OFFICE OF EQUAL OPPORTUNITY
MONTHLY NEWSLETTER

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ISSUE:
AUGUST 2019
SEXUAL ASSAULT AWARENESS TRAINING

It is that time of year again when the Office of Equal Opportunity launches sexual assault prevention training for students. All public institutions of higher education are obligated to adhere to federal Department of Education guidelines that require students receive Title IX trainings. OEO is asking faculty and staff to remind and encourage students they interact with to complete the training which are accessible on their CANVAS portal.
EQUITY VS. EQUALITY / INCLUSION VS. JUSTICE

It is easy to confuse the meaning of the words above. Many people use the word “equity” when they are speaking about equality and vice versa. Equity is equipping everyone with what they need to be successful. Equality is treating everyone the same, regardless of their circumstances.

In addition to the above mentioned, keeping inclusion and justice in mind helps to ensure programs, facilities, and opportunities are accessible to individuals with various life experiences. An inclusive environment considers the various identities of a group and incorporates the apparent and nuanced variances into a shared experience. When striving for justice it is important to be aware of impacts made on a situation by individuals’ intersectionality of identity and life experiences. A just decision is one that is deemed to be fair and made after examining these considerations.

To illustrate the differences imagine a birthday party, simply inviting everyone demonstrates equality. You anticipate those invited are coming from various distances and some may not have personal transportation or the ability to walk to the party. An equitable action would be to offer information regarding transportation options. The party has started and everyone agrees to play baseball. Some players are better at hitting, some are better sprinters, and some are great catchers. Inclusive team-building would allow each player to participate in a manner that highlights their particular talents. One party-goer has never played or witnessed a baseball game before but, is allowed to join in the activity. Upon hitting the ball into left field they run straight to 3rd base. The Umpire calls them out. The call is fair considering the need to uphold the rules of the game. However, it would not be just to declare the player be ejected based on their ignorance of how the game is played.

The takeaway; equity goes a few steps beyond equality as it considers the actions needed to ensure a true level playing field when considering multiple perspectives. Inclusion creates an experience/environment where people can fully participate and contributions derived from their lived experiences/identities are welcomed. True justice is achieved when one takes into consideration the circumstances of the involved parties.
For a long time, classroom expectations involved sitting in a desk for hours and memorizing everything taught. Further, the expectation required memory retention because there will be a test in the future. To no surprise, this isn’t an effective way to learn for the majority of students. In the past few years classrooms have taken major strides to improve student learning and accommodate all learning styles. Technology has been a major factor in this. Students now have the ability to revisit lecture notes and videos online or even learn through online classes. Students who are challenged by traditional learning should be encouraged to request accommodations through Student Accessibility Services (SAS).

**General accommodation examples for classrooms:**
- Large print textbooks
- Textbooks with at-home use
- Support of visual learning
- Home-school communication tools
- Alternate quiet and active time
- Testing in alternative sites

**HOW DO YOU DEFINE INCLUSIVENESS?**

Inclusiveness is defined as, “the quality of covering or dealing with a range of subjects or areas,” but how do you define it? Iowa State University strives to create an environment where every person’s ideas are equally valued and respected. CELT, Center for Excellence in Learning and Teaching is a campus resource at ISU. CELT offers numerous programs and resources to create inclusive classrooms on campus. Iowa State recognizes that classrooms are more diverse now than ever before. These changes have led the university to adapt and change the learning on campus so it better fits the students. CELT is a great stepping stone for that. In addition to creating a more inclusive campus, we can strive for inclusiveness in other areas.
Center for Excellence in Learning and Teaching, also known as CELT, offers more than students and faculty know. CELT provides a mix of supporting and enhancing the effectiveness of professor’s teaching, but also the student’s learning. Each year, CELT offers a wide variety of professional development programs. These programs cater to students and faculty by being offered at different times. There are some that only last half a day, others that go the entire academic year, and more in between. Additionally, each year CELT offers funding through different grant programs. These grant programs help continue innovating classroom learning environments.

To learn more about inclusive classrooms and the Center for Excellence in Learning and Teaching you can go to the link below.
http://www.celt.iastate.edu/teaching/creating-an-inclusive-classroom/

**FUN FACTS FOR AUGUST**

- August 26: Women’s Equality Day, which commemorates the August 26, 1920, certification of the 19th Amendment to the U.S. Constitution that gave women the right to vote.

- Congresswoman Bella Abzug first introduced a proclamation for Women’s Equality Day in 1971. Since then, every president has published a proclamation recognizing August 26 as Women’s Equality Day.
OEO ANNOUNCEMENTS:

- Once classes start our office hours will be from 8:00 a.m. to 5:00 p.m. Monday-Friday
- If you are requesting a training or any forms please go to https://www.eoc.iastate.edu/training-learning-and-development
- Have something you want to see in the OEO Newsletters? Submit your ideas to eooffice@iastate.edu

THINGS HAPPENING IN AUGUST:

- Friday, August 9th: Summer classes end
- Tuesday, August 20th: CELT Teaching Symposium Conference
- Friday, August 23rd: Volleyball game: ISU vs. Creighton
- Monday, August 26th: Fall classes will start back up
- Monday, August 26th: Women’s Equality Day
- Saturday, August 31st: Football game: ISU vs. Northern Iowa