Fall 2021 Diversity Newsletter

Dear Microbiology Department,

Welcome to all new students, postdocs, and staff, and welcome back to all those returning to campus. The return to in person classes and departmental gatherings has provided the joyous opportunity to see old and new colleagues and friends. As we continue to approach normalcy, we also strive to ensure that the new normal is inclusive and equitable. This quarter, we witnessed the first federal recognition of Indigenous People’s day and celebrated the efforts required to achieve this. However, we also recognize that we still have much work to do to fully include and value traditional ways of knowing in STEM. As such, we dedicate this newsletter to providing resources for Indigenous people in STEM, and raising awareness of their experiences. As always, please reach out with any suggestions, questions, or concerns!

All the best,

The Microbiology DEI committee
Please refer to this table of contents to navigate this newsletter:

Intro

Diversity committee updates

Funding Opportunities

Events/Goings on

- At UW
- In Seattle and beyond

Spotlight - Graduate Student Ryan Yucha talks about his experiences spearheading the UW LGBTQAI+ Affinity Group

Getting educated and taking action

- Quick actions anyone can take
- Suggested reads for spring
- Suggested to watch this spring
- Ideas for Faculty
- Ideas for Graduate Students and Postdocs
- Ideas for Staff

Resource Round-Up

- Keeping our community accountable
- Centers for support at UW
- Affinity/Allyship Groups at UW

Diversity Committee Updates
We are currently looking for both graduate students and postdocs interested in joining the committee. Please email Dr. Beth Traxler at btraxler@uw.edu if you are interested.

New to the newsletter: Check out the **Funding Opportunities** below that we have collected for this quarter!

**Funding Opportunities**

Below find news, events, seminars, and gatherings centering on promoting diversity in our UW and Seattle community.

**GSEE’s (FKA GO-MAP) Demystifying Funding Power Hour** - Do you have questions about graduate student funding? Does finding funding seem daunting, and you don’t know where to turn? GSEE is teaming up with the Graduate Fellowships and Awards office and Graduate Funding Information Service (GFIS) to speak with graduate students like you and provide you with an overview of necessary tools to be successful in the search for graduate student funding. Join the community and learn more about fellowships and scholarships for your graduate studies! November 4, 2021 10:30am-12:00pm (virtual)

**HHMI Hanna Gray** (Application due 12/1/21) - Open to people pursuing postdoctoral research, regardless of whether they obtained a PhD, MD or MD/PhD. The goal of the Hanna H. Gray Fellows Program is to recruit and retain individuals from gender, racial, ethnic, and other groups underrepresented in the life sciences, including those from disadvantaged backgrounds. Through their successful careers, HHMI Hanna Gray Fellows
will become leaders in academic research and inspire future generations of scientists. This year, the program was expanded to fund 25 fellows each year for the next decade.

**Postdoctoral Diversity Enrichment Program (PDEP) Burroughs Wellcome Fund (BWF)**
(Application due 1/12/22). The Burroughs Wellcome Fund is committed to fostering the development of the next generation of biomedical scientists and supporting degree-granting institutions to achieve this goal. The career development of young scientists has been a major funding theme at BWF and various programs have provided major support to promising young scientists to help them make the transition from late postdoctoral training to early faculty service. The continuing lag in advancement of underrepresented minority scientists is a significant problem for the scientific community. Despite several decades of federally supported programs, Americans from these minority populations continue to be underrepresented among Ph.Ds. BWF is committed to funding the next generation of scientists and researchers, thus we have an interest in advancing the careers of underrepresented minority postdoctoral fellows. The primary goal of the Postdoctoral Enrichment Program (PDEP) is to substantially enhance the postdoctoral training and experience of underrepresented minority junior scientists.

**International Training Scholarship Program Scholarships for African and South American early career researchers in the life sciences** (Application due 1/15/22). Scholarships up to $50K available to attend courses or for independent projects for African and South American early career researchers in the life sciences. About the Program: ASCB is providing exposure to research and teaching opportunities for African and South American early career researchers in the life sciences by partnering with Cold Spring Harbor Laboratory (CSHL) and Marine Biological Laboratory (MBL) to offer scholarships for these researchers to attend in-person or virtual courses, research experiences, summer research experiences, off-season experiences, and advanced research courses.

Program Goals: Help African and South American scientists gain exposure in research and teaching. Support African and South American scientists who want to experience an R1
institutional environment or teaching environment. Provide mentoring and networking opportunities to African and South American scientists.

