Dear Microbiology Department,

We hope your summers are going well. For those of you who participated in the festivities, we hope your Juneteenth and Pride Month celebrations provided the affirmation, joy, support, and community so many of us lacked over the past year. The time since our last newsletter has also been filled with terrible and sobering milestones, including the first anniversary of George Floyd’s murder (May 25th), as well as the anniversaries of the police-kilings of Alton Sterling (July 5th), Philando Castille (July 6th), and Eric Garner (July 17th). In light of continued attacks on the rights and lives of communities of color, we must do the work to prevent further violence towards minority communities now more than ever. We would like to emphasize that these efforts must not stop at only supporting those groups under-represented solely in STEM. The Micro DEI committee seeks to foster a community of equity, inclusion, and affirmation for all historically excluded and persecuted identities, which includes but is not limited to folks who identify as a racial or ethnic minority, LGTBQAI+, disabled, and/or neurodiverse. Towards this goal, the current newsletter will focus on resources, support, and allyship opportunities for the LGBTQAI+ community.
All the best,
The Microbiology DEI committee

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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 bottom of the newsletter for newly added resources specific to Seattle and Washington area. This letter’s resources focus on supporting our LGBTQAI+ community members.

Events/Goings on

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

Events at UW

Read about how fellow UW folks celebrated their Pride month here.

**UW Medicine Announces New Series of Race-Based Virtual Caucuses:** “We ask that employees who are interested join the group that they identify with. The Zoom links have been set up as a recurring meeting so that all dates can be added to your calendars. Each group will have a facilitator and virtual breakout rooms will be used for discussions. While facilitators will take notes, no one will be identified, and the gatherings will not be recorded.” Dates, times and Zoom links for upcoming caucuses:

- **Black caucus:** Join at [https://washington.zoom.us/j/92770461361](https://washington.zoom.us/j/92770461361)
  - Time: 3 to 4 pm
- **People of Color caucus:** Join at [https://washington.zoom.us/j/91403931617](https://washington.zoom.us/j/91403931617)
  - Time: 3 to 4 pm
  - Dates (Friday): July 24, Aug. 14, Aug. 28, Sept. 11 and Sept. 25.
- White caucus: Join at [https://washington.zoom.us/j/95227917469](https://washington.zoom.us/j/95227917469)
  - Time: 3 to 4 pm

UW celebrates [LatinX Heritage Month](https://washington.zoom.us/j/95227917469), 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 has recently assembled this guide on [supporting transgender UW employees](https://washington.zoom.us/j/95227917469). Visit the online guide to understand rights and resources and find how you can foster an inclusive culture allowing employees to be their authentic selves at work.

[What's the Word: Inclusivity in Language (Q1780)](https://washington.zoom.us/j/95227917469), Live online session. Class content will be delivered via live online Zoom session(s) with supplemental materials. Description: Inclusive language acknowledges, accepts and celebrates differences. Through this intentionality, we can help change our own and others’ attitudes and positively impact our workplace culture for systemically underrepresented groups. In this course, participants will examine how grammatical conventions have evolved and continue to change over time, and discover the value of inclusive language. Participants will also learn why avoiding gendered and biased language is important in fostering inclusivity in the workplace and have opportunities to practice inclusive writing. Register before 9/19/2021

UW celebrates [LGBT History Month](https://washington.zoom.us/j/95227917469), 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)

**Events in Seattle and Beyond:**

Mark your calendar for the 2021 [Seattle Queer Film Festival](https://washington.zoom.us/j/95227917469) (October 15 - 25) which is returning with a hybrid model of both in-person and virtual events this year for its 26th anniversary, and continuing its mission of “connecting and reflecting diverse communities through queer film and media.”
Register for oSTEM’s annual virtual conference October 28 – 31, 2021. Out in Science, Technology, Engineering, and Mathematics (oSTEM), is non-profit professional association for LGBTQ+ people in the STEM community. With over 100 student chapters at colleges/universities and professional chapters in cities across the United States and abroad, oSTEM is the largest chapter-based organization focused on LGBTQ+ people in STEM.

