5th Annual
Iowa State University Conference
on Race and Ethnicity

March 5, 2004, 8:00 A.M.–5:00 P.M.
Memorial Union
THE ARTIST

The artwork on the cover was provided by Iowa State University faculty member Brenda Jones for use at ISCORE 2004. It commemorates the May 17, 1954, Supreme Court decision, Brown v. Board of Education.

Brenda Jones attended the Tyler School of Art in Rome, Italy, and received her B.F.A. and M.F.A. from Drake University. She joined Iowa State University in 1986 and is an Associate Professor in the Department of Art and Design. Her current responsibilities include instruction of students in the basics of fine art. She is a member of the graduate faculty, and has served as co-coordinator of Iowa State's College of Design study abroad program in Rome, Italy. Her service is extensive and includes serving on the board of the Center for Teaching Excellence and acting as a mentor for the Iowa State University Minority Student Bridge Program, Chair of the Athletic Council, and academic adviser for the College of Design.

Ms. Jones received an Outstanding Teacher Award as part of a special appropriation by the Iowa General Assembly. Her work has been exhibited through international, national, and regional exhibitions and juried shows. She has participated in many one-person shows, group shows, residencies, workshops, lectures, and panels. Ms. Jones's area of specialization is painting, drawing, and fine arts. She is an associate professor in the College of Design.

The NCORE/ISCORE Project: A Forum on Race and Ethnicity

NCORE/ISCORE Project—attendees at the National Conference, San Francisco, California, June 2003: Tom Becker, Carmen Flagge, Japannah Kellogg, Grif Kolberg, Rob Lipsey, Yanira Pacheco, Debra Sanborn, June Smith, Vernon Wall, Tiana Williams, Irma Wilson-White and students Pamela Baccam, Brandon Cutler, Nicole Edmond, Marcia Hare, April Hiatt, Ryan Hulleman, Alan Johnson, Dan Mattox, Tyrone Moore, Sulianet Ortiz, Jenifer Smith, Khantaly Souvatrat, Ramsey Tesdell, Shelley Whitehead, Guadalupe Vera

ISCORE 2004 Planning Committee:
Co-chairs Japannah Kellogg and Debra Sanborn, Tom Becker, Sherry Cronin, LaTasha Dennis-Pickett, Luiza Dreasher, Carmen Flagge, Todd Holcomb, Don Inthalangsy, Grif Kolberg, Ming-huei Lam, Vicky Lio, Rob Lipsey, Yanira Pacheco, Leonard Perry, Penny Rice, Jason Richard, Vernon Wall, Tiana Williams, Irma Wilson-White
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This annual ISCORE conference is a result of the university's 1998-99 yearlong university-wide celebration, “The Legacy of George Washington Carver—Inspiring Students to Become Their Best.”
Opening Session

9:00 a.m., Sun Room

The Faces of NCORE
Kip Fulbeck began the HAPA Project to promote awareness and recognition of the millions of multiracial Asian descent in the U.S.; to give voice to multiracial people and previously ignored ethnic groups; to dispel myths of exoticism, hybrid vigor, and multiracial homogeneity; to assist and support positive formation of identity in multiracial children; and to encourage solidarity and empowerment within the multiracial/Hapa community. He presented this at the National Conference on Race and Ethnicity in 2003. (www.seaweedproductions.com/hapa/)

In this multimedia presentation inspired by the work of Kip Fulbeck, we will take a look at the Iowa State students who participated in the 2003 NCORE and who will be featured in presentations throughout ISCORE 2004.

April Hiatt, Junior, Psychology
Alan Johnson, Junior, Computer Engineering
Ryan Hulleman, Sophomore, Industrial Engineering

Opening Address: Dr. Carlie C. Tartakov is assistant professor emerita and lecturer in the Department of Curriculum and Instruction at Iowa State University.

9:00 a.m.–4:00 p.m., South Ballroom

Images of the World
View a montage of photographs, paintings, and prints of people from all walks of life. This visual presentation will contain images of compassion, hope, and understanding, showing that we are all just brothers and sisters under the sun.