**Entry Point**! (rolling admission, final submission deadline 02/15/22) identifies and recruits students with apparent and non-apparent disabilities studying in science, engineering, mathematics, computer science, and some business fields for internship and co-op opportunities.

Check out the funding aggregator [Pathways to Science](#). It allows searches by education level (i.e. graduate student, postdoc, early career PI).

[The Foundation for Science and Disability Student Award Program](#) helps to increase opportunities in science, engineering, mathematics, technology, and pre-medical/dental areas for graduate or professional students with disabilities. The award is $1,000 to support research projects of qualified university students in any field of Mathematics, Science, Medicine, Technology, or Engineering. Graduate students and fourth-year undergraduates who have a disability are invited to apply.

---

**Events/Goings on**

Below find news, events, seminars, and gatherings centering on promoting diversity in our UW and Seattle community.

**Events at UW**
UW celebrates **LatinX Heritage Month**, also known as Hispanic Heritage Month, which recognizes and honors the enduring contributions and importance of LatinX Americans to the U.S. The month spans **Sep. 15 to Oct 15**.

UW celebrates **LGBT History Month**, acknowledging the history and achievement of LGBTQ+ individuals. The month includes **National Coming Out Day (Oct. 11)** and the anniversary of the **March on Washington (Oct. 14)**.

Do you know if your labs' webpage is navigable by someone who uses assistive technology? The **UW Web Accessibility and Usability Meetup** provides an opportunity to see how your website is experienced when using assistive technology. Attend on **November 11th, 2021** or **December 9th, 2021** at 10:00-11:00am.

Have you considered if your figures are accessible? Data visualization does not always discuss accessibility, which can exclude many groups of people. Follow along or bring a specific data visualization to work on at the **Accessibility and Data Visualization** workshop sponsored by UW Libraries Open Scholarship Commons on **November 16th, 2021 at 9:00-10:00am** (virtual).

Join the UW- Tacoma Labor Solidarity Project on **November 17th at 6:00-7:30pm** for an online seminar on **Why Indigenous Sovereignty Matters by Chantal Norrgard**. The seminar will adopt an intersectional approach while exploring the recent histories of the regional, national, and global labor movements.

Join the UW Center for Research and Education on Accessible Technology and Experiences (CREATE) for an exploration of success and challenges in the pursuit of accessible pedestrian networks with Yochai Eisenberg in **“Reimagining Mobility: Collecting Data, Creating Plans. Removing Barriers?”** on **November 18th at 11:00am-12:00pm** (virtual; complete this [form](#) to receive the Zoom link). We will discuss community mobility as it relates to accessible community pathways, use of public transportation and modes of travel to destinations.

Real conversations. Real connections. The GSEE and UW Center for Communication, Difference and Equity (CCDE) are bringing back **Real Talk Tuesdays** online OR in-person!
These events will be held on **November 9th, November 23rd, and December 14th from 11:00am-12:30pm in CMU129 (Communications building)**. These events are a space for BIPOC graduate students to connect, strategize and network. If attending in-person, lunch will be provided! Please use the linked form to RSVP to the event (you can receive a Zoom link if you choose to attend virtually upon RSVP).

Visit the Allen Library sometime between **now and March 11, 2022** for the exhibit: **And Then She Said: Voices of Feminists Past and Present** to read and view a collection of 31 limited-edition broadsides elevating voices of women throughout history. Contact UW Libraries Special Collections to arrange your visit.

**International Pride Space** on **Fridays at 2:30-4:00pm** is a confidential, drop-in space that centers queer, questioning, trans, bi, non-binary, and gender non-conforming (self defined) international student experiences. This supportive space emphasized community and connection as we process everything and anything related to culture, nationality, sexuality, and gender. Ask questions, find support, and grow. If the time does not work for you, feel free to contact intrpride@uw.edu.

On **November 8th, 2021** UW will participate in the **National First-Generation College Celebration**. The celebration will continue on **November 10th, 2021** with the **UW Virtual Fall Welcome for First-Gen Graduate Students** from 2:00-3:15pm (virtual). These events are designed to celebrate the success and presence of first-generation college students, faculty and staff on campuses across the country.

**Equity Focus Office Hours—Accountability & Whiteness: From Ally to Accomplice** on **November 10th, 2021 from 10:00-11:00am (virtual)**. The first Equity Focus Office Hours session of the academic year is part of our new series, The Accountability Series: From Ally to Accomplice, in partnership with GSEE, The Office of Graduate Student Affairs (formerly known as Core Programs), and campus partners. The Accountability Series guides faculty, staff, and graduate students to not simply observe or feel bad about inequalities in Graduate Education, but to be accountable to change those inequalities. This session will begin with the words of BIPOC graduate students explaining when white allyship is effective, and when harmful. Dr. Jen Self will detail the differences between ally and accomplice thinking and behavior, reiterate the importance of centering the experiences of those farthest from structural justices, and speak to accountability as the basis of trust and healing. All are welcome.

