

THE UNIVERSITY OF IOWA  
**IOWA HAWKEYE  
CULTURAL RESOURCE  
GUIDE**



# Introduction

The literature in this booklet serves as a guide in assisting incoming student-athletes with their transition to the University of Iowa. It is vital that student-athletes develop a sense of belonging on campus, feel that they can be their true authentic selves, and have their voices and experiences heard. Within this guide, there is information on a variety of aspects pertaining to being a college student at the University of Iowa. UI Athletics wants student-athletes to feel welcomed and comfortable sharing their experiences with classmates and teammates so that all students can learn and grow from each other! This booklet can serve as an added resource to help student-athletes navigate campus, and its array of tools and services, in order to feel more prepared throughout daily campus life. UI Athletics wants you to be able to build your network by meeting faculty and staff members on campus, in addition to making a positive impact in the community. We hope that you will find other campus groups to join, outside of your sport, to develop additional relationships and further enrich your college experience. UI Athletics wants every Hawkeye to have a valuable and all-encompassing experience while earning a degree of their choice and making memories that will last a lifetime.



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# Importance of Diversity and Inclusion



“We at the University of Iowa want to give our student-athletes real world experiences. We believe that giving our student-athletes the opportunity to learn from one another is what will set them up for life once they graduate from the University. Being able to learn and adapt from surroundings in the academic world and on any playing surface will yield positive outcomes for student-athletes.”

**Broderick Binns**  
**Executive Director of Diversity,  
Equity and Inclusion**



“Diversity, equity, and inclusion is one of the core values of this great University and is engrained in all that we do within Iowa Athletics. The goal is to ensure that when student-athletes graduate from Iowa they are more informed about the world around them. Our department is committed to making the student-athlete experience a more inclusive one. It is through this commitment that we are champions on the field, in the classroom, and in life.”

**Liz Tovar**  
**Executive Officer for Diversity,  
Equity and Inclusion & Assoc.  
VP/Assoc. Athletics Director**



“As part of their college experience, we want Hawkeye student-athletes to learn not just from faculty and coaches – but from each other. Having diverse teams and coaching staffs helps students prepare for life after they leave the University of Iowa. It is our goal and a priority to provide student-athletes with a learning environment that is both diverse and inclusive.”

**Gary Barta**  
**Henry B. and Patricia B. Tippie**  
**Director of Athletics Chair**



## **Diversity and Inclusion Pillar**

The athletics department seeks to cultivate a safe and accepting environment for all student-athletes regardless of gender, sexual orientation, race or ethnicity. The Hawkeye Life Program coordinates various programs that provide all student-athletes with opportunities to learn and understand cultures and communities that differ from their own. The programs also provide minority student-athletes with leadership, networking and career development opportunities.

## **Multicultural Focus Group**

The Multicultural Focus Group (MFG) is a robust Hawkeye committee that strives to offer student-athletes a safe and welcoming place to discuss issues and promote a sense of unity.

Events include:

- Mentorship opportunities (Hawkeye Connections)
- Community Outreach (Holiday Adopt-A-Family)
- Mental Health Awareness (Navigating Emotional Wellness)
- Campus Collaboration (End of Year Cookout)
- Voter Rights Education (Rise to Vote and Johnson County Auditor)

## **AFFINITY GROUPS**

Affinity Groups encourage community and allyship. SAAS has three key groups that meet regularly including the following:

### **Black Student-Athlete (BSA)**

BSA seeks to provide a space where black student-athletes can share their experiences and feel a sense of community where they are heard.

### **i-HAWKS**

The i-Hawks group for international student-athletes focuses on the unique challenges that international students face in transition to the university and the country.

### **LGBTQ+**

The LGBTQ+ group focuses on providing a space where students and staff who identify in this community can speak together in a safe environment free of judgement.





