  
13:02  
and know your rights events and these  
13:04  
will take place throughout the year  
13:06  
but i think one of the most celebrated  
13:08  
programs that we also have on campus  
13:10  
is i score and end score that acronym  
13:13  
stands for iowa state conference on race  
13:16  
and ethnicity and it's very applicable  
13:18  
to what we're talking about today  
13:20  
the year 2020 marked the 20th  
13:22  
anniversary of this program  
13:24  
and it's one of iowa state's premier  
13:26  
events for our students



13:27  
our faculty and our staff it's an  
13:29  
opportunity to engage in constructive  
13:31  
dialogue  
13:32  
and enhance understanding of race and  
13:34  
ethnic issues not only on our campus  
13:37  
but in our community and across the  
13:38  
country and this particular program  
13:40  
is modeled after the national conference  
13:43  
of race and ethnicity  
13:45  
and a point of pride is that this past  
13:47  
spring more than 300 people  
13:50  
attended our 2020 ice core conference  
13:53  
but i want to underscore this um with  
13:57  
something that's very important to me  
13:59  
not only because it falls within our  
14:01  
division but  
14:02  
because it's important for people to  
14:03  
understand where  
14:05  
growth and learning takes place there  
14:07  
are numerous programs across campus  
14:11  
that students have an opportunity to  
14:13  
engage in  
14:14  
in reference to intercultural programs  
14:16  
offered and some of those programs are

14:18  
under the division of student affairs  
14:20  
i highly encourage students to take  
14:22  
advantage of these programs and  
14:23  
initiatives  
14:24  
and a great many of them exist in our  
14:27  
multicultural student affairs  
14:28  
office our lgbtqia plus center  
14:32  
and our margaret's law center for women  
14:34  
and gender equity  
14:35  
i look forward to seeing students engage  
14:37  
and i do look forward to them learning  
14:39  
as well  
14:40  
thank you and and jacob maybe i could  
14:44  
just add one uh  
14:45  
point here if that would be okay  
14:51  
i'll go for it right i i just wanted to  
14:53  
go back and  
14:54  
and and share that another part of the  
14:57  
work of reg steward our vice president  
14:59  
for diversity  
15:00  
inclusion who opened up the program here  
15:03  
really is the work he does in partnering  
15:05  
with the ames community  
15:07  
and iowa state university doesn't live

15:09  
in isolation  
15:11  
and this community that we're in is an  
15:13  
equally important part of our work  
15:15  
and and there's been some uh incredible  
15:19  
work done in terms of training with the  
15:21  
ames community but other partnerships as  
15:23  
well  
15:24  
and reg would you mind just sharing a  
15:26  
little bit about that because i think  
15:27  
that is something that everybody knows  
15:30  
uh about those efforts and about the  
15:32  
success that you've had there  
15:34  
absolutely so thank you president  
15:36  
winterstein uh three  
15:38  
jacob three items that i think are  
15:41  
valuable for people to know  
15:42  
is that just that the campus climate  
15:44  
survey of 2017  
15:45  
told us that people want a better  
15:48  
interface with the city of ames  
15:50  
that was a very discernible set of  
15:53  
findings and so we set about working  
15:54  
with the city manager and the mayor  
15:56  
on in initiatives focusing on admini and

16:00  
our efforts that we can sort of make  
16:01  
this build this bridge uh the first  
16:03  
being  
16:03  
we work with the city manager to create  
16:05  
what we call the city manager's  
16:07  
advisory board and effectively this is a  
16:09  
cross-section of people from the  
16:10  
community that sit down now with the  
16:12  
city manager  
16:13  
to talk about issues of equity and  
16:14  
inclusion within the city  
16:16  
that gave a rise to what we call the  
16:19  
ames community institute  
16:21  
so each year we send a cohort of faculty  
16:23  
and staff  
16:24  
through this community institute to  
16:25  
learn about all facets of city  
16:27  
government  
16:28  
the goal behind it is as you start to  
16:30  
see positions and and council  
16:32  
seats and commissions we're trying to  
16:35  
get more diverse representation on those  
16:37  
councils and commissions  
16:38  
but unable to really participate in that

16:40  
you need to understand how our  
16:42  
local government works so it's a  
16:43  
four-week opportunity to learn  
16:46  
and then we also built the the symposium  
16:49  
for building inclusive organizations and  
16:50  
that's designed  
16:51  
specifically for business uh we do that  
16:54  
in conjunction with the ames chamber of  
16:55  
commerce  
16:56  
and this is about workforce development  
16:57  
so people who are working in the  
16:59  
community or as you interface with  
17:00  
businesses in the community  
17:02  
we want to make sure that the businesses  
17:04  
have a better understanding  
17:06  
of the experiences of people in our  
17:08  
community but more  
17:10  
more so how they can be active change  
17:12  
agents  
17:13  
that really kind of summarizes those  
17:15  
three initiatives if i can have one more  
17:17  
minute i did want to give a quick shout  
17:19  
out  
17:19  
related to um some of the dei work that

17:22  
takes place over in academic affairs  
17:24  
a tremendous amount of the heavy lift  
17:26  
takes place from our directors of  
17:28  
multicultural student success  
17:30  
they um they are in this every day all  
17:32  
day they do a tremendous amount of work  
17:34  
we could not  
17:34  
advance the conversation without the  
17:36  
directors of multicultural student  
17:38  
success  
17:39  
we have faculty in the school of  
17:40  
sociology human development and family  
17:42  
studies history school of education etc  
17:45  
who teach and teach deeply and  
17:47  
critically they read write and research  
17:49  
in areas of diversity equity and  
17:50  
inclusion  
17:51  
so it takes place in multiple areas on  
17:54  
campus and i just wanted to make sure  
17:56  
that people knew that it takes place in  
17:58  
the classroom as well as co-curricular  
18:03  
thank you doctor i appreciate it  
18:05  
obviously there's no way we can  
18:07  
try and cover everything but thank you

18:10  
for  
18:10  
for interjecting and trying to appoint  
18:13  
students to maybe some programs they  
18:14  
weren't aware of  
18:16  
um so i think we'll move into our next  
18:18  
section i do want to remind  
18:19  
people that are listening uh to email jd  
18:22  
con it is in the video description  
18:24  
if they have questions that they would  
18:25  
like to be asked  
18:27  
but our second section i will broadly  
18:30  
call  
18:31  
disciplinary actions and policing when  
18:33  
our first two in this section were  
18:35  
submitted by  
18:36  
members of the usa directly  
18:39  
and that first one i'll ask chief newton  
18:42  
how much does iowa state fund isupd and  
18:45  
maybe get into a little bit of you know  
18:47  
where does that money come from yeah  
18:49  
absolutely i appreciate that  
18:51  
uh for first off we'll talk about the  
18:53  
department of public safety  
18:55  
so it's a more holistic approach we have

