



IB DEIA Committee Newsletter May 2021

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

Committee News, Spotlight: Existing Campus Resources, DEIA Events around the BSD and Beyond

Committee News

We are seeking nominations for our next faculty and student representatives!

The official nominations form will be sent as a RedCap survey via email soon, so keep your eyes on your inbox for your own personalized link! Each person can nominate between 1 and 4 people who you think would best serve our community as members of the committee.

This **office hours** are the last Thursday of each month (5/27 and 6/24) from 10:30 – 11:30 AM via this [Recurring Zoom Link](#).

There will be a waiting room for OH, so we can listen to comments and suggestions one at a time.

(We understand that not everyone can make this timeslot, so if you cannot make it but want to chat with us, just send us an email at ib-deia@lists.uchicago.edu and we can find another time to meet)

Curious what we talk about in our biweekly meetings? **Spring quarter meeting minutes** can be found [here!](#)

Lastly, we hope you've enjoyed the OBA Seminar Series on the History of Racism and Systemic Bias in Science this year! While we hope to have one more installment before the end of the academic year, we want to **give a big thank you to Kelsey Stilson, Vish Venkat, and Rossy Natale** for all of the hard work and dedication they put into creating the seminar series this year. We are immensely grateful for this student-led effort to offer a historical and educational reflection space for all members of the campus community, both within and outside of our program. We hope to see this seminar series continue in the coming years, so **if you are interested in being a part of the seminar series team next academic year, let us (the IB DEIA Committee) know!** We are looking for both faculty and students to head up the effort.

Spotlight: Existing Campus D&I Resources

A phrase commonly brought up during our committee meetings is: 'why reinvent the wheel?' While there are many gaps in available resources left to fill, we've also come to understand that many existing resources are underutilized because of a general lack of awareness. For that reason, we wanted to take the opportunity in this month's newsletter to highlight a few that may be of use to all members of our community.

If you would like guidance in implementing your own diversity and inclusion plans, check out the [D&I Planning Toolkit!](#) "The toolkit offers your unit a variety of recommendations on how you can reach your goals, whether that be improving hiring and promotion practices, creating a more welcoming environment, or just finding meaningful solutions to whatever issues you may have encountered."

Want to learn more about best practices in faculty hiring? Take a look at the [Faculty Search Support video series](#) – it was "created to help frame the way you approach the search process" and even goes into the science behind increasing faculty diversity.

Check out these new, inclusive clip-art illustrations for your next presentation! [These illustrations](#) represent more body sizes, skin colors, and genders than what are typically included in illustration packs and stock photography. They also are representative of the University of Chicago community and its iconic landmarks – and free to use!

Interested in learning how you can practice inclusive pedagogy in your classrooms and labs? Look around the [inclusive pedagogy website](#) developed by the Chicago Center for Teaching in partnership with the Office of the Provost. "The site features guidelines and best practices for inclusive pedagogy, along with a video series and downloadable worksheets designed to help educators create more inclusive campus environments."

Would you like your preferred gender pronouns to be listed in your student record?

Current students can indicate their pronouns of reference – learn how [here](#) with the University Registrar's Office!

You can find more information about all of the resources linked above and those on [resource groups](#), [scholarships & funding](#), [student disability services](#), [lactation spaces](#), and [meditation spaces](#) on the [tools and resources page](#) of the D&I office's website!

DEIA Events around the BSD and Beyond

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

Becoming A Resilient Scientist Series

Part VI: Managing Up to Maximizing Mentoring Relationships

Webinar: Monday, May 10th from 1 – 3 PM (or watch later)

Group Meeting: Wednesday, May 19th from 11:00 – 12:30 PM

"We all need mentors to support and encourage us throughout our educational and career journey. In this webinar, we will talk about the mentoring relationship in research environments with a focus on improving your relationship with your PI, finding mentors and on improving communication and interpersonal interactions. The webinar will help clarify what you need from your supervisors and mentors and address how to get what you need from these important interactions."

"Navigating research training, the career exploration process, research environments, and the stress of life can seem overwhelming and lead us to doubt ourselves just when we need confidence the most. The goal of this series is to help you develop the resilience you need to navigate challenging situations in school, work and life. The series will consist of six webinars, each followed by a small group discussion the following week. The webinars will highlight emotional intelligence competencies needed for academic success and for thriving in research careers. We will discuss the cultivation of skills to help you realize resilience and identify and deal with obstacles that get in your way. While you may participate in any of the webinars, it is best to participate in the entire series as the material relates and concepts will be developed throughout the series. *Webinars will be led by the NIH Office of Intramural Training & Education, while group meetings will be led by local UChicago facilitators and attended by only UChicago trainees.*"

If you missed Part 1: An Introduction to Resilience or Part 2: Understanding Cognitive Distortions, Imposter Fears, and Stereotype Threat, Part 3: Emotions and Emotional Intelligence in the Workplace, or Part 4: Self-Advocacy and Assertiveness for Scientists, you can watch the recordings [here](#) (you'll need to register before watching).

