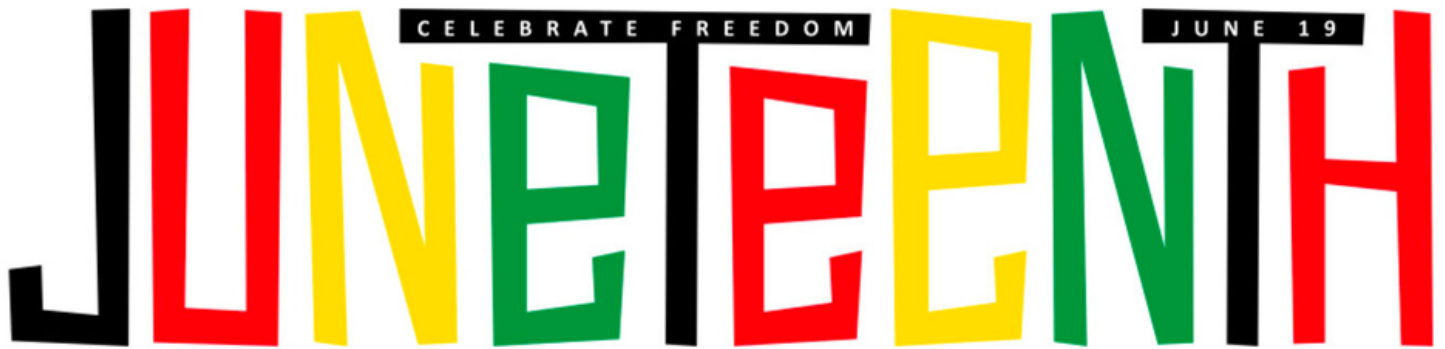




Summer DEI Newsletter



Juneteenth, also known as Freedom Day or Emancipation Day, is a national holiday observed on June 19th each year in the United States. The day celebrates the emancipation of enslaved African Americans and recognizes the end of slavery in the USA. Today, Juneteenth serves as a time for reflection, education, and celebration of African American heritage and achievements. It also highlights the ongoing journey toward equity and inclusion. Emory observes Juneteenth as a University Holiday – we recommend using your day off to reflect, learn about black history, and support black-owned businesses! PBS has a nice website with multiple videos about Black History in Georgia <https://bit.ly/3N0ADLX>.

Also, discover Atlanta has some nice lists of black owned restaurants and black owned businesses that you can support! <https://bit.ly/3WYHn1D> and <https://bit.ly/42veQ4U>

PRIDE Month!



Happy Pride month! Pride Month is a cherished time of commemoration and celebration, steeped in historical and cultural significance since the Stonewall Uprising in June 1969. These protests against discrimination and police harassment ignited a movement that continues to shape the fight for LGBTQ+ rights today. Pride Month stands as a platform for fostering unity, acceptance, and understanding. There are lots of great events around Atlanta and Emory you can check out. In the words of Will McFadden, "Oh my god SLAY!"

DEI Spotlight - Dr. Dave Gorkin

Edited for Clarity. For sources and studies mentioned, go to <https://bit.ly/DEIsources>.



DO YOU HAVE ANY ADVICE TO STUDENTS?

Be kind to yourself. I think many people in academia hold ourselves to extremely high standards. We look at someone else's CV and think, "Oh I could never do that." We are all working very hard to do things that benefit society and benefit us. We're doing something important. We have a lot of values and a lot of worth and we care a lot about what we do. ... Recognize that whoever you are, you belong here. Science doesn't belong to this person or that person or that titan in your field. This is a social institution. It belongs to all of us in society and everyone has an equal right to be here.

HOW HAS DEI PLAYED A ROLE IN YOUR CAREER?

The first training I really had in creating inclusive and equitable environments came when I was part of the New York City Teaching Fellows before going to graduate school. I taught public high school for a year in New York City. I had not been trained as a teacher. I had a biology degree, but they had us go through a crash course in teaching that emphasized working in diverse classrooms and creating good equitable learning environments. As a graduate student, I volunteered tutoring high school students in Baltimore City. I got to think a lot more about the perspectives of individual students and how their lives were intersecting with their educational experience. I just got to really bond with and know different students' experiences and how they differ from my own.

I wasn't ready to commit to a career in science, so, in a very scientist way, I decided to try a very different career, so I actually went into real estate for two years. I sold real estate in the New York City area, but I realized I missed science, teaching, and learning.

