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College of Design, Spring 2008 Diversity Report

Iowa State University College of Design

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I. Diversity Mission/Vision Statement

The 2005-2010 Strategic Plan for the College of Design identifies and focuses on four significant emerging themes, one of which is "A commitment to diversity as a defining characteristic of the collegiate community." To achieve this objective the college has been operating on multiple fronts, most of which are reported on in the report that follows. Specific tactics with which we are having success include: Reinforce the Rome program while initiating other international study venues; Work with programs in major urban areas to connect with minority youth; Improve student recruitment and retention, particularly for under-represented populations. A tactic with which we are not yet satisfied with our progress is the imbedding of diversity issues across the collegiate curriculum.

II. Response to Diversity Statistics

In 2007 Design had 9.9% minority undergraduates. This is an increase of 40 students over the previous two years, while the total of all design undergraduates grew by 100 students. It is also a slight increase from 8.2% minority in 2006. The number of minority students within Design has remained consistent with the University's total population. Of 61 tenured faculty, 3 are African American and 3 Asian/Pacific Island as of Oct. 2007. The numbers of minority non-tenured have not changed significantly. P&S staff in the college is 10% minority. Merit employees have remained 100% female and 100% white, and the department chairs have remained 100% male and 100% white.

III. Diversity Efforts

• Goal 1. Institutional Commitment:

Achieve a just environment on campus where everyone feels welcomed, respected, and safe.

The MLO attended the Safe Zone training.

The Department Chair, and most of the faculty and staff of the Department of Architecture attended workshops led by Metrix Global, a consultant whose services were retained throughout the academic year "to promote an enhanced awareness of our way of interacting in the ongoing and shared effort to create an excellent and congenial academic community."

The new addition to the college will be fully accessible, and the current ramp improved.

The Diversity Committee has been continued as ad-hoc committee, but will be integrated as the college's governance is reorganized, currently in process, led by the collegiate Faculty Liaison Council.

• Goal 2. Curriculum and Pedagogy:

Develop a curriculum that guides students to think critically about social justice issues and provides faculty with the tools to teach inclusively.

In 2007-2008, the DSN 446/546 students have been working with and for the working poor and minorities in Sioux City through the local Soup Kitchens and Food Bank toward the realization of a local food system that addresses the basic needs of these sectors of the population.

The college's Academic Affairs Council promoted the advertising of design courses meeting the U.S. Diversity and International perspectives requirements to the larger university community by designing, printing and places poster around campus in advising areas.. The College continues to expand its offering of courses that meet the U.S. Diversity and International perspectives and has recently added 2 new courses: Arch 519, Middle Eastern Cities, (international perspectives); and Arch 529, Spatial Dialectics in the American Midwest, (U.S. Diversity).

Service learning opportunities have occurred in option studios that are dealing with special housing needs in remote venues like Uganda, Africa, and New Orleans, LA. Students are working with Kevin Nordmeyer and the Renaissance Design Group, (a professional design firm), on the development of a sustainable African village.

The college's Rome Program continues to be the largest international study program from our university, and plays a significant role in enhancing students' understanding of global, cultural, ethical, and diversity issues. Since the program's inception, over 1,000 students have had the opportunity to study in Rome.

In addition to Rome foreign study, students this summer will be participating in a field study offering in Chinese Art and Architecture, the "Cities of the Czech Republic" and the Pacific Rim traveling studio in Landscape Architecture.

• Goal 3. Research and Scholarship:

Creating an academic environment that appreciates and values cultural/social differences through supporting and valuing research/scholarship that focuses on social justice/multicultural issues.

A CRP faculty member served as a Co-PI on the sponsored project, "Development on the Move: Measuring and Optimizing the Economic and Social Impacts of Migration in Ghana" funded by the Global Development Network (GDN) and Institute for Public Policy Research (IPPR) (February 2008 – July 2009). This faculty member also worked on the project, "Effects of HIV/AIDS on Poverty in Sub-Saharan African Cities," which was funded by the Iowa State University Department of Community and Regional Planning Research Grant.

