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Iowa State Daily (February 27, 2019)

Iowa State Daily

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Debate covers diversity, student wellness, safety

BY MADELYN. OSTENDORF
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A volunteer day, accessible parking and raising the minimum wage on campus were all topics at the final debate of the Student Government election season. The three candidates for president of Student Government debated about campus climate and safety, tradition, student wellness, tuition affordability and diversity Tuesday at the Memorial Union.

Benjamin Whittington emphasized his experience, both inside and outside of Student Government. He has experience as the vice chair of the Residency Committee, the vice president of politics at Iowa State, as well as experience in off campus political activism. He said he wants to use the energy and the tools he has to bring Cyclones together.

Cody Woodruff discussed his experience as a member of Student Government. Woodruff has served in Student Government during each of his three years at Iowa State and currently serves as the speaker of the senate. Woodruff’s campaign focuses on understanding identities, unlimited opportunities, unified community and unconditional support.

Austin Graber spoke to his love of Iowa State and his work not only as an Ivy College of Business senator but as a Cyclone Aide and a community adviser. His campaign is focused on pushing forward and growing the Cyclone pride and community.

COMMUNITY ISSUES AND SAFETY

Whittington’s campaign advocates for building community for student of all different backgrounds by promoting organizations and programs on campus that will help students feel more included. Whittington stated that 28 percent of students of color felt unwelcomed on Iowa State’s campus, and his campaign strives to make all students feel welcome.

Whittington also spoke about his plans to impact and improve both student infrastructure and nation affordability by going to advocate for students via the Legislative Ambassadors program that Student Government currently uses.

“It is a program that I strongly believe in, and I strongly believe that they should be expanded upon and have members of Student Government added into it, whether you are a senator or not,” Whittington said. “And we should make it abundantly clear that our duty is not just to the students, but to the state legislature, advocating that we need that funding.”

Graber’s campaign aims to install an Interpersonal Violence Informational Coordinator into the cabinet of Student Government. This coordinator would be in charge of promoting the ACCESS and Green Dot programs on campus. The Cabinet already has a Student Wellness Director, but Graber said he feels having a specific Interpersonal Violence Informational Coordinator is important.

Woodruff’s campaign touched on the issue of sexual assault and responders to a sexual assault on campus. The campaign aims to bring sexual assault testing kits to campus, as well as looking into a 24-hour on-campus physician as well as the expansion of SafeRide to keep students out of those possibly dangerous situations.

Woodruff also talked about his campaign’s plan for an emergency rent assistance fund for students who need help. Though, he said, there are other Story County initiatives, they are not as effective or known by students who need them. The emergency rent assistance fund would come from donations from private donors and would not raise student fees.

Use your voice for a better ISU.
Take the Campus Climate Survey on Sexual Assault and Misconduct.
CHECK YOUR E-MAIL STARTING MARCH 1

ELECTIONS POS

StuGov to drop cabinet removal, debate funds for professional development

BY MADELYN. OSTENDORF
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Student Government will debate funding for a student cultural organization and an amendment to increase funding for professional development. The Senate will also see legislation that was slated to appear at their special session Saturday.

An order, titled “Asking Executive Order 2018-01-22,” called for the removal of Director of Residency DuShen Lee. However, Speaker Cody Woodruff indicated in an email accompanying the legislation that this order will be “killed” on Wednesday night.

Ames Student Association for Malaysians, a student organization that exists to enhance communication and promote Malaysian Culture among its constituents and Iowa State’s students, faculty and staff, is requesting $4,000 to host an event to celebrate the Malaysian Cultural Night on April 27 for an estimated 500 people. The funding would go to help the club decrease the cost of traditional food.

The Senate will also see an act, titled “P&C Amendment for Professional Development,” to accommodate for the growing need for increased professional development, specifically for Student Legal Services.

“Student Legal Services is funded entirely by Student Government and is specifically for students, yet employees there are forced to pay out-of-pocket expenses for professional development,” according to the document. The act would amend the total allotment given to the “Professional Development” section of the Priorities and Criteria form $1,500 per professional employee per year to $3,000.

