



DIVERSITY & INCLUSION AUDIT

SPRING 2018–FALL 2018

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Preface: Dance Marathon 25 Audit

To the past, present, and future members of Dance Marathon and the University of Iowa community,

The Campus Relations committee and members of the Diversity and Inclusion subcommittee for Dance Marathon 25 are pleased to share this audit that presents information about the current and past climate within DM surrounding topics of diversity and inclusivity. We have gathered recommendations moving forward on how to implement change to improve the overall environment and perceptions about our organization. We hope to benchmark our process in the upcoming years and value constructive feedback.

Purpose: The purpose of this audit is to review and analyze all aspects of Dance Marathon to modify and implement more inclusive actions and measures to ensure that each dancer, leadership member, and any individual touched by our organization feels safe and welcomed.

DM 25 Diversity Statement: The University of Iowa Dance Marathon welcomes and celebrates diversity in race, ethnicity, gender identity, sexual orientation, class/status, physical/mental health and ability, and prohibits discrimination on the basis of any category that deprives a person of consideration as an individual and the right to be human. If requiring any special accommodations in order to participate in our mission and our events, please contact dm.executive@gmail.com. UIDM strives to create a positive, philanthropic environment that benefits every member involved.

*Leadership members and all new and returning dancers have the responsibility to set the standard for being inclusive and actively working to make Dance Marathon better through these suggestions and initiatives. If there are any questions, feel free to email Charlie Ellis, Sierra Jones, or Cesar Perez.

Introduction and Common Themes

The following themes were categorized based on several events, traditions, and day-to-day functioning of UI Dance Marathon as a student organization. Each theme will go into depth about the past and current state of Dance Marathon and the prospective ideas to improve each area.

Themes and definitions recognized by Dance Marathon:

Accessibility	The quality of being able to easily attain, use, and enter something no matter own personal physical or mental ability.
Financial Barriers	The burden of financial costs that prevent an individual or groups of individuals from participation or involvement in events or activities to their fullest potential.
Cultural Sensitivity	Having awareness and understanding of different cultures, traditions, and values. This includes the ability to show respect and support for these qualities, individuals, and groups.
Diversity	The range of human differences and identities including race, ethnicity, sexual orientation, gender, socioeconomic status, ability, and beliefs.

Accessibility

Accessibility has been an issue for our organization because of the very nature of our Big Event. For this 24 hour event, people are expected to stand, not sleep, or drink caffeine for the entirety of the event. We recognize this metaphor had the best intentions to show support for the hard battle kids experiencing cancer face every day.

Currently, we have worked to provide accommodations during the Big Event by allowing individuals that have expressed the need to sit for periods of time a location to do so in the first aid room on the ground floor of the IMU. For DM 24, we provided an ASL interpreter throughout the Big Event as well as ear plugs to decrease noise for those individuals with hypersensitivities.

Our overall recommendations involve creating an accessible space at all of our events and offering a clear point of contact for those needing accommodations to connect with beforehand. An important part to creating an accessible environment is recognizing our own privileges and abilities and being more conscious of other people's ability status that may or may not be visible.

Financial Barriers

Financial barriers have grown to be a large issue within Dance Marathon regarding registration fees, event costs, and access to fundraising resources and networks. Many students have expressed difficulties participating in DM and/or did not consider membership of our organization because of financial barriers and unfamiliarity with the non-profit fundraising aspect of UIDM.

Current barriers individuals face include the inability to complete the \$50 registration fee upon signing up. This cost is an upfront charge either on the U-Bill or on a credit/debit card that covers operation costs and Big Event materials for the registrant (ie: dancer bag, shirt, water bottle). Some of our events that we coordinate have a registration or ticket cost ranging from \$15–30 that may be unattainable for some people. Our current fundraising resources rely greatly on personal connections to friends and family by asking for donations, mailing letters, and sending emails. These fundraising “networks” vary and may prevent people from fundraising their minimum amount for \$500 (dancer) or \$1000 (leadership).

Some recommendations we have include the following; partnering with the financial aid office and student government to allocate funds towards registration fee waivers, fully educating people about ways to expand their network the matching gifts program and neighborhood canning, and creating a more culturally aware approach to explaining the fundraising aspects of Dance Marathon.