**On The Ground: Indigenous Voices on Constructed Place – Lecture Series. For the first three Fridays in November at 12:00pm (virtual)**, join the College of Built Environments for a lecture
series centering the voices, stories and knowledges of Indigenous architects, researchers and community organizers. It is both a celebration of November 2021 as National Native American Heritage Month, as well as a call to action.

**Eliminating the Practice of FGM: How We Can Advocate For Legislative Change.** On November 17th, 2021 at 6:00pm, the AHA Foundation presents activist and survivor F.A. Cole to share her story with FGM, as well as inspire others to advocate for anti-FGM laws in the State of Washington. Along with F.A., University of Washington Professor of Anthropology Bettina S. Duncan will also join. Currently, Washington does not have any laws in place protecting women, and girls from this practice.

---

**Events in Seattle and Beyond:**

**Black In Micro Week returned September 27 – October 1**

Local radio station KEXP curated exclusive content for Hispanic Heritage Month.

Celebrate and highlight the work and barriers of LGBTQIA+ people in science, technology, engineering, and maths (STEM) on November 18th on LGBTQ+ in STEM Day!

Seattle’s The Stranger curates a calendar of fun events going on in and around Seattle. Their calendar also has the option of using filters to view events with certain themes and commonalities. Everyone can head to their calendar and add the filter for ‘BIPOC-Focused Events’ or ‘Activism and Social Justice’ to see the abundance of happenings in Seattle, including but not limited to Luminosity: Northwest Native Glass Art (through 11/27 at Stonington Gallery), this gt/poc comedy show (second Thursday of each month through 3/10/22 at Olmstead), or Packaged Black: Derrick Adams and Barbara Earl Thomas (Saturdays and Sundays through 5/2022 at the Henry Art Gallery).
The Kinsey African American Art & History Collection (Wednesdays-Sundays 10:00am-5:00pm through 11/28 at the Tacoma Art Museum) celebrates the achievements and contributions of Black Americans from 1595 to present times. Considered one of the most comprehensive surveys of African American history and culture outside the Smithsonian Institution, the exhibition of the same name features the shared treasures amassed by Shirley and Bernard Kinsey during their five decades of marriage. The collection includes masterful paintings and sculpture, photographs, rare books, letters, manuscripts and more that offer a well-rounded look at the African American experience and provide new perspectives on the nation’s history and culture.

Crossing Boundaries Portraits of A Transgender West (Tuesdays-Sundays 10:00am-5:00pm through 12/12/21 at the Washington State History Museum) focuses on four themes: visibility, identity, acceptance, and history. The Washington State Historical Society's latest exhibition explores influential transgender people in the West from 1860 to 1940, all of whom lived in a time when the term "transgender" didn't exist.

Intersection Science Fellows Symposium 2021 was on November 1st-3rd, 2021 (virtual). The main goals of the multi-institutional Intersections Science Fellows Symposium were to showcase the outstanding research contributions of postdocs in the biological sciences, including those from backgrounds historically underrepresented in academia, and to support the scientific and professional development of the next generation of academic faculty. While this symposium has passed, keep an eye out for the event next year!

Community Spotlight:

The goal of this section is to showcase perspectives and accomplishments of UW Microbiology community members who exemplify the goals of our diversity statement. Have someone you
would like to nominate for a spotlight? Please send their info our way by emailing Beth Traxler (btraxler@uw.edu).

Spotlight: Ryan Yucha, MPH, a third-year graduate student in our program who has spearheaded the LGBTQIA+ affinity group.

Affinity groups are simply a group of people linked by a commonality, like a shared interest, background, or purpose. Broadly, they have arisen to connect individuals and cultivate a greater sense of community. Here at UW, they can promote a more inclusive environment within the UW School of Medicine biomedical graduate students and postdocs.

As a leader of the LGBTQIA+ affinity group, Ryan is going above and beyond to advance inclusion within the Microbiology department. The DEI committee would like to spotlight Ryan’s efforts, what they mean to him, and introduce some goals of the LGBTQIA+ affinity group.