For more information or to contact your senator, visit stugov.iastate.edu. The meetings are open to the public 7 p.m. Wednesdays in the Campanile Room of the Memorial Union.
POLICE BLOTTER

2.25.19
An officer checked on the welfare of an individual at 32 Frederiksen Court. The person was transported to a medical facility for treatment (reported at 1:51 a.m.).

An individual reported the theft of clothing at UV at 3:27 a.m. (reported at 1:10 a.m.).

An officer investigated a property damage collision at Stange Road and 13th Street (reported at 4:12 p.m.).

An officer investigated a property damage collision at 516th Street and University Boulevard (reported at 4:46 p.m.).

An individual reported being harassed at Geoffroy Hall (reported at 9:46 p.m.).
Lecture to discuss history of dogs in America

BY ANNELEISE WELLS
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Chris Widge, head curator at the East Tennessee State University Museum of Natural History, will be discussing the history of dogs in America in his lecture, "More than Mutts: The History of America's Earliest Dogs." Widge's lecture will be on Wednesday at 8:15 p.m. in the Great Hall of the Memorial Union and is free.

According to the Lectures Program website, Widge is involved with an international team that researches the history of early dogs. The team also studies dog domestication.

["The team's] research examining DNA recovered from several ancient animals, published in Science, has revealed the unique genetic signature of America's first dogs, where they came from, and offered insight into their complex evolutionary history of our canine companions," according to the Lectures Program Website.

The event is cosponsored by anthropology, biomedical science, ecology, evolution and organismal biology, geological and atmospheric Sciences, office of the Senior Vice President and Provost, World Languages and Cultures, and the Committee on Lectures, funded by Student Government.

ISU focus of City Council

Council partially approves Pridefest, approves Greek Week requests

BY TALON DELANEY
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The Ames City Council approved a waiver of parking fees in the downtown area for the third annual Ames Pridefest during its meeting Tuesday night but not as many as Ames Pride requested. Ames Pridefest sees more and more attendees each year. In 2017, there were more than 400 people and 2018 saw more than 1,000 people. Ames Pride hopes to see more than 2,000 people during the festival in September.

The council approved a temporary obstruction permit and waived the fee for a blanket vendor license. They also approved the closure of parts of Douglas Avenue and 6th Street from 7 a.m. to 10 p.m. the day of the event and waved the parking fees for 75 downtown meters.

However, Ames Pride requested the council to waive all 613 downtown meters.

"Economic accessibility is as important for any other accessibility," said Tara Andrews, a chair of Ames Pride. "We want to have attendees be a part of the festival as long as they want to be and not just as long as they can afford to be."

Third Ward Rep. David Martin mortioned to approve the waiver of all downtown parking fees and noted the council had approved requests like this before in the past.

"We approved that for three days last year for a shopping event," Martin said. ["When we do this] it says that we care about the community and will give them a day where they don't have to worry about parking.

Maybe we should have a conversation about not doing this generally, but this event is significant enough that we don't need to have that discussion now.


Andrews said she's glad the council took so much time to reach a decision but would've preferred it if they agreed to waive all the meters. "I'm a little disappointed with the decision, but 3-3 vote isn't bad for the first time making this request, said Tara Andrews, a chair with Ames Pride. We're still happy with [the decision], they approved this much for us last year and that helped. We're looking forward to approaching this again next year."

Pridefest will take place on Sept. 7 in downtown Ames. The council also approved a number of accommodations for Iowa State Greek Week celebrations this April, including a blanket obstruction permit and the temporary closure of several streets.

City Council, StuGov to host joint meeting

BY KARA GRAVERT
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Student Government will be hosting their spring joint meeting with Ames City Council to reconvene on issues and solutions surrounding community bridging projects and the Campustown plaza.

The meeting, open to the public, will take place at 6 p.m. Thursday in the Campanile Room of the Memorial Union.

The meeting's agenda includes updates on topics outlined in the fall's joint meeting, including sustainability and green spaces in Campustown, and the community bridging projects, "I Love Ames Day," initially presented in the last joint meeting, and "Student Community Planners."

