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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The Office of Equal Opportunity serves ISU faculty, staff, and students in ensuring equal access to employment and educational opportunities. The Office advances diversity, equity, inclusion, and fairness. We do this through outreach, education, training, and conflict resolution, as well as through the advancement of ISU’s anti-discrimination/harassment and affirmative action policies. We provide resources for individuals who have experienced discrimination or harassment based on a protected class, and for those who have experienced power-based interpersonal violence. The Office provides individuals a safe environment for consultation and advice prior to choosing any particular next steps in their situation. Interactions with The Office of Equal Opportunity are low-risk and private.

What are the protected classes?
https://icrc.iowa.gov/your-rights/protected-classes

What services do we offer?
https://www.eoc.iastate.edu/how-can-we-help

All things Title IX:
https://www.eoc.iastate.edu/title-ix
Margo R. Foreman
Assistant Vice President for Diversity and Inclusion and Equal Opportunity

Margo has been instrumental in the growth and development of the administration’s efforts to build and sustain a more inclusive ISU since she started in April 2016. Under the Office of the Vice President for Diversity and Inclusion (VPDI), a major portion of her work portfolio is dedicated to overseeing all aspects of equal opportunity, affirmative action, discrimination, harassment, and sexual misconduct programs. She also serves as the university’s Title IX Coordinator.
Email: mrforema@iastate.edu

Amber Davis
Administrative Assistant to the Assistant Vice President

Amber is passionate about communicating effectively and helping to ensure all people are treated fairly. Amber graduated from Upper Iowa University with a bachelor’s of science in Human Resources Management. She was an ISU student from 2005-2007 when she majored in English and Interdisciplinary Studies with a focus on Criminal Justice. She is currently pursuing a master’s degree in Industrial/Organization Psychology.
Email: ardavis@iastate.edu

Adrienne Lyles
Associate Director of Equal Opportunity

Adrienne is also an Associate Teaching Professor in the Department of Philosophy and Religious Studies at ISU. Dr. Lyles completed her undergraduate degrees in philosophy and English at ISU. She earned her M.A. and Ph.D. in philosophy from the University of Colorado at Boulder; her areas of specialization include feminist philosophy, existentialism, and intersectionality. Dr. Lyles earned her J.D. from the University of Notre Dame and is licensed to practice law in Indiana.
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Julie Reilly  
*Equal Opportunity Specialist*

Julie joined the Office of Equal Opportunity in July 2015. Her responsibilities include investigating claims of discrimination and harassment under Iowa State’s Discrimination and Harassment Policy, investigating matters involving Title IX, facilitating discussions and mediations centering on discrimination or harassment, and providing training to faculty, staff and students on similar issues.

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Elliott Florer  
*Equal Opportunity Specialist*

Elliott joined OEO with almost 18 years of experience working in the Iowa State University Police Department where he served as a supervisor for 15 years. Elliott is an Iowa State University Alumni with a BS in Sociology and a minor in Criminal Justice. Florer earned a MA in Criminal Justice from Concordia University in St. Paul, Minnesota.

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David Konopa  
*Equal Opportunity Specialist*

David investigates complaints of discrimination and harassment under the Title IX and ISU Nondiscrimination and Anti-harassment policies. Konopa joined the Office of Equal Opportunity in 2014. Prior to coming to ISU, he was a member of the Ames Police Department for 33 years. Konopa earned his bachelor’s degree in Public Administration from Upper Iowa University.

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The United States is experiencing unprecedented times: the COVID pandemic, civil unrest, and the latest 2020 election has elicited one of the most divisive periods in our country’s history. Here at Iowa State’s campus, it is our goal to encourage diversity of thought and unity between our Cyclones despite diverging beliefs, values, and opinions.

Gordon Allport, a leading psychologist from Harvard University, found that discussion among people from different backgrounds increased their empathy and willingness to take the other’s perspective. Similarly, many professional facilitators have found that utilizing structured conversations is pivotal to solving America’s political and racial divide.

The Office of OEO wishes provide ISU’s readers with strategies to create peaceful, cooperative, and tolerant environments by adopting ground rules where staff and faculty members can express their views openly and honestly.
Politically charged discussion can lead participants to prioritize making their own points and proving the opposing side wrong. Cyclones can work together to get past this unproductive default. Ask Questions such as: What are my beliefs/opinions and where do they come from? Why am I responding so strongly to the opposing viewpoint? If you are frustrated, try understanding the origin of the frustration. Is it because you disagree with a differing viewpoint or because you feel misunderstood/silenced? By thinking more critically about the origin of our opinions, our emotional responses to trigger words, we facilitate a discussion where everyone’s goal is to actively reflect before speaking.

