Diversity, Equity, and Inclusion Newsletter (DEI)

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

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

- **What is Inclusion?**
  - Making others from all backgrounds feel safe and have their voices heard.
  - Accepting people with all different backgrounds.
• Action plan for the UIBIO DEI Position:
  o Find resources such as books, movies, podcasts, or any other media that expresses different backgrounds and awareness of others.
  o Educate yourself about unique point-of-views and the cultures expressed in the world.
  o Understand what is appropriate to say and how to act in a professional setting.

• New Resources:
  o [Latinx Heritage Month- All Events]
  o [Latinx Heritage Month - College of Medicine Events]
  o [Link to first episode of podcast with transcript]

    ▪ This 6 episode series from the International Science Council will highlight all aspects of diversity in science – asking why diversity matters, why diversity makes for better science, how to integrate diverse voices and different perspectives in research, and how to promote inclusion of less well-represented or marginalized groups in science settings, including women, people of color, LGBTQI people, people with disabilities, and people who take a non-traditional route into science.

• Resources for anytime:
  o [UIOWA DEI Instagram]
  o [University of Iowa DEI Website]
  o [DEI Events on Campus]
  o [UBio department DEI website]
  o [Land Acknowledgment]

• DEI Media Used in Previous Meetings:
  o [Black Excellence Week]
  o [Superior : the return of race science- Angela Saini]