

UPDATE Nov. 17: The response from ISU administrators can be [found here](#). It is disappointing, to say the least.

Note: This letter reflects the individual opinions of those that signed. It does not necessarily represent the position of Iowa State University, its employees or students. Some signatories have chosen to include their job titles to demonstrate their relationship to the university, but their signatures do not speak for the units of which they are a part.

November 12, 2020

An Open Letter to Iowa State University Administrators

To: Office of the Senior Vice President and Provost, Office of Diversity & Inclusion, Dean of Students Office, Student Affairs, University Counsel

Dear ISU Administrators,

We are appalled that the Iowa State University administration has decided it will not invoke disciplinary action on a student organization, the Iowa State University College Republicans (@ISateCRs), for a tweet that, having nothing to do with the political nature of the organization, incites violence and creates a campus climate that feels threatening to and isolates students, faculty, and staff of marginalized and historically oppressed populations.

Privileging the free speech of those causing harm over the safety of the historically marginalized members of our community furthers the damage and sends the message that the Iowa State University community does not value their presence, despite numerous condemnations in recent months of this exact kind of behavior. It is clear that the administration's statements during a summer that served as a referendum on racism in this country, were merely symbolic and they now serve as further evidence of its history of denouncing some harmful behaviors, only to abdicate themselves of responsibility when given the opportunity to show their commitment through action.

The Iowa State University College Republicans' tweet dated November 7, 2020 states, "Everyone, you must arm up, expect these people to attempt to destroy your life, the elites want revenge on us." On its own, the tweet is cause for alarm due to its implied threat of violence. Marginalized students, faculty and staff also have cause to be alarmed when tweets like this are made on a campus where there have

recently been numerous racist threats and acts, and in a city with nearby hate groups whose members may be standing in wait for such calls to action.

When considered in the context of other tweets on the College Republicans' Twitter feed—which include tweets and retweets using derogatory language toward undocumented immigrants, racist calls to deport naturalized immigrants of color, calling members of the LGBTQ community mentally ill, and more—it is clear that marginalized populations on the Iowa State University Campus and in the Ames community have reason to feel threatened by this harmful, incendiary rhetoric that culminated in the tweet from November 7 to “arm up.” The aforementioned derogatory tweets are not linked or quoted directly in this document because they may cause harm due to the language used; however, as of the date of this letter, all of the tweets referenced in this document are still published and available for viewing.

Rather than send an emphatic and undeniable message that Iowa State University is committed to antiracism and upholding its Principles of Community and Student Code of Conduct, the administration instead chose to reassure the College Republicans that they will not face disciplinary action for their behavior, even after the Iowa Federation of College Republicans stripped the ISU chapter of its affiliation. Tweets made by a university affiliated student organization are not protected speech if they violate university policy. In choosing to be a student at Iowa State University and speaking as an affiliated student organization, the College Republicans have agreed to conduct themselves according to those policies. The administration has made a choice to disregard its own regulations on this matter.

Importantly, the Iowa State University administration's handling of this situation is a perfect example of how inequitable systems are sustained. Dismantling such institutions require systemic change in the form of resources and policies aimed at eliminating the problematic status quo, and when offensive violations occur, the courage to take action that loudly proclaims, “Not on this campus!” To do so would ensure the safety of students, staff, and faculty from underrepresented populations, as well as others in the larger campus community.

Yet, perhaps out of fear of litigation, the Iowa State University administration has essentially told the people who feel unsafe on campus as a result of the College Republicans' tweets that they do not matter. That message is affecting the current campus climate, and can have a significant impact on the retention and recruitment of students, staff, and faculty from underrepresented groups. Plainly, it sends a clear message that they will not be protected on campus should they decide to attend or accept employment at Iowa State University.