Cultural Sensitivity

Dance Marathon needs growth and education regarding the topic of cultural sensitivity and how it ties into our organization. In the past, DM has had issues with exclusive attitudes, poor rhetoric, and lack of awareness for being culturally competent. Cultural sensitivity had not previously been woven into our expectations for leadership members and the organization as a whole.

The current issues UIDM is facing regarding cultural sensitivity includes a lack of education or awareness. Many people believe that because our mission is philanthropic, the very nature of our organization is inclusive to all people and their values and beliefs. This is a false perception that needs to be addressed. The rhetoric surrounding our organization is a large portion of our lack of cultural sensitivity. Much of our media, events, and language use does not consider various needs for differing groups of people. Many traditions are being evaluated to see if there needs to be changes made to ensure an inclusive environment.

Education and openness to understanding the importance of being culturally competent is what we are striving for. Other recommendations include providing training and workshops for leadership members is where we hope to start to create a “trickle-down” effect. By setting standards for commitment to cultural sensitivity and recognizing our individual biases, we hope to change the current negative perceptions of UIDM.

Diversity

UIDM has a lack of diversity in all varying identities. Research shows that most of these include race, ethnicity, sexual orientation, and gender identity. Diversity has not been a focal point for UIDM in the past and negative perceptions surrounding our organization mostly has to do with this topic. Many populations are not represented within DM and we believe this coincides with the previously explained lack of cultural sensitivity and awareness.

The current issues we recognize includes the absence of actions towards becoming more diverse as an organization without tokenizing populations. Many people believe that “fixing” our lack of diversity can be solved by reaching out to diverse populations in hope that they are moved enough to join our organization. Problems with this arise because there is not an attitude towards full community support for people different than ourselves. UIDM is predominantly white, middle class students that have a voice to potentially advocate and support other peers.

Moving forward, our recommendations to increase diversity is to first to educate and promote action. By educating our leadership team and creating an inclusive environment for all people, we hope to spread a holistic message of love and support. Actively seeking opportunities for new experiences and learning from other people and cultures on our campus can also hopefully lead to a better relationship with diverse groups and individuals.

Celebrating diversity can happen through highlighting student organizations, departments, faculty, students, and community members in order to show our support.

DM Committee Recommendations

Cabinet/Committee	Subject/Topic	Modifications/Notes
Event	Accessibility of events	<ul style="list-style-type: none"> -providing ear plugs, ASL interpreters, and ramps at venues when applicable. -translating materials and signs into common languages of UI students (Spanish, Mandarin)
	Diversity of events	<ul style="list-style-type: none"> -encourage collaboration with different student orgs and multicultural groups -engage committee members and develop new concepts and ideas for large and small scale events
PR	Inclusive Language	<ul style="list-style-type: none"> -Use gender neutral pronouns in social media posts and person-first language -Adding “if able” to anything mentioning standing for Big Event -Make sure social media is appropriate (especially with memes and pop culture topics)
	Outreach to different populations	<ul style="list-style-type: none"> -Be cognizant of languages barriers -Translate materials, website, and publications into common languages of UI students (Spanish, Mandarin, etc) -Interact with diverse student orgs and groups on campus and promote their posts and events
	Accessibility	<ul style="list-style-type: none"> -Provide closed captioning and collaborate with

		<p>Creative committee on their videos.</p> <p>-Assess “readability” of the DM website</p>
Operations	Accessibility	<p>-Provide wheelchair ramps and access to elevators at applicable events</p> <p>-Provide accessible seating (at dancer meetings especially where there are usually no chairs in the 2nd floor ballroom)</p> <p>-Create an individualized accessibility plan with people that request it</p> <p>-Provide ASL interpreters and ear plugs when applicable</p>
Creative	Print and Digital Materials	<p>-Go through an “approval process” by D&I Committee on outgoing materials</p> <ul style="list-style-type: none"> - Font size is large enough - Accommodations and diversity statement - “Readability” for captioning and website accommodations - Representation is encouraged
	Merchandise Affordability	<p>-Recycling merchandise or having a “Lime Garage Sale” where people can donate old merchandise to then fundraise while giving others a cheaper option</p>
Family Relations & Hospital	Clothing/Toy Drive for Kiddos	<p>-Not labeling “girl toy” or “boy clothes” when splitting up between Morale groups. Just say “bring an item appropriate for a kid age 9”</p>