Participants in a conversation who seek to understand one another can have a healthy dialogue and create environments where everyone feels safe to contribute. Cyclones can collectively seek to understand another’s opinion and what led them to that belief. Humanizing a member of a different belief can produce opportunities for vulnerability and enlightenment by the time a conversation comes to a close.

Office of Equal Opportunity Resources: Our office provides services to help navigate critical conversations. We also provide discrimination and harassment prevention presentations for groups on campus. Submit a request at: http://bit.ly/requestEO
HIGHLIGHTING A HERO: Kamala Harris

Kamala Harris is the vice president-elect of the United States, making her the first female vice president and first Black person and Asian American to hold the position. After attending Howard University and the University of California's Hastings College of the Law, Kamala Harris embarked on a rise through the California legal system, emerging as state attorney general in 2010. Following the November 2016 elections, Harris became just the second African American woman and the first South Asian American to win a seat in the U.S. Senate.

In 2003, Harris defeated incumbent Terence Hallinan, her former boss, to become San Francisco district attorney. Her accomplishments in this role include the launch of the "Back on Track" initiative that cut recidivism by offering job training and other educational programs for low-level offenders. Harris has since joined the chamber’s Homeland Security and Governmental Affairs Committee, Select Committee on Intelligence, Committee on the Judiciary and Committee on the Budget. She has supported a single-payer healthcare system and introduced legislation to increase access to outdoor recreation sites in urban areas and provide financial relief in the face of rising housing costs.

On August 11, 2020, presidential hopeful Biden announced that he chose his former rival Harris as his running mate. "I have the great honor to announce that I've picked Kamala Harris — a fearless fighter for the little guy, and one of the country’s finest public servants — as my running mate," Biden said. "Back when Kamala was Attorney General, she worked closely with [my son] Beau. I watched as they took on the big banks, lifted up working people, and protected women and kids from abuse. I was proud then, and I’m proud now to have her as my partner in this campaign."

Biden and Harris Are Time’s Persons of the Year for 2020! Read about it here:
Human Trafficking is defined as:
- Sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or

- The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.

Although the 13th Amendment abolished slavery in 1856, human trafficking reports have increased. While many associate human trafficking with sex trafficking it also includes involuntary servitude, forced labor, debt bondage, and forced marriage.

On January 11, 2011 President Barack Obama made a Presidential Proclamation naming January National Slavery and Human Trafficking Prevention Month. With January 11th being the anniversary of the Proclamation, we acknowledge it as National Human Trafficking Awareness Day.

Here are a few signs to look out for:
- Does the person have freedom of movement? Are there unreasonable security measures?
- Does the person appear to be coached on what to say?
- Is the person fearful, timid, or submissive?
- Does the person have bruises in various stages of healing?

If you have suspicions of human trafficking contact the National Human Trafficking Hotline 1 (888) 373-7888 or Text "HELP" or "INFO" to 233733
Wear a mask and wash your hands to protect all of us at ISU!

The five-week winter semester session ends Thursday, Jan. 21.

The Inauguration of Joe Biden is Wednesday, January 20

The Office of Sustainability and ISU recycling services are upcycling holiday greeting cards. Please drop your card fronts only in collection boxes in the General Services Building by Jan. 25. All proceeds will support St. Jude's work with children. Send Read more here: https://www.inside.iastate.edu/bulletin/announcements/staff#a7183

Upcoming Spring 2021 Integroup Dialogue Session dates:
- Mon 2/8
- Thurs 2/11
- Tues 2/16
- Thurs 2/18
- Mon 2/22
- Wed 2/24
- Tues 3/2
Register at - bit.ly/ISUIGD

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

OEO will be hiring a new Equal Opportunity Specialist in 2021. Look for the opening soon!

Contact Us!
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Follow us on all of our socials!

- Instagram: @iowaStateOEO
- Twitter: @iowaStateOEO
- Facebook: Office of Equal Opportunity at Iowa State University
- LinkedIn: Iowa State University Office of Equal Opportunity