Information about the full series including [future dates and all registration links](#) can be found [here](#).

“Picture A Scientist” Virtual Film Screening – Now through May 12th

“Register to watch the feature-length documentary film [Picture a Scientist](#), which leads viewers on a journey into a group of women scientists' experiences, ranging from harassment to years of subtle slights. You'll receive a link to the film enabling you to watch it online at any time April 28 - May 12.

Picture a Scientist was an official selection of the 2020 Tribeca Film Festival, postponed due to the COVID-19 pandemic. The film's virtual theatrical run reached 47 theaters across the USA in June 2020, and raised money for two organizations advancing women of color in STEM.”

Register to watch and get sent a link [here!](#)

Meeting the Moment: Discussions on Race, Ethnicity, Health, and Well-being – Friday, May 14th from noon – 1:00 PM

MEETING THE MOMENT: DISCUSSIONS ON RACE, ETHNICITY, HEALTH, & WELL-BEING



Dr. Edwin McDonald
Assistant Professor of Medicine
Implicit Bias in Medicine

April 29, 2021
12pm-1pm



Dr. Karen Kim
Professor of Medicine & Vice Provost for Research
Asian American Health Disparities

May 7, 2021
12pm-1pm



Dr. Doriane Miller
Associate Professor of Medicine
Structural Racism and Hospital
Access on Chicago's South Side

May 14, 2021
12pm-1pm



Dr. Candice Norcott
Assistant Professor of Psychiatry
Working at the Intersection: Trauma
and Race in the Lives of Adolescent Girls

May 27, 2021
12pm-1pm



Dr. Sonya Dinizulu
Assistant Professor of Psychiatry
Talking to Children About Racism

June 4, 2021
12pm-1pm

[CLICK HERE TO RSVP TODAY!](#)

In this series of talks, BSD faculty will discuss topics and issues about race and ethnicity and their relationship to different health outcomes. (Click [here](#) to register, not on the image above)

For International Students: “Sponsored by UChicago Student Wellness, this support space is for international students to stay connected during these uncertain times. Through theme-based discussion, participants will have opportunities to reflect together on their needs and goals and learn to approach challenges with a growth mindset.”

Dates: 5/14 and 5/21 from 9:00 – 10:00 AM

For LGBTQ+ Students: “Offered by UChicago Student Wellness, this is a semi-structured space for LGBTQ+ students to receive support from one another during the pandemic and when navigating family dynamics, community, and living arrangements. Join us to learn coping strategies and find ways to navigate circumstances that can be challenging during these uncertain times.”

Dates: 5/11 and 6/1 from 6:00 – 7:00 PM

For Students of Color: “This is a semi-structured support space for students of color to receive support, build community, and learn resiliency and coping strategies to thrive.”

Dates: 5/17 and 6/9 from 4:00 – 5:00 PM

Butterfly Support Group: “This drop-in group is a confidential, non-judgmental, and safe space for UChicago students who would like support and insight on dealing with the stressors surrounding immigration policy and changes that may impact you or your family (such as TPS, DACA, travel bans).”

Date: 5/19 from 11:15 AM – 12:15 PM

UChicago Student Wellness also offers a plethora of other weekly workshops that can be found, alongside the registration form for the support spaces, [here!](#)

Register for the Center for Diversity and Inclusion’s Annual Graduation Events – Deadline to register is Friday, May 22nd at 6:00 PM

These events, which will be offered virtually, recognize undergraduate and graduate/professional students who are graduating (or who have graduated) during any quarter of the 2019-2020 academic year.

FLI Graduation: Thursday, June 4th at 6:00 PM

“Student Support Services is proud to highlight the accomplishments of graduating students who identify as first-generation, lower-income, and/or immigrants (inclusive of all immigration statuses) at FLI Graduation.”

Rainbow Graduation: Tuesday, June 9th at 6:00 PM

“Rainbow Graduation is a ceremony in which we honor the achievements of graduating students who identify as LGBTQ+. Rainbow Graduation was founded by the student group Queers & Associates. The first ceremony took place in 2008. LGBTQ Student Life began hosting the annual ceremonies in 2009.”

OMSA Graduation Celebration: Thursday, June 11th at 6:00 PM

“OMSA Graduation celebrates graduating students of color and multicultural students and recognizes extraordinary contributions to our campus community.”

