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.
The Divine 9 are a collective of Black Greek Sororities and Fraternities that were originated to support Black college students who were looking for peers of a shared identity and community as they pursued a higher education. The creation of these Greek Chapters were a way to unite students and act as a resource for support and service in the educational advancement and strengthening of bonds among Black students. The Divine 9 are categorized as social sororities and fraternities but focus on uplifting and supporting their communities. Organizations like the Divine 9 originated as a way to combat racism, as many campus organization memberships like Sororities and Fraternities were exclusionary to people of color. Originally created at historically Black colleges, these organizations spread to predominantly white institutions and continue to spread to campus’ on a global scale and have proven to be pivotal in Black History and culture since the early 20th century. Members of the Divine 9 have been some of the most influential and impactful leaders of color in healthcare, fashion, business, global affairs, politics and more.

Below is a video where you can hear from members of some of the Divine 9 sororities and fraternities. The panelists discuss their positive experiences and what the Black Greek Organizations mean to them.

https://www.pbs.org/video/basic-black-black-fraternities-and-sororities/

Panelists: Chenita Daughtry (Alpha Kappa Alpha); Sean Daughtry (Kappa Alpha Psi); Terrence Lewis, (Phi Beta Sigma); and Danyelle Antone (Sigma Gamma Rho).
Black History Month Through Higher Education: Divine 9

Alpha Kappa Alpha Sorority Inc. (AKA) - AKA was founded in 1908 at Howard University and is the oldest of the Greek organizations with a total of 105,000 chapters and 290,000 sorority members. The sorority is a vital part of college life globally in places such as Japan, Germany, the Virgin Islands, and thousands of campuses across the United States. First Lady Michelle Obama is a member of the Alpha Kappa Alpha Sorority!

Alpha Phi Alpha Fraternity Inc. (ΑΦΑ) - Alpha Phi Alpha was founded in 1906 at Cornell University and is the first Black intercollegiate Greek fraternity in the nation. With alumni members like activists Martin Luther King, Jr. and W.E.B. Du Bois, ΑΦΑ now has 730 chapters and 290,000 members worldwide.

Kappa Alpha Psi Fraternity (ΚΑΨ) - Kappa Alpha Psi was founded in 1911 at Indiana University and became included in the “Divine 9” in 1930. Although ΚΑΨ was founded as a predominantly Black Greek organization, it invites members of all races and nationalities.

Delta Sigma Theta Sorority (ΔΣΘ) - Delta Sigma Theta was founded in 1913 at Howard University and has been involved in civil rights campaigns and participated in the Women’s Suffrage March on March 3, 1913. ΔΣΘ is currently a member of the National Association for the Advancement of Colored People (NAACP) and the National Council of Negro Women (NCNW).

Omega Psi Phi Fraternity Inc. (ΩΨΦ) - Omega Psi Phi was founded in 1911 at Howard University and its members have been known for their involvement in business, politics, civil rights, the arts, sports, and education. Home fraternity to Michael Jordan and Rev. Jesse Jackson, ΩΨΦ has over 750 undergraduate and graduate chapters around the world.

Phi Beta Sigma Fraternity (ΦΒΣ) - Phi Beta Sigma was founded in 1914 at Howard University. ΦΒΣ members are committed to their education and their communities and are involved in programs like Project S.W.W.A.C. (Sigmans Waging War Against Cancer) and the Bigger and Better Business. The fraternity has more than 200,000 members throughout the Americas, Africa, Europe, and Asia.

Zeta Phi Beta Sorority (ΖΦΒ) - Zeta Phi Beta was founded in 1920 at Howard University as a sister organization to Phi Beta Sigma. In 1948, ΖΦΒ was the first Greek organization to start a chapter in Africa, and today the sorority has more than 800 chapters in North America, Africa, Europe, and Asia.

Sigma Gamma Rho Sorority (ΣΓΡ) -Sigma Gamma Rho was founded in 1922 at Butler University and has been actively involved in fighting social issues that affect them and their communities since. ΣΓΡ is involved in an array of programs, including ACT Against Aids, Buckle Up America, and the National Marrow Donor Program.