As a postdoc at UCSD, I became an Institutional Research and Academic Career Development Award (IRACDA) fellow. One of the main goals of the IRACDA program is to help diversify the scientific workforce and the scientific community. Part of that was having workshops on proven practices that lead to a more equitable mentoring environment. That training shaped how I teach and mentor students now.

DEI Spotlight - Dr. Dave Gorkin

Edited for Clarity. For sources and studies mentioned, go to <https://bit.ly/DEIsources>.

WHAT DOES AN INCLUSIVE ENVIRONMENT LOOK LIKE?

I would say it's an environment that as much as possible tries to give people what they need to succeed and feel comfortable in that environment. That may be different for different people. Sometimes that means removing barriers or changing practices in a way that creates opportunities and new ways that weren't there before. The goal is to give everyone their best opportunity to feel important and valued and have opportunities for success in that environment. You can have diversity along many axes. What we really want is diversity of perspectives. The more people who bring a different sense of identity or lived experience to an environment, the stronger it will be. There's a lot of scholarship around how the more diverse the team, the better that team will be at solving problems.

WHAT MAKES A GOOD DEI TRAINING?

The most effective trainings I've been to are in person and they require you to interact with people and be vulnerable and accept other people in their vulnerability. They can be very difficult workshops to run and require a professional to run them successfully. They involve some amount of actual research on issues like implicit bias. These are not matters of opinion, they're matters of scientific scholarship. The existence of implicit bias is not something that

one can opine on. It exists. There's a whole field and body of research around it, and I think being familiar with that research is a really important thing.

That's not to say that we can become experts. For example, I'm an expert in epigenomics. I wouldn't expect somebody else who wants to be informed about epigenomics and reads a few papers to be an expert, but at least they're kind of informed and are seeing the types of data and studies that these things are based on. For us as academics, it's not our job to become experts in implicit bias, etc. We shouldn't say, "oh, I read two papers. I'm now an expert." But we also should be informed and understand some of the data behind it.

Boiling this down to a couple things. One is, I think it really has to embrace learning about these interconnected concepts. One of which, and maybe the most important, is implicit bias. It doesn't matter if you think you are prejudiced or not, we all have implicit biases. Even when we don't want to have them, we do. The only way we can mitigate their effects is to recognize that they're there, and we need to destigmatize having implicit biases.

Other important concepts are stereotype threat and imposter fears and strategies to mitigate them. There's a lot literature and scholarship around those. Again, we can't make them not exist, but there are ways that you can approach a workplace or a learning environment that make them not as much of a problem.

Events

Upcoming Seminars and Workshops

The following events are in and around Emory! These events are not hosted by BCDB or the DEI committee but are opportunities that may be beneficial or enriching for students and faculty. Make sure to sign up in advance if you are interested and follow the links provided for additional information. For questions, follow the links provided and reach out to the event coordinators.

*Event titles with *** indicate that LGS students can earn JPE610 credit!*

Juneteenth Atlanta Parade and Music Festival

June 16-18, 2023

Centennial Olympic Park

See <https://www.juneteenthatl.com/> for more information

“This high-spirited celebration of freedom, unity, and equality is known for filling Centennial Olympic Park and the streets of Atlanta with the soulful sound of live music, amazing hand-made merchandise from local and international vendors, mouthwatering cuisine, and an array of immersive cultural activities for all attendees. To heighten this already extraordinary experience, the event bolsters a vibrant televised parade (June 17, 2023) featuring captivating floats, colorful dance troops, community youth organizations, mesmerizing marching bands, and esteemed local and national dignitaries. Join us as we commemorate the historic day of Juneteenth, marking the emancipation of enslaved Africans in America. We welcome you to be a part of this monumental event where community, equality, human rights, and justice for all merge to create a better world for future generations.”

