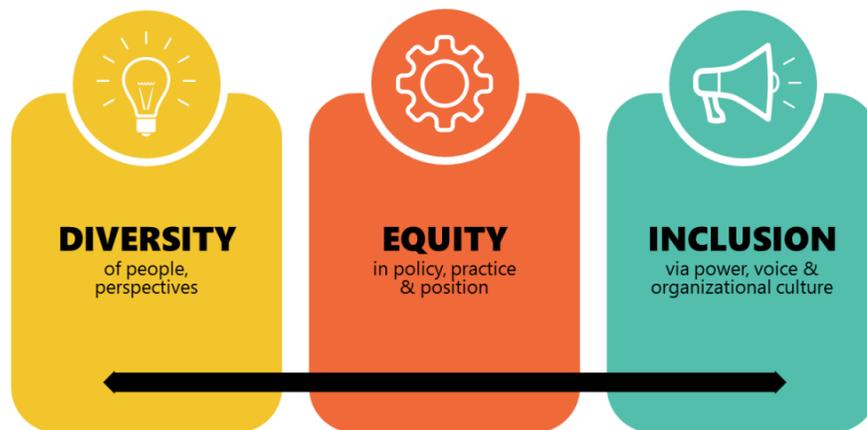


Diversity, Equity, and Inclusion Newsletter (DEI)



- **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?**

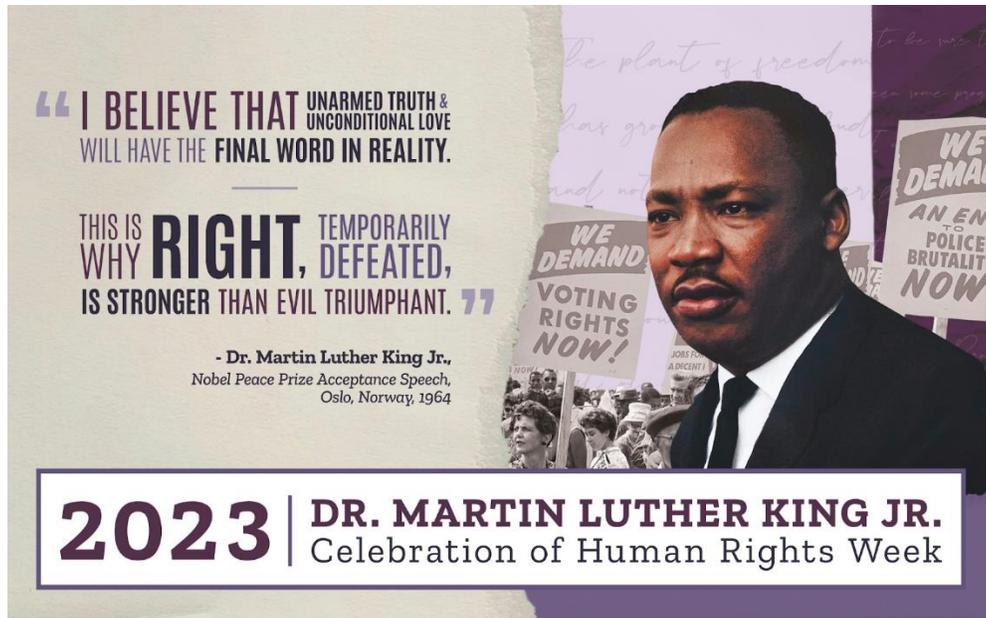
- Providing resources for those with various circumstances to have equal opportunities.
- Promoting justice, impartiality, and fairness
- Understanding the root that causes outcome disparities

- **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: Democratizing knowledge and access to tools for sustainable development](#)
 - 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.



- **Dr. Martin Luther King Jr. Celebration of Human Rights**
 - Recognition of Dr. Martin Luther King Jr.'s birth date has been a tradition at the University of Iowa since 1969, and the national holiday has been observed through human rights programs since its inception in 1986. In 1990, the university initiated the Human Rights Convocation Program. Join the university in the MLK Celebration of Human Rights Week. This week will include events such as a day of service, film screenings, lectures, and much more.
 - [Link to full list of events](#)
- **Unity Week 2023**
 - Unity Week is a campus-wide effort aligned with the UI strategic plan of each college and unit, celebrating our welcoming and inclusive culture over the past year while looking ahead at the year to come. Unity Week 2023 will occur January 23-28, 2023. [Linked](#) is a video conversation with President Wilson surrounding Unity Week.

- **The Biology DEI Lending Library**

- Reading a book outside of your usual genre is the perfect distraction during this busy time of year. Come by the main office (143 BB) to “check out” the selection of books available.

- **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.

- **Some Upcoming dates to remember**

- January 22 – Chinese New Year (Year of the Rabbit)
- January 24 – International Day of Education
- January 27 – International Holocaust Remembrance Day

- **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? \(with transcript\)](#)
 - § [Working scientist podcast: Combating racism in science systems](#)

- o [LGBTQ+ History Month- Link to activities](#)
- o [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 if this relates to UIBio events and/or if you need help navigating this process.