Iota Phi Theta Fraternity (ΙΦΘ) -Iota Phi Theta was founded in 1963 at Morgan State University during the peak of the Civil Rights Movement. The twelve men that created ΙΦΘ were non-traditional students influenced by civil rights leaders such as Malcom X and the Black Panthers. ΙΦΘ became heavily involved in social causes, activism, and service. Currently, more than 30,000 college students are a part of the fraternity’s chapters.
INCLUSABILITY

An environment that embraces the richness of diversity by celebrating, including, and acknowledging persons with disabilities within our Iowa State campus and community.

Campaign Goals
- Create more visibility of people with disabilities across campus and in the community.
- Collaborate on initiatives, development, and resources to increase support and inclusion at Iowa State University.
- Create intersectional and meaningful programs that highlight the services and support of the Iowa State community.
- Create an intentional space for dialogue and learning that fosters a sense of inclusivity for persons with disabilities.

General Accessibility Resources

http://www.insidehighered.com/news/2020/04/06/remote-learning-shift-leaves-students-disabilities-behind

Students with disabilities and their advocates say access to equitable education has been abandoned in the scramble to move classes online.

http://www.youtube.com/watch?v=DCMLk4cES6A&feature=youtu.be

The Office for Civil Rights (OCR) presents this short webinar on online education and website accessibility.


National Center for College Students with Disabilities is gathering information and resources here for you. They will update this frequently as they hear of resources.

The InclusAbility website is a source of useful information.

https://inclusability.eoc.iastate.edu/
At the Office of Equal Opportunity we offer services that aid in diversity and inclusion. Some services we offer are: Consultation, Facilitate Conversation, Mediation, and Training/Presentations. To learn more about our services or to fill out a request form, click this link to head to our website!

https://www.eoc.iastate.edu/how-can-we-help

Report your concerns via email to eooffice@iastate.edu. Share details about concerns of discrimination and harassment based on protected classes and we will promptly respond. You can find a list of the protected classes through the link below:

https://icrc.iowa.gov/your-rights/protected-classes

Although we would like to provide solutions for all who contact us, some issues are not based on the protected classes. Those unrelated concerning incidents should also be reported. Listed below are campus partners that offer solutions for concerns about conduct that is unrelated any protected groups:

Faculty concerns - https://www.provost.iastate.edu/
Staff concerns - https://www.hr.iastate.edu/
Students concerns - https://www.studentconduct.dso.iastate.edu/

If you have questions please feel free to contact our office or refer to the policy library for useful information.

https://www.policy.iastate.edu/
Remember to wear a mask and wash your hands to protect all of us at ISU!

OEO is hiring a new Equal Opportunity Specialist apply through Workday!

Do you have topic suggestions or want to write for our Newsletter? Call or email us with the contact info provided below!

Contact Us!
Office of Equal Opportunity
3410 Beardshear Hall
515 Morrill Road
Ames, IA 50011
Phone: (515) 294-7612
Email: eooffice@iastate.edu
Web: www.eoc.iastate.edu

"Mexican Americans and the Administration of Justice, 1970-Today" a virtual lecture
Feb 24th, 2021 at 7:00 pm via Webex
Contact: lectures@iastate.edu
Phone: 515-294-9934

NAACP Freedom Fund Virtual Event
Feb 18th at 6:30 pm
Purchase tickets at https://www.tix.com/ticket-sales/amesNAACP/5954
Registration closes Feb. 17th

NAACP Collegiate Chapter
first meeting of 2021 on
Feb. 10th at 4:30 pm
Sign-up at bit.ly/ISUNAACP

Upcoming Spring 2021 Intergroup Dialogue Session dates:
Tues 2/16 | Thurs 2/18 | Mon 2/22 | Wed 2/24 | Fri 2/26 | Tues 3/2 | Tues 3/9
Register at - bit.ly/ISUIGD

Follow us on all of our socials!
Instagram: @iowaStateOEO
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LinkedIn: Iowa State University Office of Equal Opportunity