Several faculty have been actively researching and publishing on diverse issues:

Haddad, Mônica. 2008. A spatial analysis of Bolsa Família: Is allocation targeting the needy? In Brazil under Lula, ed, Werner Baer and Joseph Love. Palgrave.

Haddad, Mônica. 2008. Bolsa Família and the needy: Is allocation contributing to equity in Brazil? Journal of International Development TBD.

"Cities of Sub-Sahara Africa" in *Cities of the World: World Regional Urban Development*, (4th Ed), Stanley Brunn, Donglei Zeigler, and Maureen Hays-Mitchell (eds), Rowman & Littlefield Publishers, Inc (Garth Myers, co-author) Forthcoming

"Development: Livelihoods" in *International Encyclopedia of Human Geography*, edited by Rob Kitchin and Nigel Thrift and published by Elsevier Limited: Oxford (forthcoming)

Owusu, Francis: "Is Increasing Chinese Investment Good for African Development?" in William G. Moseley (editor) *Taking Sides: Clashing Views on African Issues*, Third Edition, 2008, McGraw Hill (with Pdraig R. Carmody)

Owusu, Francis: "Post-9/11 U.S. Foreign Aid, the Millennium Challenge Account and Africa: How many Birds can one stone kill?" *Africa Today* Vol 54, No.1, Fall 2007, pp.1-26.

Marsh-Narigon, Bre, Clare Cardinal-Pett, Lynn Paxson and Tara Lynne Clapp. 2007. (Re) *Constructioning Community: The United Houma Nation and Iowa State University*. *Progressive Planning*. 172, Summer 2007.

Faculty have given several presentations relating to diversity within the design disciplines, such as:

Diversity in Planning: Identities and Approaches, May 2007, Planner's Network New Orleans, participatory panel organizer, presenter, moderator.

Session Organizer and Chair, Africa's Economic Recovery: Opportunities and Challenges: In Memory of Professor Konadu-Agyeman, organized at the 2008 Annual Meeting of the Association of American Geographers, Boston, Massachusetts, April 15-19, 2008;
Panel Organizer and Panelist, Opportunities, Expectations and Challenges of Organizing Trans-Atlantic Conferences and Workshops in Africa, organized at the 2008 Annual Meeting of the Association of American Geographers, Boston, Massachusetts, April 15-19, 2008.

Geographic Analysis of Foreclosure Trends and Patterns in a Small Town America (with Abigail Amissah-Arthur and Brittany Ryhal of Slippery Rock University) poster presented at the 2008 Annual Meeting of the Association of American Geographers, Boston, Massachusetts, April 15-19, 2008.

Program Organizer, Poverty, Food Security, Health, Education & Governance in Africa – Conversations with African Ambassadors and Leaders, Iowa State University, October 17, 2007.

Discussant, paper session on "Religion in Transnational Migration and Development" at the 2007 Meeting of the Association of American Geographers, April 17-21 2007, San Francisco, CA.

• Goal 4: Increase the representation of historically underrepresented populations among faculty, staff, and students.

The MLO, who is American Indian, was hired at half-time as of September 1, 2007. In January 2008 she was increased to full-time program coordinator, half-time MLO and half-time Program Coordinator for Strategic Initiatives. Part of the new position includes recruitment of under-represented populations.

Madison DeShay, an African-American female, has been hired as a Program Coordinator I for Towncraft in Perry.

In retention efforts, the college's MLO meets regularly with students regarding all issues that may affect their academic growth. The MLO holds programs and academic workshops including study break socials, potlucks, workshops by COD graduates, and upper-level students and the Academic Support Center, and a presentation by a COD alum. The MLO has also continued the peer mentor program in which upper-level design students mentor freshmen multicultural design students and provide guidance in applying to the COD programs.

The Multi-cultural Design Student Organization (MDS) was formed in early October of 2007 with the encouragement of the MLO, who serves as the organizations advisor. This organization has served as a support network for minority students within the college. With the encouragement of alum and several students, a chapter of the National Organization for Minority Architect Students (NOMAS) will soon be created, and will serve as a very important retention and recruitment tool.

The College of Design participates in the Academic Program for Excellence (APEX) summer program, and the Design MLO serves on the current APEX Committee.

