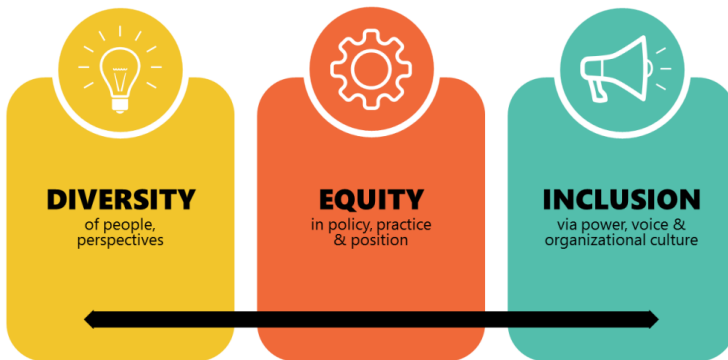


## Diversity, Equity, and Inclusion Newsletter (DEI)



- **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 BIO 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:

- **Dr. Martin Luther King, Jr. Celebration of Human Rights: Jan 15-19**
  - The university has a long history of honoring Dr. Martin Luther King, Jr.'s birthdate through its Martin Luther King, Jr. Celebration of Human Rights. The 2024 celebration is a collaborative effort between the University of Iowa, Iowa City, and several community organizations.
  - Due to extreme weather, events may have changed. Check this [LINK](#) for the most updated schedule of activities and locations.
  
- **FAFSA POP-UP**
  - The FAFSA Pop-Up Financial Literacy Services team is offering help with completing the 2024-25 FAFSA.
  - [LINK TO EVENT](#)
  
- **UNITY WEEK: JAN 23-28**
  - 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.
  - [LINK TO VIDEOS](#)
  
- **Mental Health and Wellness Important Links**
  - [Student Wellness](#)
    - Offers workshops, classes, and private appointments.
  - [Basic Needs and Support](#)
    - This site provides listings for campus and community resources that help support basic needs. Food insecurity, child care, health and wellness, mental health, and others are examples of resources you'll find in the directory.
  - [Mental Health](#)
    - Mental Health Resources on campus.

- **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](#)
  - **Department of Biology Lending Library**
    - In the main office (143 BB)

\*\*\*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\*\*\*