1. **What do you see as the greatest benefit or most valuable aspect provided by the Affinity groups, or specifically the LGBTQIA+ group?**

Ryan: I think that one of the most valuable aspects of the Affinity groups is simply meeting other people who share similar identities as yourself and who also are affiliated with the same line of work as you. The culture surrounding professional / academic settings is largely developed
around straight, cis, white, and usually male culture which can leave those who do not fit that description sometimes feeling uncomfortable or like they don't necessarily fit in. This can be rather isolating and have a significant impact on your mental health both in and outside the lab. By meeting others who have faced similar feelings or navigated through these spaces, you get a sense of solidarity and comfort that is not always easy to get just in a normal day-to-day situation.

2. What is your favorite part of leading the LGBTQIA+ Affinity group?

Ryan: Similarly, I'd say the people I've gotten to meet has been my favorite part. While the affinity group is still in its infancy, having only had one meeting so far, I met my co-facilitator Austin back in the spring of 2021 as we began to organize these affinity groups so we've been working together for a few months now. I now consider Austin a friend of mine and it has been great getting to work with him and also just hang out together. I'm not sure I'd have gotten a chance to really get to know Austin if it weren't for our affinity group. I'm looking forward to meeting more people and making more friends as our affinity group meets more and holds more events.

3. What have you learned by being a part of the LGBTQIA+ Affinity group?

Ryan: Through the organizing and planning stages of the LGBTQIA+ affinity group I've been able to learn a lot about organizing across different campuses, recruiting members, navigating ever-changing COVID restrictions, etc. That's all to say I've learned to be more flexible with my planning and being prepared to think on my feet and change things last minute.

4. Why did you decide to participate and lead the LGBTQIA+ Affinity group?

Ryan: The call went out looking for facilitators of various affinity groups back in the spring of 2021 when we were still under pretty strict COVID lockdown and isolation. At this time, I was really feeling the impact of not being able to be around members of my LGBTQI+A+ community. I felt isolated, had a harder time connecting with others, and deeply missed the feeling of comfort I had when around others who shared similar identities as me. It was a real lesson in not knowing what you have until it's gone. So, when I saw that people were looking for volunteers to organize and facilitate an LGBTQIA+ affinity group I didn't really think twice about it. I immediately responded and volunteered. I figured I couldn't be the only one feeling like this, and that I could use my extroversion and group facilitation skills to foster some community that I, and others, really
missed. I knew there were many people across the UW biomedical campuses that identified as LGBTQIA+ yet there was no formal way for us to meet and interact. The LGBTQIA+ affinity group is a fantastic way for us to do that and I wanted to have a hand in making that a reality.

5. **What do you think participants can expect and/or gain from participating in an Affinity group (or the LGBTQ+ group specifically)?**

Ryan: My hope for this affinity group is that people can get what they want out of it. Whether that simply is a space to meet and chat with other people with similar experiences as themselves, to foster friendships, or find people that will listen to them give a practice talk. Others may be looking for more formal events such as mixers, poster sessions, visibility events, etc. Whatever it is that people are hoping to get out of the group, I hope that we can provide that for them.

6. **Have there been any unexpected victories or challenges in leading the LGBTQ+ Affinity group?**

Ryan: Like I mentioned previously, dealing with the ever-changing COVID restrictions has been a bit of an unexpected challenge. Organizing across campuses that have different COVID guidelines has been a bit of a challenge. When we first started to organize these groups back in the spring when vaccines were beginning to be widely available, we assumed that by the fall we'd be able to have in-person meetings and other events as if COVID was no longer a thing. As we know now, that was wishful thinking. However, we were able to have an in-person, outdoor meeting for our October meeting and I would say an unexpected victory was just how many people showed up to our first event! That, and that the rain held off until after the meeting was over.

Check out the ‘Ideas for Graduate Students and Postdocs’ sections for more details on all of the current affinity groups offered by the UW SOM Biomedical graduate students. Or, you can find a list of other affinity/allyship groups at UW under the ‘Resource Roundup’ section towards the end of the letter.
Getting Educated:
We would like to highlight the following educational content for this summer quarter. For a more exhaustive list of UW resources related to promoting diversity and inclusion, please visit our website or the websites listed in the Resource Round-up below.

Quick actions anyone can take:

Sign up for the newsletter and/or join the Microbes and Social Equity Working Group: https://sueishaqlab.org/microbes-and-social-equity-working-group/

Take a walking tour of campus that highlights Indigenous people’s widespread contributions to campus: Indigenous walking tour

Check out the Native Land Digital website. They are mapping traditional lands of Indigenous tribes in the Americas, and you can search by location to learn more about the tribes that live there. They also include information about the languages spoken across the lands, and the treaties impacting the land. This is a very rich resource, and has been a ton of fun to explore!

