Campus Inclusion Team

After a review of its first full year, the Campus Inclusion Team (CIT) to be co-led by staff members in the Office of the Dean of Students, Multicultural and International Student Support and Engagement, and the Women's Resource and Action Center. CIT provides support and resources to students experiencing a concern related to a bias surrounding diversity, equity, and inclusion. CIT meets with students, provides access to supportive resources, and helps students identifying reporting options as needed. Data is maintained regarding the situations of concern but is not connected to any identifying student information. Additional information about CIT can be found at https://inclusionteam.uiowa.edu/.

During the 2018-2019 year, 68 incidents were reported to the CIT. Some incidents involved more than one impacted student and many involved multiple types of bias being reported, as noted below. From these reports, Campus Inclusion Team members outreached and provided support to 149 students that were identified as being directly impacted by the incidents. In certain instances, campus partners, including Residence Education and the Office of the Sexual Misconduct Response Coordinator, followed up with impacted and involved students. Student response to CIT outreach varied from no response to replying to an email to report they did not need assistance to meeting with members of CIT. In all instances, students were provided access to a variety of campus resources to assist. Members of CIT also followed up on behalf of students by communicating with other campus departments to seek additional information and to coordinate support.

As noted above, the type of bias reported is not equal to the number of incidents reported as some instances have more than one type of bias that occurred. It should also be noted that an incident may have more than one affected student, but the type of bias represented would still only be counted as one in the chart below.
As evident in the below graph, on-campus residence halls comprise the vast majority of locations in the reports. One reason for this is the high level of training and presence of residence hall staff with the responsibility to report concerns. Of the 32 residence hall incidents, 14 of the reports involved concerns found on property, such as a dry erase board or a sign. Hall coordinators and other leadership within the department were aware of each incident and collaborated with CIT in responding and supporting students.