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 Higher Education Act of 1965 defines an HBCU as: “...any historically Black college or university that was established prior to 1964, whose principal mission was, and is, the education of Black Americans...” (ed.gov). Before 1861, the education of Black Americans was prohibited in southern states and heavily discouraged in northern states. The first HBCU in the nation is Cheney University which was founded in 1837 while Lincoln University, established in 1954 was the first to grant higher education degrees. Since these educational institutions were the only schools available to Black Americans, many offered primary, secondary and post-secondary education. Prior to desegregation of Higher education in the early 1950’s, nearly all Black college students were enrolled at an HBCU. For over 180 years, HBCUs have been a cornerstone of American History. While these universities were founded for the purpose of educating Black Americans, their strong academic programs, inclusive environments, and affordability have attracted international students. In fact, twenty four percent of current students enrolled are non-Black.

https://hbcufirst.com/hbcu-research-facts

There are 101 existing HBCUs in 19 of the United States, and US Virgin Islands.
In 2018, of the 101 HBCUs, 51 were public institutions and 50 were private nonprofit institutions.
https://nces.ed.gov/fastfacts/display.asp?id=667

Top 5 HBCUs according to US News:
1) Spelman College in Atlanta, GA
2) Howard University in Washington, DC
3) Xavier University of Louisiana in NOLA
4) Tuskegee University in Tuskegee, AL
5) Hampton University in Hampton, VA
Black History in Higher Education: The Divine 9

Also known as the National Pan-Hellenic Council, the Divine Nine are a collective of Black Greek Sororities and Fraternities that were formed to support Black college students who sought out a community of peers with a shared identity in pursuit of higher education. The creation of these Greek organizations united students and acted as a resource for support and service in the educational advancement and strengthening of Black student's bonds. The Divine Nine primarily focus on uplifting and supporting their communities. Their existence was a response to racism, as many campus organizations were exclusionary to people of color. Many of these fraternities and sororities originated in HBCUs, expanded to predominantly white institutions and continue to spread to campuses on a global scale. They have proven to be pivotal in Black History and culture since the early 20th century. Some of the most influential and impactful black leaders in healthcare, fashion, business, global affairs, politics, and the arts are members of the Divine Nine or have Graduated from an HBCU.

The link below takes you to a video where panelists discuss their positive experiences and what the Black Greek Organizations mean to them. [https://www.pbs.org/video/basic-black-black-fraternities-and-sororities/](https://www.pbs.org/video/basic-black-black-fraternities-and-sororities/)

Panelists: Chenita Daughtry (Alpha Kappa Alpha); Sean Daughtry (Kappa Alpha Psi); Terrence Lewis, (Phi Beta Sigma); and Danyelle Antone (Sigma Gamma Rho).

February 15 - February 19th is NPHC Week at ISU. For more information on Instagram @iowastate_nphc
Black History in Higher Education: The Divine Nine

Alpha Phi Alpha Fraternity Inc. (ΑΦΑ) - founded in 1906 at Cornell University, is the first Black intercollegiate Greek fraternity in the nation. With alumni members like activists Martin Luther King, Jr. and W.E.B. Du Bois, AΦΑ now has 730 chapters and 290,000 members worldwide.

Alpha Kappa Alpha Sorority Inc. (AKA) - founded in 1908 at Howard University and has a total of 105,000 chapters and 290,000 sorority members. The sorority is a vital part of college life in Japan, Germany, the Virgin Islands, and thousands of campuses across the United States. Vice President of the United States Kamala Harris is a member of the Alpha Kappa Alpha Sorority.

Kappa Alpha Psi Fraternity (ΚΑΨ) - founded in 1911 at Indiana University and became included in the “Divine 9” in 1930. Although KΑΨ was founded as a predominantly Black Greek organization, it invites members of all races and nationalities.

Delta Sigma Theta Sorority (ΔΣΘ) - founded in 1913 at Howard University and has been involved in civil rights campaigns and participated in the Women’s Suffrage March on March 3, 1913. ΔΣΘ is currently a member of the National Association for the Advancement of Colored People (NAACP) and the National Council of Negro Women (NCNW). Shirley Chisolm pledged Delta Sigma Theta.

Omega Psi Phi Fraternity Inc. (ΩΨΦ) - founded in 1911 at Howard University and its members have been known for their involvement in business, politics, civil rights, the arts, sports, and education. Home fraternity to Michael Jordan and Rev. Jesse Jackson, ΩΨΦ has over 750 undergraduate and graduate chapters around the world.

