

Summer DEI Newsletter

As the temperatures start to rise and the flowers begin to blossom, a new wave of diverse festivities is rolling in. What better way to ring in springtime than in honoring the wide range of fun cultural observances within the community? Here's to the start of the sunny season!



Photo Courtesy of Laney Graduate Student Council

Students from BCDB at the LGSC Spring Gala in early April.

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What Does BCDB Think?

Salty Sweet

Here's how you voted on sweet versus salty snacks!

Next Question:
Would you rather
discover an
inhabitable
planet or a lost
underwater city?



or click this link
Let us know!

Calendar of Events



APRIL 9 **EID AL-FITR**

APRIL 2: AUTISM AWARENESS DAY

fighting for access to equal opportunity.

2024 marks the 17th year honoring this day, which was founded by the United Nations to raise public support and to provide community for people with autism. This year, the theme is to "Act Fearlessly for Change" by wearing blue, donating, and

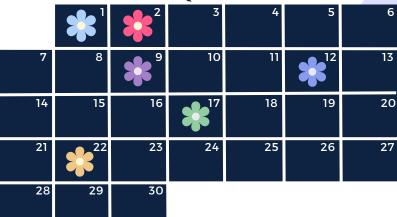
APRIL 12 NATIONAL DAY OF SILENCE

APRIL 17 RAM NAVAMI

APRIL 22 EARTH DAY

Photo Courtesy of GPE

APRIL 22 PASSOVER BEGINS April



MONTH of APRIL

ARAB-AMERICAN HERITAGE MONTH **AUTISM AWARENESS MONTH** CELEBRATE DIVERSITY MONTH



MONTH of MAY

ALS AWARENESS MONTH ASIAN AMERICAN AND PACIFIC ISLANDER MONTH HAITIAN HERITAGE MONTH JEWISH-AMERICAN HERITAGE MONTH SOUTH ASIAN AMERICAN HERITAGE MONTH

MAY 5 CINCO DE MAYO

MAY 12 MOTHER'S DAY

MAY 1: AAPI MONTH BEGINS

Started in 1990, this month celebrates the diverse AAPI cultures that are integral to the



Photo Courtesy of National Today



foundations of today's society. Check out the Events section to find out how to join the fun!

MAY 17

INTERNATIONAL DAY AGAINST HOMOPHOBIA, TRANSPHOBIA AND BIPHOBIA

MAY 25 AFRICA DAY

MAY 28 MENSTRUAL HYGIENE DAY



Calendar of Events

JUNE 2
NATIVE AMERICAN CITIZENSHIP DAY

JUNE 12 LOVING DAY

JUNE 19: JUNETEENTH



Juneteenth is a celebration of the end to slavery in the U.S., put into effect 2.5 years after the signing of the Emancipation

Proclamation. On this federal holiday, Atlanta is a hub for parades, concerts, and festivals. See *Events* to learn more about it!

JUNE 15

EID AL-ADHA (EVENING)

JUNE 20 WORLD REFUGEE DAY **JUNE 16**

FATHER'S DAY

JUNE 28
PRIDE DAY

June



MONTH of JUNE

CARIBBEAN-AMERICAN HERITAGE MONTH IMMIGRANT HERITAGE MONTH LGBTQIA+ PRIDE MONTH

July 8 9 10 17 15 16 18 19 20 21 22 23 24 25 26

MONTH of JULY

DISABILITY PRIDE MONTH FRENCH-AMERICAN HERITAGE MONTH SOCIAL WELLNESS MONTH



JULY 5

RESEARCH APPRECIATION DAY

JULY 4: INDEPENDENCE DAY

On July 4, 1776, the American colonies declared independence from Great Britain. Each year, the intense celebrations include

fireworks shows, large parades, and outdoor barbecues. Check out the *Events* section to see how Atlanta likes to celebrate!



Photo Courtesy of Participate Learnin

JULY 14

INTERNATIONAL NON-BINARY PEOPLE'S DAY

JULY 30

INTERNATIONAL DAY OF FRIENDSHIP

Taste of BCDB 2024

MAY 1, 2024



Thanks to all who brought dishes to the **Taste of BCDB** event this year! We feasted on baklava, mac and cheese, veggie soup, Moravian sugar cake, and many other dishes.