**Cultural Groups  
& Organizations**

# **Office of Multicultural & International Student Support & Engagement (MISSE)**

The MISSE office is committed to supporting student success on the University of Iowa campus through planned activities at the four UI Cultural and LGBTQ Resource Centers, annual diversity programs, and student organization events. The following four UI Cultural Centers provide a “Home Away From Home” atmosphere for many students and can be utilized by any UI student or reserved for student organization events. The Centers also provide intra-and cross-cultural education, leadership and organizational development opportunities, social justice education, and change. The Centers compliment the academic mission of the University by enhancing students’ inside and outside of the classroom.

## **Asian Pacific American Cultural Center**

### **Vision**

The vision of the Asian Pacific American Cultural Center (APACC) is to foster a space for affirming and healing student identities affiliated with the center and to create a space for fellowship and community building.

### **Contact Information**

223 Lucon Drive, Iowa City

319-335-2719

<https://multicultural.uiowa.edu/culturalcenters/apacc>



# Afro-American Cultural Center



## Vision

The vision for the Afro House is to be a space for Black students to feel welcomed and at home. The Afro House serves as a haven, where Black students feel that they can take ownership. The space is filled with events and community building programs like the Being Black at Iowa project, Hair to Heart, and it collaborates with the Black Student Union for Sunday Dinners. We have partnered with the University Counseling Service (UCS), Center for Diversity and Enrichment (CDE), and various other student groups to provide resources and programming for our students. B.A.R.S., Hubbard Scholars, Sista Speak, & Black Student Union (BSU) are all Afro House advised groups.

## Contact Information

303 Melrose Avenue, Iowa City

319-335-8296

<https://multicultural.uiowa.edu/culturalcenters/afrohouse>

# Pride Alliance Center



## **Vision**

The vision of the Pride Alliance Center (Pride House) is to support student success and holistic wellness by providing a nurturing and affirming space for our LGBTQ students. The Pride House is a space for students to authentically exist and engage with their peers and UI community.

## **Contact Information**

125 Grand Avenue Court, Iowa City

319-335-7123

<https://multicultural.uiowa.edu/culturalcenters/pridehouse>

# Latino Native American Cultural Center

## Vision

The vision of the Latino Native American Cultural Center (LNACC) is to develop and foster a sense of belonging where students can authentically engage with their personal, academic, cultural, emotional, and spiritual identities in a safe, trusting, loving, non-competitive, non-judgmental, yet challenging space. The LNACC is a living being that carries ancestral knowledge and history through the liveliness in our students' celebrations, passions, and overall vibrance of the center. Celebrating our daily existence and our ancestors is a value that we honor when being of service to the students, community, and future generations.

## Contact Information

308 Melrose Avenue, Iowa City

319-335-8298

<https://multicultural.uiowa.edu/culturalcenters/lnacc>





**Greek Life**

# Greek Life

There are 47 fraternity and sorority chapters on campus comprised of over 3,200 students. Some chapters are primarily social while others are focused around philanthropy or certain cultural backgrounds. The following chapters within the NPHC and MGC are known to focus on cultural diversity.

## **National Pan-Hellenic Council (NPHC)**

NPHC serves as the governing council for the six historically African American fraternities and sororities at Iowa. Those chapters include: Alpha Phi Alpha Fraternity, Alpha Kappa Alpha Sorority, Kappa Alpha Psi Fraternity, Delta Sigma Theta Sorority, Phi Beta Sigma Fraternity, Zeta Phi Beta Sorority. More information can be found at the following link: <https://fsl.uiowa.edu/councils/interfraternity-council-4>

## **Multicultural Greek Council (MGC)**

MGC is the governing body of nine cultural greek chapters on the University of Iowa campus. MGC helps to promote multicultural awareness, and to improve relations among all campus fraternities and sororities. The MGC defines “cultural” to include race, ethnicity, religion, gender and sexual orientation. MGC chapters at the University of Iowa include Sigma Lambda Beta, Sigma Lambda Gamma, Pi Alpha Phi, Delta Phi Lambda, Delta Lambda Phi, Lambda Theta Nu, Alpha Kappa Delta Phi, Lambda Theta Phi, Gamma Rho Lambda. More information can be found at the following link: <https://fsl.uiowa.edu/councils/interfraternity-council-3>