Devery Fairbanks, Lecturer, Liberal Arts and Sciences Cross Disciplinary Studies
Luiza Dreasher, Program Coordinator, International Education Services
Center Street Project Overview: Denied but Not Defeated, the Center Street Legacy
The Center Street neighborhood was once a thriving section of Des Moines in which African Americans played important roles. It has changed dramatically since the middle of the 20th century. Using documents, artifacts, and information gathered from interviews of Center Street residents, this project reconstructs the physical and social contexts of the neighborhood in contrast to its current condition.

Madison DeShay, Graduate Student, Community and Regional Planning

Concurrent Sessions

10:00–10:50 a.m., Cardinal Room

Conducting Inclusive Meetings: Empowering All Voices
Organizations tend to become very hierarchal in their structure. This can lead to meetings that are also very hierarchal. This system can result in some students not feeling they have a safe space to express their views and voice their concerns. This limits the information received by the whole group and undervalues all members. The purpose of our presentation is to provide participants the tools to run more inclusive meetings.

Specific topics to be addressed are preparing for and conducting meetings; reading non-verbal communication, scanning the room, reading the dynamics of a room; and handling challenging situations (differing opinions, concerns, or perspectives).

Penny Rice, Adviser, In Living Color
LaTia McPherson, Senior, Psychology
Nicole Edmond, Senior, Biology
Thuy Tran, Junior, Sociology

10:00–10:50 a.m., Gallery Room

Model Minority Myth
This session provides an in-depth look at the perceptions and stereotypes of Asian Americans. In particular, the “model minority” has been a stereotype used to separate the Asian American Community from the African, Latino, and Native American Community, by embedding Asians as a superior minority group. Information will highlight how the media perpetuates this myth, through video clips and a short documentary of ISU students, staff, and faculty interviews focused on campus views of Asian Americans. This session offers attendees the opportunity to share their preconceived notions about Asian Americans and will serve as a liaison to help bridge the gap with other groups of persons of color.

Shelley Whitehead, Senior, Marketing
Dan Mattox, Senior, Mechanical Engineering
Marcia Hare, Sophomore, Pre-Business
Concurrent Sessions

10:00–10:50 a.m., Gold Room

Tongue-Tied: Bilingualism and First Language Loss
Bilinguals are not inferior to monolinguals; however, there still exist various stereotypes against bilinguals, which ranges from the claim that hearing two or more languages in childhood causes language disorder and language delay to the idea that bilinguals are slow learners and losers in life.

This session shows that in order to fit themselves into school and society, some young bilinguals begin to learn English, using their home languages less until they gradually lose them totally: the phenomenon of first language loss. We will show that first language loss is not a "necessary or inevitable outcome" when children acquire a second language.

Jerry Garcia, Assistant Professor, History
Guadalupe Vera, Junior, Mechanical Engineering
Brenda Vargas, Junior, Animal Ecology

10:00–10:50 a.m., Room 236

History's Mysteries
Throughout history, governmental decisions have had a racial bias. These have impacted today's social structure, housing, and wealth. In this session, policies that have affected the way of life of African Americans and their current status will be discussed. Topics include the GI Bill, the Federal Housing Act, and other biased policies from our past. Attendees should be prepared to learn startling new information regarding United States history.

Sulianet Ortiz, Junior, Electrical Engineering
Brandon Cutler, Senior, Agricultural Studies
Ryan Hulleman, Sophomore, Industrial Engineering
Pamela Baccam, Junior, Journalism and Mass Communication

10:00–10:50 a.m., Room 248

Brothers in flux: Sense of Identity in Rural Iowa and the Middle East
This session examines the unique sense of identity that two multi-ethnic Iowa State students (and brothers) experience when shifting between worlds. Employing a guide-oriented approach and multimedia presentation, the presenters will investigate their experience while growing up in a multicultural, bilingual home in rural central Iowa as well as working in Jordan and the occupied West Bank.

Ramsey Tesdell, Sophomore, Technical Communication
Omar Tesdell, Senior, Journalism and Mass Communication
Concurrent Sessions

11:00–11:50 a.m., Cardinal Room

Views from the Fishbowl: Minority Athlete Experiences at a Predominately White Institution
Today’s student-athletes are faced with many challenges. These challenges range from maintaining a productive balance between athletics and academic commitments to coping with the high visibility attached to being a student-athlete. For minority student-athletes, the high visibility can be magnified, thus creating a myriad of unique challenges.

