

- **What is Diversity?**

- o The presence of differences include, but are not limited to, race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective.
- o Aspects of what makes someone unique and diverse.

- **What is Equity?**

- o Providing resources for those with various circumstances to have equal opportunities.
- o Promoting justice, impartiality, and fairness
- o Understanding the root that causes outcome disparities

- **What is Inclusion?**

- o Making others from all backgrounds feel safe and have their voices heard.
- o Accepting people with all different backgrounds.

New Resources:

- **Disability Awareness Month**

- o Disability Awareness Month is a month dedicated to increasing awareness of the employment needs and contributions of people with disabilities.
- o Find information and resources at this [LINK](#)

- **Women's History Month**

- o Women's History Month celebrates the contributions of women to events in history and society.
- o Check in with the [WRAC](#) for more details on events and activities

- **LNACC in Action Week**

- o March 18th-22nd
- o Follow this [LINK](#) to find information on events taking place including Self-Care Workshops, Birthday Cards for the Shelter House, and more

- **Pride week**

- o March 25-29th

- o Pride Week is an annual celebration that occurs during March. Students of the [Pride Alliance Center](#) host programming with the support of several campus partners.
- o Follow this [LINK](#) for updates once events have been announced

SPOTLIGHT

Ryan McLarren-BIO Co-President



Starting college in the fall of 2020, it was difficult to form meaningful connections on campus. I decided to join the BIO exec board in Spring of 2022 to gain more leadership experience and meet more people in the sciences, and I don't regret it!

I've been interested in sciences pretty much my whole life. I remember in elementary school I was really fascinated by wind turbines. Although my current major has nothing to do with that, I've kept a passion for learning new things about how the world works.

- **General Resources:**

- o [BMINDFUL website](#)
- o [UIOWA DEI Instagram](#)
- o [University of Iowa DEI Website](#)

- o [DEI Events on Campus](#)
- o [UBio department DEI website](#)
- o [Basic Needs and Support](#)
- o [Land Acknowledgment](#)
- o [Student Disability Services](#)
- o [Mental Health](#)
- o [Student Wellness](#)
- o [Pomerantz Career Center: Inclusion at Work](#)
- o [1stGen@Iowa Resources](#)
- o [Tutor Iowa](#)
- o [Gender Pronouns](#)
- o [Journey to Unity Events](#)
- o **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.

***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 BIO events and/or if you need help navigating this process**