Dear Microbiology Department,  

Happy Juneteenth! In timing with this day of remembrance and national celebration of the end of slavery in the United States, the UW Microbiology Diversity Committee is excited to introduce our first quarterly newsletter. This document will serve several purposes: First, we hope it will provide a welcome refresher to the resources available on and off-campus for supporting our diverse students, faculty, and staff. Second, it will centralize information about upcoming events, outreach opportunities, and institutional diversity efforts relevant to our department. Third, it will serve as an educational platform to broaden our department’s understanding of how to best support our colleagues of color, hold each other accountable, and explicitly promote anti-racist action in our community. Finally, we will celebrate the members of our UW Microbiology family whose accomplishments and service to underrepresented communities exemplify our department’s diversity goals. We look forward to any input you have on the organization of this newsletter and the information it provides. Please reach out to the committee with any questions or comments, as we would love to learn how to best serve UW Microbiology.

Statement on the recent violence against the Black community:  
Before proceeding with the rest of our first newsletter, we wanted to acknowledge the ongoing violence experienced by Black Americans. Nationwide we have recently witnessed gross racial injustices, including the murders of George Floyd, Ahmaud Arbery, Breonna Taylor, Rayshard Brooks, and many others, as well as the more severe impact of COVID-19 on Black, Latinx and Native communities. We in the Diversity Committee condemn all state violence towards communities of color, as well as the institutional racism and unjust systems of power, including the university system, that make this violence possible. We acknowledge that words are not enough on their own, and we will continue to engage our UW Microbiology community in anti-racist and pro-equity actions.
A statement we stand behind: “Racism is the deadliest virus” seen at the White Coats for Black Lives demonstration in Seattle last week.

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

Events at UW:
Few events on-campus or virtually during summer months, but plenty of news:

Climate survey
The results of the UW Climate survey are in. We encourage you to check out the campus-level executive summaries and full reports, along with links to video Q&A sessions with Rankin & Associates and campus leadership. We at UW Seattle have work to do to make our community a more safe, welcoming, and equitable place, according to the final report:

“Eighteen percent (n = 2,333) of respondents indicated that they personally had experienced exclusionary (e.g., shunned, ignored), intimidating, offensive, and/or hostile (bullied, harassed) conduct that had interfered with their ability to learn, live, or work at the University of Washington in Seattle within the past year. Of the respondents who experienced exclusionary, intimidating, offensive, and/or hostile conduct, 18% (n = 399) indicated that they experienced the conduct only once during the past year (Figure 36). One-third (33%, n = 743) revealed that they experienced five or more instances of the conduct within the past year.
Ninety-five percent (n = 2,208) of the respondents who experienced such conduct indicated it occurred on the Seattle campus, 1% (n = 116) noted it occurred at Seattle Health Sciences (Dentistry, Medicine, Nursing, Pharmacy, Public Health, Social Work), less than 1% (n = 7) marked the Bothell campus, and less than five indicated the Tacoma campus.

Of the respondents who experienced such conduct, 27% (n = 620) indicated that the conduct was based on their position status at the University of Washington in Seattle. Twenty-five percent (n = 581) noted that the conduct was based on their gender identity, and 19% (n = 447) felt that it was based on their racial identity. ‘Reasons not listed above’ included responses such as ‘abuse of power,’ ‘cronyism,’ ‘housing,’ ‘personal,’ and ‘seniority.’ ”

**Allies program starting up**

David Sherman has appointed three faculty at SLU and on campus to act as Allies, a new program implemented by the SOM Office of Research and Graduate Education. **Jenny Hyde, Joseph Mougous, and Beth Traxler** are serving in this capacity, as people 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.”

Several people across the School of Medicine are participating: _List of Allies_.

A student or postdoc can request support from any Ally (outside or within our department); please contact your choice of Ally or Dr. Gordon (seg@uw.edu) with the following information: your name; best contact method; very brief description of the reason you are seeking support. Please put Ally Support in the subject line. Contact Dr. Gordon with any questions and if you do not receive a timely response to your request for support.

