

Iowa State Principles of Community

- **Respect:** We seek to foster an open-minded understanding among individuals, organizations and groups. We support this understanding through outreach, increasing opportunities for collaboration, formal education programs and strategies for resolving disagreement.
- **Purpose:** We are encouraged to be engaged in the university community. Thus, we strive to build a genuine community that promotes the advancement of knowledge, cooperation and leadership.
- **Cooperation:** We recognize that the mission of the university is enhanced when we work together to achieve the goals of the university. Therefore, we value each member of the Iowa State University community for his or her insights and efforts, collective and individual, to enhance the quality of campus life.
- **Richness of Diversity:** We recognize and cherish the richness of diversity in our university experience. Furthermore, we strive to increase the diversity of ideas, cultures and experiences throughout the university community.
- **Freedom from discrimination:** We recognize that we must strive to overcome historical and divisive biases in our society. Therefore, we commit ourselves to create and maintain a community in which all students, staff, faculty and administrators can work together in an atmosphere free from discrimination, and to respond appropriately to all acts of discrimination.
- **Honest and respectful expression of ideas:** We affirm the right to and the importance of a free exchange of ideas at Iowa State University within the bounds of courtesy, sensitivity and respect. We work together to promote awareness of various ideas through education and constructive strategies to consider and engage in honest disagreements.

Being inclusive is important for a successful engineer

- Student outcomes
 - Ability to function on multidisciplinary team
 - Understanding of professional and ethical responsibility.
 - Ability to communicate effectively.
 - The broad education necessary to understand the impact of engineering solutions in a global and societal context.
- Employer needs
 - Multicultural competency
 - Ability to work well with others

Inclusion is an expectation in the College of Engineering

- The College of Engineering upholds the ideals of diversity and inclusion at our university, and welcomes all students to learn to the best of their abilities on our campus and commits itself to creating an environment free from racism, sexism, bigotry, harassment, and oppression.
- In thought and action, in policy and practice, and in all aspects of our academic enterprise, the College of Engineering values individuality and uniqueness as we develop a diverse, inclusive and highly motivated pool of engineering faculty, staff, students and graduates who work together to address the many challenges facing humanity.

Diversity is the reality.
Inclusion is a choice.

