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.
History of Veteran’s Day:
Veteran’s Day, originally called Armistice Day, is celebrated every November 11. Although not the official end of World War I, an armistice (a temporary ceasefire) "between the Allied nations and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month," according to the U.S. Department of Veterans Affairs. Veteran’s Day is celebrated on November 11 for this reason.
The purpose of Armistice Day was to honor those who had fought in World War I. After the Korean War and World War II, Congress agreed that veterans of all wars should be celebrated equally. Public Law 380 was approved by Congress and signed by President Dwight D. Eisenhower in June of 1954, officially changing the name from Armistice Day to Veteran’s Day.

U.S. Department of Veterans Affairs link: https://www.va.gov/opa/vetsday/vetdayhistory.asp

Protected Veteran Status:
The Vietnam Era Veterans’ Readjustment Assistance Act of 1974 (VEVRAA) is a law that requires certain employers to hire people who fall under protected veteran status. According to Military Benefits, those who fall under protected veteran status are, “disabled veterans; veterans who served on active duty during a war, campaign, or expedition for which a campaign badge has been authorized; veterans with an Armed Forces Service Medal ... [and] recently separated veterans.” Under VEVRAA, these veterans are protected from discrimination in the workplace.

For more information visit, https://militarybenefits.info/protected-veteran-status/
See Iowa State’s "Invitation to Self-Identify - Disability and veterans“ policy here: https://www.policy.iastate.edu/policy/selfid

Benefits of Hiring Veterans:
Service in the military provides veterans with valuable skills and experiences that can be beneficial to workplaces. Businesses can gain a lot through hiring a Veteran. Veterans often have a wide range of skills and have strong work ethics. The U.S. Department of Veterans Affairs has a Veterans Employment Toolkit. This Toolkit provides a list of strengths that Veterans can bring to workplaces. Some of these skills include working well in a team and being organized and disciplined. For the complete list, visit the Toolkit linked below.

Veterans Employment Toolkit: https://www.va.gov/vetsinworkplace/docs/em_goodemployees.asp
Transgender Awareness Week is celebrated from November 13-19. The week is used to create visibility for transgender people and address issues within the community. Following the week-long celebration is a Transgender Day of Remembrance (TDOR), on November 20. Gwendolyn Ann Smith started the day as a vigil to honor the many transgender lives lost from anti-transgender violence in 1998.

Below is an infographic provided by the Gay, Lesbian & Straight Education Network (GLSEN). Check the graphic out to better understand gender terminology.
As a land-grant university, Iowa State is committed to acknowledging the Native people who previously owned and took care of this land. Part of this acknowledgment is recognizing November as Native American Heritage Month. "The month is a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people," according to the National Congress of American Indians.

The month also includes National Day of Mourning, celebrated the same day as Thanksgiving every year. According to National Today, the day was created in remembrance of, "the genocide of millions of Native people, the theft of Native lands, and the relentless assault on Native Culture."

Before European settlers arrived in the United States, there were around 10 million Native people in the country. The current Native American population is, "6.79 million, which is about 2.09% of the entire population," according to World Population Review. The state with the highest percentage of Native Americans is Alaska with 20.32% and the state with the lowest percentage is New Jersey with .69%. Iowa's percentage is .87%.

National Congress of American Indians:
https://www.ncai.org/initiatives/native-american-heritage-month

National Today article:
https://nationaltoday.com/national-day-of-mourning/

Iowa State's Land Acknowledgment:
https://www.diversity.iastate.edu/dei-resources/land-acknowledgement

More Native American population statistics:
https://worldpopulationreview.com/state-rankings/native-american-population
Rita Case understands the complexities of military life.

When her husband was nearly killed after a bomb flipped his Army vehicle in Iraq, she became his full-time caregiver. Despite multiple surgeries, her husband was medically retired from the military. To make ends meet, while waiting through long VA backlogs, Rita joined the Navy in 2010.

She went on to work with a Naval Construction Battalion, also referred to as the “Seabees,” the group that builds shelters, roads, bridges, and landing strips for military forward operating bases. While serving in the Navy Reserves, Rita earned a Bachelor’s of Arts degree in Communications from the University of Denver and a Master’s of Science degree in Organizational Leadership from Regis University. She had no trouble deciding on her ideal career track: helping military veterans and their families navigate higher education. Rita has worked her way up from a work-study employee, helping process GI Bill® benefits to becoming the ISU Veteran Center Director. Rita joined the Cyclone family this past July, and she is excited to get to collaborate with faculty, staff, and students from across the University.
New Interim EO Director - Mary Howell Sirna

Mary Howell Sirna is serving as the Interim Equal Opportunity Director and Title IX Coordinator for Iowa State University. Mary previously held this interim position from October 2015 to April 2016.

Mary has been at the University since 2013 and serves as the administrative advisor and attorney on staff for ISU Police. Prior to this, she was first assistant at the Story County Attorney’s Office.

Mary earned her bachelor’s degree in political science and theatre arts from Mount Holyoke College in South Hadley, Massachusetts, and a law degree from the University of Iowa.

You can contact Mary at eodirector@iastate.edu. To report a concern, please continue to contact the Office of Equal Opportunity at eooffice@iastate.edu or call us at (515) 294-7612.
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!

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

Thanksgiving Break is Monday - Friday, November 22 - 26

International Day for the Elimination of Violence Against Women - November 25

Veteran's Celebratory Dinner - November 10 5:30
Click for more info

WE Lead: Empowerment and Leadership Conference - Saturday, November 13th, 2021
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