**No more standardized testing requirements at UW**

UW has officially _removed the standardized testing requirement_ for incoming undergraduates:

“ ‘The UW is dedicated to creating opportunities for the most promising students to learn and discover how they can make an impact,’ UW President Ana Mari Cauce said. ‘Careful analysis and research showed that standardized testing did not add meaningfully to the prediction of student success that our holistic admission process already provides.’ Research also indicates that requiring test scores for admission can create barriers, both real and perceived, for students from low-income backgrounds, students of color and women at a time when it is critical that we expand access to higher education to all.”

This is super exciting and aligns with UW Microbiology’s independent decision last year to **eliminate the GRE requirement** for applying to our graduate program.

**When the school year does start back up,** check out these links for seminar series and events at UW relevant to our department’s diversity goals (we will also do a round-up of these as we find out about them):

- watəb?altxʷ – Intellectual House Events
  https://www.washington.edu/diversity/tribal-relations/intellectual-house/
- GO-MAP:
  https://grad.uw.edu/equity-inclusion-and-diversity/go-map/programming-and-events/
- ECC:
  https://depts.washington.edu/ecc/event/
- UW Department of Medicine:
Events in Seattle:

Happy Juneteenth!
King5 news has collected a list of events going on today related to Juneteenth, is the oldest nationally celebrated holiday commemorating the end of slavery in the United States.

The Juneteenth Freedom March, both a celebration of freedom and a protest against persistent racial injustice, will begin at 2 p.m. Friday, June 19 at DeCharlene’s Beauty Salon, at East Madison Street and 22nd Avenue East. Marchers will walk down 23rd Avenue until they hit Jimi Hendrix Park, where organizers are putting together a people’s assembly — complete with food, musical performances and speakers.

The march is hosted by the King County Equity Now Coalition, a Black-led group coalition of community-based organizations fighting to achieve racial equity.

Resistance, protest, and support of Black businesses
The Stranger has outlined local resistance and protest events related to the current movement against state violence towards communities of color. They have also outlined currently open Black-owned restaurants to support, as well as events supporting Black artists and voices.

If you or someone you know is participating in large gatherings of resistance and/or protest, we recommend the information UW Medicine has made available on Guidance for Those Protesting During the Seattle COVID-19 Pandemic.

Diversity Spotlight:
A feature we are excited to add with the next newsletter! The goal of this section will be to celebrate members of our UW Microbiology family whose accomplishments and service to underrepresented and marginalized communities exemplify the goals outlined by 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).
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 you can take:
Take an online implicit bias test. [https://implicit.harvard.edu/implicit/takeatest.html](https://implicit.harvard.edu/implicit/takeatest.html)

Familiarize yourself with the #BlackintheIvory hashtag on Twitter, which gives tremendous perspective on the trials faced by our Black colleagues in academia.

Follow these folks on Twitter to fill your timeline with great content from diverse scientists:
@Afro_Herper: Earyn McGee is a PhD candidate who studies lizards and their diets! She created #FindThatLizard (new release every Wednesday) to share her passion and show the world that Black women exist in the wildlife field.
@CA_AstroComm: Dr. Claudia Antolini holds a PhD in astrophysics and a full-time career in Sci-Comm. She uses her platform to highlight the voices of those underrepresented in the STEM field.
@EstOdek: Dr. Esther Odek holds a PhD in neurobiology and is currently working as an antibody engineer. She uses her platform to speak on issues regarding Black scientists and Black people at large. She also has a YouTube channel that features scientists from underrepresented backgrounds and their fascinating research.

Suggested reads:
*White Fragility* by Robin DiAngelo: White people in North America are insulated from race-based stress, and thus white people often cannot respond constructively in conversations surrounding race. As a result, white people are crippled by White Fragility. “White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.” This book analyzes how these behaviors reinforce race relations and how white people can better educate themselves to participate in conversations to promote racial justice.

