

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:

- **Global Accessibility Awareness Day**
 - Global Accessibility Awareness Day is a day focused on increasing awareness of digital access and inclusion for people who live with disabilities or impairments. For information on this day and possible events taking place in the area please visit this [website](#).
 - This day of awareness is specifically May 18th, 2023
- **Asian Pacific Islander Heritage Month**
 - While the University of Iowa celebrated Asian Pacific Islander Heritage during the month of April, be mindful that Asian Pacific American Heritage Month is celebrated nationally during the month of May
- **Various Graduation**
 - Along with the main graduations that take place for graduating individuals, the University also supports graduations that highlight specific groups of individuals. These graduations include CIAE graduation, Rainbow graduation, Latinx/a/o graduation, Black graduation, and International Students graduation.
 - If you wish to attend or learn more about these graduations, please see this [link](#)

- **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

- **Biology Senior Spotlight**

Hayley Peters is studying Biology on the pre-veterinary track. Her love for science began in childhood with the show Sid the Science Kid. She finds life sciences interesting, sparking her desire to work with animals. She joined UIBIO as she saw an opportunity to connect with students who have similar interests as her. She especially liked UIBIO's online events during the pandemic as they kept her involved. She thinks that UIBIO has some of the best events and activities, her favorite being the Plant Sale.



Hannah Smith is studying neuroscience at the University of Iowa. She has been interested in the biological sciences from a young age. Hannah liked how the field granted countless opportunities for new discoveries. She has always appreciated sciences blend of logic with creativity and curiosity. Hannah became involved with UIBIO as she wanted to meet other science students and faculty within the Department of Biology. She also liked the information presented by UIBIO regarding research on campus, job opportunities, and more. Attending various information sessions about the different post-graduate opportunities was especially helpful.



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](#)
- **The Biology DEI Lending Library**
 - In the main office (143 BB)
- [Survey](#) - This survey is an anonymous survey for feedback in relation to the UIBIO organization or the Biology department as a whole.

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