**Campus**  
**Resources**

# D.E.I. Accountability Board

## D.E.I. Accountability Board

A task force was established in 2018 to address African American male graduation rates. It was expanded to address concerns for student-athletes of color. The goal is to ensure fulfillment of the action plan. Members plan programs and develop initiatives aimed at addressing educational and training needs of coaches, student-athletes and staff. For more information about diversity and inclusion and to find a link to the action plan, visit: <https://hawkeyesports.com/diversity-home>

### Board Members

Kelvin Bell, Defensive Line Coach  
[kelvin-bell@hawkeyefootball.com](mailto:kelvin-bell@hawkeyefootball.com)

Broderick Binns, Executive Director of Diversity, Equity, and Inclusion  
[broderick-binns@hawkeyefootball.com](mailto:broderick-binns@hawkeyefootball.com)

John Bruno, Director for Academics  
[johnbrunoiii@hawkeyesports.com](mailto:johnbrunoiii@hawkeyesports.com)

Colin Cole, UI Alumni Representative  
[colin@thecolegrp.com](mailto:colin@thecolegrp.com)

Kaye Cole, Mental Health Therapist and Consultant, Department of Athletics  
[kaye-cole@uowa.edu](mailto:kaye-cole@uowa.edu)

Eddie Etsey, Assistant Athletics Director/Chief Technology Officer  
[edudzi-etsey@hawkeyesports.com](mailto:edudzi-etsey@hawkeyesports.com)

Nicole Grosland, Faculty Athletic Representative  
[nicole-grosland@uiowa.edu](mailto:nicole-grosland@uiowa.edu)

Raina Harmon, Assistant Women's Basketball Coach  
[raina-harmon@hawkeyesports.com](mailto:raina-harmon@hawkeyesports.com)

Suzanne Hilleman, Associate Athletics Director for Human Resources  
[suzanne-hilleman@uiowa.edu](mailto:suzanne-hilleman@uiowa.edu)

Mel Sanders, Associate Director Advising and Eligibility  
[mel-sanders@hawkeyesports.com](mailto:mel-sanders@hawkeyesports.com)

Tiffini Stevenson-Earl, Assoc. Director of Compliance & ADA Coordinator  
[tiffini-stevenson-earl@uiowa.edu](mailto:tiffini-stevenson-earl@uiowa.edu)

Liz Tovar, Executive Officer for D.E.I & Assoc. VP/Assoc. Athletics Dir.  
[elizabeth-tovar@uiowa.edu](mailto:elizabeth-tovar@uiowa.edu)

Grace Tubbs, ISAAC Student-Athlete Representative  
[grace-tubbs@uiowa.edu](mailto:grace-tubbs@uiowa.edu)

# Counseling Resources

## **Counseling and Psychology Services**

The mission of UCS Sport Psychology Services is to provide psychological services to University of Iowa student-athletes that foster mental health and well-being, promote success in educational and athletic goals, and contribute to a safe, welcoming, and multi-culturally aware athletics department and campus community.

319-930-5414 or 319-530-2465

<https://hawkeyesports.com/counseling-and-psychology-services>

## **University Counseling Service**

University Counseling Service (UCS) supports mental well-being, nurtures student success, and contributes to a safe, welcoming, and multiculturally-aware campus community.

319-335-7294

<https://counseling.uiowa.edu>

## **Student Disability Services (SDS)**

Student Disability Services (SDS) serves the University of Iowa's commitment to Diversity, Equity, and Inclusion by providing support and academic accommodations for students with disabilities. SDS collaborates with students, faculty, and staff to create an accessible educational environment for all. We welcome, encourage, and empower the students we serve. SDS builds awareness of issues related to accessibility within the University of Iowa community.

319-335-1462

<https://sds.studentlife.uiowa.edu>

## **Women's Resource and Action Center (WRAC)**

WRAC works to create greater equity for individuals and communities of all identities, with a particular focus on women, through activism, social justice initiatives, leadership training, advocacy, service, and personal and professional development.

