OFFICE OF EQUAL OPPORTUNITY
MONTHLY NEWSLETTER

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ISSUE:
OCTOBER 2019
MENTAL HEALTH - A GLOBAL PERSPECTIVE

OEO often works with individuals who have been negatively impacted by a stressful experience. Experiences that seem trivial to one person can be the source of great stress and emotional anguish for another. Thousands of people around the world are deprived of human rights due to their mental health conditions. It is OEO’s aim to treat all individuals impacted by negative experiences with respect and dignity.

ISU offers the Employee Assistance Program (EAP) as an employee benefit. The EAP gives you timely and free access to confidential, professional services when you are facing a personal issue. The goal is to help you find a solution before the issue affects your health or job performance. Find more information about EAP at www.hr.iastate.edu/benefits/new-employee-benefits/employee-assistance-program.

The World Health Organization provides useful information about Psychological First Aid and how to responsibly help a person in need. If you find yourself in a space with someone who experiencing a mental health concern, there are a few things to keep in mind.

Here are four tips:
1) Respect safety, dignity, and rights
2) Adapt what you do to take into account a person’s culture
3) Be aware of other emergency response measures
4) Look after yourself

www.who.int/mental_health/publications/guide_field_workers/en/
While there is no generally agreed upon standard for determining at what age a person is considered “old”, the United Nations has agreed that a person is part of the “older population” once they have exceeded age 60. When considering age as it pertains to employment law, individuals age 40 and above are protected by the Age Discrimination in Employment Act of 1967 (ADEA). Discrimination and harassment impede the realization of the university’s mission of distinction in education, scholarship, and service, and diminish the whole community. Iowa State University is committed to assuring that its programs are free from prohibited discrimination and harassment based upon age (40+) and various other protected classes. You can find the full policy at www.policy.iastate.edu/policy/discrimination.

Many developing countries around the world view aging in a socially constructed way. For example, a culture may associate age with the role a person plays within a family unit. Alternatively, identifying a person as older means they have lost their role and are experiencing a physical decline simultaneously. Often this shift in social roles and functionality begins at the age of 50. In due course, it is reasonable to perceive the aging population with attention on not only chronological markers but also cultural/social/functional markers.

It is fairly easy to notice the differences between generations. Most human beings transition through multiple stages of life; each require a separate set of tools/skills. When all things are considered, it does not matter what generation one belongs to or what stage of life a person finds them self, we all deserve to feel a sense of belonging and expect to be treated with dignity and respect. If you have questions about ageism or wish to discuss the topic further, please feel free to reach out to OEO.
Jazzmine Brooks (she, her, hers) starts on October 1st as OEO’s new Equity and Inclusion Coordinator. Brooks joined Iowa State University’s Division of Student Affairs in 2016 as the Violence Prevention and Green Dot Coordinator. As the Equity and Inclusion Coordinator, her role will be to manage and support campus needs around accessibility, campus climate response, and various other inclusion initiatives. Brooks earned a Master in Public Administration and Bachelor in Journalism - Public Relations and Advertising. She is a champion for social change, and believes in creating space to discuss and resolve social justice issues.

Laura Bestler is ISU’s new Deputy Title IX Coordinator for Staff. Laura has been a part of the Iowa State community since 1997. She coordinates inclusive classroom programming/resources, oversees website/marketing, and facilitates special initiatives for the Center for Excellence in Learning and Teaching (CELT). Laura serves as a member of the Classroom Improvement Implementation Committee, the NCORE-ISCORE (National / Iowa State Conference on Race and Ethnicity) Project, Equal Opportunity Council, and VPDI Council.

Lucy Dougherty is OEO’s new Student Title IX Liaison. Lucy now majors in Economics. She is a part of the Model European Union teams, and a coach for the Ames High School debate team. Dougherty’s ultimate goal is to practice law. “I actually want to go to law school in the future, so I researched majors that help you get into law school, and economics was right at the top. Before taking the classes at Iowa State, I didn’t realize how much I’d like economics. I kind of stumbled into it accidentally.”
The ReACT Exhibition Series is intended to provide a safe and respectful environment in which to express and explore reactions, opinions, and perspectives of national current event issues relevant to the ISU community. The initiative offers engagement opportunities that foster social relevance and address provocative and challenging issues that arise on the ISU campus.