The final topic listed for discussion includes updates on the Campustown Safety Walk. In the previous joint meeting some participants said they never received feedback, nor were notified on any results of their participation in the previous year's safety walk.

The annual Campustown safety walk is held by Campustown Action Association partnering with the Ames Police Department. The walk is open to students and faculty alike in an effort to identify spaces that may pose some kind of hazard.

Ames Mayor John Halla said the lack of feedback was the result of an unobservable process. “Infrastructure issues are noted and forwarded to the departments where they would be handled,” Halla said. "Letters are also sent out to property owners. The safety walk allows us to have a checklist rather than generating a large report." It was decided in the last meeting that results from the safety walk would be communicated to the Ex-Officio Ames City Council Liaison Allie Hoskins to be made available to participants.

Public relations officer Susan Gwiasda said city council continues to participate in student government meetings to allow students an opportunity to reconnect with Ames representatives, ensuring lines of communication stay open.
White fragility at ISU

Author discusses racism, whiteness

BY MIKE BROWN
ibrine@iowastatedaily.com

Nationally recognized author and lecturer Robin DiAngelo discussed the concept of white fragility Tuesday at Iowa State.

The lecture took place at 7 p.m. in the Stephens Auditorium and was centered around her book, "White Fragility: Why It's So Hard for White People to Talk About Racism."

The term white fragility was coined by DiAngelo herself in 2011 as, "a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves," in a paper in the International Journal of Critical Pedagogy.

However, DiAngelo said she was not solely responsible for forwarding the discussion on whiteness and white fragility.

"I also want to acknowledge that a great deal of what I am able to articulate about what it means to be white rests on the years of patient and brilliant mentorship of people of color, those before my time and those in my life now," DiAngelo said. "People of color have been saying what I am going to say tonight in their own ways for a very, very long time."

DiAngelo said underlying thoughts and behaviors that support white fragility include believing nice people can't be racist, believing, as a white person, one is entitled to comfort and believing they are the judge of racism's occurrence, among others.

DiAngelo said responses to conversations about race and racism rooted in white fragility are both detrimental and impactful.

"They are incredibly powerful because they marshal behind them the weight of history and institutional power and legal authority," DiAngelo said.

Discomfort was something she said she hoped white people at her lecture felt, and she encouraged them to embrace it, DiAngelo said.

"We aren't going to get where we need to go from a place of white comfort," DiAngelo said. "This is what you do with those moments, if I manage to stimulate them."

Not understanding the systemic nature of racism, as well as holding an opinion but not being informed on racism, DiAngelo said, were among common challenges which come up when teaching white people about racism.

Through statements such as "I work in a diverse environment," or "I was taught to treat everyone the same," DiAngelo said white people will often try to assert their lack of racism, but these statements are like a dock, and there are underlying structures and biases that continue to limit discussions of racism, which are not seen at the surface level.

DiAngelo said white progressives can also limit discussions of race in this way because when topics of race and racism come up, especially when talking with people of color, white progressives will immediately jump to trying to prove that they lack racism.

DiAngelo said mainstream definitions of racism, such as an individual who consciously is mean to people based on their race, causes white defensiveness when talking about the topic. However, racism is not about a singular instance. It's about a system. DiAngelo also said she hoped white people would no longer use the term reverse racism.

"Please remove the term 'reverse racism' from your vocabulary," DiAngelo said. "There's no such thing. Everybody has biases, so we're just as biased as we are, but when you back your bias with institutional power, it is transformed, and I reserve the term racism to describe that. So we need to be careful here."

DiAngelo said an antiracist frame is rooted in recognizing that good and bad binary is not relevant, racism is complex and one does not have to understand it for it to be valid and recognizing the implicit and unconscious nature of bias and the distrust of people of color hold with schools and institutions is rational.

Romina Holder, a graduate student in education and one of the people who began the initiative to have DiAngelo speak, said she hopes even those who disagree with DiAngelo's message take the time to look further into topics relating to white fragility and racism.

"For anybody who thinks that what DiAngelo is saying is bogus or untrue, I would challenge them to do their research and think past what they know and what they've been socialized to know and just be able to open to a different thought," Holder said.

