



**To:** Mayor and City Council  
**From:** Brian Phillips, Assistant City Manager  
**Date:** January 8, 2018  
**Subject:** Campus and Community Commission Report – Inclusiveness

On March 27, 2018, the City Council directed the Campus and Community Commission (CCC) to evaluate the staff report regarding suggestions from other university communities on how to promote inclusiveness, along with the Commission Members' own ideas, and report back to the Council.

The CCC reviewed the report of concepts from other communities and discussed this topic at several Commission meetings. The Commission's report is attached to this memo. The report suggests three actions for the Council to consider:

1. A campaign of events or activities throughout the community
2. Adoption of the ISU Principles of Community throughout the Ames community (see attached and further information at [www.diversity.iastate.edu/connect/principles](http://www.diversity.iastate.edu/connect/principles)).
3. The commission feels it is vitally important to continue working towards the goal of an inclusive community. Due to the broad nature of the original task, the commission would like to receive feedback and direction from Council before proceeding.

The Commission will be available at the meeting to discuss these three actions. At that time, Council action will be needed to either accept the report or instruct the Commission to study further. **If the Council feels further study is necessary, it should identify what questions the Commission should work to answer.**

**If the Council believes no further work is needed regarding the Community Inclusiveness topic, the next step would be for the City Council to identify the next issue for the Commission to pursue.** Previous topics considered for the CCC include:

- a. Parking in Campustown
- b. Tenant/landlord education
- c. Rent Smart Ames Utilization
- d. Retention of recent graduates

The Council may direct the Commission to begin addressing one the issues above, or may identify an alternative topic. **In either case, it is important for the Council to provide clear direction regarding what should be provided in response to the Council's request (e.g., what questions to answer, whether there are specific groups the Council believes must be consulted, timeframe expectations).**

December 10, 2019

Dear Honorable Mayor John Haila and members of the Ames City Council,

Earlier this year, the Campus and Community Commission was tasked by Council to explore ways to create a more inclusive community. The task was quite broad, lending itself to discussion of multiple interpretations of what an inclusive community looks like. To begin, the Commission discussed the stressors between the student community and Ames residents. Rental housing, landlord relations, parking issues and cultural differences were prevalent as dividing factors in the community.

For the Ames community to be truly welcoming to students, we must find ways to address these topics so that all members of the community feel they are being heard. Rent Smart Ames, along with the Iowa Housing Search website, was suggested as an opportunity for collaboration. Discussion of parking in the neighborhoods adjacent to campus and Campustown has been ongoing and could also benefit from increased collaboration between the University and the City.

The commission discovered that Ames is already engaging in many inclusive activities. The City of Ames, Iowa State University and the Ames Chamber of Commerce have all made targeted efforts to provide resources and to open lines of communication within the community. The Commission suggests a campaign could be used to provide a sense of unity. Utilizing OneAmes (or something similar) as the main idea, with sub-events continuing to be held by various groups. Ideally there would be some cohesive branding that would make these events easily recognizable throughout the Ames community.

The commission also suggests the City of Ames consider endorsing Iowa State University's Principles of Community: Respect, Purpose, Cooperation, Richness of Diversity, Freedom from discrimination and the Honest and respectful expression of ideas. These six principles are being used to encourage a culture of inclusivity. Showing the student population that the rest of Ames is committed to these same principles will help solidify the feeling of community.

While a surprising number of events came to light during the discussions, it is not being suggested that Ames is doing everything it can. The commission feels it is vitally important to continue working towards the goal of an inclusive community. Due to the broad nature of the original task, the commission would like to receive feedback and direction from Council before proceeding.

A handwritten signature in black ink that reads "Karin Chitty". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Karin Chitty  
Chair, Campus & Community Commission

# Iowa State University Principles of Community

[www.iastate.edu/principles](http://www.iastate.edu/principles)

- 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 their 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.