18:57  
police parking and risk management are  
18:59  
part of the department of public safety  
19:01  
but i know you all are interested in the  
19:03  
police side and the police department  
19:05  
side so that's what we'll focus here in  
19:07  
on our discussion really were funded  
19:09  
through both tuition  
19:10  
fees and general state appropriations  
19:13  
approximately 5.5 million dollars  
19:16  
is what the funding is for that the  
19:19  
police department consists of 57  
19:21  
full-time  
19:22  
employees including 41 funded positions  
19:25  
for  
19:26  
sworn police officers i don't have 41  
19:28  
police officers right now but that's  
19:29  
what we're  
19:30  
we're funded to have  
19:34  
our police department is tries really  
19:36  
hard to be full and active partners  
19:38  
in creating a welcome and inclusive  
19:41  
overall  
19:42  
campus experience for for everyone  
19:44  
that's here and i think it's important



19:45  
to point out that  
19:47  
that we don't have just police officers  
19:49  
with the police department  
19:50  
we also have full-time mental health  
19:52  
advocate we have  
19:54  
officers who um a partner in bias  
19:57  
incident response and are  
19:59  
are trained in that we look at more of a  
20:01  
community centered a community  
20:03  
approach to the work that the the folks  
20:05  
here at the police department are doing  
20:07  
we also have some student services  
20:10  
specifically that are focused towards  
20:11  
students like our isu guardian app  
20:14  
so that's our nighttime app that we  
20:17  
we fund so that folks feel safe walking  
20:19  
home at night and can use that  
20:21  
our safe ride program we do you know the  
20:24  
funding also goes towards our  
20:25  
self-defense courses and self-defense  
20:27  
training  
20:29  
also our sexual assault response team so  
20:31  
a lot of people don't understand that  
20:32  
the police department funds

20:33  
15 i have 15 nurses on staff that are  
20:36  
part of responding  
20:37  
when um sexual assault crimes uh occur  
20:40  
and and they do those uh examinations  
20:43  
and then you know the the  
20:44  
i did mention the mental health advocate  
20:46  
but that's been a super  
20:48  
important position for us to stop having  
20:51  
necessarily law enforcement respond  
20:53  
to those mental health calls for concern  
20:55  
but directing the funding more towards  
20:57  
those social service aspects  
20:59  
that are better handled by a person not  
21:01  
in a uniform  
21:02  
and so we've really tried to shift some  
21:04  
of the focus and shift to some of our  
21:06  
positions  
21:06  
now we still need the sworn police  
21:08  
officers to respond to those  
21:10  
things that happen out there but we have  
21:12  
to take a and we are taking a more  
21:13  
holistic  
21:14  
look at are there other things that we  
21:17  
can fund that will have

21:18  
a better impact on the student  
21:20  
experience  
21:21  
and make people feel more welcome and  
21:23  
invited here at iowa state  
21:29  
thank you chief newton um i have gotten  
21:32  
a comment  
21:33  
that uh just to make sure everybody  
21:35  
speaks uh loudly and clearly into their  
21:37  
microphones i'm not sure who the guilty  
21:39  
party is but  
21:40  
uh that was a comment so we'll go into  
21:43  
the next question which is also  
21:44  
submitted um directly from a member of  
21:47  
black students  
21:48  
backstage lines um and that is uh what  
21:51  
will  
21:52  
be the policies and consequences set for  
21:54  
another possible occasion of  
21:55  
discriminatory tagging on campus  
21:58  
the past has been multiple how will we  
22:00  
as a university stuff  
22:02  
and i will refer that one first to the  
22:04  
end yeah  
22:06  
um thank you for for this question and

22:09

uh

22:11

i had to think through a a great deal um

22:14

before coming forward to answer this

22:16

question because it's

22:18

it can be somewhat complex um

22:21

but let me start by saying this uh when

22:24

a community member has been found

22:26

responsible

22:27

for vandalism that's the first thing the

22:30

university will hold them accountable

22:32

and that person or persons will be

22:34

subjected to

22:35

disciplinary actions in accordance with

22:37

our policies such as the student code of

22:39

conduct

22:41

as a public institution and part of the

22:43

state government

22:44

iowa state is obligated to uphold the

22:48

first amendment and therefore

22:50

we cannot impose restrictions or

22:52

discipline individuals

22:53

based on the content of a person's

22:56

speech or because we don't agree with

22:58

their ideologies or belief

22:59

now this this is the hard part to hear

23:02

um

23:03

and we completely understand why um the

23:06

content protections

23:08

that we're speaking about include

23:10

protection of hate speech and

23:12

expressions of bigotry

23:14

but when the speech at issue

23:17

um is a true threat or harassment as

23:20

defined by our laws and university

23:23

policy

23:24

that community member will be held

23:26

responsible not only for

23:28

the vandalism but also will be

23:31

disciplined for that threatening or

23:33

harassing behavior in accordance to our

23:35

policies

23:36

it's very difficult for me to provide an

23:39

answer to

23:40

what will be the disciplinary action

23:42

because there

23:43

are factors that are different amongst

23:46

every case and there's mitigating

23:48

circumstances but

23:49  
we have clear policies and procedures  
23:51  
such as our student code of conduct  
23:53  
that can answer that but i want to also  
23:56  
note that in fact  
23:58  
the university does find these  
24:01  
expressions of bigotry  
24:03  
these expressions of hate not only  
24:05  
reprehensible but they are fundamentally  
24:08  
inconsistent  
24:09  
with our principles of community so  
24:12  
in response to this part of the question  
24:14  
concerning how do we stop the behavior  
24:18  
one of the primary approaches is  
24:19  
something that we've talked about  
24:21  
earlier in the question is that the  
24:23  
university will continue to facilitate  
24:26  
opportunities for community and  
24:28  
individual growth  
24:30  
through education and engagement this  
24:32  
includes  
24:34  
our commitment to continue to educate  
24:36  
the community about  
24:37  
any harm or hurt caused by bias and  
24:41  
discrimination

