This Issue's Must-reads:

Pride Month

Highlighting a Hero

LGBTQIA+ Inclusivity

Campus Resources for the Transgender Community

Announcements

Vision:
To ensure equal access to employment and educational opportunities in support of the universities 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.
Pride Month commemorates the Stonewall riots of 1969. The Stonewall riots, also called Stonewall uprising, was a series of violent confrontations that began in the early hours of June 28, 1969, between police and gay rights activists outside the Stonewall Inn, a gay bar in New York City. Many protesters were fought off, beaten, and a few were taken in by police. Solicitation of same-sex relations was illegal in New York City and people were, and still continue to be, unwelcoming to the LGBTQIA+ community. For those reasons, individuals of the LGBTQIA+ community went to gay bars and clubs, places of refuge where they could express themselves openly and socialize freely. The New York State Liquor Authority penalized and shut down establishments that served alcohol to LGBTQIA+ individuals, arguing that even the gathering of the community was “disorderly.” As the riots progressed, an international liberation movement was born.

- Harvey Milk was an American politician who became the first openly gay person to be elected to public office in California.

- The rainbow flag as a pride symbol made its debut at the San Francisco Pride Parade in 1978. Harvey Milk asked his good friend Gilbert Baker to design a unifying symbol for the community, and the rainbow flag was the result.

- The first Pride March in New York City was held on June 28th, 1970, on the one year anniversary of the Stonewall Uprising

- With an estimated 3.5 million attendees in 2011, Sao Paulo, Brazil hosted the world’s largest Pride Parade
A self-identified “black, lesbian, mother, warrior, and poet,” Audre Lorde dedicated her life and her creative talent to confronting and addressing injustices of racism, sexism, classism, and homophobia. Lorde was born in New York City to West Indian immigrant parents. Lorde attended Catholic schools before graduating from Hunter High School, she published her first poem in Seventeen magazine while still a student. Lorde earned her BA from Hunter College and MLS from Columbia University. She had two children with her husband, Edward Rollins, a white, gay man, before they divorced in 1970. In 1972, Lorde met her long-time partner, Frances Clayton. Lorde has written countless essays and poems about feminism, civil rights, black cultural movements, LGBTQIA+ rights, and illness narratives about her own battle to overcome breast cancer and mastectomy, The Cancer Journals (1980). Audre Lorde’s poetry is known for the power of its call for social and racial justice, as well as its depictions of queer experience and sexuality.

“I used to speak in poetry. I would read poems, and I would memorize them. People would say, well what do you think, Audre. What happened to you yesterday? And I would recite a poem and somewhere in that poem would be a line or a feeling I would be sharing. In other words, I literally communicated through poetry. And when I couldn’t find the poems to express the things I was feeling, that’s what started me writing poetry, and that was when I was twelve or thirteen.”
LGBTQIA+ Month: 3 tips for more inclusive classroom environments

At the Office of Equal Opportunity, we aspire for a more inclusive, diverse, and tolerant campus. To commemorate Pride Month, below are 3 tips to make your classroom a safe place for LGBTQIA+ students.

1. Class Introductions with Pronouns: The first day of class can be an anxiety inducing experience for many LGBTQIA+ students. To express tolerance and solidarity with students who are gay, transgender, non-binary, and more, consider introducing yourself with your preferred pronouns. Similarly, encourage your entire class to follow suit. This small, but significant gesture will tell LGBTQIA+ students you're sensitive to all gender identities and expressions.

2. Integrate LGBTQIA+ topics into the curriculum: It's important that students see themselves represented in the lessons taught in a classroom. When picking notable heroes or contributors to a given issue or topic include members of the LGBTQIA+ community. People like Harvey Milk, Audre Lorde, and Megan Rapinoe are just a few examples of remarkable individuals who help to inspire youth nationwide.

3. Pursue Professional Development: Organizing workshops and coordinating with experts will make your school more tolerant, diverse, and inclusive. By participating in professional development you, as well as other educators, will be better fit to handle instances of bullying, harassment, and will increase your ability to anticipate possible pitfalls in classroom content.
Resources for Transgender Students

In the formative years of all Cyclones’ lives, staff and faculty can create safe places and provide helpful resources that shape identities, foster tolerance, and aid in a student’s overall education as he, she, or they make the transition into the workforce. Below, the Office of Equal Opportunity provides tools to share with students who are transgender so they too can experience ISU’s campus as a safe, inclusive, and educational place.

Student Counseling Services

As transgender and non-binary individuals experience unique struggles including concerns about coming out, questions on how to, and whether to undergo gender confirmation surgery, and help surviving discrimination/harassment, they require the guidance of licensed counselors and healthcare providers. Iowa State’s Student Counseling Services (SCS) is equipped with therapists who can guide and support transitioning and trans students. Providing this resource to Cyclones who are transgender can normalize conversations about mental health and equip them with a much needed support system.

Gender Inclusive Restroom Map

Transgender and non-binary students may experience anxiety over going to the restroom. According to one qualitative study, restrooms and locker rooms designated for "men" or "women" can be some of the most dangerous places on a college campus for this community of people. To lessen the anxiety around going to the bathroom or using locker rooms ISU has a Gender Inclusive Restroom map for students of all gender identities and expressions. Providing students who are transgender with the above map can aid in his/her/or their feelings of safety and comfort on our college campus. Like cisgendered members of the student body, students who are transgender will be able to invest their time and energy into their futures rather than concern over harassment and distress in using ISU’s lavatories. The map can be found under the workshops and resources page at Iowa State’s Center for LGBTQIA+ Student Success website.

The Spectrum Theme House

Housing practices that only recognize “male” and “female” students are at risk of neglecting members of the student body who identify as transgender or non-binary. Colleges and universities should consider creating policies that acknowledge a diverse array of gender expressions and identities. Here at Iowa State, there is The Spectrum Theme House: “a gender-inclusive residence community for students interested in building an intentional, supportive space for lesbian, gay, bisexual, transgender, queer, questioning, asexual and ally people.” Residents in Spectrum reap multiple benefits including, but not limited to:
- Attending LGBTQIA+ events with fellow residents
- Connecting with LGBTQIA+ student organizations
- Hearing guest speakers

Understanding the nature of the Spectrum Theme House as well as providing this resource to interested trans students can potentially eliminate a barrier of community building for students who are transgender.
Sending out a congratulations to all the 2020 graduates. Despite the strange and difficult times, you all have completed your programs and received the hard-earned degree. Staff, faculty, and undergraduates alike send you off to create and foster world-changing impact. Once a cyclone, always a cyclone, congratulations class of 2020!!!

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

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