Freshman in animal science Jade Stevenson said she hopes more white people will acknowledge and be open to the concept of white fragility and racism.

"There won't be any change if people don't realize the reality of racism and actually accept white fragility as it is instead of denying it or being in denial of being racist or not being racist and that it actually is a systemic thing," Stevenson said.

While DiAngelo did not take any questions during the event, attendees were able to ask questions, reflect and hold discussions in the lower level of the celebrity cafe area.

There was also a book signing event after the lecture, where DiAngelo's book was available for purchase.
Juuling is the newest addition in the continuing trend of smoking e-cigarette products being promoted as a healthier option than smoking actual cigarettes.

**(EDITORIAL)**

Selective service is not necessary

As the Vietnam War drew to a close, the United States government officially ended the draft on Jan. 27, 1973. To be clear, selective service was and still is a thing.

When men in the United States turn 18, they are required to register for selective service. A draft, on the other hand, is when the military forces men to enlist in order to bolster their numbers. Selective service simply provides a list of all men between the ages of 18 and 25 to draft from.

Four years from now will mark a half century since the United States last used selective service via a draft which brings up the question, should there even be a selective service?

As the popularity of Juul grows, so does the peer pressure within those teenage groups to Juul. I do not think that “juuling” is a good thing for underage teenagers. However, it is often cited that Juul should receive punishment for trying to entice underage teenagers to try their product, which I think is downright false.

The number one reason people think Juul is attempting to bring in customers that are underage are the flavors. Sweet, fruity, flavors such as mango and fruit medley are often claimed to be marketed toward younger people. I don’t think there is any merit to this argument.

No matter what age you are, sweet flavor is a good flavor. I don’t think Juul was trying to sell to younger people when they created the flavors. I think they simply wanted to sell more pods by selling a product that tastes good. Using this logic, Mikes Hard Lemonade should have to get rid of their drink flavors such as strawberry, raspberry and, ironically, mango.

Another cited grievance with Juul is the amount of nicotine within a single pod. Ads by the Truth Initiative say that one Juul pod contains as much nicotine as an entire pack of cigarettes. This is true. However, I believe these commercials are attempting to play on uninformed people who do not know that nicotine is not the harmful, cancer-causing parts of a cigarette.

Juuling from the ads alone, one would think that nicotine is the sole chemical responsible for cancer from cigarettes. This is false. Juuling is scientifically safer than cigarettes. For one, juuling does not require a combustion reaction, meaning dangerous chemicals including carbon monoxide are not ingested. However, nicotine is a dangerous, addictive chemical that should be avoided altogether. One thing I will agree with is the fact that juuling will lead to smoking cigarettes. This makes juuling incredibly dangerous for underage people.

The Juul design is a small, USB-like device. It is easy to conceal, hardly smells, and isn’t expensive, making it the perfect device for underage teenagers to use for nicotine. This isn’t to say that Juul purposefully made this design to attract underage teenagers. I think they simply made that design so that the device would be unique, compact and easy to carry around. Juul’s stated purpose for their devices is to help smokers quit smoking, which it might do very well. The problem is that the Juul device was taken over by underage teenagers who wanted nicotine without the stigma of smoking, or the difficulty of hiding smoking from parents. Banning fruity flavors or increasing the age at which you can buy Juul pods is not going to stop the underage people who use Juuls.

To decrease underage juuling, I think the right action would be to spread more information about the health risks involved with juuling.

*BY CONNOR BAHR*
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Juuls taken over by teenagers

Juul: This name has grown from a small e-cigarette company to a household name that either sits shame, anger or excitement in whomever hears it. Juul’s infamy comes from its popularity with underage teenagers.

As the popularity of Juul grows, so does the peer pressure within those teenage groups to Juul. I do not think that “juuling” is a good thing for underage teenagers. However, it is often cited that Juul should receive punishment for trying to entice underage teenagers to try their product, which I think is downright false.