24:42  
the university will also continue to  
24:44  
condemn racist conduct  
24:45  
and finally we will continue to support  
24:49  
those individuals who were impacted by  
24:51  
this in addition to  
24:53  
holding responsible those who violate  
24:56  
our code of conduct  
24:57  
or any other type of policy within the  
24:59  
university  
25:01  
one of the things that i want to  
25:03  
encourage people to do  
25:05  
especially our students is to  
25:09  
report these incidents to our campus  
25:12  
climate reporting system when you  
25:13  
witness them  
25:15  
i always say if you know something then  
25:18  
you say something  
25:19  
the bottom line is that we're here as an  
25:21  
entire community and it's going to take  
25:24  
a community  
25:25  
to not only deter but to stop any  
25:28  
behavior on a final note  
25:31  
i would like to put this out there um  
25:35  
as kind of my thoughts and it's in

25:38  
preparation for  
25:40  
what i consider a very exceptional and  
25:43  
unique  
25:44  
fall semester so so here's our reality  
25:48  
in addition to the movement to preserve  
25:50  
and embrace black lives  
25:52  
the recent supreme court ruling on  
25:56  
transgender and gay employees  
25:58  
protections in the workplace  
26:00  
and this pending ruling on daca the fall  
26:03  
semester will bring  
26:05  
the national election and with this  
26:09  
comes many voices from all sides on  
26:11  
these national issues and these policies  
26:15  
i encourage all isu students faculty and  
26:18  
staff to engage  
26:20  
as we are an institution that embraces  
26:23  
our role as a first amendment campus  
26:25  
but most importantly i encourage you all  
26:28  
to engage in respectful dialogue  
26:31  
and respectful forms of expression and  
26:33  
if any student  
26:34  
is in need of assistance with finding  
26:36  
their voice



26:37  
the dean of students team and i are here  
26:39  
to help and so i extend that help to you  
26:42  
i look forward to engaging with you and  
26:44  
i wish everyone the best  
26:46  
as a community as we embark on this new  
26:48  
journey  
26:49  
in fall  
26:54  
thank you dean evans um  
26:59  
next question i'll direct towards chief  
27:01  
newt  
27:02  
what actions have the department of  
27:04  
public safety taken to reduce bias and  
27:06  
violence and policing  
27:07  
what actions does the department of  
27:09  
public safety plan to take in the future  
27:13  
thank you jacob for the question um you  
27:16  
know  
27:16  
here at iowa state university police and  
27:19  
and the department of public safety  
27:21  
we've had a rich tradition of really  
27:23  
pushing  
27:24  
our training making sure that officers  
27:26  
are  
27:27  
engaged in that training process and

27:30  
number of years ago  
27:31  
we expanded our annual bias training for  
27:33  
officers  
27:34  
to make sure that everybody and not just  
27:36  
our police officers but the entire  
27:37  
department of public safety  
27:39  
was getting more in the area of  
27:43  
of bias training in december  
27:46  
we held for all of our supervisors a  
27:49  
training called racial intelligence  
27:51  
and that training was a one of many that  
27:55  
we plan on doing into the future  
27:57  
it really got people to think  
27:58  
differently and think about  
28:00  
really focusing on workplace culture  
28:03  
campus culture  
28:04  
and what our role is um when we think  
28:06  
through um bias incidents and then in  
28:09  
february just luckily it was just before  
28:12  
the pandemic hit we were able to get all  
28:13  
of our police officers and dispatchers  
28:16  
that were available through that same  
28:18  
training  
28:19  
and we have a training plan moving

28:20  
forward to do more  
28:22  
plans of sending officers on to become  
28:25  
instructors in the topic i have a few  
28:27  
officers who are very interested who are  
28:29  
very passionate  
28:30  
about bias-based policing  
28:34  
racial injustice that want to really  
28:37  
focus on how do we make this a much more  
28:39  
inclusive environment  
28:40  
we also have our engagement inclusion  
28:42  
officer team  
28:44  
right now we're right around it hovers  
28:47  
between 12 and 13 members  
28:49  
of that team when i got here to iowa  
28:51  
state we had three people that were part  
28:53  
of this  
28:53  
and we've really expanded these efforts  
28:56  
and really we want to work that team i'm  
28:58  
a member of the  
28:59  
the team so it comes from the chief down  
29:02  
you you know if i if i really want  
29:03  
change in this profession the the police  
29:05  
chief has to be involved has to be  
29:07  
part of that change if we're going to um

29:10  
make that change happens  
29:12  
and so i work with the team to be active  
29:14  
and to make sure  
29:16  
that we're trying to eliminate all forms  
29:18  
of power-based depression here  
29:20  
um within the police force within um our  
29:23  
community  
29:24  
our commit our team really actively um  
29:28  
engages in making sure there's equitable  
29:30  
access to  
29:31  
all folks on campus uh when it comes to  
29:35  
working with the police you know  
29:36  
upholding really those the human  
29:38  
dignity and respect that are very  
29:41  
important to the team here  
29:42  
at the police department and all of the  
29:44  
department of public safety  
29:46  
we have a strong partnership with the  
29:49  
office of diversity inclusion  
29:51  
dr stewart's our mentor for our team and  
29:53  
we really appreciate that  
29:56  
my team meets with him very regularly  
29:58  
and meets with others  
30:00  
from his team we've been active partners

30:03  
in making sure that students see us in a  
30:05  
non-police setting  
30:06  
i think that's so super important we've  
30:10  
been  
30:10  
active in the campus conversations  
30:14  
in many of those cases we've led the  
30:15  
campus conversations  
30:17  
we we are involved in iscore and encore  
30:20  
i've had officers speak at encore  
30:22  
and we were unfortunately were accepted  
30:24  
to have four officers speak this year at  
30:26  
encore  
30:27  
and an encore got cancelled so they're  
30:30  
very  
30:30  
um upset about that because we were  
30:33  
looking forward  
30:34  
i go to encore i go to i score  
30:38  
because i want to from the top down we  
30:40  
need to to be involved in those efforts  
30:42  
it also goes to our training our  
30:45  
training is really a 15-week training  
30:47  
model  
30:48  
and part of the core competencies that  
30:50  
are in there revolve around cultural

30:52  
diversity  
30:53  
and it starts before the training it  
30:55  
starts in the hiring process we make  
30:57  
sure that we're hiring the right  
30:58  
individuals to be police officers for  
31:00  
iowa state university  
31:02  
but you also asked um i have way more i  
31:04  
could say on this but  
31:05  
you also you also asked about  
31:09  
um really what are we doing to change  
31:12  
policing not just policing at iowa state  
31:15  
but policing across the country  
31:17  
and we're active we want to be active  
31:19  
participants in that we  
31:20  
we think we can have a model here in  
31:22  
ames iowa that others want to replicate  
31:25  
and we know when it comes to the  
31:26  
engagement inclusion officer program  
31:28  
we have other campuses and other  
31:30  
communities that want to replicate that  
31:32  
program  
31:33  
yale university came to take a look at  
31:36  
our eio program  
31:38  
uc berkeley indiana university

