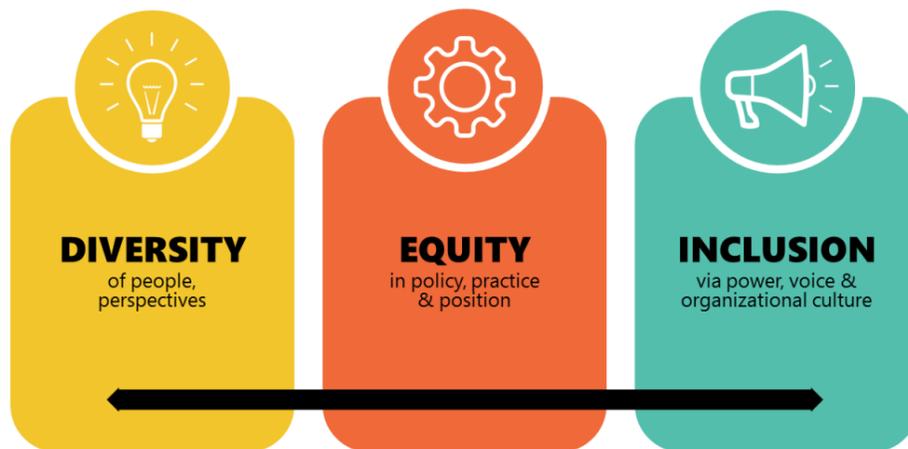


## Diversity, Equity, and Inclusion Newsletter (DEI)



- **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:**
  - [Working scientist podcast: Combating racism in science systems](#)
    - This 6 episode series from the International Science Council will highlight all aspects of diversity in science – asking why diversity matters, why diversity makes for better science, how to integrate diverse voices and different perspectives in research, and how to promote inclusion of less well-represented or marginalized groups in science settings, including women, people of color, LGBTQI people, people with disabilities, and people who take a non-traditional route into science.
  - [Winter Holidays and Cultural Celebrations](#)
  - [2022 Religious Holiday Calendar](#)
    - The University of Hartford does an amazing job at explaining some of the major holidays that may be celebrated towards the end of the year. Some of the dates within the article may be a little off since the resource is from 2021, but the article does an excellent job of giving a brief introduction to various holidays celebrated. For a 2022 calendar look in the second link for a list of dates on which the holidays fall as well as what religion these celebrations fall under. The holidays addressed in these articles are only a fraction of those

being celebrated, I encourage everyone to do your own research and learn about a different culture!

- [Stress, depression and the holidays: Tips for coping](#)
  - Stress and depression can ruin your holidays and hurt your health. Being realistic, planning ahead, and seeking support can help ward off stress and depression. The Mayo Clinic goes over multiple ways to keep your mental health a priority over the long break.

- **Class highlights**

- For Your Health
  - **HPAS:1150- INTRODUCTION TO HEALTH AND WELLNESS**
    - Optimal physical health and wellness in the college years; focus on behavioral change and goal setting, five components of fitness, dimensions of wellness, and stress management.
- Increase Your Knowledge about a Different Population
  - **AMST:2025- DIVERSITY IN AMERICAN CULTURE**
    - Diversity in American Culture is designed to get students thinking about the social construction of race, class, gender, sexuality, and disability in the United States. Primarily devoted to the period from 1915 to the present, we will focus attention on the representation of race, class, gender, sexuality, and disability from multiple perspectives, particularly those of underrepresented populations in the United States. We will consider how these various and intersectional identities are represented in the economic, social, and cultural life of the nation.

- **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](#)

- **DEI Media Used in Previous Meetings:**

- [Black Excellence Week](#)
- [Superior : the return of race science- Angela Saini](#)
- [Latinx Heritage Month- All Events](#)
- [Latinx Heritage Month - College of Medicine Events](#)
- [Link to first episode of podcast with transcript](#)
  - § [Working scientist podcast: Gender, sexuality and representation with transcript- 2nd episode](#)
  - § [Working scientist podcast: How can diversity create better science? \(with transcript\)](#)
- [LGBTQ+ History Month- Link to activities](#)
- [Fresh Check Day](#)

\*\*\*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](mailto:reagan-terronez@uiowa.edu) if this relates to UIBio events and/or if you need help navigating this process\*\*\*.