OFFICE OF EQUAL OPPORTUNITY
MONTHLY NEWSLETTER

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ISSUE:
SEPTEMBER 2019
The three words above are often used interchangeably, when they shouldn’t be. Each word has a distinctive meaning.

- **Race** is a social construct that refers to groups of people who share biological characteristics that society identifies as significant.
- **Ethnicity** is defined as a group of people sharing distinctive cultural, historical, linguistic, religious, and social qualities. Typically, people with shared genealogy or ancestry, language or dialect, religion or belief system, categorize themselves as a specific ethnicity.
- **Nationality** involves a binding relationship between an individual person and a land mass or large group of people united by their ethnic identity. Nationality affords the land or group jurisdiction over individuals and affords them protection of the land or group. These protections, rights, and duties vary from location to location.
INTRODUCING A NEW D&I TEAM MEMBER

Diana Sloan is the new Program Director of Hispanic and Latino Affairs, though she isn’t new to Iowa State. Before becoming Program Director, Diana served as the Director of Marketing and Alumni Relations for Graduate Programs at the Ivy College of Business since 2014. In her new position as Program Director, Diana will be responsible for providing and improving education programs, setting up and leading outreaches, and other support functions for students, faculty and staff, with special emphasis on Hispanic/Latino and other underrepresented populations. Before coming to ISU, Diana accomplished marketing and public relations work all over North America. Her work involved setting up both, bilingual and multicultural projects between Mexico, the U.S., and Canada. She advocates for diversity and inclusion within higher education and corporations by contributing to the online publication called, “Many Voices, One Vision.”

In 2015, Iowa State University initiated the creation of six ideals to produce a welcoming community on our campus. Those six ideals are:

**Respect**
Consideration goes both ways

**Purpose**
You are at Iowa State University for a reason

**Cooperation**
Teamwork makes the dream work

**Richness of Diversity**
No two people at Iowa State University are the same - and that is a good thing

**Freedom From Discrimination**
Biases; we all have them. Challenge them.

**Hones and Respectful Expression of Ideas**
Don’t just tolerate others’ perspectives; hear them.
We seek to foster an open-minded understanding among individuals, organizations and groups. We support this understanding through outreach, increasing opportunities for collaboration, normal education programs and strategies for resolving disagreement.

**Respect**
We seek to foster an open-minded understanding among individuals, organizations and groups. We support this understanding through outreach, increasing opportunities for collaboration, normal education programs and strategies for resolving disagreement.

**Purpose**
We are encouraged to be engaged in the university community. Thus, we strive to build a genuine community that promotes the advancement of knowledge, cooperation and leadership.

**Cooperation**
We recognize that the mission of the university is enhanced when we work together to achieve our goals. Therefore, we value each member of the Iowa State University community for their insights and efforts, collective and individual, to enhance the quality of campus life.

**Richness of Diversity**
We recognize and cherish the richness of diversity in our university experience. Furthermore, we strive to increase the diversity of ideas, cultures and experiences throughout the university community.

**Freedom from Discrimination**
We recognize that we must strive to overcome historical and divisive biases in our society. Therefore, we commit ourselves to create and maintain a community in which all students, staff, faculty and administrators can work together in an atmosphere free from discrimination, and to respond appropriately to all acts of discrimination.

**Honest and Respectful Expression of Ideas**
We affirm the right to and the importance of a free exchange of ideas at Iowa State University within the bounds of courtesy, sensitivity and respect. We work together to promote awareness of various ideas through education and constructive strategies to consider and engage in honest disagreements.
TRIO programs began in 1965 under President Lyndon B. Johnson in efforts to provide equal education to all citizens, regardless of their race, ethnic background, or economic status. TRIO became the first national college access and retention program to approach the topic of serious social and cultural barriers to education in America.

Here at Iowa State, our TRIO options include multiple outreach and support programs. Each one is designed to help underprivileged students advance through middle school and on to post-baccalaureate programs. The four programs at ISU are Educational Talent Search, Upward Bound, Student Support Services, and Ronald E. McNair Post-baccalaureate Achievement.

Educational Talent Search program gives counseling to the members in their academics, career, and their financials. The program also encourage them to graduate from high school, and continue on to further education.

Upward Bound gives students the opportunity to succeed in pre-college performance and eventually, in their higher education pursuits.

Student Support Services (SSS) creates opportunities for academic development, provides assistance to students for basic college requirements, and provides motivation to students to move toward successful completion of their post-secondary education.

The fourth program, is the Ronald E. McNair Post-baccalaureate Achievement Program. This program prepares undergraduate students for entry into graduate school. The primary goal is to increase underrepresented students participating in obtaining Ph.D. degrees.
Hispanic Heritage Month begins on September 15th, and continues until October 15th. This is a time to recognize and celebrate the many contributions, diverse cultures, and extensive histories of the Latinx communities. This includes American citizens whose ancestors come from Spain, Mexico, the Caribbean, and Central and South America. The celebration of Hispanic Heritage Month started as a week long event with President Lyndon Johnson in 1968. In 1988 President Ronald Reagan expanded the celebration to last 30 days.

September 15 is significant as it is the anniversary of independence for several Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their Independence days on September 16th and September 18th, respectively.
ANNOUNCEMENTS

- Monday, September 2nd: University Holiday
- Wednesday, September 11th: President Wintersteen's Annual Address
- Thursday, September 12th: Inclusive Classroom Workshop
- Monday, September 16th: Lecture - My Battle with Mental Illness
- Sunday, September 22nd: First Day of Fall
- Monday, September 23rd: Workshop, Engagement Strategies For Every Classroom

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.

FUN FACTS

- Tuesday, September 17th: It is Constitutional Day
- Saturday, September 21st: International Day of Peace
- Sunday, September 29th: Sundown Rosh Hashanah begins

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THINGS HAPPENING IN SEPTEMBER

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BAE THE GOAT IS COMING TO CAMPUS!

BAE (Before Anything Else) is consent.

BAE is the OEO's mascot and he'll be on campus 9/13 near Parks Library, weather permitting.