

IOWA STATE UNIVERSITY

Office of Equal Opportunity

2019 ANNUAL REPORT EXECUTIVE SUMMARY



FROM THE ASSISTANT VICE PRESIDENT FOR DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY

Welcome to the first Office of Equal Opportunity (OEO) Annual Report Executive Summary! I am excited to finally bring the campus community “inside the room where it happens.” I am fortunate to have been chosen to lead the efforts for OEO three years ago. Since that time, great strides have been made to re-image, re-construct, and re-engage the campus community in the work that assures equal opportunity at Iowa State. With change comes confusion and lessons learned. I would like to thank you for all of the support and patience you have lent as we are practicing our way to excellence. Hopefully you will find the answers or insights to some of the questions that may exist due to the three year transition in process, protocol and personalities.

We remain wholly committed to the well-being of our campus community, and the Annual Report, of which this document is an Executive Summary, details the efforts behind that commitment. Although you will find many numbers reflected within this report, rest assured we never lose sight of the fact that our work is focused on people, and our commitment to your well-being is sincere and resolute.

Over the last three years, I believe we have achieved much success, but we know that much work is still needed to help Iowa State University reach a level of parity and equality in regards to recruiting and retaining diverse students, staff, and faculty into a highly inclusive environment. OEO recognizes that equal opportunity, diversification and inclusion is an objective we cannot achieve alone. To that end, we strongly encourage, welcome, and solicit ideas from campus partners, as well as internal and external stakeholders, as we strive to move this common agenda forward.

As we remain engaged in this journey of a shared vision, I want to thank Vice President Reginald Stewart for his leadership and President Wendy Wintersteen for her generosity. I also want to thank the OEO team for a job well done and continuously striving to monitor, improve, and implement new ideas and strategies to better serve the individuals who make up this great community that is Iowa State University. I thank you once again for your guidance and support of OEO’s efforts. We look forward to working with you to continue to prioritize the ongoing safety of our community throughout the year.



OFFICE IMPACT

The Office of Equal Opportunity's (OEO) impact, involvement, interaction, and influence expanded significantly throughout 2018. Some highlights include the following:

- expanding the role of the Assistant Vice President (AVP) for Diversity, Inclusion, and Equal Opportunity;
- restructuring a current full-time position to focus on outreach and education;
- adding two new full-time Equal Opportunity Specialists, one of which focuses on working with faculty and staff;
- launching searches for two additional staff members, one of which focuses on working with Iowa State University Extension and Outreach;
- planning and executing the inaugural OEO retreat;
- planning and participating in several professional conferences, consortia, and symposia; and
- ongoing training in crucial conversations, investigative interviewing techniques, and additional professional development opportunities to enhance content expertise.

Various policy projects, initiatives, and collaborations across the University and the Ames community expanded throughout 2018. To learn more, please view the full report on [OEO's website](http://www.eoc.iastate.edu) at: www.eoc.iastate.edu.

AFFIRMATIVE ACTION PLAN (AAP)

The Office of Equal Opportunity (OEO) is responsible for monitoring compliance with Iowa State University's Equal Opportunity, anti-discrimination, and anti-harassment policies, as well as state and federal laws and regulations. One of OEO's primary responsibilities is to develop and implement ISU's Affirmative Action Plan (AAP). All federal contractors and subcontractors are required to take "affirmative action" – as documented within each contractor's AAP – to recruit and advance qualified minorities, women, persons with disabilities, and protected U.S. Veterans. "Affirmative action" refers to those policies, practices, and procedures that ISU utilizes to ensure that all qualified applicants and employees are receiving an equal opportunity

for recruitment, selection, advancement, and privileges associated with employment. The [Affirmative Action Policy](https://www.policy.iastate.edu/policy/aa) can be found online at: <https://www.policy.iastate.edu/policy/aa>.

The full annual report outlines annual placement goals, utilization summaries, and employment statistics related to separations.

COMPLAINTS AND INVESTIGATIONS

OEO staff fielded over **180** informal inquiries pertaining to harassment and discrimination in 2018. These inquiries are distinct from the over **100** complaints and investigations initiated throughout 2018 and handled by OEO staff. More detailed information pertaining to the complaints and investigations can be seen in the table below. Title IX specific cases are detailed in the table on the following page.

2018 Complaint Data Primary Basis, All Complaints

	Consultation	Facilitation	Investigation	Total	Percent
Age	1	1	1	3	3%
National Origin	5	1		6	6%
Physical/Mental Disability	4	2	1	7	7%
Race/Ethnicity	6	2	1	9	9%
Religion	2		1	3	3%
Sex/Gender	5	1	1	7	7%
Title IX+	23	17	22	62	61%
Unknown	4			4	4%
TOTAL	50	24	27	101	100%

+Title IX complaints include the following subcategories: assault, dating violence, domestic violence, gender, hostile work environment, relationship violence, sex exploitation, sexual assault, sexual discrimination, sexual harassment, sexual misconduct, sexual orientation, stalking

2018 Title IX Complaints by Approach, Total

	Consultation	Facilitation	Investigation	Total	Percent
Faculty	3	2		5	8%
Staff	2	3	3	8	13%
Student	17	11	16	44	71%
Other*	1	1	3	5	8%
TOTAL	23	17	22	62	100%

*“Other” may include applicants, former students, vendors, visitors, or others who do not fit into the other categories.

