



IB DEIA Committee Newsletter January 2021

What you'll find in this month's newsletter:

OBA DEIA Seminar Series, Spotlight: 'New year, new lab manuals', Starting 2021 Safely, DEIA Events around the BSD and Beyond

OBA DEIA Seminar Series

After three wonderful speakers last quarter, we are eagerly awaiting the Winter quarter line-up for our DEIA Seminar Series. This quarter, you can also look forward to an extra opportunity to engage in discussion about the topics. Our speaker session will happen on Mondays (exact dates t.b.d.) and later in the week, the Seminar Series team will be creating a space for the IB community to further reflect on the themes of that week's lecture.

If you have any suggestions for speakers you'd like to see or people you want to recommend for the seminar series, please contact [Vish](#), [Kelsey](#), and [Rossey](#).

Spotlight: New year, new lab manuals!

A new year brings with it a breath of fresh air and the opportunity for reflection. This year, we encourage you to think about what types of spaces you want to create in your lab and what environment you want to cultivate for your lab community. One way to begin thinking about this is through the creation of a lab manual. We use the term 'lab manual' to describe a document that details the lab policies, expectations, and resources. Having this resource handy is a helpful way for interested students to learn more about the labs in Integrative Biology and for PI's to be upfront about expectations they have for their students. Creating a lab manual is a large endeavor and we don't expect labs to make them by the end of the month or that they'll look anything like the examples provided when finished, but we believe that if we all begin the year thinking about the community culture we want to create, we will be that much closer at the end of the year to living in it!

Check out some examples below of some lab manuals from different labs across universities that Heather and Matt

recommend. Happy New Year!

[Aly Lab](#) at Columbia University || [Systems Neural Engineering Lab](#) at Emory University and the Georgia Institute of Technology || [Meren Lab](#) at the University of Chicago

SNEL Manual

SNEL Manual

Lab manual for the Systems Neural Engineering Lab.

Welcome!

This is the Lab manual for the Systems Neural Engineering Lab at Emory University and the Georgia Institute of Technology. Our research is in the area of systems neuroscience and neuroengineering, and we're part of the GT/Emory Coulter Department of Biomedical Engineering, the Emory Department of Neurosurgery, and the Emory Neuromodulation Technology Innovation Center (ENTICE).

If you've just joined the lab - welcome! We're excited to have you as part of the team. You'll find the lab filled with smart, passionate people with broad interests at the intersection of neuroscience, engineering, and computational sciences. We really value diversity and openness in our lab, and hope to make it a friendly and productive environment.

If you are officially joining, take the time to read this manual through, then sign [this form](#) saying you've done so (and send to me via email).

Table of Contents

Welcome!

Expectations and Responsibilities

- Everyone
- Principal Investigator
- Post-Docs
- Graduate Students
- Lab Manager
- Undergraduate Students

Code of Conduct

- Essential Policies
- Taking Photos & Videos
- Scientific Integrity
- Human Subjects Research

Lab Resources

MEREN LAB RESEARCH PEOPLE PUBLS SOFTWARE DATA BLOG

MBL

THE UNIVERSITY OF CHICAGO

Lab Culture and Expectations

The purpose of this document is to serve future members of our group about its professional inner dynamics, and offer a resource for its current members to remember the important professional things we care about.

Starting 2021 Safely

As we begin to receive vaccines and return to campus, we just wanted to take a moment to remind everyone of the UChicago Health Pact. Although we may start to feel more invincible, we must remember our commitments to uphold these public health requirements for the safety of our community. We encourage trainers to review these expectations with their lab groups and/or print and display the PDF of the Health Pact found below.

UChicago Health Pact

As members of the University of Chicago community, it is vital that we work together to help protect our community's health and safety. This is particularly critical during the COVID-19 pandemic, and we are asking every person on campus to commit to the UChicago Health Pact to help prevent the spread of COVID-19.

For the sake of myself and fellow community members, I agree to uphold the UChicago Health Pact. I will:

- Wear a face covering in University buildings, and on campus grounds when others are within 6 feet
- Maintain a distance of at least 6 feet from others whenever possible
- Comply with on-campus and off-campus restrictions on social gatherings, including parties
- Wash my hands frequently or use hand sanitizer (for example, before eating, after using the restroom, after touching shared objects or surfaces, and before each class)
- Check my health symptoms daily, and stay home if I don't feel well or am experiencing any COVID-19 symptoms
- Report promptly to C19HealthReport@uchicago.edu if I have knowingly been exposed to or test positive for COVID-19
- Raise any safety concern with my supervisor or academic leader, or throughUCAIR
- Cooperate with public health workers and adhere to all quarantine requirements

By committing to the UChicago Health Pact, we all help prevent the spread of COVID-19 and contribute to a shared culture of public health at the University of Chicago.

▶ For more information on measures the University is taking to help protect public health, please visit goforward.uchicago.edu.

09/02/2020



DEIA Events around the BSD and Beyond

Below you'll find flyers and information for the various DEIA related events happening (virtually) around campus:

Black Queer in STEM Town Hall – Jan 12-15th

BLACK QUEER

TOWN HALL

IN STEM

January 12-15, 2021

January 12 at 9:30 AM EST
JOIN US FOR PANEL DISCUSSIONS ON...