31:42  
carlton out of canada an institution  
31:44  
canada took the program and replicated  
31:46  
it  
31:47  
on their campus so we're seeing the  
31:49  
impact  
31:50  
that the programming here at iowa state  
31:52  
has not just in policing here but across  
31:55  
the country  
31:56  
and we're going to do more of that we're  
31:57  
not done we're going to keep promoting  
31:59  
that  
32:00  
the policing can and should look  
32:01  
different in this country so that  
32:03  
that everyone feels welcome so that all  
32:06  
black lives matter  
32:13  
thank you chief uh we'll move on to  
32:16  
our third topic area which i will  
32:19  
broadly call  
32:20  
student and university interaction um  
32:23  
again if you have questions you would  
32:24  
like to be submitted please email  
32:26  
jd khan at iastate.edu the link  
32:29  
or that email should be in the video  
32:31  
description as well

32:33  
um this first question i will direct to  
32:36  
both president winterstein and dr  
32:37  
stewart  
32:39  
so on june 11th a plaque honoring wt  
32:42  
hornaday who bluntly placed black people  
32:45  
on the bronx stew  
32:47  
was removed from campus the email  
32:49  
announcing this action the student body  
32:50  
included information  
32:52  
the vice president for diversity  
32:53  
inclusion reg stewart  
32:55  
and faculty senate president carol faber  
32:57  
would co-chair a committee to create a  
32:59  
recommendation for a formal iowa state  
33:01  
university  
33:02  
renaming process what time frame can  
33:05  
students expect  
33:06  
for foreign policy is adopted and what  
33:08  
other factors would the committee be  
33:10  
looking at  
33:10  
along with just general thoughts on this  
33:13  
situation  
33:14  
well thank you jacob and and i just  
33:17  
began by sharing that here on thursday



33:19  
uh vice president reg stewart and  
33:22  
president of the faculty senate carol  
33:23  
faber and i  
33:24  
will be sitting down to talk about the  
33:26  
composition of the committee  
33:28  
and so we'll be going through that  
33:30  
process here this week and into next  
33:32  
week  
33:34  
we want to make sure that campus is  
33:36  
represented well  
33:38  
on this committee our faculty our staff  
33:40  
our students  
33:42  
uh so we'll get the committee named and  
33:44  
and then the  
33:45  
committee will begin its work  
33:48  
it's really a policy uh development  
33:50  
committee  
33:51  
is the function of this group so it  
33:54  
will ensure through its work that we  
33:57  
examine  
33:58  
historic naming and honoring decisions  
34:00  
in a consistent and well thought out  
34:03  
process with well-defined standards  
34:07  
we must ensure that these principles

34:10  
uphold the university's high standards  
34:12  
of integrity and commitment to academic  
34:15  
freedom  
34:16  
and our aspiration uh to becoming the  
34:19  
best land-grant university in the nation  
34:21  
and creating a welcoming and inclusive  
34:24  
campus  
34:25  
we are going to look at other  
34:26  
universities who have created similar  
34:28  
policies  
34:29  
as well as our own history on campus to  
34:33  
provide important  
34:34  
uh insights and to guide the development  
34:38  
of these guiding principles i mentioned  
34:41  
i believe in my campus-wide message that  
34:43  
we were looking at the stanford  
34:45  
renaming principles and if anyone has  
34:48  
time  
34:49  
to take a few minutes they can go to  
34:50  
stanford's web page  
34:53  
look down through what are the factors  
34:56  
that stanford  
34:57  
considers and you can see on their  
35:00  
page that they consider seven different

35:03  
criteria  
35:04  
in their standards so stanford will be  
35:07  
one  
35:08  
university guiding principles that  
35:10  
they'll be looking at but there are  
35:11  
other universities  
35:13  
that this policy development committee  
35:15  
will be looking at as well  
35:17  
and then i'll just ask vice president uh  
35:20  
stuart  
35:21  
what would you add to that uh red  
35:25  
thank you i think that that does  
35:27  
summarize the the structure and the  
35:29  
planning  
35:30  
going ahead we had tremendous response  
35:32  
from faculty  
35:33  
and and and professional staff uh  
35:35  
inquiring about it so within the past  
35:37  
week the number of emails that i've  
35:39  
gotten on it  
35:40  
um so we are looking forward to getting  
35:42  
getting moving on it but i did want to  
35:44  
take one step back because  
35:45  
because jacob you said any thoughts we

35:47  
had on it so since you asked me i'm  
35:49  
going to give  
35:50  
i'm going to give it to you um and it's  
35:52  
this that that um  
35:54  
this was brought to our attention by  
35:56  
students  
35:58  
students are change agents and since  
36:00  
1968 since the third world liberation  
36:03  
front at san francisco state  
36:04  
people have been pushing for change and  
36:06  
recognition and representation  
36:08  
it's our students right this is this is  
36:10  
part of a legacy and and so it was  
36:12  
i was extremely uh proud of the fact  
36:15  
that this this was brought to our  
36:16  
attention by  
36:17  
students and to underscore that i just i  
36:20  
did want to also recognize  
36:22  
our collective that is students against  
36:24  
racism that the office of equal  
36:25  
opportunity in the office of the vice  
36:27  
president for diversity inclusion have  
36:28  
been meeting  
36:29  
with students against racism uh really

36:31  
since the pandemic since we all went to  
36:33  
these virtual platforms  
36:34  
to continue the conversation so i don't  
36:36  
want anybody to think  
36:37  
that because we've been remote that we  
36:39  
haven't been working with  
36:40  
student voices our student activist and  
36:43  
this is another manifestation of it  
36:45  
we're ready to get to work on it  
36:52  
well thank you both i'll stick with you  
36:54  
dr stewart  
36:56  
um something you mentioned a little bit  
36:57  
earlier but i think would be good to go  
36:59  
more in depth on  
37:01  
uh is what activates is the university  
37:03  
pursuing to reduce  
37:04  
bias in the classroom specifically okay  
37:08  
so i'm gonna have to allow me to  
37:11  
uh i have notes on this one largely  
37:13  
because this is  
37:14  
this is housed in our academic affairs  
37:17  
and so i wanna to recognize the team  
37:19  
that works in academic affairs  
37:20  
to to bring forward this type of