Pride Month button-making event

Thursday, June 22, 2023, 12 – 1:30pm EDT

Location: Woodruff Library

Hosted by: Campus Life & Emory Libraries

“Show your Pride (allies are invited, too!) with the Emory Libraries Pride Month button-making event on Thursday, June 22 from 12 -1:30 p.m.

in the entrance lobby of the Woodruff Library (and all day at Oxford College Library). Button-making press and art supplies provided.” Event information here

<https://www.trumba.com/calendars/emory-events?eventid=167241503>

Unequal Treatment Revisited: A Workshop Series: Part 1

Jul 12, 2023 11:00 a.m. - 3:30 p.m. and/or

Jul 13, 2023 11:00 a.m. - 1 p.m. [both virtual]

Register here:

https://events.nationalacademies.org/39910_07-2023_unequal-treatment-revisited-a-workshop-series-part-1

“On July 12-13, 2023, the National Academies' ad hoc Committee on Unequal Treatment Revisited will host a virtual workshop to discuss racial and ethnic healthcare disparities in the U.S. This will be the first in a series of workshops. The study committee is tasked by the National Institutes of Health to examine the current state of racial and ethnic healthcare disparities in the U.S, highlight the major drivers of healthcare disparities, provide insight into successful and unsuccessful interventions, identify gaps in the evidence base and propose strategies to close those gaps, consider ways to scale and spread effective interventions to reduce racial and ethnic disparities in health care, and make recommendations to advance health equity.” More information here <https://www.nationalacademies.org/our-work/unequal-treatment-revisited-the-current-state-of-racial-and-ethnic-disparities-in-healthcare>

Action Collaborative on Preventing Sexual Harassment 2023 Public Summit

October 17-18, 2023 [Virtual]

Registration opens in July here:

<https://www.nationalacademies.org/event/10-17-2023/action-collaborative-on-preventing-sexual-harassment-in-higher-education-2023-public-summit>

“The Public Summit of the National Academies' Action Collaborative on Preventing Sexual Harassment in Higher Education is a free, open forum for those in the higher education ecosystem to collaboratively identify, discuss, and elevate innovative and effective approaches for addressing and preventing sexual harassment. This annual event brings together a diverse group, including

members and partner network organizations of the Action Collaborative, the broader higher education community, sexual violence and harassment researchers, sexual harassment response practitioners, grassroots and nonprofit organizations, public and private foundations, and federal and state policymakers. Building on the discussion at last year's Summit, this year's Summit will be a hybrid event with limited in-person attendance at the National Academy of Sciences in Washington, D.C."

Conferences

The following events are multiple days and require advanced registration. If you wish to present at these conferences, check the deadlines and formatting requirements. There may be costs associated with attending, applying, or registering for these events. For questions, follow the links provided and reach out to the event coordinators.

The National Diversity in STEM Conference (formally SACNAS)

October 26-28, 2023 in Portland, Oregon. **Early Bird Registration ends June 30**

Poster Presentation Applications Due July 14 at 8pm ET at <https://www.sacnas.org/conference>

"SACNAS is an inclusive organization dedicated to fostering the success of Chicano/Hispanics and Native Americans, from college students to professionals, in attaining advance degrees, careers, and positions of leadership in STEM. At the 2023 SACNAS National Diversity in STEM (NDiSTEM) Conference, our community can learn and grow together through two types of sessions: STEM Symposia and Professional Development. We encourage you to submit a session to share your expertise with a diverse, multidisciplinary audience in a meaningful way."

Scientific Evidence and the Courts

Hosted by: AAAS Center for Scientific Responsibility and Justice

Thursday, September 21, 2023 - Friday, September 22, 2023, in Washington, DC

Event info:

<https://www.aaas.org/events/SciEvCon/2023>

"On September 21 and 22, 2023, the American Association for the Advancement of Science (AAAS), in collaboration with the National

Academies of Science, Engineering and Medicine (NASEM), will host "Scientific Evidence and the Courts" at AAAS headquarters in Washington, DC. This event will examine critical issues regarding the admission and use of scientific and technical findings in the United States justice system. The conference will mark the 100th anniversary of Frye v. United States (1923) and the 30th anniversary of Daubert v. Merrell Dow Pharmaceuticals, Inc. (1993), two key federal court decisions on establishing a judge's role as gatekeeper when determining the admissibility of scientific evidence and expert witness testimony at trial. Yet, application of the Frye or Daubert standard remains inconsistent across both federal and state courts, potentially allowing for unreliable evidence and testimony to enter trials, increasing the likelihood of unjust outcomes, such as wrongful convictions, and other violations of constitutional rights. This event will be in-person with a livestream option for virtual attendees."

Science, Technology and Human Rights Conference 2023

October 23-24, 2023 | Hybrid

Event info:

<https://www.aaas.org/coalition/conference/2023>

"The 2023 Science, Technology and Human Rights Conference is scheduled for **October 23-24**, and will feature both in-person and virtual components. More information about this year's theme will be available soon, and registration will start this summer."