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).

Beth Traxler on expanding the conversation: Discussion of DEI issues in our undergraduate curriculum

During the 2020-2021 academic year, different faculty incorporated discussions of diversity, equity, and inclusivity (DEI) into the curriculum of our undergraduate classes. Four specific examples of this are described below.

Inspired in part by the faculty workshop on Inclusive teaching, Roger Bumgarner gave a lecture in Fall Qtr 2020 Micro301 (General Microbiology) entitled “Healthcare Disparities in Infectious Disease.” The presentation included descriptions of how healthcare disparities for different groups in our society are closely linked with social, economic, and environmental disadvantages, with particular focus on the current situation with COVID, HIV/AIDS, and HepC. In-class surveys and break-out discussion groups encouraged students to articulate their feelings and personal experiences with healthcare and to broaden their understanding of others in their cohort.

In Fall Qtr 2020, Michelle Reniere and Beth Traxler developed the exercise “Meet a Microbiologist” for Micro410 (Fundamentals of Microbiology). Seven different microbiologists with a connection to our department each recorded a brief video, describing their backgrounds, how they became interested in microbiology, what they do in their current jobs, and what advice they
would give to someone interested in doing a similar job. The M410 students were asked to watch up to three of these videos and write brief reflections. Our highlighted microbiologists were Jimmie Lara and Ajai Dandekar (UWMicro faculty), Ruth Hall Sedlak and Jennifer Rakeman (UWMicro PhDs, working in Biotech and Public Health), Bryn Nelson and Brittany Ruhland (UWMicro PhDs, working in science writing and K-8 education), and Rylee Johnson (UWMicro BS, Regulatory Affairs Manager in UW Medical Oncology). Each video described a unique path, influenced by trial and error, collaboration, mentors, and passion for science. Students could see different ways that training in microbiology can be used and some of the diversity of our community. This exercise elicited positive reactions from the students, many of whom particularly connected with different jobs and experiences that our microbiologists described. Several student reflections included comments like “This video spoke to me on a very personal level” and “Hearing stories from a wide variety of scientists and professionals was highly motivating…”

Building on the M410 exercise, Mira Beins and Steve Libby used the videos from Jimmie Lara and Ajai Dandekar, along with videos from Kizzmekia Corbett (NIH), Baldomero Olivera (U Utah) and UW Micro alum Tracie Delgado (Seattle Pacific U), alongside several written narratives on life as a microbiologist as the platform for a student assignment in Spring Qtr Micro301 “Reflection on Diversity and Inclusion in Microbiology.” Students were asked to write a brief essay, including how cultural views and bias affect science and who gets to be a scientist. Mira noted that many of the students “appreciated the exercise and made connections to their own experience.”

In Spring Qtr 2021, Sean Murphy chose a very different approach for addressing DEI issues in a student exercise for Micro460 (Medical Mycology & Parasitology). Inspired by a symposium and other efforts organized by the American Society for Tropical Medicine and Hygiene, Dr. Murphy first gave the M460 students a lecture entitled “Decolonizing Global Health,” which addressed how the histories of tropical medicine, public health, and colonialism led to issues of racism in the field of global health. Students were given the opportunity to write an extra credit essay on some aspect of racism and global health of their choosing and nearly 60% of the class submitted an essay. Some of the best essays from the class will be eventually posted to the peer-reviewed ‘Decolonise Global Health’ blog (https://decolonise.health/) to share this experience more widely.