- Institutional changes to increase representation
- Fostering community
- Facing adversities

Hosted By



Peppermint
 Trans Activist, Actor/Entertainer,
 from Rupaul's Drag Race

January 13-15 at 8:20 AM EST
JOIN US FOR SCIENTIFIC SEMINARS ON...

- Physics
- Chemistry
- Biochemistry
- And many more

Celebrating BLACK Queer excellence in STEM from around the world

Watch free at: blackqueertownhall.org



“This is a four day virtual event from January 12-15th . The 12th will be a day of Panels and then three days of seminars from Black Queer scientists from around the world in topics from engineering, physics, chemistry, biology, biochemistry, and more starting at 8:20AM EST each day. A program of all the speakers will be available shortly. You can watch this event on BlackQueerTownHall.org and their associated YouTube page for the seminars.”

Websites: <https://www.blackqueertownhall.org/>

31st Annual Martin Luther King Jr. Celebration – tomorrow, Jan 12th at 6 PM
with Keynote Speaker: Isabel Wilkerson

“Join the University of Chicago as we honor the life and legacy of Dr. Martin Luther King Jr. and reflect on our collective responsibility to work towards a more equitable society. The event, which is free and open to the public, will be livestreamed via the University of Chicago’s Facebook page and YouTube channel. Captioning will be available.”
 Check out more about Isabel Wilkerson [here](#) and you can find the link to RSVP as well as more information about the virtual event [here](#).

Darwinian Mental Health Check-in – every other Wednesday from 1-2 PM

Starting up again this Wednesday, Jan 13th at 1 PM, join Sophia and Katie with a cup of tea (or other hot beverage) for a nice chat! The Mental Health Check-ins are going to be every other Wednesday during winter quarter (Jan 13th, Jan 27th, Feb 10th, Feb 24th, and March 10th) and you can join by clicking on the recurring Zoom link below.

Link: <https://uchicago.zoom.us/j/96792210815?pwd=NXZLSTMveDRQbyt1UTA0Y1VSdXhPUT09>

¡Evolución y Español! – Thursdays at noon

“In the past, Darwinian students informally gathered together in the CEB conference room for weekly chats in Spanish. It was a fun way for both native and non-native speakers to practice speaking and comprehension in Spanish, but has since fallen through during the pandemic. In an effort to revive this event and widen its scope, Darwinian GRIT reps thought it would be fun to make this a weekly lunch event where students and professors can gather to listen and speak Spanish. ALL levels would be welcome, from native speakers to beginners. (Personal testimonial: I joined as a rusty French speaker, realized I understood more than I thought, have since taken two Spanish classes for fun, and now enjoy carrying on conversations with fellow students). We hope this will be an opportunity for meeting new people, building community, and expanding language and cultural interests for those interested!”

Keep an eye out for this week’s link!

Contact the Darwinian GRIT Reps with any questions about this event ([Caroline Abbott](#), [Megan Kennedy](#), and [Isaac Magallanes](#))

Staff* Search Training – Feb 10th 10:00 – 11:30 AM

“Together with partners from Human Resources, the Office of the Provost will host an interactive diversity recruitment and selection workshop. This training enables all participating units to incorporate diversity recruitment best practices into their existing hiring and selection processes.”

Registration Link: <https://diversityandinclusion.uchicago.edu/events/staff-search-training/>

*For students looking to get involved in the BSD hiring process, the Diversity and Inclusion office is currently seeking students interested in participating in faculty hiring for a tenured track position. The students will serve in the first round of interviews with potential faculty. The student will be able to evaluate the potential faculty and provide feedback to the hiring committee.

Fill out [this form](#) if interested!

UChicago Student Wellness Virtual Programs

Even though it’s not 2020 anymore, it’s still stressful out there and still crucial that we take care of our emotional, physical, and social wellbeing. The UChicago Student Wellness Center has you covered on all fronts – with diverse programs such as ‘Weekly Mindfulness Meditations’, ‘Buddy Up’, and ‘Refresh Sleep’, let the Wellness Center help you find a new healthy habit! You can find all of these events and more on their online calendar [here](#).

‘Better Together’ registration closes Jan 22nd. “If you’re a Grad or Professional student looking to make new and meaningful connections with your peers across campus, join UChicago Student Wellness for Better Together! A small group of students will meet virtually (via Zoom) one night a week for four weeks during Winter quarter to engage in thoughtful discussion and learn fun and meaningful ways to get to know yourself and your peers.” Register [here](#).

View the 2020 Autumn Quarter Mini-Institute:

Moving Forward by Looking Back – the coupling of African American history and our work in science and medicine

Faculty in the BSD, PSD, and Pritzker School of Molecular Engineering participated in a 4-part series to learn about U.S. Black history and understand how it intersects with science and medicine today – and now you can view all four sessions! The series also covered topics related to implicit bias and privilege and features the keynote talk by Jessica Millward, PhD titled “Slavery, Racial Violence, and the Matter of Black Lives”.

The videos can be found here: <https://voices.uchicago.edu/bsddiversity/autumn-mini-institute-2020/>

Do you know of an event you would like us to share with the community? Send us an email and let us know!

Contact Us: ib-deja@lists.uchicago.edu

(All committee members receive the emails sent to this address)