Student Services participated in "Make me a World in Iowa," which was attended by thousands of minority youth from across Iowa.

The MLO has emailed prospective students and sent out postcards targeting underrepresented groups, as well as meeting with visiting multicultural prospective students, George Washington Carver prospective students, and has regularly attended Multicultural Visit Days. In summer 2008 the MLO will present at a college fair specifically targeting Native American high school students.

This is the third and final year of a HUD fellowship program that support three graduate assistantships for minority students in Community and Regional Planning.

The college continued work on an agreement with Lanzhou Jiaotong University in an effort to admit students from this Chinese university into our programs in Community and Regional Planning, Landscape Architecture, and Architecture. We are planning for the first cohort of Lanzhou students to be in Ames by the Fall of 2010.

• *Goal 5. Inter-group and Intra-group Relations:*

Create a just environment that recognizes and celebrates cultural differences and socially constructed differences (i.e. gender, race, disabilities, sexual identity, etc.) by enhancing relations within and among groups.

For Native American Heritage Month in November, the MLO held an educational film series, attended by students across the university. The MLO sponsored an event titled “Multicultural Candy,” which was held by MDS and advertised throughout the college.

One faculty member runs a weekly program, “Accidental Learning” program run weekly, students, faculty and staff have been exposed to diversity issues.

College of Design faculty are leaders in diverse groups. A CRP faculty is a Member of the Planners of Color Interest Group (POCIG), serves as Advisor to the Ghana Association of Iowa, and is an Editorial Board Member and editor for Africa, PlacesOnLine – an online project of the Association of American Geographers that bring together virtual online publications about "real" places; available at: <http://www.placesOnline.com>. The Association of Collegiate Schools of Planning Faculty Women's Interest Group's Vice President is a CRP faculty member.

Design and Landscape Architecture sponsored the lecture, "Resource Conservation – Indigenous Knowledge" by Lance Foster, ISU landscape architecture alumnus and a member of the Ioway Nation. Foster spoke about the conservation of resources through the integration of indigenous knowledge.

The topic of the first lecture held at the center for Town/Craft in Perry was developing diverse neighborhoods in Iowa's rural communities. Genevieve Borich, PhD candidate in urban and regional planning at the University of Illinois at Urbana-Champaign, presented "Diversity in Downtowns" a lecture in conjunction with Town/Craft's first exhibit, "The Design of Diversity".

Town/Craft is also the location for the work of Himar Hernandez, an Extension Community Development Specialist, who is working with the Latino business community in Perry to organize their efforts.

Tim Borich, the Director of Extension to Communities, met with the Meskwaki community to investigate potential future studio outreach projects.

Borich also made a presentation to the Extension Citizen's Advisory Council about improving extension and outreach programming to the state's growing Latino community.

A professor, as advisor of the United Native American Student Association, brought the filmmakers of “Lost Nation: The Ioway” for a film screening and discussion. The professor also brought a member of the Ioway Nation and ISU alumnus to present the lecture, “Emerging from Obscurity: The Ioway Nation in the New Millennium.”

The College supports university diversity programming such as ISCORE (Iowa State's Conference on Race and Ethnicity) and APEX (Academic Program for EXcellence).

Several staff, faculty, and students participated in ISCORE. A College of Design faculty member creates the annual posters for ISCORE.

The college has provided financial support to University Lectures on issues of diversity; donated to the D.R.E.A.M.S. project, a student organized program to mentor minority high school students in Perry; and is supporting a number of attendees to the Iowa Women's Leadership Summit. The college Diversity Committee has been promised some funding from the college to support small diversity grants. The committee is in the process of creating a request protocol for this initiative.

IV. Best Practices/Final Comments

The college's very important goal of "a commitment to diversity being a defining characteristic of the collegiate community" requires us to support and engage diversity using a multiplicity of means, with a multitude of constituents. We have been most successful when we are engaging many of our people, (from student service staff to faculty to administrators), with many constituents, (from prospective students to communities), in one-to-one relationships. Diversity is at its roots, about personal relationships, communication, respect and trust.