

17 July 2020

Dear President Harreld,

Thank you for receiving our letter and your willingness to engage with us in regard to the concerns elevated therein. While we appreciate the prompt offer of a meeting in the spirit of shared governance, we'd encourage you to closely re-read the letter (including the hyperlinked testimonials), noting the order of our requests: we intentionally put the asks of others before our own.

Our collective constituencies — especially BIPOC students — are hurting, and perceive you, personally, to be absent in this moment. When invited to listening posts by other administrators, they find their concerns ignored, dismissed, or explained away. To best move forward, and as a gesture of good faith in undertaking this work, we would like you, personally and in writing, to first address these primary concerns and recommendations:

1. How have not only the University of Iowa, but you yourself, contributed to the policing of lives, education, and voices of Black students on our campus? How are you stepping into allyship right now?
2. Personally respond to BIPOC students and their allies who have voiced their fears and frustrations to you. In sharing their experiences again and again, they have been forced into a place of profound vulnerability. They deserve to know what is in your head and your heart.
3. Immediately appoint an Interim Associate Vice President for Diversity, Equity, and Inclusion. Especially in light of the expedient appointments of [an interim Provost](#) and previously, [an interim Vice President for Student Life](#), that this position has gone unfilled for nearly a year is unacceptable. The individual should be an existing University of Iowa employee who knows the culture and structure of the institution, and has built deep trust with BIPOC students as well as departments across campus. The position should be on the president's cabinet and report directly to you.

As you have stated in past public forums, an executive is uniquely positioned to set expectations and communicate institutional values, both explicitly and implicitly. Their actions and behaviors telegraph the institution's priorities to all its members, thus, our addressing this letter specifically to you, and our expectation of a personal response. As you lead in this space, your subordinates will follow.

The joint leadership of the Diversity Councils have a standing quarterly meeting, the next of which will be held in two weeks time on July 31st, 2020.

If you can respond to the above requests by July 29th, we would be happy to engage with you in productive dialog then and there.

While this work can be difficult and uncomfortable, to quote University of Iowa alum and Rhodes scholar Austin Hughes ([whose letter](#) we referenced in [our own](#)), to not engage with the work would be yet another example of our institution "[passing] up the opportunity to live by the values [we] claim to possess."

Sincerely,

The Diversity Councils of the University of Iowa

Council on the Status of Women

Pan Asian Council

Latinx Council

Native American Council

African American Council

LGBTQ+ Council

Council on Disability Awareness

CC: **Gary Barta**, director of athletics
Daniel Clay, dean of the College of Education
John Culshaw, Jack B. King university librarian
Tiffini Stevenson Earl, associate director and ADA coordinator, Office of Equal Opportunity and Diversity; AVP DEI Incoming Co-chair
Steve Fleagle, associate vice president and chief information officer
Montse Fuentes, executive vice president and provost
Brent Gage, associate vice president for enrollment management
Russell Ganim, associate provost and dean of International Programs, AVP DEI Co-chair
Steve Goddard, dean of the College of Liberal Arts and Sciences
Sarah Hansen, vice president for student life
Brooks Jackson, vice president for medical affairs and dean of the Roy J. and Lucille A. Carver College of Medicine
David Johnsen, dean of the College of Dentistry
John Keller, associate provost for graduate education and dean of the Graduate College
Amy Kristof-Brown, interim dean of the Henry B. Tippie College of Business
Rod Lehnertz, senior vice president for finance and operations
Donald Letendre, dean of the College of Pharmacy
Peter Matthes, vice president for external relations
Bria Marcelo, director, diversity resources and strategic initiatives
Jennifer Modestou, director, equal opportunity and diversity, deputy title IX coordinator
Harriet Nembhard, dean of the College of Engineering
Edith Parker, dean of the College of Public Health
Nadine Petty, executive director, Center for Diversity and Enrichment; AVP DEI co-chair
Angie Reams, associate vice president of student life and dean of students

Cheryl Reardon, chief human resources officer and associate vice president; Path Forward DEI Work Group co-chair

Carroll Reasoner, vice president for legal affairs and general counsel

Martin Scholtz, vice president for research

Tanya Uden-Holman, associate provost for undergraduate education and dean of the University College

Kevin Washburn, dean of the College of Law

Julie Zerwic, dean of College of Nursing; Path Forward DEI Work Group co-chair