

Identification of the Equity Coordinator

The Grant Wood Area Education Agency Board of Directors specify that an Associate Administrator be assigned the responsibilities of the Equity Coordinator.

Maria Cashman, Associate Administrator
Grant Wood Area Education Agency
4401 6th Street SW
Cedar Rapids IA 52404

1-319-399-6847
1-800-332-8488
TDD: 319/399-6766

Responsibilities of the Equity Coordinator

The Equity Coordinator is responsible for the continued development and coordination of equity efforts. These efforts include to:

1. Implement Agency's EEO/AA plan and ensure review and updating of plan every two years.
2. Review, coordinate and monitor equal employment opportunity and affirmative action efforts.
3. Facilitate the review, coordination and administration of equity compliance evaluation and monitoring systems, which includes quantitative analyses to determine whether under-representation and/or barriers to equal employment opportunity exist.
4. Review, coordinate and administer recordkeeping systems related to various aspects of civil rights compliance.
5. Review, coordinate and administer grievance procedures.
6. Process internal discrimination complaints in an effort to resolve at the local program level.
7. Identify problem areas and monitor steps to alleviate inequitable conditions and situations as they arise.
6. Provide technical assistance to administrators and board members.
7. Provide program development services to educators related to nondiscrimination.
8. Provide training to service delivery staff and others regarding equity legislation.

Advisory Committee 2010-2012

Members of the Grant Wood Area Education Agency Equity Committee are:

George Held, Communications Supervisor
Karen Hoff, School Psychologist
Sara Kane, PEP Partner
Katy Lee, School Social Worker
Ying Liu, Speech-Language Pathologist
Kim Malcolm, School Social Worker
Loretta Mitvalsky, School Social Worker
Kim Owen, Regional Administrator
Jackie Schreder, Human Resources Coordinator
Lynn Tiemann, Speech-Language Pathologist (ELL)
Janine Wahl, Regional Administrator
Ruth White, Retired educator, Diversity Focus Board Member