37:23  
transformation  
37:25  
and and specifically i want to draw  
37:27  
attention to the center for excellence  
37:29  
in learning and teaching  
37:30  
i do want to put the caveat that um that  
37:33  
training  
37:33  
education in a virtual platform in  
37:36  
person  
37:37  
that in and of itself does not change  
37:39  
climate and culture it  
37:40  
impacts it and so we're acutely aware  
37:43  
that the training the conversation  
37:45  
is only part of the conversation but  
37:47  
this is a concerted effort under the  
37:49  
leadership of a provost wicker  
37:51  
that we try to advance this type of  
37:53  
impact in the classroom  
37:54  
so the center for excellence and  
37:56  
learning and teaching celts as we refer  
37:58  
to it  
37:59  
really has effectively three tenets  
38:01  
behind the inclusive classroom project  
38:03  
the first is focusing on course design  
38:06  
and how you intentionally teach

38:08  
on a day-to-day basis the prep work that  
38:10  
goes into bringing  
38:11  
a diverse curriculum on the evaluating  
38:13  
assessment and the work that it takes  
38:15  
for you to be able to do that in  
38:17  
mastering content not everybody has this  
38:20  
coming to their graduate and phd  
38:21  
programs  
38:22  
so it's always a development it's always  
38:23  
a learning process um and celtus help  
38:26  
helps our our faculty guide that process  
38:29  
the second is discernment and this is  
38:32  
for  
38:33  
faculty introspection and it's saying  
38:35  
what biases do we carry into the class  
38:37  
and then how do we manage classes  
38:39  
based on that bias all of us have to be  
38:41  
aware of it when i'm teaching in front  
38:42  
of a class  
38:43  
when i'm doing a workshop i always lead  
38:45  
with statements like  
38:47  
i'm a californian right and as such i  
38:50  
come with this very specific west coast  
38:52  
optic on diversity equity and inclusion

38:54  
if i don't put that out there then the  
38:56  
way that i look at this the language the  
38:58  
communication even my body  
39:00  
and mannerism style doesn't always land  
39:03  
for people who are not from that part of  
39:05  
the country so  
39:06  
being the discernment is being very  
39:08  
aware of how you enter the space  
39:10  
especially when you're the professor of  
39:11  
record and then also the final  
39:14  
is the sense of belonging is the work on  
39:16  
how do we erode  
39:18  
old inequities power imbalances in the  
39:20  
classroom  
39:21  
and this is using strategies that  
39:22  
promote a sense of belonging critical  
39:24  
elements of student learning  
39:26  
the goal is all about how you teach  
39:29  
so some of this is what you teach the  
39:31  
content and the other part is  
39:32  
how you teach it this is a constant work  
39:34  
in progress whether you're  
39:36  
a brand new faculty member or whether  
39:38  
you're a seasoned faculty member



39:39  
we always say that this is a perpetual  
39:41  
work in progress for all of us  
39:43  
including the chief diversity officer  
39:47  
spring of 2021 departments or 69 percent  
39:52  
completed this inclusive classroom  
39:54  
training  
39:55  
with reached over 1 000 faculty members  
39:58  
all the departments were scheduled to  
40:00  
participate but  
40:01  
uh because of covet 18 sessions were  
40:03  
cancelled and those are 18 sessions  
40:05  
that will be rescheduled 93 of the  
40:08  
faculty participants have identified  
40:10  
specific improvements that they can make  
40:12  
in their courses  
40:13  
and this is important using those  
40:15  
numbers and those metrics to show that  
40:16  
we are  
40:17  
registering this but we realize that  
40:19  
this alone  
40:20  
will not completely change how the  
40:23  
classroom experience manifests  
40:24  
particularly  
40:25  
for um for in this for this for this

40:28  
conversations purposes for our black  
40:30  
students but we have to  
40:31  
start somewhere and i think celt is  
40:32  
doing an excellent job  
40:34  
of moving this conversation  
40:42  
um thank you for that i'll ask the next  
40:45  
question to  
40:46  
chief newton i thank dean evans for  
40:48  
mentioning this  
40:49  
uh earlier um but this was a submitted  
40:52  
question  
40:53  
by a member of the psa to what extent  
40:55  
will students be able to challenge and  
40:57  
or protest during the academic year  
41:02  
yeah thanks for the question and  
41:05  
it's an important one and you should  
41:07  
feel free to protest right during the  
41:09  
academic year  
41:10  
if if there's a need and people feel  
41:12  
that that that's a way to get the  
41:14  
message out  
41:15  
here at the university we fully embrace  
41:17  
our role as a first amendment campus  
41:19  
we're here to help facilitate that as

41:22  
part of  
41:23  
our community we really you know want to  
41:26  
make sure  
41:26  
that that people are encouraged to come  
41:29  
out respectfully following the  
41:30  
principles of community is important  
41:32  
as we're having these dialogues but  
41:34  
peacefully protest rally  
41:36  
get your message out we're here at the  
41:37  
police department we're here to help  
41:39  
facilitate that  
41:40  
we're here to assist in planning i can  
41:43  
help  
41:44  
my team can help make sure that people  
41:47  
you know are following the proper  
41:49  
university policies and procedures  
41:51  
we've sat down with groups and we've  
41:53  
really helped them map out  
41:54  
that you know what's your goal what's  
41:56  
what are you trying to accomplish and  
41:57  
how can we here at the police department  
42:00  
assist you in reaching that goal and  
42:02  
then we have a strong partnership with  
42:04  
the dean of students office on this

42:06  
um with the demonstration safety team  
42:08  
that's led by dean evans and her team  
42:11  
and we're all here to facilitate that  
42:14  
process  
42:14  
last year we had a group of students  
42:15  
that said hey this is this is the plan  
42:18  
that we have we want to do this  
42:19  
and we were able to help them facilitate  
42:21  
how to do that  
42:22  
in a way that makes sure that they don't  
42:25  
get in any trouble that they're doing it  
42:26  
respectfully and within the law  
42:29  
and and so we're here to help in any way  
42:31  
that students need us  
42:35  
and dean evans might want to share a  
42:37  
little bit more  
42:39  
i i would just echo what um chief newton  
42:41  
is saying is that um  
42:44  
throughout my time in in student affairs  
42:46  
in higher education  
42:47  
um i've worked with numerous students on  
42:50  
their protest and demonstration efforts  
42:52  
um and that's part of my role is to do  
42:56  
just that