319-335-1486

<https://wrac.uiowa.edu>

## **Center for Diversity and Enrichment**

The Center for Diversity and Enrichment provides pre-college student development, assistance with facilitating the enrollment process, academic coaching, and programs and activities that support the ability of underserved students to thrive and succeed at the University of Iowa. Academic Coaches are available to support students throughout all aspects of their college experience. We want to make sure your transition to the university is a good one and that you are aware of the opportunities available on campus.

319-384-1538

<https://diversity.uiowa.edu/cde>

## **Equal Opportunity and Diversity**

The Office of Equal Opportunity and Diversity (EOD) supports a campus environment where each individual's ideas, contributions, and goals are respected and valued. EOD is charged with implementation of equal opportunity, affirmative action, and diversity policies at the University of Iowa. We serve as a resource to support the university's compliance with federal/state laws and regulations and university policies prohibiting discrimination, harassment, retaliation, and sexual harassment by or towards any UI community member.

319-335-0705

<https://diversity.uiowa.edu/eod>

## **Office of the Sexual Misconduct Response Coordinator**

The Office of the Sexual Misconduct Response Coordinator (OSMRC) coordinates the university's response to reports of sexual assault, sexual harassment, dating violence, domestic violence, and stalking when those reports involve members of or visitors to the university community. Whatever your connection—whatever brings you to this website—you are not alone as you seek to address the problems you're facing. And we are here to assist.

319-335-6200

<https://osmrc.uiowa.edu>



**Community**  
**Services**

## Beauty

### **Grace African Hair Braiding**

433 IA-1  
Iowa City, IA 52246  
319-359-1496

### **Christina's Unity Beauty Supply**

400 Kirkwood Ave  
Iowa City, IA 52240  
319-338-3210

### **Big J's Barber Shop**

329 E College St  
Iowa City, IA 52240  
319-354-4305

### **Mai African Hair Braiding**

206 Stevens Dr  
Iowa City, IA 52240  
319-341-6007

### **Textures Salon of Iowa City**

(Ask for Cheryl McMillan)  
420 First Ave., Ste. #113  
Coralville, IA 52241  
319-351-8398

### **Top Notch Cuts Barbershop**

353 E College St  
Iowa City, IA 52240  
319-241-1144

**Pro Tip: Ask your teammates for advice and suggestions for hair recommendations!**

## Food

### **Vivian's Soul Food**

2925 Williams Parkway, SW  
Cedar Rapids, IA 52404  
319-396-2229

### **SugaPeach Chicken & Fish Fry**

650 Pacha Pkwy, Suite 1  
North Liberty, IA 52317  
319-826-1809

### **Island Vybz (Jamaican Food)**

Mobile Restaurant  
319-541-4771

### **Asian Market**

624 S Gilbert St  
Iowa City, IA 52240  
319-338-2000

### **Acapulco Mexican Restaurant**

1937 Keokuk Street  
Iowa City, IA 52240  
319-338-1122

### **El Paso Tacqueria & Latin Market**

601 Hollywood Blvd, Suite 1  
Iowa City, IA 52240  
319-338-3703

### **El Banditos**

327 E Market  
Iowa City, IA 52245  
319-358-2836

### **La Regia Market**

436 Hwy 1 W  
Iowa City IA 52246  
651-388-9296

# Religious or Spiritual Support

## Campus Networks

There are nearly 600 student organizations on campus, including Campus Christian Fellowship, Hillel, and the Association of Muslims in America. To find a comprehensive list of organizations, visit: <https://uiowa.campuslabs.com/engage/organizations>

## Community Resources

The Iowa City/Coralville area hosts many places of worship, including facilities for churches including Baptist, Catholic, Episcopalian, Evangelical, Hispanic, Methodist, Non-Denominational, Orthodox, Pentecostal, Jewish, Lutheran, Mennonite, Muslim and Presbyterian. To view a list of area churches, visit:

<https://www.churchfinder.com/churches/ia/iowa-city>

# The Pledge

**As Hawkeyes,  
we pledge to be kind to  
everyone we encounter,  
and put aside differences  
in order to come together  
as one community.**

**We pledge to respect,  
accept, support, welcome, and  
empower individuals from  
all backgrounds to  
pursue athletic, academic,  
and personal opportunities  
without discrimination  
or judgement.**

**We pledge  
to be a BIG ally to all,  
and respond to hate  
by not silently being  
an oppressor.**

Be **H**onest

Be **A**ware

Be **W**illing

Be **K**ind

Be **E**quitable

Be **Y**ou

Be **E**ncouraging

**BE A HAWKEYE** 



**Reporting  
a Problem**

# Reporting a Problem

There are numerous resources within the UI Athletics Department and the University of Iowa campus that can assist you with conflict resolution. The information below can also be found in the student-athlete handbook located at the following address:

<https://academics.hawkeyesports.com/additional-resources>

IF YOU HAVE CONCERNS INVOLVING...

## **RACISM OR DISCRIMINATION:**

Contact Broderick Binns, Executive Director of Diversity, Equity and Inclusion at 319-335-8943 or contact any member of the DEI Accountability Board. Members are listed on page 16.

## **YOUR TEAM:**

**First, speak with your coach.**

- Most issues or concerns can be resolved between you and your coach.

**Second, speak with your sport administrator.**

- The role of the sport administrator is to listen to your concerns, recommend solutions and resolve issues pertaining to your sports team.

**Third, speak with the senior administrator.**

- The role of the senior administrator includes managing departmental programs and sport management responsibilities.

If you have made an initial attempt to address your concerns with your coach and your sport administrator, the following resources may be of assistance:

- Office of the Ombudsperson (Confidential Resource)
- Student-Athlete Academic Services
- Faculty Athletic Representatives

## **YOUR ACADEMICS:**

- First, speak with your Academic Coordinator.
- Second, speak with your College or Major Advisor.

## **HARASSMENT OR DISCRIMINATION:**

- Contact the Office of Equal Opportunity and Diversity at 319-335-0705
- Contact the Dean of Students Office at 319-335-1162

## **YOUR PERSONAL LIFE:**

- Schedule an appointment with the UI Athletics Department Counseling and Sports Psychology Services
- See a counselor in University Counseling Services

## **NCAA RULES VIOLATIONS:**

- Contact the Compliance Office at 319-335-9598
- Contact Faculty Athletic Representatives: Liz Hollingworth and Nicole Grosland

## **VIOLENCE OR SEXUAL MISCONDUCT:**

- Contact the Office of the Sexual Misconduct Response Coordinator
- Contact the University of Iowa Department of Public Safety

## **SEXUAL MISCONDUCT REPORTING OPTIONS:**

Information about reporting sexual misconduct is on the OSMRC website at: <https://osmrc.uiowa.edu/victim-resources/report-problem>

Information about reporting sexual misconduct is on the OSMRC website at: <https://osmrc.uiowa.edu/policy>

## **Confidential Resources**

Anyone (victims or others) who wishes to consult with someone about a specific situation without making a complaint, or who wishes simply to learn more about enforcement of this Anti-Harassment Policy may contact any of the following offices or organizations:

- Office of the Ombudsperson (for faculty, staff, or students), 308 Jefferson Building.
- Employee Assistance Program (for faculty or staff), 121-50 University Services Building.
- University Counseling Service (for students), 3223 Westlawn.
- Women's Resource and Action Center (for faculty, other instructors, staff, students, or visitors), Bowman House.
- Domestic Violence Intervention Program (certified victim advocates) (for faculty, other instructors, staff, students, or visitors), 1105 South Gilbert Court, Iowa City.

These offices are exempt from the reporting requirements set forth below in II-14.5e. In addition, staff in these offices and organizations generally have professional or legal obligations to keep communications with their clients confidential. Faculty and staff in other University offices typically do not have confidentiality obligations and may be required to report allegations.



**The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The university also affirms its commitment to providing equal opportunities and equal access to university facilities.**