Annual Biomedical Research Conference for Minoritized Scientists (ABRCMS)

Nov. 15-18 in Phoenix, Arizona.

Call for Abstracts: Applications by September 8

<https://abrcms.org/index.php/present-at-abrcms/submit-an-abstract>

"For over 20 years, the Annual Biomedical Research Conference for Minoritized Scientists (ABRCMS) – recipient of the 2019 AIMBE Excellence in STEM Education Award – has been the go-to conference for underrepresented community college, undergraduate and postbaccalaureate students in science, technology, engineering and mathematics. As ABRCMS has continued to grow and evolve, it has also become a space for graduate students, postdocs, faculty, program administrators and more."

Plan to join us for ABRCMS 2023, taking place in-person, in Phoenix, Arizona." More info: <https://abrcms.org/>

13th Annual oSTEM Conference 2023

November 9 – 12, 2023 | Anaheim, CA

Call for Posters Open: June 2023

<https://conference.ostem.org/>

"The 13th Annual oSTEM Conference will take place in Anaheim, California with 1,000+ LGBTQ+ students, professionals, and recruiters in STEM fields from across the country and around the globe. This space is designed for attendees to share their professional and personal experiences and learn from one another in an authentic and vulnerable way. Programs and content range from introspective including safer spaces to talk about queer issues and career development to technical such as discussing the latest in research conducted by our members. The Career & Graduate School Expo allows attendees to connect and network with professionals, academics, and colleagues from STEM industries and universities. For more examples of sessions, speakers, and career expo exhibitors, click here for the 2022 conference program. If you want a space where you can be your authentic LGBTQ+ self and your authentic STEM self, this is the conference for you." More info: <https://abrcms.org/>

Emory and BCDB Resources

- [Emory University Office of Diversity, Equity, and Inclusion](#)
- [The Emory Ombuds Office](#)
- [Emory University Department of Accessibility Services](#)
- [BCDB Diversity, Equity and Inclusion \(DE&I\) Committee](#)
- [James Weldon Johnson Institute for the Study of Race and Difference](#)
- [The Emory Black Student Union \(EBSU\)](#)
- [Centro Latinx](#)
- [Asian Student Center](#)
- [Emory LGBT Life](#)
- [Center for Women at Emory University](#)
- [Office of Respect](#)

- [Office for Racial and Cultural Engagement at Emory University](#)
- [Title IX](#)
- [Counseling and Psychological Services \(CAPS\)](#)

Involvement Outside of Emory

Are you interested in scientific literature focused on DE&I topics?

If so, check out the NIH resource on peer-reviewed research articles on the importance of DE&I:

<https://diversity.nih.gov/science-diversity>

The NIH Office of Intramural Training & Education (OITE) Guide on Self Advocacy

https://www.training.nih.gov/assets/Self-advocacy_-_508_-_ps.pdf

Potential places to get involved:

- [Asian Americans Advancing Justice \(AAAJ\) of Atlanta](#)
- [NAACP](#)
- [Disability Rights Education & Defense Fund](#)
- [Disability Visibility Project](#)
- [500 Women Scientists](#)
- [500 Queer Scientists](#)
- [oSTEM](#)
- [ACLU Foundation of Georgia](#)
- [The Southern Center for Human Rights](#)
- [The Society for the Advancement of Chicanos/Hispanics and Native Americans in Science \(SACNAS\)](#)
- [STEM Equity Achievement \(SEA\) Change \[Part of AAAS\]](#)

If you know of or are involved in any DE&I-related groups or organizations that you would like to see promoted, please let us know by [filling out this short form](#). Our next newsletter will be in the spring, but we can add events to the DEI calendar any time!

International Student Opportunities

This newsletter section is devoted to highlighting academic, professional, and DEI-related opportunities/fellowships for international students. Domestic students may still find interest in some of the listings below. For questions, please follow the provided hyperlinks to learn more about it.

International Community Friday Lunch

International Community Friday Lunch (ICFL) is a long-standing collaboration between the Office of Spiritual and Religious Life (OSRL) and International Student and Scholar Services (ISSS). The purpose of this gathering is to extend a warm welcome and build a community for international students and scholars while enjoying free lunch! Our first ICFL of spring semester will be the Lunar New Year celebration on January 20. ICFL occurs on most Fridays from 11:30 am – 12:30 pm in Cannon Chapel Brooks Commons. Meals are limited; therefore, please RSVP in advance for each week you will attend.