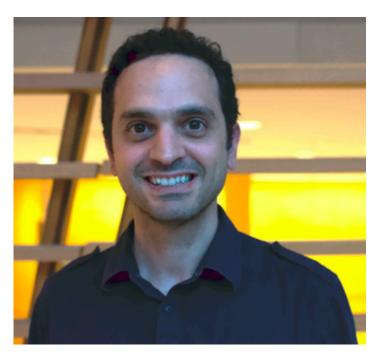








DEI Spotlight - Dr. Lefteris Michailidis



WHAT WAS YOUR PATH TO GET INTO SCIENCE?

My family are farmers from a small town in Greece, but from very young age I knew that I wanted to study and go to college. Neither of my parents went to college because they got married very young, so education was always a priority for them. They were very supportive. My mother was a very good student but didn't even get to finish high school. It was her dream for us to go to college, so she tutored us up through high school for geometry and other advanced courses. Even though I'm a first-generation college graduate, consider myself privileged because I know how limiting it is to not have a degree, so I knew from the beginning that I wanted it. In college, I studied Biology, and even then, I knew that I'd want to become a professor in a new university doing research. Where? About what? I didn't know. When there was an opportunity to come to the US for an

internship, I immediately took it. I came for a summer to Rutgers University, and this helped me to then apply to and attend graduate school at the University of Missouri. It wasn't easy with the language barrier. I would write protocols and presentations in Greek and then try to translate things. During graduate school, it could be difficult for me to comprehend what the professors were saying because they would speak too fast. I started recording lectures and them at low replaying understand. Now, when I see people from other countries who struggle with the language, I remember how much worse my English was. I tell them, "Don't worry. It will just take a few months and it will get much better. I've been there." And it did get much better. My PhD and postdoc advisors were fantastic mentors who helped me get to where I am today. Working in academia has been very rewarding for me. It's an exciting time to be in this field, and mentoring students is also an exciting part of it as well.

HOW DOES DIVERSITY DRIVE US FORWARD?

We're very privileged in science because we get to be surrounded by people from over the world with different all backgrounds, ethnicities, religions... everything. Even if you never go outside the lab, you can meet someone from every continent. You don't get to have that in every job. Diversity also doesn't just apply to scientists. We have people that work in science but also in construction or deliveries; we aren't the only people here. Having different ideas about how things work helps scientific thinking. Different people can

DEI Spotlight - Dr. Lefteris Michailidis

bring unique perspectives that you maybe haven't thought about. Working in a diverse environment also brings you outside of your comfort zone, and it makes you think more and try to challenge things. If everybody were the same, or if everyone came from the same village, how can I challenge anything or bring something new? If there is something different, this would bring to us some innovation and some new perspectives.

Working in a diverse environment brings you outside your comfort zone.

HOW CAN DIFFERENT GROUPS MESH IN A DIVERSE ENVIRONMENT?

There are things people just differently that you have to get used to. Maybe some people care more about celebrating certain holidays than others or have different celebrations, and small differences like this can potentially create friction among people. You may start off thinking the way you do - that something is the only right way. But you have to keep an open mind. As you live and work with each other, you realize there are just different ways of living life. I can still maintain my own identity and the way I live, and then maybe I can incorporate some new things that I think are good. I think it helps everyone to see so many different opinions and different ways of life.

WHAT ADVICE DO YOU HAVE FOR GRADUATE STUDENTS?

Be open-minded, think positively, and enjoy where you are. That's the culture we should have. Because experience so many disappointments experiments, grants, jobs, whatever else, we have to celebrate every single win. We have to focus on the positives because in the end, the final sum would be positive, even if most things are negative. Focusing only on the negative means each step will get harder. Maybe we don't see it when we are in the process, but when we finish, we shouldn't find ourselves looking back and saying, "Oh, why didn't I enjoy this time?" Yes, it's hard, but you'll be able to do it. Just try to enjoy whatever state you are in as you go along. Find joy in whatever you can.

The Michailidis Laboratory

studies molecular and cellular mechanisms that drive virus-host interactions, how viruses lead to human diseases, and the strategies we can develop to control them. In particular, we are interested in hepatitis B virus (HBV), its target cells, the hepatocytes, and the crosstalk between innate immunity and metabolism in the liver using both in vitro and in vivo systems.