ReACT will primarily present content through exhibition and interpretation of visual arts. As a result of requesting audience engagement with the exhibitions, the exhibition content will evolve from day to day. Educational programming, in the form of lectures, open forums, and more may supplement exhibitions and further dialogue surrounding the issue addressed. ReACT exhibitions will invite viewers to use the art and information presented as a catalyst for reflection, discussion, and learning.

The exhibit's opening reception will take place on Tuesday, October 29th from 4:00 p.m. – 6:00 p.m in Reiman Gallery, which is the lower level of the Christian Petersen Art Museum.
Iowa State’s Homecoming week starts on October 19th and runs until October 26th. This year’s theme for Homecoming here at Iowa State is, Cy’s The Limit. The 2019 Homecoming Parade will take place along Main Street Ames on Sunday, October 20th at 2 p.m. All Iowa State and Ames community members are welcome to take part. Here are some more events taking place during homecoming week:

**Saturday, October 19th**
- Blue Sky 5K Run
- Painting Victory Lane

**Sunday, October 20th**
- 2019 Homecoming Parade

**Friday, October 25th**
- 50-Year Gold Medal Ceremony: Class of 1969
- Alumni Band Homecoming Reunion 2019
- Honors & Awards 2019
- Homecoming Happy Hour & Pep Rally
- Greek Alumni Reunion
- ExCYtement in the Streets.
- Pancake Feed, Fireworks, and Mass Campaniling

**Saturday, October 26th**
- ISU Choir Reunion
- SU vs. Oklahoma State Homecoming Cyclone Central Tailgate
Global Diversity Awareness Month
October brings Global Diversity Awareness Month to remind us of the positive impact a diverse workforce of men and women can have on a society. More and more, the world becomes a place where cultures and customs come together, and we are uncertain what is appropriate. Whether a question is taboo or the behavior, there’s opportunity to learn. When we ask questions and are open to learning, the path to two cultures being enlightened is likely.

LGBT History Month
October is Lesbian, Gay, Bisexual and Transgender (LGBT) History Month in the United States. It was first observed in 1994. October was selected because it coincides with National Coming Out Day on October 11, and because it is the month of the first March on Washington for Lesbian and Gay Rights in 1979.

Points of Clarity
- Our September 2019 Newsletter was full of useful information. We defined nationality and would like to clarify the fact that nationality has two distinctive definitions: 1) a binding relationship between an individual person and a land mass. 2) a large group of people united by their ethnic identity.
- Additionally, we want to accurately depict the origin of the Principles of Community. In 2007, Inside Iowa State reported that the Principles were established and approved. ISU reintroduced the Principles of Community in 2016 as a reminder for the university community to commit to working together toward a more inclusive and accepting campus. Find more information about the origins at diversity.iastate.edu/connect/principles.
ANNOUNCEMENTS

OEO ANNOUNCEMENTS:

- Fall office hours have begun! OEO is open from 8:00 a.m. to 5:00 p.m. Monday-Friday
- To request in person training from OEO please complete the form found at https://www.eoc.iastate.edu/training--learning-and-development
- Do you have something you want to see in the OEO Newsletters? Submit your ideas to eooffice@iastate.edu
- All faculty, staff, and students are expected to complete Sexual Assault Prevention Training found on the Canvas Portal and Learn@ISU.

THINGS HAPPENING IN OCTOBER

- Leaders Workshop Series: Wednesday, October 9th
- National Coming Out Day: Friday, October 11th
- Disability Awareness Week: Various on-campus events starting October 13th
- Bev Gooden #WHYISTAYED-Domestic Violence as a Community Issue: October 15th
- Homecoming Celebration Starts: Saturday, October 19th
- Conference-Women Who Create: Thursday, October 24th
- All Created Equal: Empowering Youth to Embrace Equity, Diversity and Inclusion: Sunday, October 27th
- ReACT Exhibition Opening Reception: Tuesday, October 29th

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