PRINCIPLED COMMUNITY

An Office of Equal Opportunity Newsletter Serving Faculty and Staff

IN THE DECEMBER ISSUE:

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VISION

To ensure equal access to employment and educational opportunities in support of the university's commitment to equal opportunity, affirmative action, and diversity.

MISSION

Iowa State University's Office of Equal Opportunity is committed to promoting a working and learning environment free of discrimination or harassment by complying with all federal, state and local laws pertaining to anti-discrimination, the American with Disabilities Act, and Title IX. To that end, we work toward a campus climate that is supportive of equity through complaint resolution, advice, education, outreach, and intervention.
The Invisible Disabilities Association defines invisible disabilities as, “a physical, mental or neurological condition that is not visible from the outside, yet can limit or challenge a person’s movements, senses, or activities.” There is a wide range of disabilities that are considered invisible including autism, dyslexia, mental disorders, eyesight impairment, and hearing loss.

Iowa State is committed to understanding invisible disabilities in the workplace, protecting, and helping those with invisible disabilities. Understood.org offers useful tips and information related to non-visible disabilities. People with invisible disabilities often will not identify their disability to their coworkers. This can be for a variety of reasons including fear of and feeling like people will not believe them or fear of scrutiny. Consider ways you can help colleagues and direct reports feel comfortable discussing disabilities. In support of employees with disabilities, be sure to review and understand the university’s process for requesting disability accommodations so you can provide informed advice or suggestions. Information about disability accommodations for employees can be found at https://www.hr.iastate.edu/tools-for-employees/workplace-accommodations. Students can find accommodation information through Student Accessibility Services(SAS).
Every year, millions of women and girls experience sexual and/or physical violence. Many of these instances of violence are domestic or from an intimate partner. When COVID shut everything down and people were forced to stay at home, violence against women increased. UN Women calls this the Shadow Pandemic. According to *The Shadow Pandemic: Violence against women during COVID-19* by UN Women, “even before the COVID-19 pandemic began, 1 in 3 women experienced physical or sexual violence mostly by an intimate partner.” These numbers have intensified within the last year and a half. Domestic violence helplines have seen a spike in calls since the pandemic began. While hospitals are overrun with COVID cases and some countries needing to direct their domestic violence resources toward pandemic relief, it has been hard for these women and children to get help.
On October 26, the House of Representatives passed the Family Violence Prevention and Services Improvement Act. The act will increase funding for preventing family and domestic violence and protecting survivors programs. According to CUPA-HR, the act also includes “institutions of higher education among the entities eligible for departmental grants to conduct domestic violence, dating violence and family violence research or evaluation.” The act is awaiting approval by the U.S. Senate.

Dating and domestic violence is protected under the Title IX policy. OEO will provide resources to individuals impacted by dating violence. For more information about the university's stance on dating violence, please refer to the Title IX Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking policy.

Iowa State's Title IX policy:
https://www.policy.iastate.edu/policy/students/sexualmisconduct

Resources for anyone experiencing domestic violence:
Story County ACCESS (Assault Center)
https://www.assaultcarecenter.org/en/locations/story_county/
Margaret Sloss Center for Women and Gender Equity
https://sloss.dso.iastate.edu
The gender pay gap is present in all careers but recent studies have shown the gender pay gap is greater among those in the STEM fields. Not only is there a gender pay gap, there is also a gender promotion gap. Dr. Rajshree Agarwal, author of the study Gender Pay Gap Greater in Academia Than Industry Among Non-Tenured Faculty said, “the gender pay gap at rookie and high-ranking positions does not exist, which shows progress. But I do worry about the causes and consequences of what looks like a promotion gap.” So, while the pay gap is still present, a promotion gap is growing.

The Margaret Sloss Center at Iowa State has many programs, resources, and events to help educate people of the importance of recognizing marginalized groups, gender being one of those groups. The Institutional Research department at Iowa State can provide detailed information about salaries of Iowa State University employees.

To request university statistics visit https://www.ir.iastate.edu. OEO is committed to ensuring equal access to employment opportunities in support of the university’s commitment to equal opportunity, affirmative action, and diversity.

If you have concerns about inequity or discrimination based on gender, please contact our office. You can also find Discrimination and Harassment Prevention courses on Learn@ISU to strengthen your knowledge on the topic. For more information about the university’s stance on this and related topic, review the Non-Discrimination and Anti-Harassment policy: https://www.policy.iastate.edu/policy/discrimination/.
In 2018, Dr. Marcu joined the staff of the Margaret Sloss Center for Women and Gender Equity as the director and worked with her staff to implement the first name change and rebrand of the center since its founding in 1981. Their goal was to expand services to include trans and non-binary students and to create a space that felt intersectional and relevant in its offerings. Today, the Sloss Center boasts many programs, resources, and events that recognize the many ways in which students can experience marginalization; gender being one of them.

Dr. Marcu currently serves as chair of the University Committee for the Advancement of Women and Gender Equity, a 50-year old committee on campus dedicated to advocating for women at Iowa State and in the Ames community. This past Spring, the committee published the Status of Women Report, a website that highlights the inequities in tenure, pay, enrollment, and graduation for women faculty, students, and staff, along with recommendations on how to close those gaps.

Dr. Marcu’s favorite spot on campus is the Sloss House; the historic 100-year old house that houses the Margaret Sloss Center for Women and Gender Equity. The Sloss staff invite campus members to stop in and say hello the next time you’re walking past the house!

Dr. Ruxandra (Sandra) Marcu (she/her) has been researching the impact of gender on individuals’ everyday lives for over a decade. During her graduate studies at Washington University in St. Louis, she fell in love with a course on 19th century women’s writers and realized how few general courses, that weren’t focused on women’s histories, included works by women or studied the lives and social contributions of women.
Announcements

International Day of Persons with Disabilities – December 3

University Holidays; Offices Closed
Friday, December 24
Monday, December 27

If you would like to nominate someone for our Limelight or Highlighting a Hero section, contact us with our info below!

Have topic suggestions? Reach out to us!

Contact Us!
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