

To: President Martin C. Jischke

DRAFT B

From: The Diversity Steering Committee

Date: May 1, 1996

Re: Meeting, April 26, 1996

Thank you for meeting with us on April 26. As a result of the meeting ~~we will continue to be involved in the search for the Affirmative Action Officer.~~ Members of the Diversity Steering Committee, (DSC), ~~will encourage broad involvement in the interviews scheduled May 6 and 7 for Deborah Love.~~ *participated open forum*

The Diversity Steering Committee will also, as a result of your request, support a series of meetings to be held during the Summer and Fall 1996 to discuss the proposal developed by Uche Nnadi to resolve the issues associated with the naming of Carrie Chapman Catt Hall. A letter to the Iowa State University from the Diversity Steering Committee, inviting participation in the meetings, ~~will be published in the Daily and Inside Iowa State~~ *has been will be published in the*

The final segment of our meeting with you concerned the recommendations which were submitted to you by the Diversity Steering Committee on February 21, 1996. We deeply regret your perception that the recommendations are, to use your words, "at odds" with the diversity agenda which you are working on, i.e., identifying the Affirmative Action Officer, researching the court cases related to affirmative action, strengthening the African American Studies Program, securing financial aid for minority and other students, implementing the diversity and international curriculum requirements, resolving the issues of the Black Cultural Center, and Carrie Chapman Catt Hall.

The recommendations which we presented have their basis in the work of the Diversity Steering Committee since 1991. As you know, the DSC fielded surveys of the three ISU groups: faculty, staff, and students, in 1993. The data derived from those surveys and the 37 focus groups sponsored by the DSC clearly indicate the need for fundamental improvements in the climate at Iowa State University. The recommendations which we submitted to you were intended to achieve those improvements. We believe that they represent a responsible realization of our purpose as articulated by you on April 26th, i.e., to monitor the climate for diversity and make recommendations for improvement

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It is our hope that the ~~dialog~~ regarding the recommendations can continue. In the meantime, we will work with the various organizations on campus to share the recommendations and attempt to ensure that the climate for diversity at Iowa State University is one which will enable you to achieve your agenda. We believe that ~~your~~ *the university's* efforts will only be successful if the university community believes that there is a commitment to issues affecting diversity on the part of all of its members, ~~especially the president.~~

We believe hope that our perspective and suggestions will continue to be helpful to you