This panel discussion will address the challenges the minority student-athletes face at a predominately white institution. Various aspects of campus and community life will be discussed.

The panelists will discuss aspects of racial discrimination and unfair treatment in the classroom, on campus, and in the community.

Donald Reed, Manager, Athletic Academic Services

11:00–11:50 a.m., Gallery Room

Identical Strangers. How to Make Friends.
The presentation is a discussion of how those from Chicago, Kenya, Nepal, and Waterloo fit in at Iowa State University (ISU). How do Asian, African, Caucasian, Hispanic, Multiracial students from different backgrounds feel about Iowa State University. Does anyone really fit in? How do some people find the ISU environment more familiar than others? This presentation is meant to create sisterhood and brotherhood that transcends ethnicity, country of origin and race.

The video will capture feelings of ISU students regarding the campus environment and how they fit in. The video will also show how students usually make friends, and their feelings towards people that look different from them.

Colter Bayard, Graduate Assistant, TA/RA, Political Science
Miranda Mhango, Graduate Assistant, TA/RA, Accounting

11:00–11:50 a.m., Gold Room

got ignorance
The “got ignorance” campaign was implemented in response to bigotry, racism, and graffiti on buildings throughout the University. This session will demonstrate how students were able to positively respond to the hostile and unwelcoming circumstances on the Iowa State campus.

Sarai Arnold, Junior, Biology
Concurrent Sessions

11:00–11:50 a.m., Pioneer Room

Steppin' Outside the Color Zone
Why tiptoe around the boundaries—it's time for steppin' outside the color zone. The Multicultural Action Group and Identifying as Me present a program addressing the complexities of cross-cultural relationships. Through interactive discussion and activities we will gain a further understanding of relationships in a variety of spheres: romantic, friendship, family, and business. We will address questions such as: how to approach people, how to make it easier to look at others, how to deal with reaction, why we ask the questions we do, and come to individual conclusions. It is time to stop looking at only the institutional side of cultural relationships and focus on the face-to-face, and day-to-day interactions.

Dawniece Trumbo, Sophomore, Marketing

11:00–11:50 a.m., Room 244/246

Thinking as the Minority: A White Perspective of Minority Issues
This session will share the presenters' experiences of being placed in the position of a minority. The presenters will explore the stories of the audience members who have been placed in similar situations. The goals for this session are (1) to identify feelings and emotions of being a non-minority student placed in a minority position, (2) explore how we can learn from each other's experiences, and (3) to look at how we can use these experiences to create a more welcoming environment for minority students at Iowa State University.

Jason Richard, Senior, Computer Engineering
DJ Loerzel, Junior, Communication Studies
Nate Johnson, Senior, Mechanical Engineering
Brandon Cutler, Senior, Agricultural Studies

11:00–11:50 a.m., Room 248

You can do it! A Brown Person in a White Man's Country
With the number of Latino-Americans growing all over the United States, stereotypes and the images portrayed by the mass media are becoming more important. This presentation will examine popular stereotypes and attempt to locate the truth behind them.

Ramsey Tesdell, Sophomore, Technical Communication
Nicole Edmond, Senior, Biology
Alan Johnson, Junior, Computer Engineering
Kay Souvatrat, Junior, Journalism and Mass Communication
Luncheon

12:00–1:50 p.m., Sun Room

Guest Speaker: President Gregory L. Geoffroy

Keynote Address: Terrence Roberts, Ph.D.
Dr. Terrence Roberts was born in Little Rock, Ark. in 1941. He was one of nine students blocked from entering Little Rock's Central High School in September 1957 when Arkansas Governor Orval Faubus joined local whites in resisting integration by dispatching the National Guard to block black students from entering the school. President Eisenhower responded by sending federal troops to protect the students. Following the closing of Little Rock's schools during the 1958-59 school year, Dr. Roberts completed his senior year at Los Angeles High School in Los Angeles, Calif.

