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.
Under the Age Discrimination in Employment Act, discrimination on the basis of age is prohibited in the workplace. According to AARP (https://www.aarp.org/work/on-the-job/info-2017/age-discrimination-facts.html), “most people believe age discrimination begins when workers hit their 50s.” By this age, many people start to experience ageist remarks in the workplace, such as being asked when they plan on retiring. These types of questions and remarks can be discouraging and harmful for the employee and the overall workplace.

Iowa State University and the Office of Equal Opportunity prohibits age discrimination and is committed to creating an inclusive campus atmosphere where people of all ages are able to live, learn, and work.

To learn more about Iowa State’s non-discrimination policy visit https://www.eoc.iastate.edu/files/documents//non%20discrimination%20and%20affirmative%20action%20statement.pdf. To learn more about age discrimination on the national level, visit https://www.eeoc.gov/age-discrimination
Carter G. Woodson and other prominent African Americans founded “Negro History Week” in February 1926. During the civil rights movement in the 1960s, the celebration evolved to be known as Black History Month. The month was first officially recognized by President Gerald Ford in 1976 and has been nationally celebrated every year since.

Each year, Black History Month has a specific theme. The 2022 theme is “Black Health and Wellness”. The month will focus on acknowledging “the legacy of Black scholars and medical practitioners in Western medicine,” according to the Association for the Study of African American Life and History (https://asalh.org/black-history-themes/). The theme will also recognize Black midwives, doulas, and those in other wellness related fields.

The Office of Equal Opportunity recognizes Black History Month and is committed to making Iowa State a place that celebrates people of all racial/ethnic background. The Non-Discrimination and Anti-Harassment policy can be found here: https://www.policy.iastate.edu/policy/discrimination/

For more information about the history of Black History Month, read https://www.history.com/topics/black-history/black-history-month.
George Washington Carver was born into slavery in 1864. Shortly after he was born, his mother and him were abducted from their farm in Missouri and sold to a different slave-owner in Kentucky. He was eventually returned back to his original farm but without his mother. Carver was then raised by his slaveowners, the Carvers, where he developed his interest in plants and soil.

Carver started attending school at the age of 11 and eventually began his education in botany at Iowa State University. In 1894, he earned his Bachelor of Science degree making him the first African American to do so. After graduating, he remained at Iowa State where he would study fungal infections of soybean plants and research about other plant diseases. He eventually received his Master of Agriculture degree in 1896.

He spent a majority of his career working at the Tuskegee Institute where he would come up with the idea of crop rotation which is still used today. During a peanut surplus, he developed many uses for peanuts including cooking oils, cosmetics, and soaps, earning him the nickname “The Peanut Man”.

In addition to his agricultural work, he spent time dealing with racial injustice and published many bulletins. He died on January 5, 1943 at the age of 78.

More about George Washington Carver’s life can be found here: https://www.history.com/topics/black-history/george-washington-carver#section_7
Thank you for reading Principled Community/OEO Newsletter. We will be on hiatus until the new EO Director is announced but you can access our previous newsletters at eoc.iastate.edu/oeo-bulletin---news-and-articles. If you have questions or concerns please feel free to contact us.
Margaret Sloss Center for Women and Gender Equity, resources and events open to all:

Scholarships now open through the end of the month:
[https://sloss.dso.iastate.edu/scholarships-and-awards/scholarships](https://sloss.dso.iastate.edu/scholarships-and-awards/scholarships)

Art & Creativity for Healing - connect creative exercise with community building in support of healing. Supplies and art guidance will be provided. Join monthly on Wednesday nights at 5 pm in the Sloss House. [https://sloss.dso.iastate.edu/programs---events/art-creativity](https://sloss.dso.iastate.edu/programs---events/art-creativity)

Feminist Fridays start this Friday, Feb 4th! Join Maya Bartel who speaking about "Parenting Beyond the Binary: Stories from Trans Parenthood" [https://sloss.dso.iastate.edu/programs---events/feminist-friday](https://sloss.dso.iastate.edu/programs---events/feminist-friday)

QTPoC Monthly Dinners at the Sloss House (in person): QTPoC is an acronym for Queer and Trans People of Color: held every last Friday of the month at 5pm. [https://sloss.dso.iastate.edu/programs---events/qtpocdinner](https://sloss.dso.iastate.edu/programs---events/qtpocdinner)

Sloss Newsletter: Stay current on Sloss happenings this semester by subscribing to our newsletter: [https://sloss.dso.iastate.edu/about/newsletters](https://sloss.dso.iastate.edu/about/newsletters)

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**Triggers Warnings: Methods and best practices with Michael Bugeja**  
Feb 28, 2022 - 2:00pm-3:00pm - Online only - via Zoom  
more info: [https://www.event.iastate.edu/?category=7&featured=1&f=1&sy=2022&sm=02&sd=01&s=m](https://www.event.iastate.edu/?category=7&featured=1&f=1&sy=2022&sm=02&sd=01&s=m)

**What Is Latinx? and Who Is Latinx? with Dr. Cristobal Salinas**  
March 2, 2022 6:00 PM - Great Hall, Memorial Union  
more info: [https://www.lectures.iastate.edu/lectures/what-latinx-and-who-latinx](https://www.lectures.iastate.edu/lectures/what-latinx-and-who-latinx)

**Seed Sovereignty: Who Owns the Seeds of the World, Bio-Piracy, Genetic Engineering and Indigenous Peoples with Winona LaDuke**  
Feb 9, 2022 6:00pm on webex  
If you would like to nominate someone for our Limelight or Highlighting a Hero section, share your suggestions via email. Our information is below!

Have topic suggestions? Reach out to us!

Find more Iowa State news and announcements at Inside Iowa State: https://www.inside.iastate.edu

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