42:57  
and um i come from a university  
43:00  
roosevelt university in chicago  
43:02  
which is founded on social justice  
43:04  
principles  
43:05  
and so this was important to our  
43:07  
students there and  
43:09  
i was lucky enough to have a group of  
43:11  
students that were willing to allow me  
43:12  
to help them  
43:14  
make sure their voices were heard so um  
43:17  
again we encourage it um of course we  
43:20  
want you to be safe  
43:21  
because we don't want anything to happen  
43:23  
it's going to keep you from  
43:24  
sharing your voice and we also want to  
43:27  
do this in a way that is  
43:28  
actually impactful um in the manner in  
43:31  
which you want it to be impactful  
43:33  
so again i offer the invitation  
43:36  
if you need help um if you want feedback  
43:39  
um  
43:40  
please do not hesitate to come to me or  
43:42  
anyone in the dean's student's office  
43:44  
but also

43:45  
everyone that's here on this panel today  
43:48  
um we share the same sentiment and  
43:50  
reference and support in our students  
43:52  
in times of ensuring your voice is heard  
44:00  
well thank you both um we'll move on to  
44:03  
questions that were submitted um so i'll  
44:06  
just let whoever unused their mic first  
44:08  
and starts going answer um the  
44:12  
first question that was submitted was  
44:13  
how do we help black and brown students  
44:16  
achieve equity on campus  
44:34  
hi um through black student alliance um  
44:38  
one thing that we do is in our general  
44:40  
audience um  
44:41  
meetings that we host um we typically go  
44:44  
over  
44:44  
um not just political but we go over  
44:47  
professional  
44:48  
development so if they ever want to  
44:50  
reach out to us to get us to go to  
44:52  
throw together that one meeting that  
44:54  
they want to um  
44:56  
advocate for that things we can go over  
44:58  
the processes and steps that can go

45:00  
along with that so  
45:01  
definitely reaching out to us as an  
45:02  
organization on campus  
45:04  
whether it's our vice president the  
45:06  
president our advisors who um  
45:08  
host at the multicultural center on  
45:09  
campus um in so many routes that you can  
45:11  
reach out to us  
45:12  
and have us just throw together  
45:14  
something so we can  
45:16  
make sure that we're getting out that  
45:18  
information so you're not alone in that  
45:20  
equity that you are trying to um provide  
45:22  
on campus yeah  
45:23  
mm-hmm oh build on  
45:26  
sorry president went to snap to you no  
45:28  
go ahead go ahead rich  
45:30  
sure i would say i want to build on that  
45:32  
from a faculty and staff perspective  
45:34  
uh active participation engagement in  
45:37  
our black faculty and staff  
45:38  
uh association uh uh this was a great  
45:41  
noontime activity it was a our virtual  
45:43  
journey

45:44  
celebration and it was a lot of fun so  
45:46  
so there are opportunities for you to  
45:48  
engage in  
45:49  
community whether you identify as black  
45:52  
african-american pan-african  
45:54  
or you want to learn more and about the  
45:57  
culture there's all there's always  
45:58  
participation opportunities  
46:00  
but then the second piece i'll add to  
46:01  
that is i really really really need you  
46:04  
to educate yourself  
46:05  
um and what that partially what that is  
46:07  
and there's a lot of internet talk on  
46:09  
this  
46:09  
is being very mindful not to walk up to  
46:11  
someone and say hey i really want to be  
46:13  
involved what book should i read  
46:16  
take some initiative use google use siri  
46:20  
use alexa ask for recommended reading  
46:23  
list right um  
46:24  
because the reality is if i want to  
46:25  
learn more about  
46:27  
the greek roman empire i don't call the  
46:29  
history department and ask them for what



46:31  
book to read you know i use some some  
46:32  
natural motivation  
46:34  
and inquiry to go do this so part of  
46:36  
what this is saying is you have to be  
46:38  
a participant in this society and so  
46:41  
when we're talking about  
46:42  
black lives and black engagement what  
46:45  
this this really means be  
46:46  
part of the conversation you don't get  
46:49  
to be a warrior anymore you don't get to  
46:50  
be a fly on the wall  
46:51  
and just sort of watch this unfold you  
46:53  
actually have to  
46:54  
to dig in and part of that is educating  
46:57  
yourself there are phenomenal books  
46:59  
to educate yourself but i would love it  
47:01  
if you came to me  
47:02  
and said i just finished reading this  
47:04  
what do you think as opposed to  
47:07  
which what book should i read now as a  
47:09  
chief diversity officer  
47:11  
what book to read i'm going to tell you  
47:13  
but but that's my job i'm talking about  
47:15  
for the rest of campus it is okay for

47:17  
you to take the initiative  
47:18  
to find things to read i'll stop there  
47:22  
those are great comments reg and i just  
47:24  
want to remind everybody of a few  
47:26  
earlier comments made in in the dean of  
47:29  
students  
47:30  
office the multicultural student affairs  
47:34  
group the msa group  
47:36  
great programs to help our uh  
47:39  
black uh indigenous people of color  
47:42  
students i  
47:43  
these programs are fabulous within the  
47:45  
colleges  
47:46  
reg already mentioned the directors of  
47:48  
multicultural student success  
47:50  
uh and then our student affairs offices  
47:54  
within the college as well  
47:56  
so so really uh there are some great  
47:58  
places to connect  
47:59  
and to find uh some if you need  
48:02  
assistance to find assistance  
48:04  
but also to connect yeah i would also  
48:07  
say that  
48:08  
student government plays a role in this

48:09  
as well  
48:11  
and i think has two parts to it and the  
48:12  
first of those is representation  
48:15  
um so we are here to represent all  
48:17  
students and kind of be  
48:18  
a liaison between students and the  
48:20  
university so if there are ever issues  
48:23  
or things that need changing um  
48:26  
please come to us reach out to us we  
48:28  
really want to be a part of those  
48:30  
conversations  
48:31  
you know try and make campuses best it  
48:33  
can possibly be for all students  
48:35  
additionally you know get involved in  
48:37  
student government there are committees  
48:39  
that open up during the fall  
48:40  
that impact all areas of campus and we'd  
48:43  
love to have  
48:44  
a lot of students on those additionally  
48:47  
funding is another thing um we  
48:49  
allocate the student activity fee um to  
48:52  
various you know organizations events  
48:54  
and individuals and so  
48:55  
um if there are ever you know social

48:57  
justice conferences across the country  
48:59  
that you would like to attend we can  
49:00  
provide  
49:01  
funding to go to those if there are ever  
49:04  
an event that you'd like to see on  
49:05  
campus that  
49:06  
we are lacking you can come to us for  
49:07  
event funding and  
49:09  
you know plan that and get that on our  
49:11  
own campus here so  
49:12  
that's kind of student government's role  
49:14  
in that but you know please reach out to  
49:16  
us get involved  
49:17  
we would love that and if i can  
49:20  
comment jacob if that's okay and you  
49:23  
know  
49:24  
part of my role as dean of students is  
49:26  
to  
49:28  
um  
49:30  
be able to communicate um  
49:33  
the nature of the student body um  
49:36  
and part of that is my being able to  
49:40  
know about  
49:41  
when there are inequities that are