*How To Be An Antiracist* by Ibram X. Kendi: “The opposite of racist isn’t not racist”. This book flips the conversation about racism in America and highlights that to condone racism one must be actively antiracist. Discover how our current systems support racial injustice and learn to think about what an antiracist society would look like. “*How to Be an Antiracist* promises to become an essential book for anyone who wants to go beyond an awareness of racism to the next step of contributing to the formation of a truly just and equitable society.”

*Black Feminist Thought* by Patricia Collins: African-American women have developed a rich intellectual tradition despite the double burden of racial and gender discrimination. Patricia Collins explores the ideas of Black feminist intellectuals and writers, both in and out of academia. This book frames the ideas of prominent Black feminist thinkers, like Angela Davis and Alice Walker, to provide the first synthetic overview of Black feminist thought.

Suggested to watch:
Black Lives Matter *What Matters* Web Series: *What Matters* combines documentary narrative with interviews to illuminate specific, timely issues, aiming to create safe dialogue to promote freedom,
justice, and collective liberation. What Matters is a salve and a safe place where we can connect, learn, think freely, and transform the world. [https://blacklivesmatter.com/whatmatters/](https://blacklivesmatter.com/whatmatters/)

*13th (Film)*: This documentary by Ava Duvernay explores the history of race and the criminal justice system. Duvernay argues that mass incarceration is an extension of slavery. This documentary is made for people familiar with the concept and those who have never heard of it. This film will allow you to become more educated about America’s criminal justice system, both now and through history, and to think more deeply about how the prison industrial complex promotes racial injustice.

**Suggested for staff:**
Learn more about the 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.

**Suggested for faculty:**
 gain a better understanding of Interrupting Bias in the Faculty Search Process: [https://www.engr.washington.edu/lead/biasfilm/intro/](https://www.engr.washington.edu/lead/biasfilm/intro/)

**Suggested for educators:**
brush up on available UW resources for working with students with disabilities: [http://depts.washington.edu/uwdrs/faculty/faculty-resources/](http://depts.washington.edu/uwdrs/faculty/faculty-resources/)

**Suggested for postdocs:**
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.

**Suggested for students:**
Check out summer and fall Diversity minor courses at the UW: [https://divminor.washington.edu/courses](https://divminor.washington.edu/courses)

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

**Suggested for parents:**
[Your Kids Aren't Too Young to Talk About Race: Resource Roundup](https://www.aamc.org//diversity/education/parents/kids reminded to talk about race)

**Outreach opportunities:**
Below are highlighted opportunities for diversity-in-STEM-oriented outreach:

- **Become a virtual mentor:** The National Research Mentoring Network provides resources including [mentor certification](https://nrmn.org/mentor-certification/), [facilitator certification](https://nrmn.org/facilitator-certification/), [professional development webinars](https://nrmn.org/professional-development-webinars/), and the social networking platform called [MyNRMN](https://www.mynrmn.org/). NRMN is developing a national network of mentors and mentees from all biomedical disciplines relevant to the NIH mission to provide mentorship, professional development, mentor/mentee training, networking and resources to individuals from the undergraduate to early career faculty levels.
**Become a DREAM mentor:** If you are a current UW student, are passionate about educational equity, and are interested in developing your leadership skills, register for a UW Dream Project course to mentor.

**Making Connections** — Increasing college enrollment and career exploration in the Science, Technology, Engineering, and Math (STEM) fields for underrepresented youth. Volunteer to be a mentor or a tutor! [https://www.washington.edu/womenscenter/making-connections/](https://www.washington.edu/womenscenter/making-connections/)

Become an under-graduate peer tutor through the Office of Minority Affairs and Diversity Instructional Center: [https://depts.washington.edu/ic/content/tutor_app/index.php?style=graphics](https://depts.washington.edu/ic/content/tutor_app/index.php?style=graphics)

**UW Resource Round-up:**

**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 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.

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.

Hope you have found this newsletter useful and informative. Please reach out if you would like to contribute to the next one or play any role in the UW Micro Diversity Committee!

Sincerely,
UW Microbiology Diversity Committee