



## November/December 2020 DEI Digest

Published by the [UI Department of Biology DEI advisory committee](#)

### November/December DEI Awareness:

- November is [National American Indian Heritage Month](#)
- November 20 is [Transgender Day of Remembrance](#), established in 1998 to memorialize those who have been killed as a result of transphobia
- December 3 is [International Day of People With Disabilities](#)
- December 10 is [International Human Rights Day](#)

### This month's featured DEI resources:

[Talking About Race and Inequity in Science—Guide for Students and Postdocs](#) This guide was created to help graduate students and postdoctoral scholars talk to their PIs about race and inequities in science and within their lab or research team. The guide is meant to offer concrete ideas for engaging in dialogue about race, while also acknowledging that these conversations cannot be approached monolithically, or without considering context and power dynamics.

[Talking About Race and Inequality in Science—Guide for Faculty](#) Science both shapes and is shaped by the intersecting societal structures of power. We must not think of science as agnostic to these important issues. To do so would be an injustice to science, the people who do the science, and the people who are impacted by our science. As leaders in the scientific community, it is time to step up to talk about and address racism in science, which starts in the lab and among research teams.

## Upcoming DEI Virtual Events:

*Events are open to all faculty, staff, graduate and undergraduate students, unless otherwise noted.*

- Date and time TBD: **Biology DEI Book Club:** This is a new club created by Biology Graduate Students. All students, staff, and faculty are welcome to join. [Sign up here.](#)
- Thursday, November 19: [Virtual Film Screening: \*PICTURE A SCIENTIST\*](#) chronicles the groundswell of researchers who are writing a new chapter for women scientists. Biologist Nancy Hopkins, chemist Raychelle Burks, and geologist Jane Willenbring lead viewers on a journey deep into their own experiences in the sciences, ranging from brutal harassment to years of subtle slights. Film and discussion link will be provided to those who RSVP at the link above.
- Thursday, November 19: Striving for racial justice in academic biology (SABER) seminar: [Black women and belongingness: An interrogation of STEM education as a white, patriarchal space](#)
- Tuesday, December 1: Striving for racial justice in academic biology (SABER) seminar: [An exploratory investigation of the experiences of Black immigrant women in undergraduate STEM](#)
- Tuesday, December 8: [Latinx/a/o Student Support](#) A shared space for Latinx/a/o graduate and undergraduate students to be in community

## Upcoming DEI Virtual Training:

*Staff, faculty, and graduate students: Registration for courses listed below can be found in UI Employee Self Service under My Career/My Training. Once there, click on Enroll in Courses tab.*

*Undergraduates: please email [diversity-resources@uiowa.edu](mailto:diversity-resources@uiowa.edu) to learn more and register for courses listed below.*

- Thursday, November 19: National Coalition Building Institute (NCBI): [Building Effective Relationships Across Difference](#)
- Monday, November 30: [Book talk with Rhondda Robinson Thomas](#), author of *Call My Name, Clemson: Documenting the Black Experience in an American University Community*
- Wednesday, December 2: Building University of Iowa Leadership for Diversity (BUILD) and the Center for Teaching: Equitable and Inclusive Pedagogy in the Classroom

- Thursday, December 3: [LGBTQ Safe Zone: Trans Awareness](#) Participants will gain a better understanding of trans identity, campus resources, challenges individuals from these communities face on campus, and strategies for becoming an increasingly supportive ally.
- Monday, December 7: Building University of Iowa Leadership for Diversity (BUILD): [Exploring the Influence of Implicit Bias in Our Works and Lives](#)
- Thursday, December 10: Building University of Iowa Leadership for Diversity (BUILD): [Putting It All Together—Strategies for Managing Difficult Conversations](#)
- Wednesday, December 16: [UI Latinx Council Monthly Meeting](#)

All faculty, staff, graduate, and undergraduate students are encouraged to share additional DEI resources and events. Send yours to: [erin-foster@uiowa.edu](mailto:erin-foster@uiowa.edu).

**Membership on the Biology DEI Committee is open to undergraduate and 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](mailto:lori-adams@uiowa.edu)) to express your interest in joining this committee and to receive a zoom invitation to the next meeting.**

**Stay connected with Biology DEI on [Facebook](#) and [Twitter](#)!**