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*BY CONNOR BAHR*
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Big 12 Championships begin

Cyclone senior captains step up, lead the pack to Big 12s

BY NICK FLORES
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As the 2018-19 swimming and diving season begins to wrap up, the Cyclones (7-4, 2-1 Big 12) are headed into the Big 12 Championship with great momentum behind them. The Cyclones finished the regular season winning four of their final five meets and are now looking to make a mark in Austin, Texas.

With the Cyclones in strong form heading into the Big 12 Championship, one of the underlying reasons is the leadership from all three seniors. Senior captains Haley Ruegemer, Evan Hundley and Sydney Ronald have been instrumental in terms of their performances in the pool as well as their leadership outside of the pool.

Ruegemer has had a big influence on the team since she arrived at Iowa State in the 2015-16 season. Ruegemer earned herself All-Big 12 honors her freshman year and quickly became one of the team’s best distance swimmers. Since then, Ruegemer has earned even more honors such as being named to the All-Big 12 first and second team, academic All-Big 12 first team and the Kansas Classic All-Invite Team.

“Haley’s been a great leader this last year but, even when [she] was younger [she] did a great job,” said coach Duane Sorenson.

“Haley’s been an outstanding performer for us in the pool and we can have our swim many different races.”

Ruegemer described her four years with the team together.

“I can tell from my recruiting trip that the girls are like family … and that’s always been in the back of my head as we start every year,” Ruegemer said. “I was just making sure that I continue that tradition moving from a freshman to an upperclassmen because those are the people who set the culture.”

Hundley is a prime example of someone who “set the culture.”

Hundley has been named on the academic All-Big 12 first team for the past two seasons and was also a top-five swimmer for the Cyclones in her freshman year.

Sophomore swimmer Wyli Erlechman said she’s going to miss Hundley after this season.

“During practice when we’re all kind of down [she’s] super positive and its really nice to have [her] experience,” Erlechman said.

Erlechman has had an impressive first two years with the team and plans to continue her success in the pool moving forward.

“I want to move up within the team,” Erlechman said. “[I] definitely [want to] improve and get more personal records and hopefully, as a junior or senior, have underclassmen look up to me like we look up to the seniors now.”

She wants to carry on the tradition set by the seniors.

“Evan’s been a person [who] swims where she’s needed,” Sorenson said, praising the versatility of Hundley and the impact she’s had.

“When she was a freshman we swam her in the 200-free and then we needed her more on the backstroke her sophomore and junior year.”

This year she swam those races and the 200-back.

“Not her best race but she did a great job stepping into that role,” Sorenson said.

Finally, senior diver and captain Sydney Ronald has also been a vital part in keeping the team together.

Ronald has been named to Academic All-Big 12 first team, Big 12 Commissioner’s Honor Roll and All-Big 12 second team in her duration with the team and has had a major influence on the team as well.

Ronald has made a great impact on the team despite suffering injuries that tested her.

“For me it’s kind of been a rough road because I had two surgeries but, it’s been great,” Ronald said. “I would never want to dive for a different school.”

As the Big 12 Championship approaches and season comes close to its conclusion, it is evident that there are big shoes to fill once all three senior captains graduate this May.

“Syd is such a presence … she’s been here forever,” Erlechman said. “I don’t know what it’s going to be like without Syd.

“Shes always there for the swimmers and we’re always there for her.”

Team focus switches to the details ahead of competition

BY NICK FLORES
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The Cyclones will look to build on their momentum this year as they compete in the biggest event of the season, the Big 12 Championship, in Austin, Texas, beginning this Wednesday.

The Cyclones finished the season strong, winning four of their last five dual meets, and have high hopes they can perform on the biggest stage of the season.

With the Big 12 Championship on the horizon, coach Duane Sorenson emphasized the importance of working on “the little things” to help in the Cyclones quest of winning the meet.

“We spent this week really working on the fine details and working on the little things,” Sorenson said.

“This is a meet where tenths and hundredths of a second count. 

“If you just work on the little things, you become a lot better.”

The Cyclones have had their fair share of instances where “the little things” have mattered, including their nail-biter victory against conference opponent West Virginia University earlier this season.

That victory marked the fourth time in five years that the final relay decided the victor of the dual meet between the two.