As we look forward to the upcoming, post-pandemic academic year, it is useful for us to remember to give our students a broad view of the world—not only showing them how important DEI issues are within the field of Microbiology, but also how we as individuals, with our varied experiences and talents, contribute to progress in society. Dr. Anthony Fauci (NIH) gave the commencement address this spring at Emory University. As part of his remarks, he highlighted how the COVID pandemic had exposed health disparities among certain racial and ethnic groups that must be addressed and encouraged the graduates to find ways to help others. “Public service can be incorporated into your lives, regardless of your career choice…. Leadership can
be learned from many experiences and it takes many forms, including the quiet and subtle leadership of example. Let us promise ourselves that our corporate memory of this tragic reality — that an infectious disease disparately hospitalized and kills people of color — does not fade… Righting this wrong will take a decades long commitment.” This work calls for the unique contributions—large and small—that we can all make. It includes the discussions that we have with our students.

**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:**

Educate yourself on [Seattle’s history of racial and ethnic segregation](#) through the Seattle Civil Rights and Labor History Project.

Read this [Primer on Pronouns](#) to get up to speed on the best way to navigate pronoun usage with students and colleagues.

Read the following research article and commentary from AAAS:

- [‘This deserves our attention.’ New data highlight LGBTQ scientists’ workplace challenges](#)
- [Systemic inequalities for LGBTQ professionals in STEM](#)
Suggested reads for summer:

Sex Matters: How Male-Centric Medicine Endangers Women’s Health and What We Can Do About It (2020)


Ideas for Faculty:

Build your community by participating in one of UW’s affinity groups for staff and faculty. These long-standing groups are an important part of the UW community and are great way to build your network and foster connections:

- Asian & Pacific Islander American Association
- Black Association
- Gay, Lesbian, Bisexual, Transgender, Queer Association
- Latinx Association
- Native Association

UW Medicine has also created a series of race-based virtual caucuses with the intention of convening standing affinity groups going forward.

Consider enrolling in the Supervising in a Diverse Workplace (Q0240) Live online class. Class content will be delivered via live online Zoom session(s) with supplemental materials.

Description: American workforce demographics are changing dramatically and managers must lead increasingly diverse teams. Participants in this course explore the organizational benefits gained by working with people from a variety of backgrounds and helping employees adjust to the requirements of the organization. Discussion addresses how communication styles are influenced by differences in generation, national origin, ethnic background, personality, and varying physical and mental abilities. Content includes motivating, rewarding, and coaching a diverse work force; instruction provides models for effective communication. Register before 8/26/2021.

Look for OMWBE CERTIFIED DIVERSE SUPPLIERS on Ariba, which include many minority and women-owned businesses, for future purchases.
Ideas for Graduate Students:
Check out the websites of GO-MAP (The Graduate Opportunities and Minority Achievement Program) and the Q-center for up-to-date information on resources and programming related to the support of BI-POC and LGBTQAI+ students.

Consider joining one of UW's many registered student organizations.

Ideas for Postdocs:
Consider applying for the Hanna H. Gray Fellows Program, a fellowship specifically for post-doctoral researchers underrepresented in the life sciences. Applications are due December 1st, 2021.

Become a DEI Advocate: "New Position" The DEI Advocate will help UWPA more actively fulfill our commitment to fostering equity-mindedness in our academic and professional environments. Duties include: Assisting in the development of a diversity statement, providing input on UWPA-sponsored events & communications through the lens of DEI, bringing events & news related to DEI in academia to the rest of the board’s attention, and curating a list of resources for minoritized groups on our website. Approx 3hr/month time commitment. Fill out this questionnaire if interested.

Ideas for Staff:
Review the UW Staff Diversity Hiring Toolkit, which is intended to be one of many resources for you to consult as you seek to increase your outreach efforts and build an inclusive applicant pool.

Consider the UW list of Small and Diverse Caterers when planning future departmental events.
Support for the LGTBQAI+ community at UW:

The Queer Mentoring Program provides a safe, affirming, and exciting environment in which a mentee’s sexual orientation, gender identity, and gender expression is supported and celebrated by an educated and experienced mentor. For questions, comments, or concerns about your application, please contact us at qcenter@uw.edu.

