

- **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.

#### **New Resources:**

- **CCSC x BIO Matchmaking Event**
  - Interested in finding resources pertaining to your studies? This fun matchmaking event will connect you with a mentor to help guide you in your major and on campus!
  - Thursday, February 8th: 6:30-8:00 pm in North Hall, RM 321
  
- **Black History Month**
  - Black History Week was originally slated for the second week in February 1926, to recognize the birthdays of two important figures in the fight to end slavery: Frederick Douglass and Abraham Lincoln. In 1976, a presidential proclamation expanded the week to encompass the month of February, in recognition of the significant achievements made by the Black community in all aspects of American society.
  - Check this [LINK](#) for the most updated schedule of activities and locations. Full events calendar will be released on February 1st.
  
- **Dealing with Bias**
  - Navigating situations involving speech that you have experienced or witnessed can be challenging, especially if it feels personal to your identity and sense of belonging. At this [link](#) is a list of resources that are available to assist students who have

concerns about the actions of others that have led them to feel excluded at the university.

- **National TRIO DAY: FEB 25**

- National TRIO Day celebrates the federally-funded program that helps students to overcome economic, social, academic, and cultural barriers to higher education in both high school and college.
- Learn more about TRIO through this [LINK](#)

- **Graduation**

- Are you a student graduating in Spring or Summer 2024? Would you like to celebrate your achievement with the cultural centers? Below are links to each RSVP for each cultural center's graduation celebrations.
  - Afro-American Cultural Center Graduation [RSVP](#)
  - Asian Pacific American Cultural Center Graduation [RSVP](#)
  - Latino Native American Cultural Center Graduation [RSVP](#)

- **SPOTLIGHT**

Lauren McNally- BIO Co-President



I first got involved with BIO during my freshman year. I went to the Fall Student Engagement Fair, signed up for the mailing list, and began attending events. I loved the social events, tutoring, informational events, and academic events that the club offered. In the spring of my freshman year, I knew I wanted to be involved in BIO leadership, so I applied for the executive board. I'm so glad I joined, and I have greatly enjoyed my time being involved with BIO. I grew up always knowing that I

had a passion for the sciences. In elementary and middle school, I loved science courses and was on the Science Olympiad team. In high school, I continued the Science Olympiad and found my love for biology. I took every biology course that my high school offered, and I took three more biology courses through UW-Stout. This solidified my passion for biology, especially human biology, and I went to college majoring in Biology.

- **General Resources:**

- [BMINDFUL website](#)
- [UIOWA DEI Instagram](#)
- [University of Iowa DEI Website](#)
- [DEI Events on Campus](#)
- [UBio department DEI website](#)
- [Basic Needs and Support](#)
- [Land Acknowledgment](#)
- [Student Disability Services](#)
- [Mental Health](#)
- [Student Wellness](#)
- [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)

If you have any comments, concerns, or critiques feel free to email me at [reagan-terronez@uiowa.edu](mailto:reagan-terronez@uiowa.edu).

\*\*\*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](mailto:reagan-terronez@uiowa.edu) if this relates to BIO events and/or if you need help navigating this process\*\*