- Link: <http://bit.ly/3mHc9xG>

Chateaubriand Fellowship Applications are Now OPEN!

The Chateaubriand Fellowship applications are currently open for any current doctoral students in recognized United States institutions (except for French citizens, *désolé étudiants français*). The fellowship is sponsored by the Embassy of France in the United States and supports **outstanding PhD students who wish to conduct research in France for a period ranging from 4 to 9 months**. Fellows receive a stipend throughout their stay in France. GDBBS students, please check out the **Chateaubriand Fellowship in Science, Technology, Engineering, Mathematics & Biology-Health (STEM)**.

- Deadline: **January 13th, 2023**
- Link: <http://bit.ly/3VDgIv4>

Científico Latino Database

Científico Latino supports a fellowship database for Pre-PhD and current PhD/Post-Docs. You can filter out fellowships that do not support Non-US Nationalities & Scholars, however, it is still advised to check out each fellowship individually to confirm their eligibility criteria.

- Link: <http://bit.ly/3UDhiSK>

Paul and Daisy Soros Fellowship

The Paul and Daisy Soros Fellowship for New Americans targets outstanding immigrant applicants seeking to study for an advanced degree in the United States. **Applications for the 2024 cycle will begin in April**. The fellowship awards a total financial support of \$90,000, and fellows have opportunities to network with current and past fellows. Students past their third year in graduate school are not eligible. Additional eligibility criteria apply, please check out the link for more information.

- Deadline: **2024 application cycle opens in April**.
- Link: <http://bit.ly/3P2dA4d>

Novus Biological Scholarship

The Novus Biologicals Scholarship is targeted for students pursuing STEM degrees. The scholarship is awarded twice each year in the Fall and Spring semesters. The scholarship grants \$1500 in scholarship money to winners. Any students in recognized academic institutions in the US, Canada, and European countries are eligible.

- Deadline: January – July 1st (Fall 2023 Cycle)
- Link: <http://bit.ly/3F5D3VB>

American Heart Association Predoctoral Fellowship

The American Heart Association Predoctoral Fellowships are targeted towards promising students who are matriculated in pre-doctoral or clinical health professional degree training programs and who intend careers as scientists, physician-scientists or other clinician-scientists, or related careers aimed at improving global cardiovascular, cerebrovascular and brain health. Any students in recognized academic institutions in

the US are eligible. Submissions will open by July 3rd, 2023!

- Deadline: September 6th, 2023.
- Link: <https://bit.ly/3X3xVKn>

Local Cultural Celebrations and Events

This newsletter section highlights local (mainly Atlanta and surrounding areas) events that celebrate the diverse cultures found in the city. Events can range from food festivals, concerts, film festivals, drama, and many more! This is a wonderful way to experience other cultures and learn more about the diversity found in Atlanta.

1865 Comedy Festival

Juneteenth weekend comedy festival that features Black comedians. The festival runs from June 15th to June 19th and tickets are available online now!

- Link: <https://bit.ly/3X1TCKM>

For the Culture Festival

Juneteenth festival at The Legacy Center, East Point, with food vendors representing the diverse traditions of the African diaspora, live entertainment, and family-friendly activities.

- Link: <https://bit.ly/43D5DZM>

Taste Urban

Black-owned business event at The Foundry at Puritan Mill featuring food from local Black-owned restaurants and producers, plus art, music, and history. All are welcome.

- Link: <https://bit.ly/3ZQDv2P>

Grand Tasting Westwide

Take a taste and join an all-inclusive, local culinary event throughout metro Atlanta! Guests will experience amazing food, craft cocktails, immersive music, and entertainment at four signature events featuring many top restaurants and chefs!

- Link: <https://bit.ly/45VS4Gj>

Atlanta African Dance & Drum Festival

Annual festival that celebrates the music and dance of the African continent and its diaspora with African-inspired craft market, food vendors, and much more!

- Link: <https://bit.ly/3CmCE0j>

Peachfest

Peach-themed food festival at Peachtree Center Plaza, with peach-centric dishes and desserts, cocktails, beers and wines from local chefs and beverage artisans.

- Link: <https://bit.ly/3J8gQch>

Warm wishes,

Your Diversity, Equity, and Inclusion
Committee

If you know of or are involved in any DEI-related groups or organizations that you would like to see promoted in the future, please let us know by [filling out this short form](#). **We always welcome new members and would love to have you join!** If interested in joining our DEI committee, please email Dr. Hyojung Choo and Ziben Zhou.