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 commemoration of months like this on campus provides visibility for the LGBTQ+ community and the topic of gender and sexual diversity (GSD). Visibility is also promoted through programs, offices, and groups that center the LGBTQ+ community at ISU. There are four primary pillars of LGBTQ+ community development and GSD education:

**Gender and Sexual Diversity Initiatives (GSDI)** in the Division of Diversity, Equity and Inclusion  
**LGBTQA+ Faculty and Staff Association**  
Student-serving offices:  
- Center for LGBTQIA+ Student Success  
- Margaret Sloss Center for Women and Gender Equity  
**LGBTQ+ affirming organizations:**  
- [Student organizations and interest groups](#)  
- QTPoC student engagement group  

The relationships between these pillars are numerous. Some FSA members serve as advisors to student groups; GSD Initiatives and student-serving offices work together to realize inclusion goals set by the university community; the Office of Diversity, Equity and Inclusion supports QTPoC and the LGBTQA+ FSA; and the list goes on. Working in collaboration, these pillars provide a way for changemakers to collaborate and mobilize around things that are important to the entire ISU LGBTQA+ community, collectively increasing the visibility, community development and education around GSD at ISU.

This month and every month, ISU community members are invited to participate in ways that make ISU a more welcoming, safe and empowering climate for people with diverse gender and sexual identities. Explore the links provided above to find your space for involvement and stay tuned for GSDI’s launch of GSD @ ISU, an online, self-paced re-imagining of safe zone training at Iowa State.

Written by: Nicci Port (she | her | hers) nicci@iastate.edu  
Program Director for Gender and Sexual Diversity Initiatives  
Office of the Vice President for Diversity, Equity and Inclusion
National Disability Employment Awareness Month’s (NDEAM) history began in 1945 when Public Law 176 went into effect. Public Law 176 declared, “the first week of October each year as National Employ the Physically Handicapped Week,” according to the Library of Congress. Congress removed the word “physically” in 1962 to include all types of disabilities. By 1987, the week was expanded to a month and the name was changed to what it is currently known as, NDEAM.

Disabilities can take on a variety of different characteristics. The infographic below, from the United States Census Bureau, shows different categories of disabilities and the number of Americans that fall under them.

The theme for the NDEAM 2021 is “America’s Recovery: Powered by Inclusion.” The U.S. Department of Labor, Office of Disability Employment Policy said the theme, “reflects the importance of ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic.”

People with disabilities are valuable and important parts to the successes of American workplaces. NDEAM hopes to reflect those contributions in their celebration.

https://www.loc.gov/disability-employment-awareness-month/about/
https://www.dol.gov/agencies/odep/initiatives/ndeam/
According to Diversity Inc., when people of color and/or women oversee recruitment and hiring committees the diversity of job applicants increases significantly. If you want a more diverse environment in your office, people of color are 118% more likely to apply for a job if another person of color or someone with an underrepresented background in power is actively recruiting them.

Gender and Race also have an influence on recruitment strategies professionals will use during the hiring process. New Study Reveals Diversity Slate of Job Applicants Increases by 118% When Women or POC Oversee Hiring and Recruitment reported that,

“White women and women of color in the study leaned on their personal networks and appointed other women to serve on the committee with them, while people of color, male or female, posted job ads to women- and minority-specific websites and collaborated with the university’s recruitment, retention, equity and diversity office”.

The researchers conducting the study discovered that using welcoming language in job listings in order to encourage candidates of diverse backgrounds to apply did not have a significant impact. However, networking and proactively searching for underrepresented candidates on job boards and via official channels had the largest influence on increasing the diversity of applicant pools.

Iowa State has tips and resources to ensure diversity and inclusivity in the workplace. Continue reading to learn about our Diversity Recruitment and Retention Toolkit.

Diversity Inc. article:
DIVERSITY RECRUITMENT AND RETENTION TOOLKIT

The Office of Equal Opportunity has resources to help simplify the recruitment process and ensure diverse practices. The following diversity toolkit is designed to help search committees in each unit achieve Iowa State University’s Affirmative Action Plan (“AAP”) goals, as well as to provide a more inclusive, welcoming and productive workplace. Our Diversity Recruitment and Retention Toolkit covers **Position Descriptions**, **Creating an Inclusive Search Committee**, **Conducting Inclusive Interviews**, **Retention-Mentoring**, **Exit Interviews**, **Community Resource Guide**, **Diversity Recruitment Resources/Websites**

Research has shown that increased cognitive diversity of teams makes them more efficacious in solving complex problems because it broadens the perspective of the team. Diversity across identities, including, but not limited to, bases protected by ISU’s non-discrimination policy helps establish teams with greater cognitive diversity.

Explore the toolkit on our website: [https://www.eoc.iastate.edu/diversity-recruitment-and-retention-toolkit](https://www.eoc.iastate.edu/diversity-recruitment-and-retention-toolkit)
Originally from Southern California, Adriana (Adry) graduated with a BA in English Education from Cal State Long Beach. She earned her MFA in Creative Writing from Columbia College Chicago before moving to Seattle, WA where she worked for the University of Washington Bothell as the Program Coordinator for the Student Success Center. It was here she was introduced to student affairs and recognized the impact of being part of a student’s learning community that expanded beyond the classroom.

She moved to Iowa in 2017 and has worked in the Academic Success Center as the program assistant for Tutoring Services, and most recently as the Assistant Director for Academic Coaching and Outreach. She has collaborated with faculty and staff across campus to develop techniques and best practices to promote students’ self-advocacy and has utilized her strengths in leadership and relationship building to collaborate and create new programs and initiatives based on students’ needs. If you have questions or concerns on how to assist students, Adry is a great resource!

Contact Info:
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Title: Director of Student Accessibility Services
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Office: Student Svcs
2505 Union Dr
Ames, IA 50011-2030
Disability Awareness Week is
Oct 25-29, 2021

Iowa Regents Disability Summit
Wednesday, October 27 | 8:00am-3:00pm | Reiman Gardens
Click to learn more and register!

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!

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https://www.inside.iastate.edu

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