Dr. Roberts graduated with a bachelor of arts degree in sociology from California State University, Los Angeles. He received his master's degree in social welfare from UCLA and his Ph.D. in psychology from Southern Illinois University, Carbondale. He is currently chair for the master's in psychology program at Antioch University in Los Angeles and has his private psychology practice in Pasadena, Calif. In addition, he is CEO of the management consulting firm, Terrence J. Roberts & Associates.

Concurrent Sessions

2:00–2:50 p.m., Cardinal Room

Cowboys & Indians: Dispelling the Myths about Native Americans
Indians wear feathers. They live in tipis and do dances making “whooping” sounds. Native Americans are quiet, timid people. These stereotypes are often associated with the Native American ethnic group. In the real world, a Native American person is the same as any other person; yet diverse and often misunderstood. This session will bring to the forefront some stereotypes associated with Native Americans and will confront the truth behind these stereotypes.

Jennifer Smith, Junior, Marketing
April Hiatt, Junior, Psychology
Tyrone Moore, Senior, Mechanical Engineering
Guadalupe Vera, Junior, Mechanical Engineering
Concurrent Sessions

2:00–2:50 p.m., Gallery Room

White Flight Americans
This session provides a comprehensive look at the historical and economic implications of “white flight.” The term “white flight” stems from when African Americans move into a predominantly white neighborhood and the white inhabitants of that neighborhood move to another neighborhood. The presentation will highlight the history of “white flight” through video clips analyzing the housing laws and contracts put into place at that time. Participants will explore the economic implications this has on society by addressing the state of the neighborhoods and schools after “white flight” and how cities are being racially segregated by economics. This session offers a historical perspective of this epidemic and a chance to offer suggestions for improving these poverty-stricken neighborhoods.
Shelley Whitehead, Senior, Marketing

2:00–2:50 p.m., Gold Room

Uhurú Magazine: The Revival of a Voice
Uhurú Magazine began as a bi-weekly newsletter focused on black culture and politics. In spring 1998, Black Student Alliance and an organization called Renaissance transformed the newsletter into Uhurú Magazine; it existed until spring 2000. In fall 2003, three students stepped up to revive the magazine. Uhurú Magazine’s mission is FREEDOM; freedom of speech, of mind, of stereotypes, and ignorance. It is the future multi-ethnic publication on the ISU campus that will allot a voice to the opinions and points of view of the different ethnic groups on campus. It will provide a medium through which news and political issues can be addressed and will present how national events directly and indirectly affect us by creating stereotypes, which are passed on through generations, thus defeating diversification.
Sulianet Ortiz, Junior, Electrical Engineering
Alicia McGhee, Junior, Pre-Journalism and Mass Communication
Tiona Fowler, Sophomore, Pre-Journalism and Mass Communication

2:00–2:50 p.m., Pioneer Room

A Three-Dimensional Approach to Creating a Community of Diversity and Academic Achievement
Student involvement in diversity and academic achievement can be a complex issue, often requiring a unique and innovative approach. The African American Studies Program at Iowa State University guides three student-led support groups designed to create an atmosphere where students are able to dialogue on issues that are relative to the retention and “high” achievement of students. The African American Studies Society is a heterogeneous initiative, while the Circle of Trust and the Band of Brothers are homogeneous groups. Combined, the three support groups create a “beloved community.”
The presenters will discuss their experience(s), and the objectives of their support groups. The program has found an approach that is proving to be successful in its efforts to link classroom and out-of-class experiences. Raising the expectations of student performance, while simultaneously teaching accountability, is a main objective.
David Romero, Junior, Biology
Concurrent Sessions

2:00–2:50 p.m., Room 236

The Changing Faces of Affirmative Action Policy Issues
This session will begin with a background presentation on Affirmative Action and will include topics such as the origins of Affirmative Action, the pros and cons of Affirmative Action, and ways to change Affirmative Action to evolve with changing society.

Elizabeth Bicknell, Senior, Management

2:00–2:50 p.m., Room 244/246

Relationships between African American Men and Women at ISU
This session will be a discussion about relationships between African American men and women at Iowa State University. This session will discuss some of the stereotypes about black male and female relationships, why the stereotypes exist, and what can we do to form stronger relationships between African American men and women.