Sign up for a Racial Justice Training sponsored by Race Forward, an organization that has catalyzed the racial justice movement for 40 years. The trainings are two-tiered: the first addresses building racial equity and the second focuses on organizing racial equity. The trainings are virtual and occur on specific dates through November and December 2021.

Short reads for fall:
UW Microbiology’s very own Dr. Lindsey O’Neal Yoder published an interesting and sobering article in Cell on Rural exclusion from science and academia

Framing the discussion of microorganisms as a facet of social equity in human health

Check out the latest data on increasing gender, racial, and ethnic diversity in STEM careers, from the Pew Research Center:

Do you regularly practice yoga? Did you try yoga for the first week of the pandemic and then give up? Either way, familiarize yourself with this quick read on the roots and The Westernization of Yoga.

University of Washington: ‘Decolonizing’ research through collaboration and data sovereignty

University of Washington: Advice for white supervisors checking in with BIPOC employees

Asian and Pacific Islander UW students produce “In a Yellow Tone”, a comic novella about Asian Americans during WWII

Associate Professor Wendy Barrington brings a passion for equity to the UW's new Center for Anti-Racism and Community Health

Take deadnames off our diplomas. In this opinion piece, writer Alena Alvarez-Saldivar says UW needs to follow California's precedent and "do better in supporting their trans students."

From ASM:

“Excluded” by David Asai, Senior Director for Science Education at the Howard Hughes Medical Institute

Cuturally Relevant Pedagogy: A Model To Guide Cultural Transformation in STEM DepartmentsStrategies to Foster LatinX Inclusion in Microbiology Programs

From Nature:
Use microaffirmations and call out microaggressions to help others. By taking positive action, as well as by protecting others from subtle slights, we can foster a better academic culture.

How Zoom helped the neurotypical world hear my autistic voice. Anya Lawrence says pandemic videoconferencing has brought her closer to her colleagues and others in the world of science.

Gender gap in US patents leads to few inventions that help women Inventor teams with women represent 16% of filed patents, yet are more likely than male teams to create women’s health products.

Fewer citations for female authors of medical research. Papers by women in elite medical journals are half as likely to be cited as are similar articles authored by men, research finds.

Scientific publishers expedite name changes for authors. Safety and equity concerns prompt some journals and scientific societies to hasten use of new names on transgender authors’ works.

The parenting penalties faced by scientist mothers. Starting a family at a key career stage comes at a cost to birthing parents — and many end up leaving the profession as a result.

Embrace and celebrate diverse names in science. Learning to pronounce others’ names doesn’t have to be awkward, as long as it comes from a place of mutual respect, says Ilinca Ioana Ciubotariu.

Seek diversity to solve complexity. A wide range of perspectives brings unique insight to societal problems, says Katrin Prager.

How to include Indigenous researchers and their knowledge. Researchers from Native American and Indigenous communities explain how colleagues and institutions can help them to battle marginalization.

Suggested books for fall:

“Experiments in Skin: Race and Beauty in the Shadows of Vietnam”. Author Thuy Linh Nguyen Tu examines the ongoing influence of the Vietnam War on contemporary ideas about race and beauty. Framing skin as the site around which these ideas have been formed, Tu foregrounds the histories of militarism in the production of US biomedical knowledge and commercial cosmetics. She uncovers the efforts of wartime scientists in the US Military Dermatology Research Program to alleviate the environmental and chemical risks to soldiers’ skin. These dermatologists sought relief for white soldiers while denying that African American soldiers and Vietnamese civilians
were also vulnerable to harm. Their experiments led to the development of pharmaceutical cosmetics, now used by women in Ho Chi Minh City to tend to their skin, and to grapple with the damage caused by the war's lingering toxicity. In showing how the US military laid the foundations for contemporary Vietnamese consumption of cosmetics and practices of beauty, Tu shows how the intersecting histories of militarism, biomedicine, race, and aesthetics become materially and metaphorically visible on skin. While the event has passed, the UW hosted a Book Discussion with Professor Thuy Linh Nguyen Tu at UW Thomson Hall (Room 317) on November 3rd, 2021 at 2:30-4:00pm.

