



Office of the General Counsel

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October 18, 2020
VIA EMAIL (dss@solomonsimmons.com)

Damario Solomon-Simmons
601 S. Boulder, Ste. 600
Tulsa, OK 74119

Dear Damario:

On behalf of the University of Iowa, I am responding to your letter dated October 5, 2020.

The University of Iowa, Iowa Athletics Department and the football program have publicly addressed some of the concerns you raise in your letter. This summer, the university hired an outside firm to conduct an independent review of issues and allegations related to the climate within the football program. Moving forward, we are committed to ensuring that our student-athletes have the ability to be true to themselves and we will not tolerate a system that inhibits authenticity.

Regarding your clients demands, the Iowa Athletics Department and specifically the football program have implemented many of the items outlined in your letter.

- Broderick Binns, a former Hawkeye letter-winner and member of the football administrative staff, was appointed as the Executive Director of Diversity, Equity and Inclusion for the Athletics Department. In his role, Broderick works in collaboration with the UI Associate Vice President for Diversity, Equity and Inclusion and directly supports our BIPOC student-athletes.
- Kirk Ferentz has established a former student-athlete advisory committee. This committee will advise and assist Kirk and his staff moving forward to improve the football climate. In addition, the current football leadership group was expanded from 12 to 24 members in order to add more diversity in race and class rank. The leadership group, made up of current players, assists in formulating policies and being involved in team decision-making throughout the year.
- The Iowa Athletics Department has a robust degree completion program that provides former student-athletes, who have exhausted their eligibility, with the opportunity to complete their primary undergraduate degree.
- The Iowa Athletics Department annually provides mandated education for coaches and staff regarding Diversity, Equity and Inclusion.

We would welcome the opportunity to visit with your clients to determine their interest in participating in activities that assist in creating meaningful change within the Iowa Football program, the Iowa Athletics Department and campus community. For those individuals who have not obtained their degree, we are more than willing to assist them in these efforts.

We respectfully decline your monetary and personnel demands.

Sincerely,



Carroll J. Reasoner
Vice President for Legal Affairs
and General Counsel

cc: Alfredo Parrish – Via Email aparrish@parrishlaw.com
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