Check out their current research here ->



DEI Spotlight - Taylor Hailstock



WHAT WAS YOUR JOURNEY INTO SCIENCE?

Starting in high school, I wanted to get involved in science. I enrolled in a science and technology program that really pushed me. For that, I had to do a project where I assayed the different snacks people with diabetes in my church ate when they had low blood sugar, and that made me really interested in doing science at the interface with people.

Our family made the sacrifice for me to go to a small Historically Black College or University (HBCU). While I was there, the science building burned down, so our labs turned into watching a professor perform an experiment. They were really doing the best with what they had, but it also opened my eyes to how important funding is and how hard it is to succeed in science, even at a university level. Then, Jeff Bezos' ex-wife donated money to all HBCUs within the state of Maryland,

including Bowie State, to fund scientific research. They were able to rebuild the science building, and I was the first person to do research in the new construction. After graduating, I started working at the United States Department of Agriculture (USDA) Animal Research Service, looking at a respiratory virus in pigs. I learned some useful techniques, but I still wasn't doing something I was passionate about. I was looking to not only get more education but also more experience, so I applied to John Hopkins University to get my Masters Biotechnology. During my degree, I learned a lot about Bench-to-Bedside translational science, but the class that inspired me the most was about the regulation and policies around stem cell research. That's when my perspective shifted. I not only want to be a hands-on scientist, developing what can make change, but also a regulatorytype scientist: one who learns how things are done and then comes up with policies that govern them.

[Equity means] making it so everyone can reach that standard, even if they currently don't.

WHAT WAS YOUR EXPERIENCE ATENDING AN HBCU?

My HBCU experience was amazing. I would recommend it to anyone and, honestly, especially if you are not from a historically marginalized group. Because of some of the things that we experience,

DEI Spotlight - Taylor Hailstock

we put a lot of effort into developing a space that feels opposite of those negative things, and it benefits everybody. I also got the chance to see real change while I was there. During my time there, it was exposed that the State of Maryland Board of Education wasn't equally splitting the funding between predominantly and institutions (PWIs). We were able to rally at the courthouse, write our addendums, and campaign to get other students involved. Ultimately, they fixed the bill, and the funding is now split equally. It just seemed like the perfect time to be at an HBCU. Maryland may not be the first place people think of for education, but any cost or sacrifice I made to go there was rewarded tenfold.

HOW DOES EQUITY WORK IN AN ACADEMIC ENVIRONMENT?

At a university, it can seem tricky to balance maintaining a high standard with accessibility. Equity doesn't mean lowering the standard but rather making it so people can reach that standard, even if they currently don't. Sometimes it feels like everyone is climbing a ladder, and some have obstacles blocking their way or can't even reach the bottom rung. Doors that are open for one person are closed to another. We need to turn that ladder into a ramp, so even if you'd need to crawl or were in a wheelchair, you could move up. Yes, you could fall, but there's a trampoline under the ramp; there are ways to get back up there. Obstacles and setbacks can make you more resilient, but they shouldn't keep you from getting on track to success.

HOW DO YOU SEE OUR PROGRAM PROMOTE EQUITY?

The "Grants Writing" class is a wonderful example of equitable training by making sure all students – who were admitted based on their own merit – are rigorously trained, no matter if they're eligible to apply to NIH fellowships or plan to take an unconventional route through private funding. Building equity means providing training while taking into account what people's goals are, thereafter providing support to achieve them.

WHAT ADVICE HAS HELPED YOU?

"Just because they carry it well doesn't mean it's not heavy." That changed my perspective of how I interact with other people. While I may not know, I can empathize with what you're going through. Having that perspective helps me to be a fairer person. This comes back to equity. I just want to treat people with the same respect and oversight that I would want someone else to give me.

The Lerit Laboratory

As a member of Dr. Dorothy Lerit's lab, Taylor uses the Drosophila model system to study the connection between centrosomes and microcephaly, a rare congenital birth defect, by characterizing a conserved translational regulator.

Check out their current research here ->



Events

<u>Upcoming Seminars and</u> <u>Workshops</u>

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!

