

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

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**Council Motion:** To Define Antiracist Efforts of the Professional and Scientific Council to Strengthen Campus Equity, Diversity, and Inclusion

**Submitted by:** Executive Committee

**Date:** June 25, 2020

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**Whereas:** Our Iowa State University community members of color face acts of discrimination and violence through overt actions and microaggressions.

**Whereas:** The Professional and Scientific Council is aware of the historic, recent, and ongoing acts of anti-black racism, police brutality, and violence committed against citizens and in particular Black people and communities of color.

**Whereas:** Goal 4 of the Iowa State University Strategic Plan, Subgoal 4.2, states that the University shall “Enhance the safety, health, well-being, and security of faculty, staff, students, and visitors.”

**Whereas:** Goal 4 of the Iowa State University Strategic Plan, Subgoal 4.3, states that the University shall “Create, expand, and invest in opportunities for faculty, staff, and students to connect and build meaningful relations with others while recognizing the multiple intersecting identities, perspectives and developmental differences people hold.”

**Whereas:** The Professional and Scientific Council remains committed to serving as a resource and an advocate for Professional and Scientific Employees, identifying the needs of its constituents, providing information and advice in response to those needs, and assisting in fulfilling the mission of Iowa State University, while representing all Iowa State University P&S Employees in the University’s shared governance structure.

**It is Moved:** The Professional and Scientific Council denounce acts of racism, discrimination, and violence through overt actions and microaggressions.

**It is Moved:** The Professional and Scientific Council continues its commitment and strengthens its resolve to stand up in support of marginalized individuals and communities.

**It is Moved:** The Professional and Scientific Council continues its commitment to provide educational opportunities regarding racism, marginalization, equity, and inclusion by remaining committed to engaging Iowa State University P&S Employees in dialogue through programming on topics including but not limited to implicit bias, whiteness, racism, marginalization, inclusion, and supporting members of our community through the Council Seminar Series events and the Professional and Scientific Council Professional Development Conference.

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- It is Moved:** The Professional and Scientific Council strengthen its resolve to hold ourselves and one another accountable for listening, learning, and addressing our own learned prejudices and implicit biases by committing to engage in the efforts of the Office of the Vice President for Diversity and Inclusion to educate staff. These efforts include promoting events and encouraging participation by the Council Executive Committee, Council members, and all university employees in events including but not limited to the following:
- Campus Conversations: A space where the campus community can engage in dialogue about current events impacting climate.
  - Know Your Rights: A series of educational workshops, where experts are brought together to share legal rights information related to current events impacting the community.
  - Step Up Against Discrimination: A program to educate and empower participants on how to safely intervene during and after incidents of discrimination.
- It is Moved:** The Professional and Scientific Council work to strengthen the connection between the work of the Office of the Vice President for Diversity and Inclusion and the Professional and Scientific Council's efforts through regular communication and consultation on events and strategic planning and representation by the Council Vice President for Equity and Inclusion (or their designee) on the Vice President for Diversity and Inclusion (VPDI) Council in an official capacity.
- It is Moved:** The Professional and Scientific Council support the efforts of the Iowa State University Police Department to engage in the unlearning and learning necessary to be active in anti-racist action and service and their focus on educating the community and officers on cultural competency and how law enforcement has historically and continues to impact communities of color by inviting the Chief of the Iowa State University Police Department to present the work of the ISU PD at least annually to maintain a connection with ISU PD and to provide an update to P&S Employees on the work in which ISU PD is engaging.
- It is Moved:** The Professional and Scientific Council support University Leadership and their statements denouncing anti-black racism, police brutality, and violence against community members of color and commit to working toward establishing more actively antiracist policies and procedures.
- Distribution:** Wendy Wintersteen, University President  
Jonathan Wickert, Senior Vice President and Provost  
Erin Baldwin, Interim Senior Vice President for Student Affairs  
Pam Cain, Interim Senior Vice President for University Services  
Reginald Stewart, Vice President for Diversity and Inclusion  
Michael Newton, Associate Vice President for Public Safety, Chief of Police  
Carol Faber, Faculty Senate, President  
Morgan Fritz, Student Government. President  
Eleanor Field, Graduate and Professional Student Senate, President