



- **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 looking for mentors and mentees (of any science major) for the next fall semester. The program will have a mentorship meeting where new mentors are introduced to what a mentorship is as well as giving them a basic guide as to how to approach it on Thursday, March 23 at 5:30 in 106 BBE
  - If interested please fill out this [form](#)
  
- **Black Youth Summit**
  - Due to inclement weather, the summit was rescheduled for Tuesday, April 4th. We still need your help to make this event a success! We're looking for volunteers to help with setup, guiding students, participant check-in, traffic and parking assistance, workshop check-in, moderation of workshops, and cleanup.
  - You can sign up to be a volunteer here: [Volunteer Sign-Up](#)
    - Signup will close on 03/21/23 and volunteer confirmations will go out by 03/28/23.
  
- **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](mailto:lori-adams@uiowa.edu)) to express your interest in joining this committee.
    - Bio/Biomed Sciences/Neuroscience majors especially wanted

- **The Human Rights Conundrum: Climate Change Interventions as Both Problem and Solution**
  - Join The Journal of Gender, Race & Justice and Transnational Law and Contemporary Problems on March 31 for discussions on the human rights implications of voluntary carbon markets and emerging geoengineering technologies developed to combat the climate crisis. Throughout these discussions, we will center global Indigenous voices speaking on self-determination and knowledge systems which are foundational to any discussion of climate action.
  - [Link for Registration](#)
- **Biology Staff and Faculty Spotlight**



This month's staff spotlight will be [Pamela Wilhoite](#), MSW. Pamela became an Academic Advisor in November of 2021. She currently advises Neuroscience and African American Studies students. Pamela graduated with a Master of Social Work where she researched Trauma Focused-Cognitive Behavior Therapy, this being an interest and passion of hers to date. She has always enjoyed science, especially in her youth. Pamela wanted to develop her own hair products for chronic scalp conditions. She is also a musician and will be performing with the Black Pop/Jazz ensemble in April. She further serves on the College of Liberal Arts and Sciences Diversity, Equity, and Inclusion (DEI) team and also the DEI Committee in the Department of Biology.

- **Scholarships spotlight and Summer Opportunities**

- Iowa Recycling Association [Student Scholarship](#)
  - Deadline: May 31, 2023
  - The Diane Albertson Memorial Scholarship is being offered by the Iowa Recycling Association in memory of Diane Albertson – friend, colleague, and advocate of environmental protection.
- Lakeside Lab [Student Resources](#)
  - Lakeside offers students a unique educational experience: small, full-immersion, field-oriented courses. Most courses meet all day (8 a.m. to 5 p.m.) Monday through Friday. Course enrollments are usually limited to 11 students. Weather permitting, students normally spend at least part of each day doing fieldwork.
- North American Prairie [Conference Scholarship](#)
  - The North American Prairie Conference takes place on June 26-29, 2023, in Altoona, IA. The four-day event will include sessions on topics ranging from prairie protection, restoration and stewardship to education and engagement, field trips to outstanding prairies across Iowa, and ample opportunities to connect and network with fellow prairie enthusiasts. For more information, visit the North American Prairie Conference website.

- **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)