Apply to be a Mentor: https://bit.ly/3cqDz1U.

Apply to be a Mentee: https://bit.ly/363G3Sx

Fridays 5-6:30 PM: Color Mode is a confidential, drop-in group that centers queer, trans, bi, non-binary, and gender non-conforming POC experiences. This supportive space emphasizes community and connection as we process everything and anything race, sexuality, and gender related. Ask questions, find support, and grow. Facilitated by Jas and Saara. Hosted on Zoom.

Tuesdays: Gender Discussion Group. Facilitated by Lev Cunningham (they/he), confidential, drop-in group that centers trans, non-binary, and gender non-conforming experiences. This supportive space emphasizes community and connection as we process everything and anything gender related. Ask questions, find support, and grow. Hosted on Zoom. Email Lev at ZohlLev@uw.edu for access and more information.

The Q Center is the 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.

The University of Washington Queer (Q) Faculty, Staff, and Allies Affinity Group is an association whose vision is to foster a campus climate where all Q Faculty, Staff and Allies are valued and respected, regardless of sexual orientation or gender identity.

Career resources for LGBTQIA+ students
Transgender resources for UW employees: Find information about University policies, procedures and resources that are available to you.

- Developing a workplace transition plan: Guidance developed in collaboration with campus partners and employees who have transitioned.
- **Resources for managers and colleagues of transgender employees**: Using appropriate terminology is an important part of respectfully supporting transgender people.
- **Best practices for managers and HR representatives**: There is no single formula for managing gender transitions in the workplace.
- **Terminology**: The following terms will help you navigate terminology used throughout this resource.
- **Sample workplace transition plan – employee’s manager**: Controlling the flow of information is very important in managing the transition process; confidentiality is a primary concern.

**Affinity/Allyship Groups greater Seattle area for LGBTQAI+ Communities:**

The Abbey of St. Joan, in Seattle, Washington, continues the mission of the Sisters of Perpetual Indulgence. Over the years, we have grown, but our mission has remained unchanged. We continue to educate the public on safer sex issues, we fight for queer rights and visibility, we address women’s issues and the needs of homeless youth, and support other community organizations that share our vision.

Gender Justice League is a Washington State gender and sexuality civil and human rights organization headquartered in Seattle, Washington. In 2012, GJL was started by a group of long-time trans, queer, and allied activists who were looking to increase the community’s capacity to address cissexism, transphobia, transmisogyny and homo, bi, and queer phobias that trans, and gender diverse people face.

Gay City remains the leading HIV/STI tester in King County, home to several LGBTQ-affirming services, and provides access to several diverse resources. The organization is also an active force in queer youth engagement and provides LGBTQ-centered trainings that address the needs of the most marginalized people within our community.
Gay Fathers Association of Seattle (GFAS) provides a safe and supportive environment for all gay or bisexual men who have children and their families. Every man is welcome.

GenPride Seattle empowers older LGBTQ+ adults to live with pride and dignity by promoting, connecting and developing innovative programs and services that enhance belonging and support, eliminate discrimination, and honor the lives of older members of our community.

Gender Alliance of South Sound – (253) 383-2318

The Gender Alliance of the South Sound is a support and social group for crossdressers, transsexuals, transgender and/or other individuals who self-identify as different than the gender they were assigned at birth, serving Pierce, Thurston, Kitsap, Mason and King counties in Washington state.

Ingersoll Gender Center is one of the oldest organizations by and for transgender and gender nonconforming communities in the United States. Officially formed in 1977, Ingersoll Gender Center has been building community, connecting folks to resources and advocating for our communities in the Puget Sound region for over four decades.

Lambert House empowers lesbian, gay, bisexual, transgender, and questioning youth through the development of leadership, social, and life skills.

Lavender Rights Project (LRP) advances a more just and equitable society by providing low-cost civil legal services and community programming centered in values of social justice for trans and queer low-income people and other marginalized communities.