The Jamestown S'Klallam story: Rebuilding a Northwest coast Indian tribe by Joseph H Stauss. This book comes recommended by Loni Greninger, MPA, Tribal Council Vice Chair, Jamestown S'Klallam Tribe, who gave a powerful seminar sponsored by UW's Immunology DEI Committee on October 19th, 2021. The Jamestown S'Klallam Story is not just a story of the past and present - it is a story of the future. Few contemporary histories of Indian tribes exist; this book begins to fill that gap in the literature as the first comprehensive history of the Jamestown S'Klallam Tribe, one of more than 20 small tribes in western Washington. Respected throughout time as "the strong people," the S'Klallam at Jamestown are national leaders in implementing and promoting self-governance. Through a blend of historical and contemporary documents, interviews, storytelling, photographs, and illustrations, The Jamestown S'Klallam Story tells of the remarkable success of a small Indian tribe on the Olympic Peninsula. Environmental, economic, family, and political forces are brought together in this volume to chronicle the story of a unique Indian community, a community that persevered throughout time to retain what was theirs: the S'Klallam land, the S'Klallam community, the S'Klallam character.

Suggested to watch/listen this fall:

Indigenous-Led Biology, Designed For Native Communities. In this 17-minute podcast, public radio program Science Friday explores how biological samples have been used for purposes that don't benefit indigenous people. The Native BioData Consortium is working to change that. Plus, how a Long Island tribal nation is fighting climate change and development. Bonus for our department: the podcast features Dr. Matthew Anderson, an Assistant Professor of microbiology at Ohio State University.

In case you missed it, Loni Greninger, MPA, Tribal Council Vice Chair, Jamestown S'Klallam Tribe gave an excellent seminar sponsored by the UW Immunology DEI committee called, “...and then you will know you are safe” An Indigenous Perspective on Allyship on Tuesday 10/19/21. Luckily, a recording of the seminar is available for viewing here. Not only will you learn how to be
a better ally, but you will hear about how Loni and her tribe have dealt with generational trauma and a path to healing.

Run to be Visible. In this 18 minute video, Lydia Jennings, an Indigenous soil microbiologist, struggles to find closure on her doctoral studies after her graduation ceremony is cancelled due to COVID. She ultimately decides to attempt a 50-mile run, dedicating each mile to a different Native scientist.

Suggested social media:

Follow the UW’s Center for Communication, Difference and Equity (CCDE) to stay in the loop with a community of students, faculty, staff, and alumni that are dedicated to promoting greater equity. Through research collaborations, networking opportunities, action-oriented classes, mentorship programs, and community events we engage in dialogue to think critically about race and its intersections, to interrupt privilege, and ultimately to change the structures of power around us. (@UWCCDE)

Check out the UW’s instagram page that builds an inclusive community for UW POC grad students to get together outdoors: @UWPOCOutdoors

The hashtags that brought Black scientists together. Online communities forged last year sparked collaborations and conversations about diversity and equity in academic research.

Ideas for Faculty:

Check out the DiversifyMicrobiology page before inviting your next seminar speaker. This website was compiled following this ASM Journal of Microbiology and Biology Education study, and includes

- A list of self-identified historically underrepresented minority scientists
- Resources/other lists compiled by ASM and others
- A form for self-nomination and inclusion on the DiversifyMicrobiology list
Consider enrolling in a self-paced online course, Exploration of Race in the Workplace: A Guide for Self-Study (QA002) which culminates in a facilitated conversation and debrief with inclusion strategist and assistant vice president of Total Talent Management, Ujima Donalson, on December 9, 2021 at 2:00 – 3:30 p.m. (Note that enrollment does cost $175).

Add your pronouns to the Microbiology website: To add/change your pronouns on the Microbiology website, scroll down to the bottom of the Micro Home page and click on "Intranet" to log on for making changes/additions. Next, go to your individual listing in the directory. When you have logged on via the Intranet portal, you will find an [edit] option under your listing. Click on [edit] and one of the drop down options is to add personal pronouns to your Micro dept directory listing. Remember to click SAVE at the bottom of the page after making any changes!