Practicing Allyship Series: Introduction to Transgender Communities

Tuesday, May 14, 2024, 10am – 12pm EDT Online Registration Required in advance: https://www.trumba.com/calendars/emory-events?eventid=174290708

"About 1.6% of adult Americans are transgender. To support this growing and dynamic population, this 2-hour training provides an introduction to terminology, common challenges, and strategies for supporting transgender colleagues. No prior training experience is required to participate."

Caregiver Conversations

Tuesday, May 14, 2024, 12 – 1pm EDT Tuesday, Jun 11, 12 – 1pm EDT Tuesday, July 9, 2024, 12 – 1pm EDT Contact the organizers for more information: https://www.trumba.com/calendars/emory-events?eventid=171891489

"Are you caring for an older adult or disabled loved one? Join a virtual caregiver meet-up to discuss caregiving strategies, stressors involved with caring for loved ones. This will also be an opportunity to learn about resources within Emory/local community and beyond.

Meetings take place the second Tuesday of every month from 12pm-1pm..."

2024 DOM Health Equity Day

Tuesday, May 21, 2024, 9am – 2pm EDT Register Online:

https://med.emory.edu/departments/medicine/about-

us/calendar.html?trumbaEmbed=view%3Deventw26eventid%3D172095469

"You are cordially invited to attend Emory University Department of Medicine's 4th Annual Health Equity Day, sponsored by RYSE. This annual half-day conference aims to raise awareness and encourage action around the systemic inequities that exist across racial, ethnic, cultural, and social groups. The event is also a major part of Emory's Diversity and Inclusion Week and recognizes interventions and research centered on health equity across the entire school of medicine." More info:

https://med.emory.edu/departments/medicine/about-us/diversity-inclusion/health-equity-day/index.html

Essential Health Care Services Addressing Intimate Partner Violence: Caring for Women on Blue Sky Days and During Public Health Emergencies

May 21, 2024 1:30PM - 4:30PM ET Register Online in Advance:

https://www.nationalacademies.org/event/4245 8_05-2024_essential-health-care-servicesaddressing-intimate-partner-violence-caringfor-women-on-blue-sky-days-and-during-publichealth-emergencies

"This webinar will feature moderated discussions of the National Academies of Sciences, Engineering, and Medicine consensus study report, Essential Health Care Services Addressing Intimate Partner Violence. The report, developed by the Committee on Sustaining Essential Health Care Services Related to Intimate Partner Violence During Public Health Emergencies, discusses the essential health care services for women

experiencing intimate partner violence and strategies for ensuring delivery of that care in the context of disasters and public health emergencies."

Practicing Allyship Series: Navigating a Multigenerational Workplace

Wednesday, May 22, 2024, 2 – 3:30pm EDT Online Registration Required in advance: https://www.trumba.com/calendars/emory-events?eventid=174290710

"Today, we have five unique generations each participating in the workplace. In this 90-minute training, we explore the unique strengths each generation brings, fostering collaboration and innovation. Through engaging discussions and practical insights, participants gain a profound understanding of generational differences, dispelling stereotypes and promoting mutual understanding. Equip yourself with tools to bridge generation gaps, enhance communication, and create a harmonious work environment where each age group contributes meaningfully."

Tough Topics, Free Food, & Civil Conversation

Thursday, May 23, 2024, 12:30 – 1:30pm EDT More information and registration https://www.trumba.com/calendars/emory-events?eventid=170056824

"In this series, students and faculty will discuss articles and op-eds from newspapers and magazines about culture and current events. Discussions will focus on assessing the author's argument(s) and how those arguments impact the choices we make in our lives. While informed by academic study, conversations will be informal yet intellectual. The goal of this series is develop the skills necessary to advance civil society and discourse in a meaningful way. And yes, there will be free food."

How Are Institutions Transformed to Foster Cultures of Inclusive Excellence? June 20,

2024, 1:00 - 2:30pm

Register Online:

https://nih.zoomgov.com/webinar/register/9517 129501424/WN_xW4mVdzYTrm97BUk3EfmpA

"The final SWDSS event of the 2023–2024 season will focus on strategies to enhance inclusion and create a culture of equity within the scientific workforce at academic institutions as well as methods for assessing culture change. Panelists will discuss the benefits of inclusive excellence in the scientific workforce and barriers that institutions face in fostering inclusive cultures.

