

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 yourself 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:**
 - [Latinx Heritage Month- All Events](#)
 - [Latinx Heritage Month - College of Medicine Events](#)
 - [Link to first episode of podcast with transcript](#)
 - 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.

- **Resources for anytime:**
 - [UIOWA DEI Instagram](#)
 - [University of Iowa DEI Website](#)
 - [DEI Events on Campus](#)
 - [UBio department DEI website](#)
 - [Land Acknowledgment](#)

- **DEI Media Used in Previous Meetings:**
 - [Black Excellence Week](#)
 - [Superior : the return of race science- Angela Saini](#)