Dear Microbiology Department,

We are so excited to be sending you the second Diversity Committee newsletter, the first of which to be within the school year. For many of us, continued protests, difficult conversations, and anti-racist activism have become a much larger part of our daily life than ever before. We hope that this letter can serve our community this fall by channeling the ongoing movement into a fortification of anti-racist and inclusive practices at the local (can we say Micro?) levels of our labs, department, and university. Furthermore, we would like to use this letter to welcome all those who have newly joined us this year as staff, faculty, post-doctoral fellows, and students! We hope this document provides a helpful introduction to the resources available at UW and acclimates our new colleagues to UW Microbiology’s efforts towards equity and inclusion in STEM. As always, please reach out to the committee with any questions or comments about the contents of this letter.

Events/Goings on

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

Events at UW:

Oct 4- Dec 10: PR2ISM 2020 Fall Professional Development Series on (Re)-Engineering the Student Experience During a Pandemic: PR2ISM is an educational development initiative designed to foster diverse careers in STEM. Our fall series will convene unit leaders, faculty, staff, postdoctoral fellows and graduate students within 10 interactive workshops and panels to create team-based learning and action. Participants will explore and share best practices for
online STEM instruction, research and mentoring activities and consider their roles as scientists, engineers, researchers innovators, educators, mentors and leaders in a social change ecosystem.

The Kelly Ethnic Cultural Center’s Cultivating a Culture of Care Initiative (CCCI) invites you to our kickoff event this **Friday, October 9th**! You won’t want to miss out on our CCCI Swag Giveaway - plus you’ll get the chance to see some familiar faces and even some new ones so make sure to mark your calendar! This pop-up event is open to Asian American & Pacific Islander (AAPI) community members here at the UW and allies. **This will also be an in-person event so please make sure to wear your mask & practice social distancing!**

- Time(s): 12pm-3pm & again from 6:30pm-7:30pm during the ECC Block Party
- Location: Kelly ECC Curb/Front Awning | [ECC Campus Map Location](#)

The graduate student anti-racist content club continues to go full swing! For three months now dozens of UW Micro graduate students have met once a month on Zooms organized by graduate student Lyndsey Moore to discuss the following anti-racist media and how they apply to our own communities:

- [How to be an Anti-Racist](#)
- [Reproductive Injustice: Racism, Pregnancy, and Premature Births](#)
- [13th](#)

The UW Health Sciences Social Justice Film Series takes an informative and powerfully artistic approach to addressing issues related to many forms of bigotry and discrimination. Films are selected by a committee of faculty, staff and students from across the health sciences. Join others for the first film in the series, “**Suppressed: The Fight to Vote**”. Register for a film screening [here](#) to:

- Watch together and then discuss: Monday October 12, 2020 (Indigenous People’s Day), 6pm-8pm (film will screen from 6-6:45pm)
- Watch the film for free on your own time and log in for a small group discussion about the film: Wednesday October 14, 2020; 12-1pm

Join all health sciences students in reading [this year’s common book](#), engage in
discussions about what an anti-racist society might look like, and how we can play an active role in building it. In this year’s common book, HOW TO BE AN ANTI-RACIST, National Book Award-winning author, Ibram X. Kendi points us toward liberating new ways of thinking about ourselves and each other. Join others in discussions of this book on Thursdays at the lunch hour via Zoom by registering here. Book club discussion groups will take place in race-based caucuses, which provide separate spaces for People of Color and white people to consider race-related issues. Book club dates for Fall 2020: October 15, October 29, November 19, December 10.

**Intergroup Dialogue (IGD) Workshops for Health Sciences Faculty & Staff:** These trainings will take place in cohorts throughout the year. IGD is a communication technique that facilitates dialogue across group differences. The goal for training is to increase faculty and staff members’ cultural proficiency using the IGD framework by increasing their ability to hold difficult conversations (about race, class or gender, for example) between and among different groups. Skilled trainers, who are also faculty in social work and public health, will lead these trainings. Register here and contact Tracy Brazg at tbrazg@uw.edu for more details.

