



## October 2020 DEI Digest

### October DEI Awareness:

- October is [LGBT History Month](#)
- October 11 was [National Coming Out Day](#), which celebrates LGBTQIA+ individuals who are out and proud.

### October's Featured DEI Resources:

[University of Iowa Diversity, Equity, and Inclusion Style Guide](#): This guide attempts to answer common questions and provide thoughtful guidance on topics that may arise when creating or editing content. Topics include gender inclusive pronouns, race and ethnicity, immigration, disability, LGBTQ+, and socioeconomic backgrounds.

[Race Matters](#) (Asai, 2020) - This article, published in *Cell*, shows that while Persons Excluded because of Ethnicity or Race (PEERs) are now more likely than in 1992 to enter college with an interest in STEM, there has been essentially no improvement in the proportion of PEERs that stay in STEM or go on to receive PhDs. Asai suggests that putting inclusiveness at the center of the culture of science is key to making change, puts the onus on faculty to make such cultural changes, and offers recommendations for Biology departments, including a specific focus on reforming how introductory science courses are taught. A recording of Dr. Asai's engaging talk for the Society for the Advancement of Biology Education Research (SABER) (8/27/20) summarizes his findings and recommendations, and is available here: [https://www.dropbox.com/s/m3y1a1vb6txyh6d/Asai\\_Recording.mp4?dl=0](https://www.dropbox.com/s/m3y1a1vb6txyh6d/Asai_Recording.mp4?dl=0)

## Upcoming DEI Events:

- Date and time TBD: **Biology DEI Book Club:** This is a new club created by Biology Graduate Students. The first book to be discussed will be [Superior: The Return of Race Science](#) by Angela Saini. All students, staff, and faculty are welcome to join. [Sign up here.](#)
- Wednesday, October 21: [UI Latinx Council Monthly Meeting](#)
- Wednesday, October 21: SABER seminar: [But is it “really” just science?: Engaging critical race theory to unpack racial oppression with implications for black student science engagement](#)
- Thursday, October 29: Fall 2020 Diversity Seminar: Kristine Muñoz, [“Moving Beyond the Media: A Digital Humanities Correction to Stereotypes of Colombians.”](#)
- Wednesday, November 4: Womxn of color network (WOCN): [Decolonizing Institutions from Within](#)

## Upcoming DEI Training:

*(Registration for these training opportunities can be found in UI Employee Self Service under My Career/My Training. Once there, click on Enroll in Courses tab.)*

- Wednesday, October 21: [LGBTQ Safe Zone: Phase I](#) : The LGBTQ Safe Zone Project is a campus-wide program that offers a visible message of inclusion, affirmation, and support to lesbian, gay, bisexual, transgender, and queer (LGBTQ) people in the university community. Phase I introduces basic LGBTQ terms and concepts, helps participants develop an appreciation for the experiences of the LGBTQ people, and brings an overall awareness of LGBTQ issues. Participants will be encouraged to think about how they can create a more inclusive environment and will be prepared to provide resources to LGBTQ people.
- Tuesday, October 27: [National Coalition Building Institute \(NCBI\): Conflict and Controversial Issues](#)
- Wednesday, November 4: [BUILD: Beyond the Numbers – Foundations for Diversity, Equity, and Inclusion](#)
- Tuesday, November 10: [Connecting Communities: Navigating the Advisor Relationship](#)

All faculty, staff, graduate, and undergraduate students are invited and encouraged to share additional DEI resources. 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](#)!