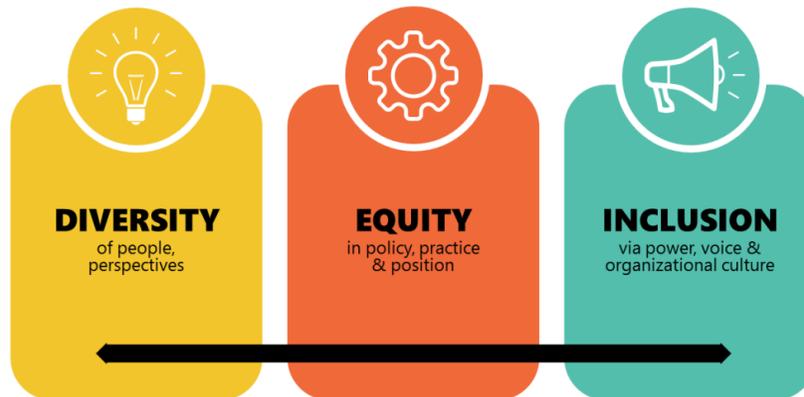


Diversity, Equity, and Inclusion Newsletter



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 BIO 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:

- Human Rights Day- December 10th
 - Human Rights Day is observed every year internationally. The date was chosen to celebrate the day the United Nations General Assembly adopted the Universal Declaration of Human Rights (UDHR). The UDHR proclaims the inalienable rights that everyone is entitled to as a human being - regardless of race, color, religion, sex, language, political or another opinion, national or social origin, property, birth, or status.
- [Winter Celebrations](#)
 - This TIME article does an amazing job at explaining some of the major holidays that may be celebrated towards the end of the year as well as the dates in which they occur.

- **Mental Health and Wellness Series**
 - [Professional Self-Care Series #2: Practicing Self-Compassion](#)
 - When we are under stress, often the last person we take care of is ourselves. In this session, we will talk about what self-compassion is – and what it isn't. We will also explore how our upbringing impacts how we think about self-care and the messages we send to others about the importance of taking time to fill our own cups. Provided by Wichita State University and Iowa College of Public Health
 - Transcript and slides included

- **General Resources:**
 - [BMINDFUL website](#)
 - [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](#)
 - **Department of Biology 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 BIO events and/or if you need help navigating this process