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**UW-Affiliated Webinars:**

**October 21, 2020:** Protests for the Soul of a Nation: COVID-19, Black Lives Matter, and Election 2020: “2020 is a year like we have never witnessed. A pandemic that exposed structural health inequalities was followed by the largest civil rights uprisings in American history against police violence and systemic racism. The sustained demonstrations and radical imagination of protesters have challenged and remade the relationship between government and citizens. Megan Ming Francis will discuss how we got to this urgent moment, the role organized protest can play in the upcoming election, and the future of a fair and robust democracy.”

**October 25th, The Gladstone Institute is hosting the webinar Cultural Tax: The Cost of Being the Only or the Few.** This webinar is part of the ongoing Amplified: Race and Reality in STEM series, which “aims to give a national platform to speakers to have candid conversations around race and diversity in the STEM fields. Launched in 2020 as part of Gladstone’s commitment to diversity, equity, and inclusion, this series is hosted in partnership with Georgia Tech, the
Molecular Engineering & Sciences Institute at University of Washington, and The University of Texas at Austin. We hope these discussions spark change throughout the sciences.”

October 28, 2020: **White Rage: The Unspoken Truth of Our Racial Divide**: “Since the passage of the Thirteenth Amendment, every time African Americans have made advances towards full participation in our democracy, White reaction has fueled a deliberate and relentless rollback of their gains. The end of the Civil War and Reconstruction was greeted with the Black Codes and Jim Crow. Then there was the so-called Southern Strategy and the War on Drugs that disenfranchised millions of African Americans while propelling presidents Nixon and Reagan into the White House. Anderson carefully links these and other historical flashpoints when social progress for African Americans was countered by deliberate and cleverly crafted opposition. She pulls back the veil that has long covered actions made in the name of protecting democracy, fiscal responsibility, or protection against fraud, and renders visible the long lineage of White rage, adding an important new dimension to the national conversation about race in America.”

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**UW-Affiliated meetings:**

December 7, 2020: Network of Minority Health Research Investigators (NMRI) West Regional Meeting registration is now open. The virtual meeting, sponsored by the University of Washington, will be held on Dec. 7, 2020. Deadline for registration is Nov. 2, 2020. This meeting is limited to new NMRI members. To see if you qualify for NMRI Membership, please create an account and complete an enrollment form on the [NMRI Online System](#).

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**Events in Seattle & Beyond:**

9/28-10/4: **Black in Microbiology week**: While this occurred before this newsletter was sent out, the website still provides valuable resources, including video of the panels that occurred via Youtube.

September 15th through October 15th: **National Latinx Heritage Month** is celebrated as a way to honor the history and contributions of Latinx people in the United States.
Voting resources organized by the Seattle branch of the League of Women Voters:
https://www.seattlelwv.org/voting-resources.html

**Volunteer Opportunities:**

Volunteer as a mentor with Minds Matter Seattle. Every non-holiday Saturday during the school year, mentees attend four-hour sessions. In the mornings, test prep, writing and critical thinking, and math instructors guide them through our Test Prep, Writing & Critical Thinking, and Math Matters programs. In the afternoons, the mentors arrive for two hours of mentoring, bonding, “what’s going on in the world” discussions, the “great debate” series, planning of classes and extracurricular activities, summer program and financial aid applications, college preparation, and other enrichment, college readiness, and mentoring activities. Over the summers, mentees attend academic, cultural, or leadership programs throughout the United States and the world, all funded by Minds Matter. Minds Matter of Seattle is 100% volunteer-run.

**Community Spotlight:**

The goal of this section is to showcase perspectives, accomplishments, and service by our UW Microbiology community members that exemplifies 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 1: Perspectives on the post-bac program PREP with co-director Dr. Michael Lagunoff and mentees Ahzee Oula and Roberto Rodriguez-Cartagena

The PREP program, directed by Gabriele Varani, is a UW NIH funded Post-Baccalaureate Research Education Program with the goal of training underrepresented and disadvantaged students interested in getting Ph.D.s in biomedical sciences. UW and its partner institution, the Fred Hutchinson Cancer Research Center (FHCRC), have made a commitment to the diversification of the biomedical workforce because they believe a diverse group of researchers is essential for the long-term competitiveness of the United States, and for the identification and resolution of health care disparities. The PREP program provides opportunities for underprivileged and disabled students to work in research laboratories at UW and FHCRC, while also providing students with training in scientific writing, literature evaluation, and interaction with the academic scientific community.

