

**IOWA**

Division of Student Life

# Diversity, Equity, and Inclusion Action Plan

---

Communications Strategy and Plan

### Purpose

The Division of Student Life Diversity, Equity, and Inclusion Action Plan guides the division to more fully realize its possibility and responsibility to create an equitable and inclusive organization. We want to be leaders in showing how engaging authentically across cultural differences only strengthens an organization and results in a better experience for all.

It is imperative that progress on the action plan is communicated within the division, to students, and to other key stakeholders at regular intervals.

### Deliverables

To be refined during semesterly meetings between the DEI Implementation Team and Student Life Communications.

#### Monthly

Emphasize the importance of belonging and inclusion by incorporating themes of the action plan into On Common Ground agenda and highlighting DEI Change Agent awards.

Create space for DEI updates, sharing, and discussion at DSL Executive Leadership Team and Leadership Team meetings.

#### Semesterly

Action plan goals/strategies are updated on website (<https://vp.studentlife.uiowa.edu/initiatives/diversity/dei-action-plan/dei-action-plan/>).

Key achievements/initiatives are identified by the executive director for belonging and inclusion and are discussed with staff in Student Life Communications (director) for development as narrative news stories.

News stories are shared with staff and students through the DSL website (<https://studentlife.uiowa.edu/news/>), which is also posted on the DSL intranet, Connect, and pushed through staff and student newsletters.

#### Bi-annually

Updates on the DEI Action Plan and DEI work within the division and on campus will be presented to DSL staff at On Common Ground gatherings, information presented disseminated via follow-up email for those unable to attend.