New BoyZ Club

The New BoyZ Club is a Transgender & Genderqueer peer support & discussion group for people in and around Olympia, WA who were born into the female form and who now identify otherwise.

The NW Network of Bi, Trans, Lesbian and Gay Survivors of Abuse works to end violence and abuse by building loving and equitable relationships in our community and across the country.

OutVentures is an outdoor organization for the LGBT community based in Seattle, serving a membership in the Puget Sound region and larger Pacific Northwest. We are a member-led
organization focusing on bringing men and women together to explore the outdoors. We engage in all types of outdoor activities like hiking, camping, biking, kayaking, and more!

PFLAG Seattle provides peer-to-peer support, publications, toolkits, and other resources to make sure that the family members of people who are LGBTQ get the support they need in the way that best serves their needs.

Puget Sound Old Lesbians Advocating for Change aims to promote visibility of old lesbians among themselves, to the LGBTQ communities and to service agencies, support and empower old lesbians, challenge ageism, and other isms, within our society, educate ourselves and the general public about the effects of ageism, celebrate our strengths, talents and experiences, and collect and preserve the herstories of old lesbians

Queer Geek! explores and celebrates all facets of geek culture, helps to build a thriving community locally and nationally, and combats homophobia, transphobia, and misogyny, while promoting diversity and acceptance in geek culture. We embrace all aspects of geek culture whether it’s gaming, comic books, anime, or SF/ fantasy/horror literature, TV, and films.

Seattle Counseling Service is a community resource that advocates, educates, and serves to advance the social well-being and behavioral health of Gay, Lesbian, Bisexual, and Transgender communities.

Seattle LGBT Commission

The Seattle Lesbian Gay Bisexual and Transgender (LGBT) Commission advises the Mayor, Council and departments about issues of concern affecting the LGBTQ community, recommend policies and legislation, bring the LGBTQ communities and the larger Seattle community together through long-ranged projects, and ensure that City departments fairly and equitably address issues affecting and involving Seattle’s LGBTQ communities as individuals and as a protected class afforded accessibility and inclusion to the services of the City of Seattle.

TRANSform Washington is a public education campaign celebrating the dignity, diversity and humanity of transgender and gender non-conforming people.

The Washington Gender Alliance is an all-volunteer, community-oriented support and educational organization. We are dedicated to helping people deal with the issues of gender identity and/or expression, be it their own or of someone in their lives.
**BI-POC-specific LGBTQAI+ Resources:**

**Northwest Two Spirit Society**: This group is open to those who identify as Two-Spirit and our valued Allies. Two-Spirit people being those who are Aboriginal/First Nation/Native American/American Indian/Alaskan Native, Metis, Inuit AND Gay/Lesbian/Bisexual/Transgender.

**Trans Women of Color Solidarity Network** is led by Trans people of color and advances the lives of Trans Women, Femmes, Two-Spirit and people of color living in Washington State.

**Trikone-Northwest** has been serving the South Asian community in Seattle for over 20 years. We are a vibrant, diverse group of individuals creating a social, supportive, educational, and political space for LGBTQ and differently-oriented South Asians and their family, friends, allies and community. We are a community based organization which is 100% volunteer run.

**United Territories of Pacific Islanders Alliance (UTOPIA)** is a queer and trans people of color-led, grassroots organization born out of the struggles, challenges, strength, and resilience of the Queer and Trans Pacific Islander (QTPI – “Q-T-pie”) community in South King County.

**Entre Hermanos** is a Seattle based group promoting the health and well-being of the Latino Gay, Lesbian, Bisexual, Transgender, and questioning community in a culturally appropriate environment through disease prevention, education, support services, advocacy and community building.

**Somos Seattle** is an organization for LGBTQ Latinx folks. Our goal is to build an active community, share resources and foster spaces for learning & growth.

**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.

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.”