---

**Ideas for Graduate Students and Post-docs:**

**Join a UW SOM Biomedical Research Graduate Student & Postdoc Affinity Group!** The goal is to create community, provide brave spaces, and foster interactions between people with shared identities and experiences. The activities, initiatives, and directions of the groups (including social events, discussions, outreach, and/or professional development) will be determined by its members. Sign up for any affinity groups’ listserv below:

- American Indian, Alaska Native, Native Hawaiian, Pacific Islander, First Nations, and other Indigenous Peoples of North America - (sign-up)
- Latinx (sign-up)
- LGBTQIA (sign-up)
- Middle Eastern and North African (sign-up)
- Don’t see an affinity group that works for you? Consider starting/facilitating one! There was interest in forming groups for other identities (including Black and Asian/Asian American), but UW SOM is still looking for facilitators for these groups. If interested, please reach out to Andrea Brocato: ajbrocat@fredhutch.org, Denise Barnes: barnem@uw.edu or Elia Tait-Wojno: etwojno@uw.edu.
Add your pronouns to the Microbiology website: If you would like to include your personal pronouns on the website, please email Amy (gundla@uw.edu) and include your pronouns to be added on your profile in the format of (she/her) (they/them) (zie/zim) etc. An easier editing option will be added to the website when it is updated later this year.

Have an idea for a fun event that the UW Microbiology DEI committee could put on? Let us know and we can apply for Diversity Funds from the Graduate and Professional Student Senate (GPSS).

Ideas for Staff:

On October 20th-21st, 2021, the UW Professional Staff Organization (PSO) joined with staff across the campuses of UW to host the 2021 Diversity, Equity and Inclusion Forum, by staff and for staff, on issues of diversity, equity, and inclusion at UW and beyond. Our goal is to create an intersectional space to come together to share ideas, to network, and to build collective capacity to advance anti-racism and social justice efforts across UW and beyond: including intersecting aspects of identity such as race, ethnicity, ability, age, gender identity, sexual orientation, socioeconomic status, and religion.

While this year’s event has passed, mark your calendars for a similar forum next year to learn, network, and advance DEI at UW.

Add your pronouns to the Microbiology website: If you would like to include your personal pronouns on the website, please email Amy (gundla@uw.edu) and include your pronouns to be added on your profile in the format of (she/her) (they/them) (zie/zim) etc. An easier editing option will be added to the website when it is updated later this year.
Keeping our community accountable

School of Medicine Allies

Allies are faculty and staff who provide trainees with support during conflict with mentors and lab mates, assistance in navigating institutional barriers to success, and connection with institutional and community services. Allies stand in solidarity with trainees, so they don’t have to face challenges alone. Drop in hours are available with Allies by Zoom every week:

Wednesdays, 3-4 pm [Zoom Link]

Thursdays, 11 am – 12 pm [Zoom Link]

Report bias at UW: Report all incidents of bias or suspected bias using the UW’s bias reporting tool, which was created in partnership with the Office of Minority Affairs and Diversity, the Office of Student Life and the president's Race & Equity Initiative.

Office of the Ombud: an absolutely confidential mediation process to discuss literally any challenging situation, consider options, and develop a plan for the future.

UW Compliance and Risk Services: Professional services and thought leadership in substantive and structural compliance, risk financing, risk consulting, and claim and litigation management to all University of Washington academic and administrative units.

UCIRO: The University Complaint Investigation and Resolution Office (UCIRO) investigates complaints that a University employee has violated the University’s non-discrimination and/or non-retaliation policies.

Office of the ADA Coordinator: consults and assists members of the University of Washington community with concerns or inquiries regarding the Americans with Disabilities Act and Section 504 of the Rehabilitation Act,

Title IX Investigation Office: responsible for investigating complaints that a University student engaged in conduct that violates any of the sexual misconduct provisions of the Student Conduct Code, including sexual assault, sexual harassment, sexual exploitation, indecent exposure, relationship violence, stalking, and domestic violence.
Student Legal Services: an on-campus law office that provides a safe and confidential space for all UW-Seattle and Bothell students who have legal questions or concerns. They offer free 40-minute consultations on a broad range of issues.

Centers for support at UW

UW Food pantry: provides UW students, staff, and faculty with supplemental, shelf-stable groceries and seasonal fresh produce for no cost. Anyone with a Husky ID is eligible to receive support.

UW Emergency Aid: Emergency Aid assists students who are experiencing unexpected financial hardships that may disrupt their education or prevent them from earning their UW degree. Aid may come in a variety of forms, including grants, loans and/or campus and community resources.

UW Childcare Assistance: The Childcare Assistance Program (formerly known as Student Parent Resource Center) is designed to assist UW Seattle Campus students in covering the costs of licensed childcare for their children (ages birth – 12 years old) while enrolled in an eligible program of study.

Undocumented Student Resources: provides support services for undocumented students throughout the various stages of their Husky Experience.

Leadership without Borders: provides leadership development resources, meeting space, artwork, a textbook lending library, and an atmosphere designed to provide both aspiration and inspirational aspects for multi-ethnic, multi-identity, and multi-national communities.