Currently, Dr. Michael Lagunoff of the UW Microbiology department serves alongside Gabriele as co-director. Michael has been involved with the PREP program since its beginning; his first PREP student, Cristina Wittkopp, went on to join (and graduate from) the Microbiology Ph.D. program as a member of Michael Emerman’s lab. Since then, Michael has mentored 8 PREP students, all of whom have gone on to Ph.D. programs. Not just Michael, but the PREP program as a whole, has a hugely successful track record, with 6-7 of the 7 students enrolled in PREP each year going on to Ph.D. programs. A huge part of the success of the program is thanks to the mentors. When asked about his favorite part of participating in PREP, Michael says, “[it’s] meeting the students at the beginning of the year and seeing how excited they are to be given a chance to get the research experience to be competitive for good Ph.D. programs”. His other favorite part is seeing these exceptional students get accepted to outstanding programs all over the country. As a current PREP mentor, he advises interested faculty that it is important to remember that mentoring PREP students is different from mentoring graduate students, as most come in with little to no research experience, but the students are just as excited to learn and have a great deal of interest in our microbiology labs.
It is important to highlight that the PREP program provides more than just PI mentorship to its students. Ahzee Oula, a former PREP student, says, “The most helpful part of PREP program was not only the mentorship you receive from your PI and lab, but the ability to utilize other resources, like the diversity office at Fred Hutch.” The PREP program also sends students to the SACNAS (Society for Advancement of Chicanos/Hispanics and Native Americans in STEM) conference, the largest multidisciplinary and multicultural STEM diversity event in the country! SACNAS programs and events, like the conference, are aimed toward training and supporting the next generation of diverse STEM talent. The conference also connects students with prospective Ph.D. programs. In fact, it is where Ahzee found the program he is in now.

Roberto Rodriguez-Cartagena, who applied to PREP to gain the strong and independent research experience he wants to showcase in his graduate school applications, says one of the best parts of the PREP program is being a part of a diverse PREP cohort. “[It] has been the perfect opportunity to bring our experiences together to help each other out with not only our grad school applications, but also in being away from our homes,” he says.

Michael’s advice for prospective PREP students is to showcase your passion for going into a Ph.D. program in the biomedical sciences. While some research experience would be helpful, it is not necessary for your success. It is more important to indicate how you fit into the goals of the program, which are to provide disadvantaged and underrepresented minorities with the research experience needed for admission to graduate school. Ahzee’s advice for future students is to understand that the main goal of the program is not only to teach you to think scientifically, but how to communicate your science as well. He says, “No matter the level of experience your peers have, you have each earned your spot and are all there for the same reason…the most important thing I realized through the completion of my post-bac is that I know more now than I did when I went in.”

If you are a faculty member interested in getting involved with PREP, contact Gabriele Varani (varani@uw.edu) to be included on the list of mentors incoming PREP students see.
Spotlight 2: Dr. Deborah Fuller talks funding and fellowship opportunities to promote diversity

Each year, there are multiple funding opportunities to promote diversity in the sciences but you have to look for them and keep an eye out for new announcements that often have a strict deadline to apply. My goal is to help our students and postdocs find resources.

A little about me: I’m an underrepresented (Latinx) faculty at UW who grew up underprivileged (family income below the poverty line). Without diversity scholarships and fellowships to support me through my education and training, I would never have been able to develop the career I have today. There are many faculty with similar experiences. A book recently published about notable Latinx faculty at UW, their stories of how they got where they are and their advice for URM students, postdocs and early stage investigators can be found here. It is also a published book available through Amazon.

Now, more than ever, opportunities are needed to increase the diversity of our science leaders. URM full professors at the University of Washington comprise only 4.4% of all faculty compared to 12.6% Asian and 78.4% white. Representation at the Assistant Professor level is better (10.7%) but this is not enough. Race and economic status continue to pose significant barriers. NIH, NSF, UW and other organizations aim to change that by providing funding resources to help advance under-represented and under-privileged trainees. Applying for a fellowship not only boosts your support but is also recognition of accomplishment that can help you in the next steps toward your education and career.

