OFFICE OF EQUAL OPPORTUNITY
MONTHLY NEWSLETTER

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ISSUE:
DECEMBER 2019
The new Student Innovation Center is expected to open in January of 2020
James Oliver, director of the Student Innovation Center, expresses excitement by describing the center as a “...unique opportunity to distinguish Iowa State as a leader in innovation & entrepreneurship.” Programs within the facility will include groups from every college, enabling innovation ensuring inclusion of various perspectives. All activities in the center are expected to address four characteristics; experiential learning, interdisciplinary scope, entrepreneurial mindset and global perspective.

The diversity of students and faculty who use the Student Innovation Center will stretch across all majors ensuring inclusion of various perspectives. Oliver is quoted “My hope is that as students experience the center, ... they will meet people they wouldn’t normally run into...and from those ad hoc interactions come new ways of learning, new ways of thinking and students will be much better prepared for success in their lives and careers.

Parks Library's recent improvements are easy to notice
From expanded collaboration and study space to updated restrooms, the necessary changes in Parks Library are more than welcome. This creates modern, inclusive facilities. Done with the students in mind, “[it] will help create an environment conducive to innovation and academic success”, said Hilary Seo, University Library interim dean. As one of the most heavily used buildings on campus, the library also joins the growing list of buildings with accommodating and inclusive washrooms.

Individual study spaces have accessible, comfortable seating. New collaboration rooms also have interactive high tech displays and capabilities. With so many options to customize seating and access state of the art technology, we remind everyone of the importance of maintaining an inclusive and equitable space. Returning adjustable furniture to their original position is one way to keep in mind people with disabilities who also enjoy these new features.

Parks Library now boasts improved natural light giving library users a view of the West Lawn. In addition, The Art in Parks project introduces a collection of artwork inside the library. New artwork comes from University Museums. According to Beth McNeil, the previous Dean of Library Services “Adding these works is integral for growth and it responds to student requests for broader representation in our art – more women and people of color.” The works of twelve contemporary artists are on display to expose library visitors to new perspectives, artists, and stories.
In 2015, the Iowa State University Police Department formed a team of Engagement and Inclusion Officers (EIO). Not all incidents that happen on campus escalate to a criminal level, however the EIO intends to protect the campus climate from incidents that could diminish the Iowa State community. EIO is partnered with the Office of Diversity and Inclusion to help employees and students feel more comfortable.

The Engagement and Inclusion Officers provide:
- Information and educational presentations
- Departmental training
- Safety planning
- Facilitation and debriefing of local and national campus climate incidents
- Community building through engagement and outreach
- Resources and referrals
In March 2019, the Association of American Universities (AAU) distributed a survey to almost 5,000 ISU students about sexual assault and misconduct issues on campus. This survey went out to 180,000 student total around the country. The first survey Iowa State got was back in 2015, and since, the University has made huge strides to make improvements for the campus. These efforts include sexual assault prevention training, encouraging everyone to report misconduct, and bystander intervention training.

To learn more about the results and what the AAU climate survey is, go to https://www.eoc.iastate.edu/aausurvey.
CAMPUS CLIMATE REPORTING SYSTEM UPDATE

There have been a few updates to the campus climate website and the way to report incidents/concerns of bias that impact the entire campus. The website now includes news and events pertaining to campus climate matters, a list of links to impactful resources, survey findings and Goal 4 Strategic Plan. Visit campusclimate.iastate.edu to see the changes and report concerning incidents of bias impacting the Iowa State University community.

INCLUSIVE GREETINGS

This time of year can fill some people with an enthusiasm to spread joy and well wishes. A college campus is a diverse atmosphere where numerous celebrations from different cultures, backgrounds, religions, and national origins are observed. While it is endearing to share positive words and salutations, it is also important to be mindful of the various practices and use inclusive language. If you choose to express enthusiasm for the season, here are a few simple ways to address our peers and students:

- Season Greetings
- Happy Holiday’s
- Warmest Wishes
- Best Wishes into the New Year
Each year, since 2001, December has been recognized as National Human Rights Month. There were four ideals the Allies strived to provide every man, woman, and child during World War II; the Freedom of Speech, Freedom of Religion, Freedom from Fear, and the Freedom from want. With the atrocities that happened during this time in history, the United Nations General Assembly wanted to document the rights of humans, as well as topics that include education, freedom, and health. At the end of 1948, they created 30 articles that addressed each of the topics. For more than 70 years, those articles have been a standard for every person's rights and liberties.

National Human Rights Month recognizes that people are not perfect and deserve grace. This month all are encouraged to learn about others, exhibit respect, dignity, and kindness no matter a person's race, gender, age, socioeconomic status, or political view. Every person is entitled to these rights of freedom. The Office of Equal Opportunity is committed to ensure that everyone is given these rights.

For more information about your equal employment opportunity rights visit: https://www.eoc.iastate.edu/sites/default/files/imported/eeopost.pdf

“Peace can only last where human rights are respected, where the people are fed, and where individuals and nations are free.”

-Dalai Lama
ANNOUNCEMENTS

THINGS HAPPENING IN DECEMBER:

- December 19th: Last Day of Finals Week
- December 20th: Graduate College Commencement
- December 21st: Undergraduate Commencement
- December 24th and 25th: University holiday - offices closed

OEO ANNOUNCEMENTS:

- EO holiday office hours are 7:30 am to 4:00 pm starting December 16th
- Request in person training from OEO at www.eoc.iastate.edu
- Do you have something to contribute to OEO Newsletters? Send your ideas to eooffice@iastate.edu
- All faculty and staff are expected to complete Sexual Assault Prevention Training found on the Canvas Portal and Learn@ISU.

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