Significantly, the Iowa State University administration still has the opportunity to illustrate its commitment to antiracism, the struggle against social injustices, and to cultivating a campus on which everyone feels welcome, safe, and valued. In response to the College Republicans' incendiary tweet on November 7, we call on the Iowa State University administration to take the following actions:

1. Following the decision by the Iowa Federation of College Republicans to defederate the Iowa State University chapter for violating the principles of the organization, we call for immediate disciplinary action against this student organization for violating the Iowa State University Principles of Community, the Student Code of Conduct (5.2, 5.7, 5.9, 5.10, 5.28), and the Student Organization Recognition policy in the form of removal of recognition as an official student

organization until the last remaining current student member from the roster has graduated from the University.

2. We call for an amendment to the Student Code of Conduct specifically addressing how the institution responds to speech by students and student organizations that promote hate, directly or indirectly threaten the physical safety and free movement of members of the campus community, potentially incite violence, or violates the Principles of Community.
3. We demand Iowa State University demonstrate its commitment to diversity, equity, and inclusion, and its goal of educating students on these very important issues by issuing a charge to the Provost to begin working with academic units on campus to increase the University-wide U.S. diversity requirement and review the approved courses to ensure the course content is centered on diversity issues.

Should the University choose not to discipline the ISU chapter of College Republicans, we demand that the administration provide a clear, direct response to this event in which they explain to the campus community the rationale for its inaction. Further, we ask that the administration explain its decision not to provide an immediate statement addressing those who felt and continue to feel threatened by the organization's escalation of harmful rhetoric, and why the institution will continue to provide a platform to an organization that regularly and flagrantly promotes hate speech.

The actions listed above are only the beginning of the commitment we demand of Iowa State University to demonstrate its previously stated commitment to diversity, equity, and inclusion as stated in Goal 4 of the Strategic Plan. Beyond taking action on this incident, the University and its leadership must prove its commitment to changing our campus culture by showing over time and through action and enforcement of policies rather than hollow promises in the form of convenient denunciations of hateful rhetoric.

Signed,

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Rachel, Student

Asia, Student

Andrew Mota, Student

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Jasmine Hanson, Veterinary Student

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Logan Murphy, Alumna

Abbey Olderog, Alumnus

Max McLain, Student

Luke Parris, Alumni

Amit Singh, Graduate Teaching Assistant

Deborah Caldwell, Parent

Taylor Artis, Student Staff Member

Mary Meis, Student

Ashley F., Alumnus

Rob Maroc, Lab Coordinator

Amanda Larsen, Graduate student

Harry Arroyo, Parent of current student.

Allison Culver, vet student and officer of a multicultural organization

Brian Behnken, Associate Professor

Maia Farber, veterinary student

Mackenzie Roy, Veterinary student

Corrinne Chartier, Student

Sorav Kerur , Student

Andrea McNamara, Parent of student

Jennifer Hubbs, Alumnus

Susan Andrew, Parent

Kristynn Schmitt, Parent

Carol Ross, Parent

Laura Neuman, Parent

Carlene Sabas, Student

Linda Crouchelli, Concerned Parent

Robert Shouse, ISU Supporter

Lisa Hoff, Parent

Ken Miller, Parent

Marilyn Cooperman, parent

Rose Logan, Alumnus and parent of current student

Daniel Dalstra, Parent

Shauna Gross, student

Sheri Carter, Parent

Julie Hannon, Alumnus

Kaitlyn Dreher, Professional student

Lindzy Foster, Parent of ISU student

S.Oldfield-Carlson, Parent

Ben Hertz, Student

Priscilla , Student

Parent, Concerned

Elizabeth Hoeft, Student

Margaret Lunn, Parent

Paul Nemeth , Alumnus

Adam Brandt, Student

Rachel, Student

Joseph Carney, Alumnus

Sophia Gustafson , Student

Abraham Polonia, Student

Derek Johnston, central iowa resident

Juan, Graduate student

Nick Bramanti, Alumnus and Community Member

Michael O'Ryan,

David Schmidt, Student

Katie, Student

Priscilla , Student

Joan Chamberlin , Associate Teaching Professor

Carolyn Duven, Alumna