Q-center: professionally-supported resource, advocacy, and mentoring center for queer students and concerns at the University of Washington. It provides consulting for various departments on campus with regards to bolstering safety and respect for queer students, and also coordinates numerous programs, social organizations, and educational initiatives.
Native and tribal relations: centralized collection of the Native-focused resources available on the University of Washington’s campus in Seattle.

Disability resources for students: request accommodations and/or auxiliary aids due to a disability or temporary health condition.

Student Veteran Life: centralized services and programming that supports student veterans and their dependents in their academic endeavors.

UW Latino Center for Health: Travel grants available here! Performs and aggregates community-engaged research to promote impactful improvements in the health and well-being of Latinx communities in Washington state, regionally, and nationally.

Women’s center: organization where women and men collaborate to build a culture of gender equity campus-wide, locally, and globally. The center emphasizes supporting girls and womxn who are first-generation to higher education, returning or non-traditional students, and aspiring leaders on their academic and career paths.

UW DC center: UW’s Disability and d/Deaf Cultural center hosts events and workshops focusing on social justice and activism, as well as a space where students can study, organize, rest, or hang out with fellow students and other community members.

UW Ethnic and Cultural Center: the largest college cultural center in the nation, offering guidance to individuals and organizations, opportunities which aim to enhance leadership development, and a series of dynamic discussions, workshops and presentations which help students explore contemporary issues of social justice and change.

The UW ADVANCE Center for Institutional Change: a campus and national resource for best practices in academic leadership development, cultural change and policy transformation, and increasing the advancement and number of women faculty in STEM fields.
The Office of Minority Affairs and Diversity Instructional Center promotes the academic achievement, retention and successful graduation of under-represented minority, first-generation college and economically disadvantaged students and to improve their chances of gaining admission to graduate and professional schools.

The Washington Institute for the Study of Inequality and Race (WISIR) is an interdisciplinary research center at the University of Washington dedicated to bringing the tools of critical theory and contemporary social science to the analysis of social, economic, and political inequality along lines of race, ethnicity, gender, sexuality, and class.

The Indigenous Wellness Institute National Center for Excellence has a mission to marshal community, tribal, academic, and governmental resources toward innovative, culture-centered interdisciplinary, collaborative social and behavioral research and education.

The CCDE (Center for Communication, Difference, and Equity) strives to be a space where our community of students, faculty, staff, and alumni gather to promote greater equity. Through research collaborations, networking opportunities, action-oriented classes, mentorship programs, and community events we engage in dialogue to think critically about race and its intersections, to interrupt privilege, and ultimately to change the structures of power around us.

PR2ISM is an educational development initiative designed to foster diverse careers in STEM. The overarching goal is to explore and share best practices in STEM instruction and research activities through team-based learning and action.

Affinity/allyship groups at UW

UW SACNAS: The mission of SACNAS is to encourage Chicano/Latino and Native American students to pursue graduate education and obtain the advanced degrees necessary for science research, leadership, and teaching careers at all levels. This is the link to the UW Chapter.
**GSEE** (FKA GO-MAP): Works with graduate students, faculty and staff to strengthen and maintain campus diversity while enhancing academic opportunities for graduate students of color and encouraging scholarship and research that explores cultural diversity.

**The AISC:** a University of Washington Inter-Tribal organization which exists to promote Native culture, education and Native students’ interests, needs and welfare.

**Black Student Commission:** provides students of Black/African heritage with a cohesive community at the University of Washington, while creating and maintaining a positive environment with resources for the students to achieve academic success.

**La Raza:** promotes the empowerment of and education about the diverse intersecting identities within the Latinx/Chicanx community at UW. La Raza’s constituent organizations are UW Registered Student Organizations (RSOs) that work toward the empowerment of Latinx & Chicanx communities.

**SARJE:** Scientists Advocating for Representation, Justice and Equity is a UW Student RSO with the mission to “engage our local scientific community in the work of promoting racial and social justice to improve outcomes for people of color, women, and other marginalized people in science and promote a diverse future for our field.”

**Latinx Faculty and Staff Association:** The LFSA is an advocacy, leadership development and social network that addresses Latinx issues in higher education, including the educational concerns and advancement of the UW Latinx community.

**Society of Asian Scientists and Engineers (SASE):** The UW chapter of SASE is a student organization that promotes the fellowship among UW Asian heritage science and engineering students and professionals. The UW has **several registered student organizations (RSOs) that are affiliated with the ECC.** Peruse the list to see some of the offerings, and find the contact information for groups you may be interested in joining.