Phi Beta Sigma Fraternity (ΦΒΣ) - Phi Beta Sigma was founded in 1914 at Howard University. ΦΒΣ members are committed to their education, their communities and are involved in programs like Project S.W.W.A.C. (Sigmas Waging War Against Cancer). The fraternity has more than 200,000 members throughout the Americas, Africa, Europe, and Asia. George Washington Carver was a member of Phi Beta Sigma.

Zeta Phi Beta Sorority (ΖΦΒ) - Zeta Phi Beta was founded in 1920 at Howard University as a sister organization to Phi Beta Sigma. In 1948, ΖΦΒ was the first Greek organization to start a chapter in Africa, and today the sorority has more than 800 chapters in North America, Africa, Europe, and Asia.

Sigma Gamma Rho Sorority (ΣΓΡ) - Sigma Gamma Rho was founded in 1922 at Butler University and has been actively involved in fighting social issues that affect them and their communities. ΣΓΡ is involved in an array of programs, including ACT Against Aids, Buckle Up America, and the National Marrow Donor Program.

Iota Phi Theta Fraternity (ΙΦΘ) - Iota Phi Theta was founded in 1963 at Morgan State University during the peak of the Civil Rights Movement. The twelve men that created ΙΦΘ were non-traditional students influenced by civil rights leaders such as Malcom X and the Black Panthers. ΙΦΘ became heavily involved in social causes, activism, and service. Currently, more than 30,000 college students are a part of the fraternity’s chapters.
An environment that embraces the richness of diversity by celebrating, including, and acknowledging persons with disabilities within our Iowa State campus and community.

Campaign Goals
- Create more visibility of people with disabilities across campus and in the community.
- Collaborate on initiatives, development, and resources to increase support and inclusion at Iowa State University.
- Create intersectional and meaningful programs that highlight the services and support of the Iowa State community.
- Create an intentional space for dialogue and learning that fosters a sense of inclusivity for personals with disabilities.

General Accessibility Resources

http://www.insidehighered.com/news/2020/04/06/remote-learning-shift-leaves-students-disabilities-behind
Students with disabilities and their advocates say access to equitable education has been abandoned in the scramble to move classes online.

http://www.youtube.com/watch?v=DCMLk4cES6A&feature=youtu.be
The Office for Civil Rights (OCR) presents this short webinar on online education and website accessibility.

National Center for College Students with Disabilities is gathering information and resources here for you. They will update this frequently as they hear of resources.

The InclusAbility website is a source of useful information.

https://inclusability.eoc.iastate.edu/
At the Office of Equal Opportunity we offer services that aid in diversity and inclusion. Some services we offer are: Consultation, Facilitate Conversation, Mediation, and Training/Presentations. To learn more about our services or to fill out a request form, click this link to head to our website!

https://www.eoc.iastate.edu/how-can-we-help

Report your concerns via email to eooffice@iastate.edu. Share details about concerns of discrimination and harassment based on protected classes and we will promptly respond. You can find a list of the protected classes through the link below:

https://icrc.iowa.gov/your-rights/protected-classes

Although we would like to provide solutions for all who contact us, some issues are not based on the protected classes. Those unrelated concerning incidents should also be reported. Listed below are campus partners that offer solutions for concerns about conduct that is unrelated any protected groups:

Faculty concerns - https://www.provost.iastate.edu/
Staff concerns - https://www.hr.iastate.edu/
Students concerns- https://www.studentconduct.dso.iastate.edu/

If you have questions please feel free to contact our office or refer to the policy library for useful information.

https://www.policy.iastate.edu/
Remember to wear a mask and wash your hands to protect all of us at ISU!

**ANNOUNCEMENTS**

"Mexican Americans and the Administration of Justice, 1970-Today" a virtual lecture

Feb 24th, 2021 at 7:00 pm via Webex
Contact: lectures@iastate.edu
Phone: 515-294-9934

**NAACP Freedom Fund Virtual Event**

Feb 18th at 6:30 pm
Purchase tickets at https://www.tix.com/ticket-sales/amesNAACP/5954
Registration closes Feb. 17th

**NAACP Collegiate Chapter**

first meeting of 2021 on Feb. 10th at 430 pm
Sign-up at bit.ly/ISUNAACP

**Upcoming Spring 2021 Intergroup Dialogue Session dates:**

Tues 2/16 | Thurs 2/18 | Mon 2/22 | Wed 2/24 | Fri 2/26 | Tues 3/2 | Tues 3/9
Register at - bit.ly/ISUIGD

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

**Contact Us!**
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Web: www.eoc.iastate.edu

**Follow us on all of our socials!**

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- Facebook: Office of Equal Opportunity at Iowa State University
- LinkedIn: Iowa State University Office of Equal Opportunity