

DIVERSITY, EQUITY, AND INCLUSION RESOURCES FOR FACULTY

As a faculty member of the University of Iowa, you can get involved with Diversity, Equity, and Inclusion (DEI) in many ways. In accordance with the University of Iowa's Strategic Plan, Diversity, Equity, and Inclusion is the work of everyone on campus, not just a select few. Please Contact Us for ideas or help if you are not sure how you can have an impact on DEI work here on our campus.



HOW TO GET INVOLVED

► **Become Familiar with the UI [DEI Action Plan](#)**

The 2019-2021 Excellence through Diversity, Equity, and Inclusion Action Plan represents the culmination of a multi-year assessment and engagement process. The plan has been designed to provide a campus roadmap to guide diversity, equity, and inclusion initiatives for the next two years in anticipation of the campus-wide strategic planning process that will commence in 2021.

► **Learn About the [Division of Diversity, Equity, and Inclusion](#)**

The Division of Diversity, Equity, and Inclusion consists of three Units: The Center for Diversity and Enrichment (CDE), The office of Equal Opportunity and Diversity (EOD), and Diversity Resources. Each unit fulfills a need on our campus with regards to diversity, equity, and inclusion.

Within the Division of Diversity, Equity, and Inclusion, the [Center for Diversity and Enrichment \(CDE\)](#) provides programs and services that support the ability of underrepresented students to thrive and succeed at the University of Iowa. CDE provides services geared towards student enrichment and development, K-12 pipeline and access, community building, and diversity training.

[Equal Opportunity and Diversity \(EOD\)](#) is another unit within the Division of Diversity, Equity, and Inclusion. This office implements diversity policies at the University of Iowa and supports the university's compliance with federal/state laws and regulations and university policies prohibiting discrimination, harassment, retaliation and sexual harassment by or towards any UI community member.

Communities the Division Serves

The Division of Diversity, Equity, and Inclusion serves many communities on campus and beyond. For Information, please go to the [Communities we Serve](#) on our website.

Annual Updates on DEI on campus

All members of the UI community are invited to join the Division of Diversity, Equity, and Inclusion every January for an Annual Update on Diversity, Equity, and Inclusion. This address provides a valuable opportunity for us to come together as a community to reflect on accomplishments, establish shared objectives, and plan for the future.

► **Make sure your course materials, websites, and other media are fully [accessible](#)**

The University of Iowa encourages you to make sure your course materials are accessible for students using assistive technology and we have tools to help you make that happen. Please reach out to the division of diversity, equity, and inclusion or ITS if you need help with this.

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► Join a Diversity Council

[UI Diversity Councils](#) are open to anyone who identifies as a member of each specific group, and to anyone, regardless of their identities, who wants to support different groups of people on our campus. Each council is open to faculty and staff, with some open to graduate and undergraduate students. There are currently seven diversity councils on campus:

The African American Council
Council on Disability Awareness
Council on the Status of Women
LGBTQ+ Council
Native American Council
Pan Asian Council
UI Latinx Council

► Attend DEI Trainings

Within the Division of Diversity, Equity, and Inclusion, [The Diversity Resources Unit](#) offers several training programs related to diversity, equity, and inclusion. Examples are:

The LGBTQ Safe Zone Project: The Safe Zone Project is a campus-wide program that offers a visible message of inclusion, affirmation, and support to lesbian, gay, bisexual, transgender, and queer (LGBTQ) people in the university community.

Participants attend up to three educational workshops to learn about the LGBTQ experience and campus/community resources. After completing Phase I and Phase II workshops, participants may choose to become a recognized Safe Zone by displaying the Safe Zone symbol in their workspace.

BUILD Training: The BUILD initiative is an opportunity for UI faculty and staff to gain strategic knowledge and skills to contribute to a welcoming and inclusive environment for all. By completing a series of workshops, participants will earn a certificate demonstrating their commitment as leaders for diversity, equity, and inclusion in the workplace and classroom.

Nation Coalition Building Institute (NCBI): NCBI workshops and principles are being used on hundreds of campuses, K-12 schools, corporations, law enforcement programs, communities, domestic and international political organizations, and even in peace negotiations. At the University of Iowa, our team offers the following courses free of charge, to the campus and community.

Leadership for Equity & Inclusion: This full-day workshop invites participants to reflect on how identity has shaped their experiences and their leadership, while working together to build skills for coalition-building and effectively interrupting hurtful comments and behaviors.

Building Effective Relationships Across Group Lines: This four hour workshop will encourage participants to explore how our identities shape our experiences and our interactions with others, as well as the dynamics that get in the way of effective relationship-building across difference.

Conflict & Controversial Issues: This four-hour process gives leaders skills to deal constructively with tough conflicts, enabling them to move disputing parties toward future cooperation. Highly interactive, leaders engage in learning by dialoguing about a real controversy that exists in the room.

► Useful Links:

To learn more about [DEI efforts across campus](#):
diversity.uiowa.edu/about/dei-across-campus

To learn more about [DEI data at the University of Iowa](#):
diversity.uiowa.edu/data-and-reports

To learn more about [DEI Funding possibilities](#):
diversity.uiowa.edu/resources/funding-requests

For [DEI Action Plan updates](#):
diversity.uiowa.edu/action-planning/diversity-equity-and-inclusion-action-plan-updates

[Inclusive Teaching and Diversity](#):
teach.its.uiowa.edu/resources/collections/inclusive-teaching-and-diversity

LEARN MORE

ddei-contact@uiowa.edu diversity.uiowa.edu
319-384-1538 UCC Suite 2750, Iowa City, IA 52242

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