VISION

To ensure equal access to employment and educational opportunities in support of the universities 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.

WHAT'S INSIDE:

- INCLUSIVITY IN THE WORKPLACE
- INCLUSABILITY
- SEXUAL ASSAULT AWARENESS MONTH
- ANNOUNCEMENTS
- CONTACT
Inclusion is a moving target. Small changes can have a big impact on how a person feels valued in an environment. Instead of making assumptions, try asking things like, “What are your preferred pronouns?” or, “What are beliefs that you value?”. As the demographic changes, so should inclusion in the workplace. Make inclusion a priority to ensure everyone feels they are in a place in which they can be successful.

Diversity is not the same as inclusion. Although both are significant, a conception among many is that they are one in the same. Diversity is having a mix of people with differences, while inclusion is creating a fair and safe environment that is both supportive and empowering for said mix of people. A space can be diverse but still lack inclusivity.

3 ways to make a workplace more inclusive:

1. Rotate who runs meetings. Switching up who runs a meeting can make things more engaging and encourages people who may not feel heard an opportunity to lead and speak up.

2. Make inclusion everyone’s responsibility. Create inclusion initiatives and behaviors that tie into your organization’s values. Inclusion should be embodied and reflected by everyone in order to really work.

3. Celebrate employee differences. An important way you can show employees that you respect their background is to invite them to share those traditions in the workplace.
As the weather quickly becomes warmer, people of all body types grow excited about upcoming swimwear designs, sizes, and options. Unfortunately, as the years pass and fashion changes, plus-size people still struggle to find swimsuits that meet their needs. Additionally, despite plus-size women comprising over half of the female population, many clothing companies remain ignorant about the design needs of the aforementioned demographic. Standards of sizing are created by the American Society of the International Association for Testing and Materials (ASTM); however, no laws require the fashion industry to abide by those standards. As a result, many women complain of swimsuits that require constant adjustment, contain weak fabric, and do not stay in place. One qualitative study found that “not finding clothing in the correct size can lead to women being dissatisfied in their shopping experience and in their bodies. In an attempt to rectify this problem stores are slowly providing an inclusive selection of swimsuits as unique and diverse as their consumers.

With the above example in mind, and Iowa State University’s emphasis on both inclusion and diversity, there is an opportunity to create work spaces and classrooms that are viable for all body types. Many desks at ISU, while appropriate for a large portion of the student body, are not inclusive. Struggling to fit into a small desk can be both uncomfortable and emotionally trying for plus sized college students. While this may not be an easy fix, future renovation plans for classrooms should consider creating more accommodating seats for students of all sizes. Similarly, those with dwarfism or people who are smaller/shorter than the average person face the challenge of accessing necessary items that are out of their reach. A simple solution can be to provide step stools or provide elevated seating options in both classrooms and project work spaces. Such accommodations allow students of all body types to both see and reach the tools needed for their success. It is important that as society strives for equity, equality, and inclusivity in all facets of life, the world of basic interior design and fashion follows suit.
Definition of InclusABILITY

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 intentional space for dialogue and learning that fosters a sense of inclusivity for people with disabilities.

Find more information and links on our website!
During the fight for civil rights during the 1940s and 50s, women fought for a growing awareness of sexual assault and domestic violence. Great advocates like Rosa Parks and other women of color fought fervently to bring attention to the intersection of race and gender-based offenses. In a pivotal moment in history the Violence Against Women Act was implemented in 1993 and created the foundation for the progress to come. Despite SAAM being an unrecognized event, women nationwide gathered in the month of April to fight for the growing recognition of assault and harassment of women. Finally, in the year 2001, Sexual Assault Awareness Month was officially recognized and given the symbol of a teal ribbon (History of Sexual Assault...). Today as the 19th anniversary of SAAM is celebrated, we must continue to educate students, faculty, and staff on the importance of SAAM to foster a safer world for posterity.
The Office of Equal Opportunity will be working remotely during the COVID-19 outbreak. We will be accessible for meetings via telephone and WebEx.

If you know the name of the OEO staff member you would like to speak with, please reach out to them directly, as all desk phones will be forwarded to each individual staff member.

If you have a general question, please contact eooffice@iastate.edu or call 515-294-7612. Please leave a voicemail if someone does not answer.

If you have a safety emergency, please contact the ISU PD 515-294-4428 or dial 911.

We appreciate your understanding during this time.