49:43  
happening to individual students or  
49:45  
groups of students  
49:46  
and so one of my big pleas is to  
49:49  
communicate with us  
49:51  
um when there's something that is not  
49:53  
right it's inequitable  
49:54  
it's discriminatory we realize that in  
49:57  
functions that are this large as an  
49:59  
institution sometimes there are things  
50:01  
that are so ingrained  
50:02  
um it's not very clear until someone  
50:04  
brings it to our attention  
50:06  
turn the mirror on us and force us to  
50:09  
dig deep  
50:10  
and to look at this and critically think  
50:12  
about  
50:13  
where the inequities lie and how we can  
50:16  
go about  
50:16  
ensuring that those inequities are  
50:18  
erased so  
50:20  
even something as simple as if we end up  
50:22  
doing another campus climate study  
50:25  
be one of those people that respond to  
50:27  
the study take the time to figure those

50:29  
out but also  
50:30  
don't be afraid to informally walk into  
50:33  
our offices or  
50:34  
send us an email or reach out via phone  
50:37  
or text to let us know that there's  
50:38  
something going on that is not right  
50:43  
and uh dean evans i'll stick with you  
50:45  
real quick on that point  
50:46  
um someone asked a question of you know  
50:48  
who should they reach out to if they  
50:50  
feel they have been treated unfairly  
50:52  
or if they don't feel safe on campus um  
50:54  
so  
50:55  
i think that kind of ties into what you  
50:57  
were just saying if you want to kind of  
50:58  
just specifically address  
51:00  
if they don't feel safe on campus  
51:03  
okay so i'm still learning i'm going to  
51:05  
say that um so i'm gonna try  
51:08  
to recite the avenues that i'm aware of  
51:10  
and i'm gonna ask  
51:11  
um my colleagues and the president to  
51:13  
chime in if i miss something  
51:15  
number one obviously the dean of

51:17  
students is a wonderful starting place  
51:19  
if you're not sure where to go  
51:21  
you can start with us and we'll get you  
51:22  
to where you need to go  
51:24  
i think we mentioned earlier that we  
51:26  
have this campus climate reporting  
51:28  
system as well  
51:29  
um and that and reg can talk about dr  
51:32  
stewart i'm sorry  
51:33  
can talk about um the impact of when  
51:36  
students use that system and how that  
51:38  
helps us to be able to respond and plan  
51:41  
strategically  
51:42  
um but i also think that in any  
51:45  
immediate situation where you are not  
51:47  
feeling safe for whatever reason that's  
51:50  
where our  
51:51  
chief newton and our isupd come into  
51:53  
play  
51:55  
but just about any professional on  
51:58  
campus including our faculty and our  
52:00  
administrators  
52:02  
are prepped and ready to assist any  
52:05  
student

52:06  
that has some issues or feel as though  
52:08  
they're unsafe  
52:09  
and i'll ask my colleagues to chime in  
52:16  
i think that was a great response dean  
52:18  
evans uh and really  
52:20  
don't have very much uh uh to add to  
52:22  
that but i would ask chief newton  
52:24  
you know we have an app that is just if  
52:26  
you're out on campus  
52:27  
you don't want to walk home by yourself  
52:29  
is do we still have that app working  
52:31  
chief newton  
52:32  
yeah absolutely it's our guardian app  
52:35  
and there's also  
52:36  
a reporting mechanism within that that  
52:38  
you can send us  
52:40  
tips or other issues and and things that  
52:42  
are happening  
52:43  
happening during 6 p.m to the early  
52:46  
morning hours  
52:47  
you can actually get a virtual walk home  
52:49  
from one of our police dispatchers  
52:51  
as well as part of that or you can have  
52:52  
your friends and family monitor you



52:54  
while you're walking home  
52:56  
to feel a little more safe and secure  
52:59  
and some of it  
53:00  
you know as i hear people say they they  
53:02  
feel  
53:03  
unsafe i know there's different  
53:05  
different meanings behind that  
53:06  
that feeling unsafe and and i think some  
53:09  
of it we have to get to the root cause  
53:11  
of  
53:11  
of what that feeling is it's not  
53:13  
necessarily about personal safety  
53:15  
there's other mechanisms and other  
53:18  
issues that  
53:19  
that go beyond that that i really hope  
53:22  
we can get to the  
53:23  
of as we talk over the next year  
53:28  
well thank you um so i will move into  
53:31  
the  
53:32  
closing remarks um part and i'll just uh  
53:35  
go through  
53:36  
let's go everyone through alphabetically  
53:38  
and everyone will have a chance to share  
53:40  
kind of their closing remarks or

53:41  
thoughts or you know what we need to do  
53:43  
going forward so  
53:44  
i'll just read them off i'll read your  
53:46  
names off once and  
53:47  
hopefully we all can remember uh the  
53:50  
order so first we'll go with dean evans  
53:52  
president fritz chief newton um  
53:56  
president robinson dr stewart and then  
53:59  
wendy winters  
54:04  
i didn't want to go first but i'll try  
54:07  
um i just want to thank student  
54:10  
government and our student leaders  
54:11  
for putting this together um it's so  
54:14  
timely  
54:15  
and it's so needed um and it is  
54:18  
impactful  
54:19  
for a number of people that's here and  
54:21  
also hopefully those that are watching  
54:23  
from abroad i just want to reiterate  
54:27  
that  
54:29  
not only is the university committed to  
54:32  
advancing our campus climate but  
54:35  
personally as an individual i'm  
54:36  
committed to that as well

54:38  
it has been a very difficult summer for  
54:41  
a number of reasons and the number of  
54:42  
those reasons have to do with  
54:44  
our national climate especially dealing  
54:47  
with um the loss of black lives just  
54:50  
unexplicitly  
54:52  
but also um just the tension that exists  
54:56  
um concerning other things and so i  
54:59  
just want to encourage our students to  
55:02  
um  
55:03  
hang in there keep sharing your voice be  
55:06  
safe of course make smart decisions um  
55:09  
and know that we're here for you  
55:11  
as a university and as a community so  
55:14  
don't hesitate to use us in that manner  
55:17  
because we  
55:18  
we understand and we hear you and we  
55:21  
want to help you  
55:27  
yeah so you know as students we're here  
55:29  
to receive an edu  
55:30  
and that is not just education with  
55:33  
inside  
55:35  
um but that's education you know outside  
55:37  
as well so