[Find more information, including registration links, here!](#)

Searching for Excellence: Faculty Search Training – Wednesday, May 26th from 9:00 – 10:30 AM

“The Office of the Provost has created a variety of new programs and tools to help recruit outstanding faculty to the University of Chicago. The Searching for Excellence training program is a 90-minute session providing concrete, actionable steps to improve the faculty search process with a focus on diversity, compliance, and affirmative action. Participants will learn about new practices, programs, funding, and other resources for faculty recruitment. The training is based on behavioral science research and best practices from the National Science Foundation ADVANCE program. All people who participate in the hiring process are strongly encouraged to attend. The training will be led by the Office of the Provost, the Office of Legal Counsel, and the Equal Opportunity Programs Office for Affirmative Action.”

[Register here!](#)

Hearing One Another – Wednesday, May 26th from 2:00 – 3:30 PM

“Hearing One Another introduces practical approaches to help people develop effective communication and listening skills. As of October 2020, 1 in 5 people at the University has participated in this training.

The UChicago Inclusion Workshops series aims to create a more inclusive campus climate. These workshops were developed by the Second Science Project, which was founded at the University of Chicago Booth School of Business in collaboration with the Second City. The workshops combine behavioral science with improvisational practice to cultivate insights and interpersonal skills central to understanding and relating to one another across dimensions of diversity.

[Register here!](#)

South Side Book Club: “Southern Exposure” by Lee Bey – Wednesday, June 2nd from noon – 1:00 PM

“Participate in the first meeting of the South Side Book Club. This series will allow participants to read through UChicago’s Chicago Studies' [Chicago By the Book Tour](#), a guide to the Windy City through a literary lens. This is a "no guilt" book club that meets once per quarter for a lunchtime conversation—no judgement if you don't get past the first chapter before then. We'll focus on books about the South Side of Chicago and begin with [Lee Bey's Southern Exposure](#), a photographic guide to the architectural treasures of the South Side. Participants are encouraged to purchase their copy from a South Side bookseller such as the Seminary Co-op or Semicolon Books. The book club is open to faculty, faculty partners, emeriti, and staff. Discussion questions will be sent to registrants in advance of the meeting. This event is sponsored by the Office of Dual Careers and Faculty Relocation and the College's Chicago Studies program.”

[Register here!](#)

**Attending to the Here and Now: A Vigil Against Anti-Black Violence – Wednesday, June 2nd
at 6:30 PM**

“In light of the recent killings of Ahmaud Arbery, Breonna Taylor, Tony McDade, Regis Korchinski-Paquet, George Floyd, and the racial profiling of Christian Cooper, we want to provide space for students to process, grieve, and find solace in community.

The event will include words of remembrance, an opportunity for students to offer brief testimonials, and provide resources and skills for dealing with racial trauma. All undergraduate students and graduate/professional students are welcome and encouraged to participate.”

[Students can RSVP here!](#)

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

Join Sophia and Katie with a cup of tea (or other hot beverage) for a nice chat! The Mental Health Check-ins happen every other Wednesday during spring quarter (5/12, 5/26, and 6/9) and you can join by clicking on the recurring Zoom link below.

Link: <https://uchicago.zoom.us/j/98686336518?pwd=U3MzRzZVQzJ3Y3RMNnBLbEIXa05ldz09>

Center for Identity and Inclusion Spring Quarter Office Hours:

Join CI+I for Virtual Office Hours!



OMSA, SSS, and LGBTQ Student Life will be hosting open virtual office hours. Please see below for weekly times/dates. We're here for you if you'd like to chat and check in.

OMSA

Tuesdays 2-3pm CST

Chat with staff at the Office of Multicultural Student Affairs for group office hours!
bit.ly/vomsagroup2

Thursdays 9-10am CST

Chat with staff at the Office of Multicultural Student Affairs for group office hours!
bit.ly/vomsagroup

Student Support Services

Wednesdays 3-5pm CST

Speak with a Student Support Services staff member individually to learn more about what programs and resources our office offers or simply to chat. bit.ly/SSSIndividual.

Fridays 2-4pm CST

Come hang out with SSS staff, graduate assistants, and other students. We can share more about our office, give helpful resources, or just chat! bit.ly/SSSGROUP

LGBTQ Student Life

Tuesdays 1-2pm CST

Chat with staff at Office of LGBTQ Student Life for group office hours! This is an opportunity to ask questions or simply chat.
bit.ly/OHG_LGBTQ

Tuesdays 2-4pm CST

Chat with staff at Office of LGBTQ Student Life for individual office hours! This is an opportunity to ask questions or simply chat.
bit.ly/OH1_LGBTQ



"If you have any questions, please email the staff member you are trying to reach, or you can email us at inclusion@uchicago.edu"

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-deia@lists.uchicago.edu

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