



## September 2020 DEI Digest

Happy first day of Autumn! Beginning this month, the Biology DEI Committee will send out a monthly digest email to the department detailing upcoming DEI events and trainings, as well as featured resources from our [Biology DEI Resources page](#). If you have any resources or events you'd like to share in future digests, please send them to [erin-foster@uiowa.edu](mailto:erin-foster@uiowa.edu).

### September DEI Awareness:

- September 15 - October 15 is [National Hispanic Heritage Month](#).
- On September 25<sup>th</sup>, 1981, Sandra Day O'Connor became the first woman appointed to the Supreme Court.

### September's Featured DEI Resource:

[Systemic Racism in Higher Education](#), published in the September 2020 issue of *Science*.

From the article:

*The nexus of Black Lives Matter protests and a pandemic that disproportionately kills Black and Latinx people (1) highlights the need to end systemic racism, including in science, technology, engineering, and mathematics (STEM), where diversity has not meaningfully changed for decades (2). If we decry structural racism but return to the behaviors and processes that led us to this moment, this inexcusable stagnation will continue. We urge the Academy to combat systemic racism in STEM and catalyze transformational change.*

### Upcoming DEI Events:

Wednesday, September 23: [UI Latinx Council Monthly Meeting](#)

Wednesday, September 23: [Racial and Social Justice Movements in Iowa: Past and Present](#)

Thursday, September 24: [Diversity Seminar Series](#): “The Iowa Edge: Assessing the Effectiveness of an Orientation Program for the Improved Retention of Underrepresented and Marginalized Students”

Wednesday, September 30: [Li Chen Distinguished Lecture](#): #HashtagActivism: Networks of Race & Gender Justice

Thursday, October 8: Society for the Advancement in Biology Education Research (SABER) Discussion: [Language matters: Considering racial microaggressions in science](#)

### 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.)*

September 28, 29, & 30: [Virtual Discussions: Sexuality/Sexual Orientation](#)

Monday, October 5: [LGBTQ Safe Zone: Trans Awareness](#)

Friday, October 9: [BUILD: Beyond the Numbers – Foundations for Diversity, Equity, and Inclusion](#)

- Please note: For those seeking [Building University of Iowa Leadership for Diversity \(BUILD\)](#) certification, this course is encouraged to be taken first. A variety of BUILD courses are available throughout the fall 2020 and spring 2021 semester.

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 undergraduates, graduates, 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.**