55:38  
you know we're here to learn from each  
55:39  
other respect each other and  
55:41  
act for each other a lot of the students  
55:44  
who have  
55:45  
um displayed that um within these past  
55:47  
few weeks  
55:48  
and i'm really excited to see how we all  
55:50  
continue that within  
55:51  
the coming semester um and beyond and so  
55:54  
you know the injustice that we see  
55:56  
within  
55:57  
our justice system is not something that  
56:00  
you know fixing that does not just fall  
56:01  
on the people who want to be police  
56:03  
officers or prosecutors  
56:04  
um you know etc that falls on every  
56:06  
single person because  
56:08  
um it's a much larger system than that  
56:10  
so  
56:11  
you know every single person in every  
56:13  
single major is going to  
56:15  
have to be a part of this and it falls  
56:16  
with on um on all of us to  
56:19  
help try and fix this so um i look

56:21  
forward to the work that will be done  
56:23  
this year  
56:23  
and going forward  
56:27  
thank you for inviting us to this i  
56:30  
really appreciate it and i want you to  
56:32  
know that  
56:33  
i'm i'm open to come and speak with any  
56:35  
group any group that wants me  
56:37  
or anybody on my team to come in and  
56:39  
speak answer questions  
56:40  
answer the tough questions i'm there i  
56:43  
want to be part of the solution  
56:45  
feel free to meet with me individually  
56:47  
one-on-one i had  
56:49  
some folks i met with today to talk  
56:50  
about this this very topic and it  
56:53  
it's important ask me to join our  
56:55  
student advisory board i have a student  
56:57  
advisory board  
56:58  
not everybody realizes that and it's a  
57:00  
great  
57:01  
it's a great group i will tell you the  
57:03  
week-long training isn't going to solve  
57:05  
the issues that we have in law

57:06  
enforcement  
57:07  
i'm going to tell you that this says to  
57:08  
be something that we change at the core  
57:11  
it's going to take a true core change  
57:13  
and it  
57:14  
it starts from the beginning from our  
57:16  
recruitment our hiring  
57:17  
all of those processes that we have and  
57:19  
we have to teach respect and we have to  
57:21  
teach our police officers that  
57:23  
that they have to think differently than  
57:26  
than we once thought  
57:28  
we're here for the entire community i  
57:29  
want people to know that  
57:31  
and uh we want to be part of the  
57:33  
solution um  
57:34  
i do believe that things that we're  
57:35  
working on here and doing here in ames  
57:37  
iowa and  
57:38  
iowa state can really have a lasting  
57:40  
impact beyond our campus and beyond our  
57:42  
community and  
57:43  
that's one of our goals the vision for  
57:45  
for this department and this

57:46  
organization is pursuing excellence in  
57:48  
public safety while moving forward  
57:50  
building community  
57:51  
building community is one of the things  
57:53  
i've strived for since i got here and  
57:55  
it's something that i will continue to  
57:56  
push for this organization  
57:58  
um we're about actions not just words  
58:01  
that's important to me  
58:02  
we're going to be there right alongside  
58:04  
we're full partners and we're allies in  
58:06  
this together  
58:07  
and we and i know we can make a long  
58:09  
lasting positive change  
58:11  
in ames iowa story county the most  
58:13  
welcoming inclusive place for everyone  
58:15  
um here i'm in the fight with you  
58:19  
i'm here to be with you i'm here to  
58:21  
support and i'm here to  
58:22  
to change the culture and change what's  
58:24  
happening here at iowa state  
58:25  
so thank you  
58:29  
and yeah my closing remark would  
58:30  
basically be um

58:32  
that we as black student alliance we  
58:34  
welcome the vulnerable we welcome the  
58:35  
ones who want to be educated in our  
58:37  
general audience members  
58:39  
meetings and all of that and all of our  
58:41  
events we really want everyone to feel  
58:43  
welcomed in that community space whether  
58:44  
you're african-american um brown  
58:46  
or any descent um we just really want  
58:49  
everyone to  
58:50  
feel welcomed in that environment if you  
58:52  
are seeking to be educated if you are  
58:54  
seeking to  
58:55  
learn more about the community learn  
58:56  
more about the things we go through  
58:58  
learn more about the changes that we are  
59:00  
trying to make so  
59:01  
always feel welcomed with us always feel  
59:03  
welcomed with our organization  
59:07  
thank you i would like to express  
59:09  
appreciation for jacob and morgan  
59:11  
specifically for centering this  
59:13  
conversation on blackness  
59:15  
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 black 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

59:58  
conversation  
59:59  
i i guess i'd like to begin by just  
60:01  
saying if anyone needs help  
60:03  
in any way this summer time not not just  
60:05  
when we get back to school in the fall  
60:08  
but if our students need help now uh  
60:10  
whether it's about any fears anxiety  
60:13  
stress  
60:14  
i hope they will reach out so you have  
60:17  
met  
60:17  
uh and spent some time today with vice  
60:20  
president reg stewart  
60:21  
with chief newton with dean sharon evans  
60:25  
and and so whether it's one of those  
60:27  
individuals or it's the telan  
60:29  
student health center we have resources  
60:31  
to help you  
60:33  
if you need any assistance uh during the  
60:35  
summer time and i know  
60:37  
there's a set of other actions going on  
60:40  
through  
60:40  
uh vice president stewart's office  
60:43  
through the dean of students  
60:45  
so so stay engaged with us uh as we go

60:47  
through the rest of this summer  
60:50  
it's clear given the terrible things  
60:52  
that have happened  
60:53  
just in the last few weeks that change  
60:57  
has to occur  
60:59  
this is the moment where we can all join  
61:02  
together  
61:03  
and truly create the community that we  
61:06  
want to have  
61:07  
a community of care and empathy and  
61:10  
welcome for everyone and so that's what  
61:14  
i'm committed to  
61:15  
as president of iowa state university  
61:18  
and i look forward to working with all  
61:20  
of you to achieve that so  
61:21  
thank you again for the opportunity to  
61:23  
be with you today  
61:27  
well thank you for everyone that tuned  
61:28  
in this video will remain on the student  
61:31  
government youtube page  
61:32  
uh for forever so please refer back to  
61:35  
it or share it  
61:36  
with people that you know if you found  
61:37  
the conversation useful

61:39

everyone in this forum as well as i'll

61:41

do it myself

61:43

please reach out to any of us if you

61:45

have any issues or if you have questions

61:48

or concerns and together hopefully we

61:51

can make this

61:52

a year of change and have that year last

61:55

for the receivable future

61:56

thank you everybody and