Marcia Hare, Sophomore, Pre-Business
Ian Ragland, Sophomore, Pre-Business
Jonell Pedescleaux, Graduate Assistant, Educational Leadership and Policy Studies

2:00–2:50 p.m., Room 248

We're Here for Everyone: How to Best Utilize the Services and Programs Offered by Your Minority Liaison Officer (MLO) and Minority Student Affairs (MSA)
The presentation is designed to provide information about what services and programs are offered by MLO's and MSA at Iowa State University and how all students (and faculty and staff) can make the most out of what is offered. Specific information will be shared so that students (and faculty and staff) will know how, when, and why to access these services. The session will consist of a brief presentation and open panel to discuss and address the audience's specific needs.

Nina Grant, Minority Liaison Officer, College of Agriculture
Yanira Pacheco-Ortiz, Minority Liaison Officer, College of Family and Consumer Sciences
Concurrent Sessions

Are You a REAL Native?
The Iowa State University campus is 4,000 miles from the sands of Hawaii and seems an almost unlikely destination for relocation. When joining their Indigenous cousins of the American continent, students from the Hawaiian Islands find themselves in an environment very foreign from their own. Among these differences are misunderstandings by classmates and colleagues. Students are often questioned about technology, language, and culture and find themselves in surroundings where their everyday practices break the norms of the Midwestern lifestyle. Iowa State students from the Hawaiian Islands will clarify misunderstandings, and focus especially on the current state of the political relationship between America and this unrecognized Indigenous American population.

Robert Baptiste, Junior, Anthropology
Lokelehua Kalili, Junior, Health and Human Performance

preBROWNpost
Pivotal educational history for Blacks was made in 1954 with the Brown v. Board of Education of Topeka Supreme Court decision. This decision laid the legal groundwork for equity in educational opportunities for African Americans and other minority populations within the United States. College students, their parents and many African Americans often know little and do not fully understand the significance of Brown and why it is vital to American history. The session will serve to provide an educational overview of the cause and effect of the Brown decision and will describe how to build upon Brown for the future.

Patricia Leigh, Assistant Professor, Curriculum and Instruction
Jacqueline Pryor, Graduate Assistant, Educational Leadership and Policy Studies

Multicultural Undergraduate College Recruiting in the 21st Century
With increasing antagonism towards "affirmative action" and rapidly changing cultural demographics throughout the country, colleges today and in the foreseeable future face formidable challenges in attracting and maintaining a culturally diverse undergraduate student population. This session will look at the changing cultural makeup of U.S. cities and suburbs and their schools, the legality of ethnically-oriented recruitment efforts, scholarships, and academic success programs, and the resources available to target specific cultural populations.

Vern Hawkins, Assistant Director, Admissions
Concurrent Sessions

3:00–3:50 p.m., Pioneer Room

Crossing Boundaries: Multi-Ethnicity in America
This presentation will take a historical look at race and its misconceptions, and more specifically at how it has affected people of multi-ethnic ancestry. The session will provide an enlightened view of the issues relevant to multi-ethnic individuals.

Through an exploration of how the past has affected multi-ethnic individuals, we will examine the relationship between present societal views and multi-ethnic individuals; how society affects them now and how they continue to influence society. A review of the growing number of multi-ethnic individuals in America will be provided.

Nicole Edmond, Senior, Biology
LaTia McPherson, Senior, Psychology
Dawnee Trumbo, Sophomore, Marketing
Brieanne Elpert, Senior, English

3:00–3:50 p.m., Room 236

I'm an Individual. Don't Label Me
Individuals are complex. Labels are simple. The goal of this interactive diversity training session is to deconstruct the labels and marks created by society. Participants and presenters will first take a journey through the labels experienced during their life. Through this we hope to increase awareness and create a consensus that labels don't always apply. Through this session we hope to discourage the application of labels in regards to one's race or ethnicity.

Don Inthalangsy, Graduate Assistant, Educational Leadership and Policy Studies
Billy Maldonado, Graduate Assistant, Educational Leadership and Policy Studies
Karli Rainey, Graduate Assistant, Educational Leadership and Policy Studies
Justin Wier, Graduate Assistant, Educational Leadership and Policy Studies

3:00–3:50 p.m., Room 244/246

Diversity through the Child's Eye
This country is becoming more diverse. Children growing up in this diversifying nation are being taught life lessons about what is right and wrong. This session will illustrate how children's books and literature show how people are separated and treated differently and what effects that may have on today's youth. It will demonstrate how basic ideas of diversity are implanted in children's heads at a very early stage in life.

