OFFICE OF EQUAL OPPORTUNITY

IN THIS ISSUE//

Sexual Assault Awareness Month
Diversity & Inclusion Staff/Office
President Biden’s Cabinet
Announcements & Contact

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.
April is Sexual Assault Awareness Month and it is important to acknowledge that anyone can be vulnerable to sexual assault including men and people who are trans or non-binary. One community that is often overlooked when it comes to experiencing sexual assault is the LGBTQ+ community. According to the Centers for Disease Control and Prevention (CDC), people in the LGBTQ+ community experience sexual violence at similar or higher rates than cis-gender heterosexual people.

A number of national initiatives have been created to combat the sexual violence towards people in the LGBTQ+ community. One of these initiatives is #iwantaworld with Jane Doe Inc. partnered with The Network/La Red to create the first sexual and domestic violence prevention campaign in Massachusetts focused on LGBTQ+ communities. The goals of this campaign are to spread awareness about domestic and sexual violence specifically in the LGBTQ+ communities and ensure that services and the public meet the needs of survivors and victims.

This month, and every month, we must educate ourselves, highlight survivors’ stories, spread awareness about sexual assault and continue to strive for prevention. We are aware that sexual violence happens to everyone, we remind you to consider the communities that have gone unacknowledged.
SEXUAL ASSAULT AWARENESS MONTH
APRIL 2021

APRIL 2ND
- Feminist Friday Podcast: “Wearing Jeans: Sexual Assault Awareness Month”
- ACCESS tabling at Parks Library from 11:30AM-1PM

APRIL 6TH
- Bystander Book Tuesday (Instagram: @isugreendot)

APRIL 7TH
- Green Dot Cookies at ISU Dining Centers
- Start by Believing Day on South Library Lawn
- Scannable Scavenger Hunt at Start By Believing Day table
- Self-care with ACCESS from Noon-1PM

APRIL 9TH
- Green Dot Games on Campanile Lawn
- ACCESS tabling at Parks Library from 11:30AM-1PM
- Green Dot Bingo at AfterDark

APRIL 13TH
- Bystander Book Tuesday (Instagram: @isugreendot)
- Virtual Keynote with Bonnie Seha at 6PM sponsored by SFE

APRIL 14TH
- Scannable Scavenger Hunt at UDCC
- Self-care with ACCESS from Noon-1PM

APRIL 16TH
- Green Dot Games on Campanile Lawn
- ACCESS tabling at Parks Library from Noon-1PM

APRIL 20TH
- Bystander Book Tuesday (Instagram: @isugreendot)
- Red Flags and Rom Coms Trivia Night at 7PM presented by ACCESS

APRIL 21ST
- Scannable Scavenger Hunt at Parks Library
- Self-care with ACCESS from Noon-1PM

APRIL 23RD
- Green Dot Games on Campanile Lawn
- ACCESS tabling at Parks Library from 11:30AM-1PM
- Fraternity Softball Tournament benefiting ACCESS

APRIL 26TH
- SAAM Walk around Lake Laverne
- Fraternity Softball Tournament benefiting ACCESS

APRIL 27TH
- SAAM Walk around Lake Laverne

APRIL 28TH
- DENIM DAY OF ACTION
- SAAM Walk around Lake Laverne
- Scannable Scavenger Hunt at Memorial Union
- Self-care with ACCESS from Noon-1PM

APRIL 29TH
- SAAM Walk around Lake Laverne

APRIL 30TH
- SAAM Walk around Lake Laverne
- Green Dot Games on Campanile Lawn

BROUGHT TO YOU BY:
IOWA STATE UNIVERSITY
Student Wellness

studentwellness.iastate.edu
Each College and Department issues Diversity and Inclusion statements about their commitment to diversity. Across campus, there are equity and inclusion advocates and committees dedicated to focusing on diversity initiatives. The individuals listed below are working to foster diversity and the mission of making Iowa State an inclusive environment for everyone. Connect with these people to contribute to the mission and see how you can help.

**College of Design** - Jordan Brooks, Director of Equity, Inclusion, and Multicultural Student Success  
jwbrooks@iastate.edu (515) 294-9555

**College of Human Sciences** - Carmen Flagge, Multicultural Liaison Officer  
cflagge@iastate.edu (515) 294-0532

**College of Agriculture and Life Sciences** - Dr. Theressa Cooper, Assistant Dean for Diversity  
tncooper@iastate.edu (515) 294-8574

**College of Agriculture and Life Sciences** - Elizabeth Martinez-Podolsky, Director of Multicultural Student Success  
emart@iastate.edu (515) 294-1701

**Ivy College of Business** - Brenda Thorbs-Weber, Multicultural Liaison Officer  
btweber@iastate.edu (515) 294-8300

**Department of Residence** - Joseph Ballard II, Director of Diversity, Equity, and Inclusion for Campus Life  
jfball2@iastate.edu (515) 294-1627  
To learn more visit: https://www.housing.iastate.edu/campus-life-diversity/

