Campus Inclusion Team

Following a successful pilot semester, the Campus Inclusion Team (CIT) completed its first full academic year. Co-managed by the Office of the Dean of Students and the Center for Diversity and Enrichment, 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 2017-2018 year, 53 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 74 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, instead followed up additional impacted and involved students. In addition to direct outreach, one report compelled a campus-wide email notification, sent by the Chief Diversity Office. Another situation led the Vice President for Student Life to directly outreach to students impacted. Student response to CIT outreach varied from no response, 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 impacted students by communicating with other campus offices to seek additional information and to coordinate support for impacted parties.

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 occurs. It should also be noted that an incident may have more than one impacted party, but the type of bias represented would still only be counted as one in the chart below.

Types of Bias Reported

- Xenophobic: 7
- Religious: 7
- Race: 14
- Sexual Orientation: 6
- Gender Identity: 27

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As evident in the below graph, on-campus residence halls comprise the vast majority of the locations of the report. One reason for this would be the high level of training and presence of residence hall staff with the responsibility to report concerns. Hall coordinators and other leadership within the department were aware of each incident and collaborated in response to involved and impacted individuals.