	Language Barriers	-Collaborating with UISG to translate the applications we give to newly diagnosed families, so that families whose primary language is not English also feel welcomed!
	Family Events	-Waiving Fees and provide transportation -Lime Green Wristbands (family events inclusion)
	Emotional Support	-Offer resources and counseling for individuals needing services for grief and overall mental health
Business	Fundraising Accessibility	-Provide multiple opportunities for canning -Generate new ideas to expand fundraising network -Use fundraising parties to provide education about strategies and free materials for asking for donations
	Fee Deduction	-Adding a proper way to reduce the registration fee for students that need it
Sponsorship	Community Days	-Encourage diverse community options for people with different food preferences
	Food Accommodations	-Provide a variety in food options (gluten free, vegan, vegetarian, Kosher, etc)
	Diversity in Sponsors	-Research different businesses that value diversity for potential sponsorship
Outreach	Mini Dance Marathons	-Offer leadership development and diversity & inclusivity workshops to high school students

	Faculty & Staff	<ul style="list-style-type: none"> -Partner with different offices like the Center for Diversity and Enrichment to provide educational opportunities and support
	Runway of Hope/Family Weekend Brunch	<ul style="list-style-type: none"> -Provide accessible seating & offer interpreters -Provide meal accommodations
	Dance Marathon the Marathon	<ul style="list-style-type: none"> -Offer discounted marathon preparation items (shoes, injury prevention, athletic trainer, etc) -Provide discounted transportation and overnight accommodations
Morale	Recruitment Methods	<ul style="list-style-type: none"> -Use appropriate rhetoric/inclusive language -Speak genuinely and truthfully about DM
	Fundraising Support	<ul style="list-style-type: none"> -Create individualized fundraising plans to navigate network -Do not make assumptions about fundraising ability & resources
	Proper Retention	<ul style="list-style-type: none"> -Do not guilt the person -Come from a perspective of support and encouragement
	Dancer Engagement	<ul style="list-style-type: none"> -Be aware of communication accommodations -Offer reciprocity of support
		<p>*All of the above categories relate to cultural competency training and being more aware of the language that is used when speaking to dancers and other peers. Utilize the Center for Diversity and Enrichment.</p>

The Big Event Recommendations

Topic/Subject	Modifications
<p>Main Stage Acts- Man Pageant (For the purpose of providing background knowledge--essentially Miss Iowa hosts this mainstage act where individual men from leadership wear dresses and perform "pageant" talents and answer questions. This event may be seen as transphobic and is disrespectful to individuals who may identify as transgender. "Cross-dressing" can be used as a derogatory term.)</p>	<ul style="list-style-type: none"> -Completely replace or eliminate -Replace with a "classy man pageant", have a tuxedo/mens shop sponsor to have individuals who identify as men rock nice suits and still do a "talent" and question portion. - Have a Drag Show with amateur Kings and Queens in the area - Collaborate with Walk It Out multicultural fashion show
<p>Dietary Restriction Accommodations</p>	<ul style="list-style-type: none"> -Adding more variety in Snack Shack and scheduled meals & provide vegan, vegetarian, Kosher, and gluten free options
<p>Accessibility</p>	<ul style="list-style-type: none"> -Add ramps and elevator access around the IMU -Offer sensory accommodations like ear plugs and a quiet room -Ensure activity rooms have accommodations
<p>An Hour of Iowa's Diverse Campus</p>	<ul style="list-style-type: none"> -Show that we support other student orgs -Acknowledge diverse groups and spread awareness of their culture and values
<p>Health Accommodations</p>	<ul style="list-style-type: none"> -Offer extra support for those individuals with physical or mental disabilities in the first aid room

UIDM Diversity and Inclusion Contact Information

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