

Diversity, Equity, and Inclusion Newsletter (DEI)



- **What is Diversity?**
 - The presence of differences includes but is not limited to race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective.
 - Aspects of what makes someone unique and diverse.
- **What is Equity?**
 - Providing resources for those with various circumstances to have equal opportunities.
 - Promoting justice, impartiality, and fairness
 - Understanding the root that causes outcome disparities
- **What is Inclusion?**
 - Making others from all backgrounds feel safe and have their voices heard.
 - Accepting people with all different backgrounds.
- **Action plan for the UIBIO DEI Position:**
 - Find resources such as books, movies, podcasts, or any other media that expresses different backgrounds and awareness of others.
 - Educate about unique point-of-views and the cultures expressed in the world.
 - Understand what is appropriate to say and how to act in a professional setting.

New Resources:

- **Biology DEI Peer Mentoring Program**
 - The Peer mentoring program is having two events in April.
 - Game night with mentors and mentees
 - Play games with current and prospective mentors and mentees
 - April 6th (Thursday) at 5:30 in 106 BBE
 - Movie night with mentors and mentees
 - Watch a movie with current and prospective members to relax before finals!
 - April 27th (Thursday) at 5:30 in 106 BBE
 - If interested in becoming a part of the program please fill out this [form](#)
- **STEM Identity Awareness Week April 3-7**
 - The Chemistry Diversity, Equity, and Inclusion Cohort is hosting an identity Awareness week next week April 3-7 to promote conversation, and connections, and build support around various identity groups within STEM. There will be discussion spaces led by leaders on campus every evening from 5-6 pm in room E224 in the Chemistry Building.
 - Session topics will include LGBTQ+ in STEM, Women in STEM, Mental Health and Disabilities, Veterans in STEM, and International Scientists.
- **Asian Pacific American Heritage Month 2023- “No Longer Invisible”**
 - Celebrated nationally during the month of May to commemorate the first immigrants who came from Japan on May 7, 1843. This month is celebrated in April at the University of Iowa and pays tribute to the contributions that generations of Asian and Pacific Islanders have made to American history, society, and culture.
 - For more information about the events and the individuals who worked on this celebration visit this [link](#)
- **Iowa Human Rights Research Conference**
 - The annual Iowa Human Rights Research Conference takes place on Saturday, April 23, 2022 at Drake University Law School. The conference is hosted by the Iowa Network of Human Rights Academics and the University of Iowa Center for Human Rights.
 - Registration details and the conference schedule are available at <https://iowahumanrights.org>.
 - [Link](#) to event on calendar

- **Biology Department DEI Committee**
 - Membership on the Biology DEI Committee is open to undergraduate students, graduate students, post-docs, faculty, and staff in the Department of Biology and meets monthly. The Biology DEI Committee is actively seeking to broaden the diversity and range of perspectives of our members. Please email Lori Adams (lori-adams@uiowa.edu) to express your interest in joining this committee.
 - Bio/Biomed Science/Neuroscience majors especially wanted
- **For other non-science-related DEI events, visit the Universities Journey to Unity Events Calendar**
 - <https://diversity.uiowa.edu/journey-unity-events>
- **Biology Staff and Faculty Spotlight**

This month's staff spotlight will be Maurine Neiman, Ph.D. Dr. Neiman started working at the University of Iowa in 2008 as an Assistant Professor in Biology. She came to the University of Iowa from the University of Minnesota after serving in a postdoctoral research position. Dr. Neiman was always interested in science, intrigued by the variety and patterns she saw in nature. This interest led her to popular science literature about evolutionary biology, which gave some answers as well as more questions. Dr. Neiman's understanding of science leads to a greater appreciation of how little we know and how hard we have to work to generate new knowledge. In addition to her spotlight, Dr. Neiman would also like to shine some light on an activity taking place in Iowa City; Iowa City Darwin Day Science Fest taking place on April 7th and 8th.



- **General Resources:**
 - [UIOWA DEI Instagram](#)
 - [University of Iowa DEI Website](#)
 - [DEI Events on Campus](#)
 - [UBio department DEI website](#)
 - [Land Acknowledgment](#)
 - [Student Disability Services](#)
 - [Pomerantz Career Center: Inclusion at Work](#)
 - [1stGen@Iowa Resources](#)
 - [Tutor Iowa](#)
 - [Gender Pronouns](#)
 - [Journey to Unity Events](#)
 - **The Biology DEI Lending Library**
 - In the main office (143 BB)

Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact Reagan Terronez at reagan-terronez@uiowa.edu if this relates to UIBio events and/or if you need help navigating this process