The Cyclones will have to put together some great performances this week in order to compete against tough competition such as the 2018 Big 12 Championship winners, Texas (8-0).

In addition to the returning champions, the Cyclones will compete against a familiar foe in the Kansas Jayhawks (7-1, 2-0 Big 12), to whom they fell short against in their final dual meet of the season, 201-93.

Despite enduring a tough loss at the end of the season, senior captain Evan Hundley is confident that the team’s preparations will help the Cyclones reach their goals.

“We set goals in the beginning of every season,” Hundley said. “I have confidence that I’m going to hit those [goals] because we’ve been training really hard this year.”

Thanks to the strong finish to the regular season, the Cyclones’ performances and preparations as of late have put them in a position to be one of the main competitors in Austin.

IOWA STATE DAILY

SPORTS

Wednesday, February 27, 2019
Retention lacking in faculty of color

BY PEYTON SPANBAUER
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As the daughter of the late George A. Jackson, the first director of Minority Student Affairs referred to as Multicultural Student Affairs, Toni Jackson-Lampley has seen a lot of change over the years on campus.

One thing she said has maintained is the lack of faculty of color within the university.

Her father, for whom the Black Cultural Center on Welch Avenue is named for, came to Iowa State to work in the Minority Student Office. After changing the name to the Office of Minority Student Affairs, Jackson set to work implementing the first programs to make diversity and inclusion an active part of Iowa State’s mission.

One of the lasting programs is the Multicultural Liaison Officers within each college. During his 31 year employment at Iowa State, while serving as a dean, Jackson succeeded in increasing diversity on campus through initiatives such as the Summer Enrichment Program and scholarships such as George Washington Carver scholarships for minority freshmen.

First moving to Ames in 1978, Jackson-Lampley quickly realized that no one in her second grade classroom looked like her, a negative memory. She emphasized how important it is for children to see themselves in theiruperiors.

“We have to create an environment that is conducive for students of color,” Jackson-Lampley said.

Jackson-Lampley, who recently completed a temporary position in the Apparel, Events and Hospitality Management (AESHM) Department, said administration has “gone to sleep” on efforts to build community and maintain diversity on campus. This, she believed, has led to low retention of faculty of color.

Similarly, results of a campus climate survey conducted in October of 2017 demonstrate the dissatisfaction of those employed by the university. Fifty-four percent of faculty survey respondents and 30 percent of staff respondents “had seriously considered leaving Iowa State University within the last year.”

Shaneda Destine found herself in that position in June 2018 when she decided to leave Iowa State, after spending just under a year as a lecturer in the sociology department on campus.

As a newly minted Ph.D graduate, Destine and her wife moved to Ames from Washington D.C. in the fall of 2017 after her wife was offered a position in Parks Library. Part of her wife’s contract agreement included a part-time position for Destine at the university as well.

“We went (across the country) to Iowa with our priority being to stay together,” Destine said. “We had no idea what we were up against.”

Positioned in the sociology department and teaching classes within the African American and women and gender studies programs, Destine was ultimately unhappy with being split between the two departments.

Destine recalled various incidents throughout her short career at Iowa State where she

BY JAILENE RIVAS
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In honor of Black History Month, Parks Library has continued the tradition to place a collection of books about and written by African American men and women.


These books show different perspectives and stories of the people that came before us. It is fascinating to see how far communities of color, like the African American community, have come and how much further they are to go.

The “Cruft Feminist Collections” is written by Brittnay C. Cooper and edited by Susana M. Morris and Robin M. Boylorn. Cooper is an assistant professor at Rutgers University and has also provided her work in the New York Times, the Washington Post and many others. Morris is an associate professor of English at Auburn University and Boylorn is an assistant professor at the University of Alabama.

These three black professors first started a blog where they spoke on how race and gender politics intersect with pop culture and current events.

Like many people of color in our present day, these three women felt their daily jobs lacked the real and relevant conversations that their collections consist of. Their essays collection include “Sex and Power in the Black Church,” discuss how “Chile Huxtable is Dead” and touch on “Dating with a Doctorate (She Got a Big Ego)?”

