CALS Diversity Programs
http://www.diversity.cals.iastate.edu/

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Two Key Components
• Assistant Dean for Diversity - Faculty/Staff and Graduate Students
• Multicultural Liaison Officer - Undergrad

➢ Assistant Dean For Diversity

Programs/Services
• Coordinate, manage, and implement the CALS Diversity Programs for faculty, staff, and graduate students in the college
• Direct and manage activities of the George Washington Carver Summer Internship program for high school and college students.
  o Faculty Mentor Form: https://www.diversity.cals.iastate.edu/george-washington-carver-gwc-mentorship-application
  o Student Application: https://www.diversity.cals.iastate.edu/gwc
• Implement and manage the Graduate Research Assistantship Match (GRAM) program for U.S. diversity graduate students enrolled in the college.
  o https://www.diversity.cals.iastate.edu/graduate-research-assistance-match-gram-program-application
• Connecting with minority serving institutions (1890, 1994, Hispanic Serving) nationwide with regards to research, extension, and teaching efforts and graduate recruiting.
  o Faculty Research Exchange/Recruitment Funds:
    https://www.diversity.cals.iastate.edu/faculty-research-exchange-program-application
  o Funding request up to $500
• Facilitate diversity and cultural competencies workshops for faculty, staff, and students
  o Activities/Workshops presented can be specialized to meet departmental needs
• Lead and support grants and contracts to expand recruitment, innovative education, and retention of diversity within the graduate student program.
• Equal Opportunity Council Member - The ISU Equal Opportunity Council (EO Council) serves as a conduit between the Office of Equal Opportunity (OEO) and the wider Iowa State University community.
• Serve as Co-Advisor for the MANRRS Chapter.
• Serve as CALS Office of Equal Opportunity (OEO) Advisor
• Serve as a liaison with diversity programs across campus and central administration
• Serve on the CALS Diversity Committee as an ex officio member
Multicultural Liaison Officer

- **Elizabeth Martinez-Podolsky**, Multicultural Liaison Officer
  20C Curtiss Hall; 294-1701; [emart@iastate.edu](mailto:emart@iastate.edu)

- **Programs/Services:**
  - Working on creating new spaces and maintaining established ones. Spaces can include but are not limited to: workshops, programs, student organizations, office space, studying space, conference opportunities, collaboration with other MLOs, MSA etc.
    - Student presentations on “valuing diversity”
    - APEX
    - Science Bound
    - Co-advisor MANRRS
    - 4-H

Helpful Campus Resources

- The LGBTSS Center - [http://www.lgbtss.dso.iastate.edu/](http://www.lgbtss.dso.iastate.edu/)
- Margaret Sloss Women's Center - [http://www.mswc.dso.iastate.edu/](http://www.mswc.dso.iastate.edu/)
- Women and Diversity Grant Programs - [http://www.provost.iastate.edu/what-we-do/diversity/pfo/grants](http://www.provost.iastate.edu/what-we-do/diversity/pfo/grants)
- Disability Accommodations - [http://www.hrs.iastate.edu/hrs/node/80](http://www.hrs.iastate.edu/hrs/node/80)
- Equal Opportunity Office - [http://www.eoc.iastate.edu/](http://www.eoc.iastate.edu/)
- Discrimination and Harassment - [http://www.eoc.iastate.edu/discrimination](http://www.eoc.iastate.edu/discrimination)
What is the Equal Opportunity Council?

The ISU Equal Opportunity Council (EO Council) serves as a conduit between the Office of Equal Opportunity (OEO) and the wider Iowa State University community. The EO Council serves in an advisory capacity to the Office of Equal Opportunity, assisting OEO in ensuring equal access to employment and educational opportunities in support of Iowa State University’s commitment to equal opportunity, affirmative action, and diversity. The EO Council supports OEO’s commitment to promoting a working and learning environment free from discrimination and harassment, and to building a campus climate that supports equity through education, outreach, facilitation, complaint resolution and intervention.

What do EO Councilors do?

EO Councilors are charged with supporting Iowa State University’s Non-discrimination Statement: “Iowa State University does not discriminate on the basis of race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. Veteran.”

EO Councilors operate as unit-level contacts for students, faculty, and staff regarding concerns related to equal opportunity. EO Councilors help ensure that the University responds appropriately and effectively to situations that potentially violate federal and state laws requiring a non-discriminatory and harassment-free work and educational environment by serving as liaisons between their constituents and the Office of Equal Opportunity. EO Councilors act as information advisors on topics related to diversity, discrimination and harassment; provide constituents with information on available University resources; model and facilitate effective conflict resolution; and support a campus climate and workplace environment that promotes respect, civility, dialogue, and cooperation.

Are EO Councilors confidential resources?

No. EO Councilors are Responsible Employees and therefore have a duty to report to the Office of Equal Opportunity all information they learn concerning any of the following conduct: Sexual assault, stalking, relationship violence, unwanted sexual touching, discrimination or harassment based on protected class, hostile work environment based on protected class, and hiring decisions based on protected class.

Do EO Councilors conduct investigations?


No. The EO Councilor’s role is to hear constituent concerns, explain available University procedures and processes to investigate and/or resolve discrimination and harassment situations, assure complainants of the University’s commitment to a harassment-free environment that is inclusive to all, and assist complainants in contacting the Office of Equal Opportunity.

**Do EO Councilors serve as advocates for complainants?**

No. The EO Councilor’s role is to hear constituent concerns, explain procedures and processes available to investigate and/or resolve discrimination and harassment situations, reinforce the University’s commitment to a harassment-free environment that is inclusive to all, and assist constituents in contacting the Office of Equal Opportunity. When EO Councilors are in receipt of a complaint, they are to immediately provide a summary of the complaint, including the complainant’s name, to OEO.

**What educational background or expertise should an EO Councilor have?**

An EO Councilor needs to be able to identify situations that could potentially constitute discrimination, harassment, and/or Title IX violations. In addition, EO Councilors must understand the University’s Discrimination and Harassment policy, Sexual Misconduct, Sexual Assault, and Sexual Harassment Involving Students policy, and Non-Retaliation Against Persons Reporting Misconduct Policy, as well as the University’s Non-Discrimination and Affirmative Action Statement. EO Councilors do not need any legal expertise. An EO Councilor should be someone with good judgment who is respected and trusted by colleagues and who models effective communication and conflict resolution.

**For more information about Iowa State University’s Equal Opportunity Council, please contact the Office of Equal Opportunity at 515-294-7612 or eooffice@iastate.edu.**