Each quarter, I’ll highlight funding opportunities I’m aware of that are aimed at promoting diversity but the best resource to help you may be your mentor and fellow students and postdocs. When I was a graduate student, it was another student who first made me aware of a fellowship opportunity that opened a door for me. She also gave me tips on how to apply and reviewed my application before I submitted so don’t be shy about talking to your colleagues about this regularly and getting their help.
Here’s a few recent opportunities:

- **NIH has distributed a notice of its commitment to diversity:**
  This is significant! When NIH gives out a notice, it’s a heads up of funding opportunities to come. I’ll keep track of this notice and new announcements and you should too.

- Consider talking to your mentor to see if they have a grant that might be eligible for this funding opportunity to promote diversity in their research: [https://grants.nih.gov/grants/guide/par-files/PA-20-222.html](https://grants.nih.gov/grants/guide/par-files/PA-20-222.html)

- **Attend this UW workshop** to learn about fellowships, both internal through UW and external from other organizations to promote equity & inclusion. This site also has other workshops and guidance and help on preparing an application.

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**Getting Educated:**
We would like to highlight the following educational content for this fall 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.

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**New to UW Micro? Welcome!** Check out the following:

**Students:** Checkout the [virtual student activities fair](https://www.washington.edu/student-life/student-activities/) going on now through October 10th. See below in the Resource Round-up for various student leadership, activism, and affinity groups.

**Staff:** Learn more about the [D-Team](https://uw.edu/d-team), a group that coordinates activities for the professional development of all Graduate School staff on topics such as implicit bias, being black in Seattle, LGBTQ allyship, and mental health.
**Post-docs:** Learn more about your UW Postdoc Diversity Alliance, a community of postdoctoral researchers at the University of Washington with the mission to increase the diversity of research leaders in academics and other industries.

**Faculty:** Familiarize yourself with UW's diversity-related resources for faculty and staff, including affinity groups.

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**Quick actions anyone can take:**

- Take an online implicit bias test. [https://implicit.harvard.edu/implicit/takeatest.html](https://implicit.harvard.edu/implicit/takeatest.html)
- Read the Nature briefing that takes "a data-driven look at the current state of representation in academia, participation in equity initiatives and grant awards."
- Read ASM’s “COVID-19 and the Black Lives Matter Movement: Managing Academic Realities”

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**Suggested reads for fall:**

- Jonathan Kanter “Microaggressions aren’t just innocent blunders: new research links them to racial bias” in The Conversation.
- Abigail Libers “How to unlearn racism” in Scientific American

**Suggested to watch this fall:**

- *The Hate U Give*: Directed by George Tillman Jr., The Hate U Give is a fictional film about a young Black woman, Starr, coping with the loss of a childhood friend murdered by police.
- *A Message to Black Scientists*: A message to Black scientists from Bianca Jones Marlin, a neuroscientist at Columbia, about things she wished she had heard during difficult times in her scientific career. [https://twitter.com/bjmarlin/status/1266837757336399875](https://twitter.com/bjmarlin/status/1266837757336399875)
**Suggested for staff:**
Read the article "What Black scientists want from colleagues and their institutions" in which Black researchers outline steps for action.

**Suggested for faculty:**
Consider editing your website profile to contain your pronouns and any training you have taken related to promoting diversity, equity, and inclusion.

Checkout the self-led course on UW Implicit Bias in the Clinical Setting and Learning Environment training. This workshop can be taken as a lab-group or individually per the instructions. In addition, there will be an announcement coming soon for an upcoming faculty workshop in Inclusive Teaching.

Read the article "Ten simple rules for building an antiracist lab" in PLOS Computational Biology.

**Suggested for educators:**
The website Teaching While White has resources a list of resources specifically for white educators about "Where to start" when it comes to being an anti-racist educator.

**Suggested for postdocs:**
Check out https://blackinmicrobiology.org/resources/ for a list of job, funding, and professional development opportunities organized by the #BlackinMicro team.

**Suggested for students:**
Check out fall Diversity minor courses at the UW https://divminor.washington.edu/courses

Contact graduate students Lyndsey Moore (lyndseym@uw.edu) and Monica Cesinger (cesinger@uw.edu) to participate in the graduate student content-club!

**Suggested for parents:**
Check out EmbraceRace: https://www.embracerace.org/
An organization that aggregates and creates tools, resources, discussion spaces, and networks to raise kids who think critically about racial inequity.
Keeping our community accountable

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

**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

**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.

**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.”