Rob Borchardt, Junior, Psychology
John Faughn, Graduate, Students Advocating Multicultural Issues
Erin Chambers, Freshman, Hotel, Restaurant/Institutional Management
Closing Reception

7:00–9:00 p.m., Great Hall

An Evening with Dr. Terrence Roberts
Join Dr. Terrence Roberts for an evening of discussion.
ABOUT NCORE

The National Conference on Race and Ethnicity in Higher Education (NCORE), annually attended by nearly two thousand people, assists higher education institutions in creating inclusive environments, improving campus racial/ethnic relations, and expanding opportunities for educational access and success by culturally diverse, traditionally underrepresented populations. In addition, the conference provides policy, planning, programmatic, curricular, pedagogic, research/assessment, training, and theoretical perspectives on the issues of race and ethnicity from experts around the country.

ABOUT ISCORE

The Iowa State Conference on Race and Ethnicity (ISCORE) is a forum on issues of race and ethnicity at Iowa State University and beyond. This local conference is designed to model the National Conference on Race and Ethnicity. ISCORE seeks to bring the more salient ideas and concepts of the national conference to Iowa State University and local perspectives, and

• develop and enhance student, faculty, and staff awareness of racial and ethnic issues in higher education around the country
• promote multiculturalism in the classroom and in American higher education
• provide information regarding the issues of race and ethnicity to the university community

NCORE/ISCORE: A FORUM ON RACE AND ETHNICITY

Iowa State University's commitment to diversity predates its first diversity plan. The NCORE/ISCORE Project is one of a number of initiatives aimed at enhancing diversity.

Background

The Iowa State University community dedicated the 1998-1999 academic year to the legacy of Dr. George Washington Carver, Iowa State's first African American student and faculty member. The George Washington Carver Celebration Steering Committee, comprised of faculty, students, and staff, developed and implemented a variety of programs, events, and activities that honored and celebrated the contributions of Dr. Carver. The steering committee identified the need to develop an ongoing program that would promote dialogue and raise awareness of issues involving race and ethnicity in higher education. The NCORE/ISCORE Project was developed to address this need. Since its inception this program has been endorsed and supported by the president, the university administration, and the campus community. It has grown significantly since its first year and is fast becoming a part of the fabric of university life at Iowa State University.
ISCORE 2004 Sponsors
Office of the President, Office of Equal Opportunity and Diversity, Iowa State University Alumni Association; Office of the Provost, Vice Provost for Research and Advanced Studies, Vice Provost for Undergraduate Programs, Career Services, Honors Program, Center for Teaching Excellence, Women in Science and Engineering; College of Agriculture; College of Business; College of Design; College of Education; College of Engineering; College of Family and Consumer Sciences; College of Liberal Arts and Sciences, African American Studies, Asian American Studies, American Indian Studies, U.S. Latino/a Studies Program; College of Veterinary Medicine; Division of Student Affairs, Dean of Students Office, Minority Student Affairs; Office of the Vice President for Business and Finance; and these student organizations:

Alpha Phi Alpha Fraternity, American Indian Rights Organization, American Indian Sciences & Engineering Society, Asian Pacific American Awareness Coalition, Black Graduate Student Association, Black Student Alliance, Caribbean Student Organization, Cross Cultural Allegiance for Student Success, Delta Sigma Theta Sorority, Fraternos Unidos, Gospel Scul Innovators, Hispanic Heritage Month Committee, Ka Laulama, Minorities in Ag, Natural Resources & Related Sciences, Mexican-American Young Achievers Society, Multicultural Action Group, Multicultural Business Network, Multicultural Support Groups, National Pan-Hellenic Council, National Society of Black Engineers, Omega Psi Phi Fraternity, Phi Beta Sigma, Shotokan Karate-Do, ISU, Sigma Gamma Rho Sorority, Society of Hispanic Professional Engineers, Students Advocating Multicultural Issues, United Native American Student Association, Vietnamese Student Association, Zeta Phi Beta

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