

ISCORE

Champions The ISU Foundation & The ISU Alumni Association

The **Iowa State University Foundation** and the **Iowa State University Alumni Association** are proud to be selected as the 2020 NCORE-ISCORE Project Champions. This year marks a significant milestone for the program – the 20th anniversary of the Iowa State Conference on Race and Ethnicity. We are honored to help celebrate this accomplishment.

Diversity and inclusion are important to the organizational culture at both the Iowa State University Foundation and the Iowa State University Alumni Association. The foundation recognizes and encourages different perspectives as a source of strength and knows diverse points of view enhance outcomes. The Alumni Association is committed to cultivating the Iowa State experience where faculty, staff, students, and visitors are safe and feel welcomed, supported, included, and valued by the university and each other.

We recognize that our alumni and friends engage with, give to, and volunteer for Iowa State University in different ways and for a multitude of reasons. Some do so to honor positive experiences and cherished memories of their time at Iowa State, while others do so to create a more equitable experience for current and future students and employees. Regardless of the reason or method, we sincerely appreciate their generosity, support, and time in supporting President Wintersteen's vision to make Iowa State University the most welcoming and inclusive land-grant institution in the country.

This past year, we joined efforts in our diversity and inclusion work to achieve common goals. This collaboration as NCORE-ISCORE Project Champions serves as a meaningful step in our collective journey.

Thank you for your participation today and your help in strengthening the Iowa State University community.

Sincerely,



Larissa Holtmyer-Jones
President & CEO,
Iowa State University Foundation



Jeff Johnson
Lora and Russ Talbot
Endowed President & CEO,
Iowa State University
Alumni Association

IOWA STATE UNIVERSITY FOUNDATION



The **Iowa State University Foundation** is a non-profit organization charged with the responsibility of raising and stewarding private gifts to support Iowa State University. The organization works to match donor passions with Iowa State University's priorities. Donors invest in faculty support, facility renovation, and construction projects like the Student Innovation Center, programs like APEX and ISCORE, and scholarships including the Hixson Opportunity Awards.

The **Iowa State University Alumni Association** is a non-profit organization with the mission to facilitate the lifetime connection of alumni, students, and friends with Iowa State and each other. The Association welcomes all, recognizes and values differences, and seeks alternate perspectives in all it does. The organization is proud of the role it plays in lifting the voices of Cyclones everywhere through alumni communications, nurturing future leaders, awards programs, first-generation scholarships, and bringing Cyclones together through events.

POINTS OF PRIDE: ISU FOUNDATION & ISU ALUMNI ASSOCIATION



Together the ISU Alumni Association and the Iowa State University Foundation engaged two nationally-recognized speakers to expand understanding of inclusion in the workplace and among volunteers.

Joe Gerstandt

Keynote: *Inclusion by Design*
Workshop: *Hacking Inclusion*

Dr. Jennifer Harvey

Keynote: *White Socialization and the Challenge of Anti-Racism and Equity*

ISU FOUNDATION

Educational Programming

Educational programming offered by the Reflect, Educate and Engage (R.E.E.) Action committee aims to create a more inclusive work environment. R.E.E. Action was formed to provide opportunities each month to engage in meaningful discussion, build awareness, and develop tools to foster an inclusive workplace. Examples of topics include microaggressions, refugee experience, and unconscious bias.

The Iowa State University Foundation sent a staff member to NCORE and supports involvement in the NCORE-ISCORE Professional Development Academy.

Community Engagement and Support

In addition to serving as the ISCORE Co-Champion, the Iowa State University Foundation sponsored two community-wide events, Building Inclusive Organizations and Ames Pride.

Organizational Staffing and Hiring

Last year, the Iowa State University Foundation employed a full-time intern whose work focused on cultivating sustainable relationships with corporate partners to secure financial investments to support the success of underrepresented students and promoting race and ethnic diversity.

In order to promote a culture of inclusivity from the outset, every interview team includes a member of the R.E.E. Action committee. The role of the R.E.E. Action committee member is to better understand how the applicant could add to our inclusive culture.

ISU ALUMNI ASSOCIATION

Investment in Education

In addition to serving as an ISCORE Co-Champion, the ISUAA is sending a staff member to the 2020 National Conference on Race and Ethnicity.

Support of Community Engagement

The ISUAA supported the participation of the ISU chapter of the National Organization of Minority Architect Students in the 2019 National Organization of Minority Architect Annual Conference. The ISUAA also sponsored the Symposium on Building Inclusive Organizations, an event hosted by the Ames Chamber of Commerce, City of Ames Human Relations Commission and Iowa State University Division of Diversity and Inclusion.

Enhancements to ISUAA Programs

VISIONS, an award-winning magazine for ISUAA members produces articles highlighting and celebrating the diversity of Iowa State's alumni, faculty, staff, and students.

The Black College Network Mentoring Program supports the holistic development of African American/Black students through intentional relationships with peers, staff, and alumni. A Talbot Endowed Intern was hired to explore existing diversity councils in order to assess the feasibility of an alumni diversity council.

The Faculty-Staff Inspiration Awards recognize a diverse group of current or former ISU faculty or staff members who had a significant influence on students' lives.

Commitment to Organizational Structure

The ISUAA Board of Directors is a body of elected and appointed individuals who establish policies for the advancement of the Association. The ISUAA continues to focus on recruiting a diverse field of applicants, leading to a more inclusive guiding body.

ISCORE Champions