**Department of Mathematics** - Michael Young, Director of Diversity  
myoung@iastate.edu (515) 294-8169

**College of Engineering** - Michelle Soupir, Equity Advisor  
msoupir@iastate.edu (515) 294-2307

**Graduate College** - Thelma Harding, Diversity Programs and Initiatives Coordinator; Ashley Garrin, McNair Program Assistant Director; Arnold Woods III, Program Assistant  
thalrdi@iastate.edu
The Iowa State Office of Diversity, Equity, and Inclusion focuses on diversity and inclusion for faculty, staff, and students. The Vice President for Diversity and Inclusion, Dr. Reginald Stewart, serves as the executive level diversity and inclusion strategist and reports directly to the President.

Read more about Dr. Reginald Stewart here: https://www.diversity.iastate.edu/what-we-do/who/staff/reginald-stewart-phd

To learn more about the Diversity, Equity, and Inclusion Office and how you can get involved and support, visit this link: https://www.diversity.iastate.edu/what-we-do

Office of the Vice President for Diversity and Inclusion
2680 Beardshear Hall
vpdioffice@iastate.edu
515-294-8840 phone

Graduate Student Weekly Community Chats
For Underrepresented Students

Tuesdays, 6:00 – 7:00p
Thursdays, Noon – 1:00p
(central standard time)

As an additional means of support during your time here, the Graduate College is offering a safe space for underrepresented graduate students to create community and to allow your voices to be heard. Please join us and your fellow grad students as your weekly schedule allows. Know that your voice is important to us!

YOUR DISCUSSION FACILITATORS

Thelma Harding, Coordinator Graduate Recruitment and Retention
Carmen Jones, Graduate Assistant, PhD Candidate in Higher Education

This is a continuation of an initiative that began in fall 2019.
President Biden pledged that he would ensure his Cabinet would be the most diverse in U.S. history to represent the country’s citizens more accurately. His pledge was proven to be a determined commitment to diversity when the nominees were confirmed for their roles. In an analysis of past presidential administrations by NPR, it was shown that President Biden has been more successful in the matters of representation of race and gender. In 2021, the U.S. has had its first openly gay cabinet secretary in Pete Buttigieg, as well as its first female treasury secretary, first black Pentagon chief and more. These are just the few ways in which President Biden is diversifying his administration. With the tense political climate in this country, President Biden has been under pressure from all sides to keep the promises he has stated throughout his candidacy. Creating a diverse Cabinet that reflects the country is the first step to show how he will follow through with his promises.

How Diverse Have Presidential Cabinets Been?
Below are charts by Zach Levitt and Audrey Carlsen from NPR comparing the initial Cabinet picks of former Presidents Barack Obama and Donald Trump alongside the picks President Biden has made for his Cabinet:
Kemba Smith-Pradia will share her dramatic story about how she went from college student to drug dealer’s girlfriend to domestic violence victim to federal prisoner. Kemba shares her story of how making poor choices blinded by love and devotion can have long-term consequences. Kemba’s case drew support from across the nation and the world. The support prompted then President Clinton to commute her 24.5 years sentence to time served – six and a half years – in December 2000. Often labeled the “poster child” for reversing a disturbing trend in the rise of lengthy sentences for first-time, non-violent drug offenders, Kemba’s story has been featured on BET, CNN, Nightline, “Judge Hatchett,” Court TV, “The Early Morning Show; and a host of other television programs. In addition, Kemba’s story has been featured in several publications such as Emerge, JET, Essence, Glamour, People magazines, The Washington Post and The New York Times.
ANNOUNCEMENTS

Wear a mask and wash your hands to protect all of us at ISU!

April 5th-11th is Pride Week!

The 2021 Womxn of Colour Network Retreat
Virtual Event April 16 - 17

BFSA Gift Card Drive - Final drop-off date is April 16
(for more information visit us on Facebook or instagram @iowastateoeo)

Earth Day is April 22nd!

Help from faculty, staff, postdocs, and graduate assistants is needed for nonmedical support during the vaccination clinic. To sign up, visit https://www.riskmanagement.iastate.edu/covid-move-in-staffing-signup

Contact Us!
Office of Equal Opportunity
3410 Beardshear Hall
515 Morrill Road
Ames, IA 50011
Phone: (515) 294-7612
Email: eooffice@iastate.edu
Web: www.eoc.iastate.edu

Follow us on all of our socials!
Instagram: @iowaStateOEO
Twitter: @iowaStateOEO
Facebook: Office of Equal Opportunity at Iowa State University
LinkedIn: Iowa State University
Office of Equal Opportunity

Do you have topic suggestions or want to write for our Newsletter? Call or email us with the contact info provided below!