Vision
To ensure equal access to employment and educational opportunities in support of the university's 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.

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Faculty and Staff Associations (FSAs) are designed to cultivate and connect Iowa State’s diverse faculty and staff populations to each other and with the greater university community. These groups support recruitment and retention by addressing social and professional components essential to an enhanced quality of life for faculty and staff from underrepresented communities. FSAs align with the university’s strategic goals by positively impacting the ongoing effort to create and support a more inclusive campus community. All FSAs are supported by the Office of Diversity and Inclusion.
The International Faculty and Staff Association (IFSA) was created for ISU faculty and staff who are members of or who are supportive of the international, immigrant, and refugee community at ISU. The IFSA exists to provide international members of Iowa State with a sense of community and belonging on campus and in the broader Iowa area.

https://www.diversity.iastate.edu/connect/fsa/ifsa

Available FSAs?

Colegas, Building Community
The objective of the Colegas, Building FSA is to build community and facilitate the integration of Hispanic and Latino faculty and staff, as well as their families, to Iowa State and the Ames community.
https://www.diversity.iastate.edu/connect/fsa/colegas

Asian American and Pacific Islander FSA
The Asian American and Pacific Islander Faculty and Staff Association supports Asian, Asian American, and Pacific Islander faculty and staff by sustaining a visible and supportive AAPI community, engaging in professional and social networking, and supporting leadership and career development and advancement.
https://www.diversity.iastate.edu/connect/fsa/aapi

Black FSA
The Black FSA has a goal to build community and highlight resources that enhance the personal and professional development of Black faculty and staff. We encourage your participation and support throughout the academic year.
https://www.diversity.iastate.edu/connect/fsa/bfsa

American Indian FSA
The objective of the American Indian Faculty and Staff Council is to build community, in addition to increasing visibility and awareness of Native issues throughout campus and in the larger Ames community.
https://www.diversity.iastate.edu/connect/fsa/ai

LGBTQA+ FSA
The LGBTQA+ FSA exists to provide its members with opportunities for networking, career development, socializing, and becoming a bigger part of the ISU/Ames community. The FSA is also committed to the larger LGBTQ+ community on campus and strives to support and connect in positive ways with other LGBTQ+ groups at Iowa State.
https://www.diversity.iastate.edu/connect/fsa/lgbtqa

International FSA
The International Faculty and Staff Association (IFSA) was created for ISU faculty and staff who are members of or who are supportive of the international, immigrant, and refugee community at ISU. The IFSA exists to provide international members of Iowa State with a sense of community and belonging on campus and in the broader Iowa area.
https://www.diversity.iastate.edu/connect/fsa/ifsa

The Jewish FSA has a goal to strengthen the Jewish community at Iowa State, provide a venue to discuss issues relevant to the community and its allies, connect new faculty/staff to resources in the Jewish community, and organize social gatherings and cultural events several times a year.

https://www.diversity.iastate.edu/connect/fsa/jfsa

The objective of the Colegas, Building FSA is to build community and facilitate the integration of Hispanic and Latino faculty and staff, as well as their families, to Iowa State and the Ames community.
https://www.diversity.iastate.edu/connect/fsa/colegas

The objective of the American Indian Faculty and Staff Council is to build community, in addition to increasing visibility and awareness of Native issues throughout campus and in the larger Ames community.
https://www.diversity.iastate.edu/connect/fsa/ai

The LGBTQA+ FSA exists to provide its members with opportunities for networking, career development, socializing, and becoming a bigger part of the ISU/Ames community. The FSA is also committed to the larger LGBTQ+ community on campus and strives to support and connect in positive ways with other LGBTQ+ groups at Iowa State.
https://www.diversity.iastate.edu/connect/fsa/lgbtqa

The objective of the International Faculty and Staff Association (IFSA) was created for ISU faculty and staff who are members of or who are supportive of the international, immigrant, and refugee community at ISU. The IFSA exists to provide international members of Iowa State with a sense of community and belonging on campus and in the broader Iowa area.
https://www.diversity.iastate.edu/connect/fsa/ifsa
The Department of Education’s Office of Civil Rights (OCR), which puts forth guidance for institutions in meeting Title IX obligations, states that any “Responsible Employee” that knows or should know about possible sexual harassment or sexual violence must report it to the University Title IX Coordinator or other school designee (Deputy Title IX Coordinators), so that necessary and appropriate actions can be taken to respond appropriately. Responsible Employees include any employee who has the authority to take action to redress sexual violence; who has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX Coordinator or other appropriate University designee; or whom a student could reasonably believe has this authority or duty. At ISU, Responsible Employees include, but are not limited to:

- All instructors, including full-time professors, adjuncts, lecturers, Adjunct Instructors, and any others who offer classroom instruction or office hours to students
- All advisors
- All coaches, trainers, and other athletic staff that interact directly with students;
- All student affairs administrators
- All residential hall staff
- Employees who work in offices that interface with students
- All supervisors and university officials.
Stage 1: Group Beginnings
Develop group norms and form group relationships
Understand how dialogue is different than debate
Get excited about the dialogue process

Stage 2: Social Relations & Conflict
Understand social group identity and multiple identities
Explore Privilege and Oppression
Learn and practice dialogue skills
Understand potential in-group conflict
Understand experiences of others

Stage 3: Hot Topics
Deeper level thinking and feeling around controversial topics
Learn to stay in dialogue even when there are differences and conflict
Examine impacts of social structures on equity, fairness, and inclusion

Stage 4: Alliances & Empowerment
Explore what it means to be an empowered ally
Explore ways groups and individuals may choose to ally
Engage in personal and group action planning
End on a positive note with the cohesive group

Intergroup Dialogue is carried out over six sessions.
If you have questions please contact our office at eooffice@iastate.edu. Sign up for IGD with the link below:
https://app.smartsheet.com/b/form/4a84273e249f44dddb1088ca2a25662f7
In 2013, three Black organizers — Alicia Garza, Patrisse Cullors, and Opal Tometi — created a Black-centered political will and movement building project called #BlackLivesMatter. It was in response to the acquittal of Trayvon Martin’s murderer, George Zimmerman. The project is now a member-led global network of more than 40 chapters. Garza, Cullors, and Tometi were included in Time Magazine’s Top 100 Most Influential People of 2020.

Check out this video by Time Magazine:

https://time.com/collection/100-most-influential-people-2020/5888228/black-lives-matter-founders/

"We affirm the lives of Black queer and trans folks, disabled folks, undocumented folks, folks with records, women, and all Black lives along the gender spectrum. Our network centers those who have been marginalized within Black liberation movements."
Wear a mask and wash your hands to protect all of us at ISU!

BSFA is sponsoring families for Christmas! Follow them on Facebook and Instagram: Facebook - @ISUBlackFacultyStaffAssociation Instagram - @bfsaisu

If you are a part of an FSA group and want to be featured in a future newsletter, contact us.

Iowa State faculty member Simon Estes, inducted into Opera Hall of Fame, congrats!

The five-week winter session will begin Monday, Dec. 14, and end Thursday, Jan. 21.