Cooper, Morris and Boylorn describe themselves as “critical homelies” as they take on a life where they are stuck between loving hip hop and ratchet culture but also hate patriarchy, misogyny and sexism.

Earnest N. Bracey is the author of “FannieLou Hamer: The Life of a Civil Rights Icon.” His book is about Fannie Lou Hamer, one of Mississippi’s prominent civil rights activists. Hamer is known for her speech-making in the Mississippi Freedom Democratic Party. She fought her entire life to expand freedom and basic rights to African Americans in the United States.

It is important for books and essays to be published on contributions made by those in the past. It has lead to people being more aware and acknowledge those who had created change. This book continues the history of Hamer as many people like myself had not been exposed to her story.

This book serves as a reason in which Black History Month is important to our everyday lives. It allows us to become more educated on people and topics that sadly are not touched upon during most of our educations.

Another book Parks put on their list is “Herstories: Leading with the Lessons of the Lives of Black Women Activists.” Written by Judy A. Alston and Patricia A. McClurkin, these women wrote the novel to show explore representation within the historically underrepresented black women leaders.

From women including Septima Clark, who was an educator and Civil Rights activist and is referred to as the “Grandmother of the Civil Rights Movement” and Shirley Chisholm, who in 1968 became the first black woman elected to United States Congress and in 1972 was the first black candidate for a major American political party. The novel discusses women who embodied the history, politics and educational aspirations of African Americans.

This book honors the accomplishments leading African American women accomplished.

It is important to keep texts like this one in order to continue to educate ourselves to know the people who made change in the past so people now can continue to make further change.

As our history consists of voices that were white and male, these books and essays allow us to change our class and knowledge of our campus. For this reason we honor people of color past and present in order to remember and continue shaping history.

50 percent of employee respondents said they considered leaving Iowa State in the past year.

Voices: Iowa State Daily
felt people tried to make her and her wife feel unwelcome.

“It was hard to find community and support,” Destine said.

The last straw for Destine came after speaking with administration about opportunities for advancement within her desired department. When she was ultimately told by administration that it was “out of their capabilities” to help her advance to a full-time position, Destine knew it was not due to her lack of qualifications.

Now an assistant professor at the University of Tennessee, Destine said she hoped Iowa State can “put its money where its mouth is” and apply more aid to programs to support faculty of color.

While reflecting that she did find a community of people of color while in Ames, she acknowledges that more can be done to build a community for people on campus.

“These are real families — people that want to thrive in their careers,” Destine said.

Michael Bugeja, former director of the Greenlee School of Journalism and Communication and current professor in the Greenlee school, said during his time as director, it became his mission to make campus climate a priority.

In doing so, Bugeja was appointed chair of the first Diversity Committee of the College of Liberal Arts and Sciences in 2004.

“The faculty and staff were supportive, and that led to [the Greenlee School's] winning the 2014 National Diversity Award, bestowed by the Association for Education in Journalism and Mass Communication — the highest such honor in our discipline,” Bugeja said of his efforts.

In 2017, Bugeja was again awarded for his efforts, this time with the Iowa State Liberal Arts and Sciences Diversity Award.

By remaining committed to diversity, inclusion and equity, Bugeja said he was able to implement impactful programs to create change in the college’s climate.

“An institution can be diverse but lack inclusion. It can be diverse and inclusive, but lack equitable policies or the enforcement thereof,” Bugeja said. “In sum, if a university lacks any of those three essential components, retention will suffer.”

Bugeja recommended each college on campus to commit to their own “stand-alone” diversity plan with specific commitments to inclusion and equity.

He also encouraged all present and future diversity plans to be assessed annually, with detailed reports posted to each college’s website.

“Having these policies — and very few departments on campus have all three — may appear at first blush like window dressing,” Bugeja said. “But as soon as you create these policies, administrators and faculties can be held to them publicly.”

To a similar effect, Jackson-Lampley wants the Iowa State community to set goals and develop data to analyze how Iowa State is doing as a whole.

“On all levels, multicultural or not, we need to step into each other’s shoes and walk around for a while,” Jackson-Lampley said.