CAMPUS CLIMATE RESPONSE TEAM

The Campus Climate Response Team (CCRT) is a University-wide collaborative unit that gathers information on and responds to reported incidents of bias that affect the Iowa State University (ISU) community. The team formed preceding the 2018 Fiscal Year (FY 18) and aims to foster an environment where everyone feels safe, supported, welcome, and valued. By connecting the campus community to resources, collecting data for analytical and planning purposes, and sharing information with administrative unit partners when appropriate, the CCRT aims to reduce manifestations of bias that negatively impact the community.

OEO coordinates and assigns outreach efforts amongst CCRT members, analyzes data, organizes quarterly team meetings, and prepares the [CCRT Annual Report](https://www.campusclimate.iastate.edu/sites/default/files/uploads/FY%202018%20CCRT%20Annual%20Report%20PDF.pdf) that can be found online at: <https://www.campusclimate.iastate.edu/sites/default/files/uploads/FY%202018%20CCRT%20Annual%20Report%20PDF.pdf>. During 2018, outreach was assigned to a member of OEO’s staff in over 60% of the CCRT reported cases. These efforts ranged from emailing campus resources to facilitating conversations amongst multiple parties.

During the 2018 calendar year, the CCRT received 82 individual reports of bias. The following page contains a table detailing the number of incidents reported each month. The full annual report contains more details on these incidents.

Total Reported CCRT Incidents by Month, 2018

Month	NUMBER OF INCIDENTS	% OF TOTAL REPORTS
January	6	7.3%
February	12	14.6%
March	18	22.0%
April	11	13.4%
May	1	1.2%
June	5	6.1%
July	0	0.0%
August	4	4.9%
September	5	6.1%
October	5	6.1%
November	13	15.9%
December	2	2.4%
TOTAL	82	100%

EDUCATION

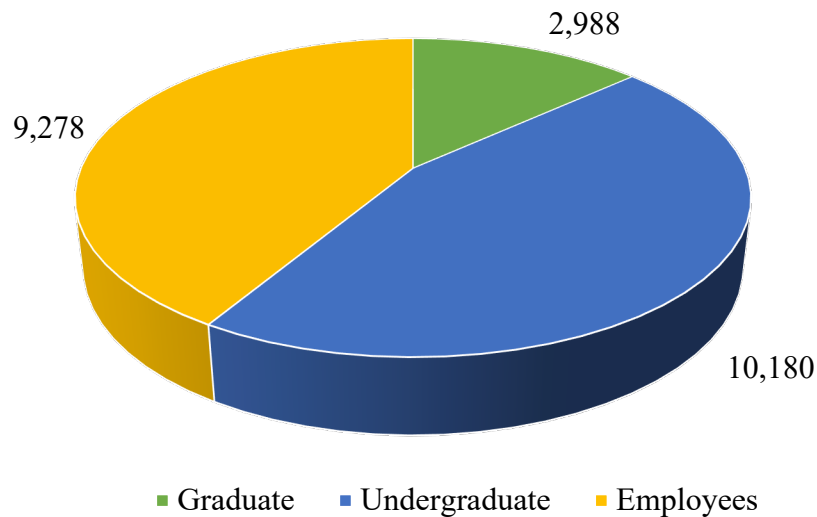
The Office of Equal Opportunity (OEO) engaged nearly 2,500 faculty, staff, and students at ISU, as well as 200 external community members during 2018 as part of its education outreach. The office considers educational outreach as encompassing two general categories: presentations and trainings. Presentations are informative sessions or modules designed to create understanding or awareness of a particular subject matter. Trainings are sessions that go beyond creating awareness to generate participants' engagement in applying critical skills to address complicated matters. The next page contains information on the categories of trainings and presentations that were completed by OEO staff in 2018.

OEO also coordinates online trainings for various ISU community members on varying topics. During the calendar year of 2018, nearly 23,000 ISU community members completed online training coordinated by OEO.

Equal Opportunity Staff Presentations and Trainings, Total Participants, 2018

	Faculty	Staff	Faculty/Staff	Students	Community	TOTAL
Accessibility	10	305	35	65		415
Affirmative Action Planning		20				20
Campus Climate		122		8		130
Cultural Competence		13	21	235		269
Discrimination and Harassment	70	6	450	140		666
Sexual Misconduct, Consent, and Responsible Employee Policy				65		65
Title IX			278	594		872
Other			24		200	224
TOTAL	80	466	808	1107	200	2661

Total EO Online Training Audience



FOR MORE INFORMATION

For more information on the details in this Executive Summary, and to see the annual report in full, please visit the [Office of Equal Opportunity’s website](http://www.eoc.iastate.edu) at www.eoc.iastate.edu. A hard copy or alternative format of the full Annual Report can be requested by contacting OEO by phone at 515-294-7612 or by email at eooffice@iastate.edu.

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