



Spring 2022 DEI Digest

Periodically, the Biology DEI Committee distributes 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 cindy-toll@uiowa.edu.

The Biology DEI Committee is actively seeking to broaden the diversity and range of perspectives in its membership. Membership is open to faculty, staff, postdocs, graduate students, and undergraduate students in the Department of Biology. **Please email Lori Adams (lori-adams@uiowa.edu) to express your interest in joining this committee and to receive a zoom invitation to the next monthly meeting.**

Announcements:

The **Biology DEI Lending Library** is up and running, come by the main office (143 BB) to “check out” the selection of books available.

The education subcommittee of the Biology DEI Committee is looking for interested instructors (faculty, staff, TA, or otherwise) in the Department of Biology who would be willing to meet and discuss ways they incorporate DEI into their classroom. Such incorporations could be ways that curricula emphasize minority achievement in STEM, create conversations around injustices perpetrated by the scientific community, or address how misinterpretations of science were used to discriminate against communities (as in the eugenics movement, for example). We are also interested in how instructors use teaching practices to increase student comfort and inclusion in the classroom, such as how discussions are structured, whether students are called on directly by instructors to answer questions, whether instructors use recordings of their class periods, whether instructors allow zoom options for students, what formats instructors use for exams or papers or presentations, and any other ideas or practices. Additionally, we are interested in how instructors address accents in speaking and ESL status in writing, and what resources instructors utilize when encountering comprehension barriers.

Interested instructors can reach out directly to the subcommittee chair by email at ryan-staub@uiowa.edu

Spring's Featured DEI Resource:

[Responses to 10 common criticisms of anti-racism action in STEMM](#) (Gosztyla et al. 2021) - This article presents lucid arguments in response to frequently-heard obstructionist complaints against DEI work (e.g., "**We should stick to the science**", "**It's reverse discrimination**", and "**we should only hire based on merit**")

Upcoming DEI Events:

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

March 3 - Igniting Change One Wall at a Time — An Obermann Conversation <https://events.uiowa.edu/57566>

March 7 - LGBTQ Safe Zone: Phase I <https://events.uiowa.edu/54212>

March 7 - UI Staff Council DEI Annual Celebration Event <https://events.uiowa.edu/57788>

March 11 – Hawks of Color with Broderick Binns <https://events.uiowa.edu/56551>

April 8 – Picture a Scientist (free movie screening) <https://events.uiowa.edu/58887>

Upcoming DEI 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 to learn more and register for courses listed below.

Click [here](#) for more information on the BUILD program.

Ongoing Training Programs offered through the Division of Diversity, Equity, and Inclusion

March

March 1 – BUILD: Miseducated: The Myth of the Meritocracy, Consumerism, and the Workforce

March 2 – BUILD: Putting It All Together – Strategies for Managing Difficult Conversations

March 8 – BUILD: Focus on First-Generation College Students

March 9 – BUILD: Beyond the Numbers

March 10 – BUILD: Understanding & Intervening Effectively in Micro-Aggressions

March 22 – BUILD: Beyond the Numbers

March 23 – Iowa City Better Bridges Institute Supplemental Session #3: Leading & Managing Diverse Teams

March 24 – NCBI: Building Effective Relationships (BER)

March 30 – BUILD: Green Zone: Engaging, Retaining, and Graduating Veterans and Military-Connected Students

March 31 – BUILD: A Closer Look at Race in the U.S.

April

April 6 – BUILD: Across the Generations

April 12 – BUILD: Responsible Action – Disability Accommodations on Campus

April 13 – BUILD: BCG: An Introduction to Federal Regulations Affecting International Students

April 14 – BUILD: For the Long Haul - Increasing Your Stamina While Doing Justice Work

April 15 – BUILD: Shifting the Monoracial Campus Conversation

April 18 – BUILD: Beyond the Numbers

March Observances and Holidays:

- National Women's History Month
- Expanding Girls' Horizons in Science and Engineering Month
- Developmental Disabilities Awareness Month
- Ethnic Equality Month
- Gender Equality Month
- March 1 – Mardi Gras
- March 1 – Maha Shivarati (Hindu)
- March 2 – Ash Wednesday
- March 4 – Employee Appreciation Day
- March 8 – International Women's Day
- March 11 – Maha Shivarati (Hindu)
- March 13 – Daylight Savings Time begins
- March 14 – Pi Day
- March 16-17 – Purim (Jewish)
- March 17 – St. Patrick's Day
- March 19 – Holi (Hindu)
- March 21 – World Down Syndrome Day
- March 21-22 – Naw-Ruz (Baha'i New Year)
- March 25 – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
- March 31 – International Transgender Day of Visibility

April Observances and Holidays:

- Arab-American Heritage Month
- Autism Awareness Month
- Celebrate Diversity Month
- Earth Month
- National Child Abuse Prevention Month
- National Volunteer Month
- April 2 – Ramadan begins (Muslim)
- April 2 – World Autism Awareness Day
- April 2 – Equal Pay Day
- April 6 – National Tartan Day (Scottish)
- April 10 – Palm Sunday (Christian)
- April 15 – Good Friday (Christian)
- April 15-23 – Passover (Jewish)
- April 17 – Easter (Christian)
- April 20 – Start of Rivdan (Baha'i)
- April 22 – Earth Day
- April 23 – National Day of Silence (LGBTQIAA+)
- April 27-28 – Yom Hashoah (Jewish)
- April 8 – Laylat al-Qadr (Muslim)
- April 30 – Ramadan ends (Muslim)

Featured Scientist Profile:

Dr. Marie Maynard Daly



Archives of the Albert Einstein College of Medicine. Ted Burrows, photographer.

Dr. Marie Daly was the first African American woman in the United States to be awarded a PhD in chemistry (Columbia University, 1948). Her illustrious research career spanned several topics. As a postdoctoral researcher, years before the work of Watson and Crick, she was involved in uncovering the purine and pyrimidine content of nucleic acid bases. She and her collaborators developed methods for fractionating nuclei components, which allowed them to elucidate the amino acid content of histones, work that is now considered fundamental to the field of histone biology. In mid-career she focused on the biology of aging, including pivotal work discovering the link between cholesterol, hypertension, and cardiovascular disease. Later in her career she contributed significantly to the understanding of muscle cell metabolism and was the first to demonstrate creatine biosynthesis occurring in mammalian cardiac and skeletal muscles. Throughout her 26-year tenure at the Albert Einstein College of Medicine, Dr. Daly was heavily invested in the recruitment, training, teaching, and mentoring of minority students. Among these mentees was Dr. Francine Eissen, the first African American woman to receive a PhD in biology in the United States.

“Courage is...a habit, a virtue: you get it by courageous acts. It’s like you learn to swim by swimming. You learn to courage by couraging” - Dr. Marie M. Daly