This virtual seminar will also share principles of inclusive practices that can be adopted by other academic institutions across the biomedical, social, and behavioral research enterprise."

https://diversity.nih.gov/disseminate/swdseminar-series/how-are-institutionstransformed-foster-cultures-inclusive

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
- <u>James Weldon Johnson Institute for the</u>
 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 <u>filling out this short form</u>. Our next newsletter will be in the spring, but we can add events to the DEI calendar any time!

<u>International Student</u> <u>Opportunities</u> 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.

LGSC Travel/Research Grants

If you are looking for an opportunity to get funding for an upcoming conference or research expense, please look at this funding opportunity given to us by LGSC:

Applications are now open for the LGSC Travel/Research Grant to cover conference or research expenses incurred between May 1—Aug. 31, 2023. This grant is for Laney Graduate students and can cover reimbursements for up to \$250. Each student can claim an LGSC grant a maximum of two times during their time as an enrolled student in their program. There is a limited number of grants available each semester. To apply, submit your information via our form on The Hub.

Científico Latino Database

Cientifíco 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. The deadline for applications for the 2025 cycle is on October 31st! You must be in your first or second year of graduate school. 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: October 31st, 2024.

• Link: http://bit.ly/3P2dA4d

<u>Local Cultural Celebrations and</u> <u>Events</u>

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.

Taste of Alpharetta

The Taste of Alpharetta boasts an unforgettable array of culinary magic throughout the area's charming downtown. This annual event will celebrate the vibrant food community of Alpharetta through dining events, cooking demos, culinary collaborations, and tasting tents galore. Rain or shine, locals and visitors alike will be treated to savory, sweet, spicy, and umami dishes from over 60 of Alpharetta's best restaurants. Previous Tastegoers have discovered everything from elevated Southern cuisine to authentic Korean BBQ, pillowsoft masa tacos to hand-dipped cake donuts, and lots of other stomach growl-inducing specialties. Admission is free, but food ticket purchases are required. Restaurants participating in the Taste of Alpharetta will not accept cash. Restaurants charge \$2-8 per food sample.

- May 9th, 2024
- https://www.awesomealpharett a.com/taste-of-alpharetta/

Atlanta BeltLine Latern Parade

Created and presented by Chantelle Rytter and the Krewe of the Grateful Gluttons, the Atlanta BeltLine Lantern Parade brings together thousands of people, hundreds of lanterns, and some really big lantern puppets for a festive evening of creativity, community, and magic. This is a night to show off your creativity with your homemade lantern and to celebrate community. Sit and watch from the sidelines or jump in the parade and dance to the music. Let's light up the night and spark joy on the Atlanta BeltLine Westside Trail together.

- May 11th, 2024
- https://art.beltline.org/events/lantern-parade/

Sweet Auburn Springfest

Big, free family-friendly outdoor music festival in the Historic Sweet Auburn District, featuring gospel, jazz, R&B, blues, country and other music, international food, vendors, children's activities and more.

- May 11-12th, 2024
- https://www.sweetauburn.com/

Turkish Food Fest

Annual festival of Turkish food at the Istanbul Cultural Center Atlanta, with traditional foods and drinks plus children's activities.

- May 11-12th, 2024
- https://www.facebook.com/event s/393864920247163

Moorish Renaissance Festival

The Moorish Renaissance Festival is a vibrant and immersive experience that transports visitors back in time to the golden age of Moorish Empire. This festival showcases the rich and diverse culture of the Moors, who left a lasting impact on the world through their art, architecture, music, and cuisine. From the moment you step through the festival gates, you are greeted by the colorful and ornate costumes of the Moorish dynasty, adorned with intricate patterns and vibrant hues. The air is filled with the sound of traditional music and the aroma of exotic spices, instantly immersing you in the atmosphere of a bustling Moorish market.

- May 18th, 2024
- https://www.eventbrite.com/e/mooris h-renaissance-festival-tickets-787723601497?aff=ebdsoporgprofile

Butterfly Festival

Annual family festival at the Chattahoochee Nature Center, with live butterflies, pollinator educators, native plant sale, food, live entertainment and more.

- June 1st, 2024
- https://www.chattnaturecenter.org/sp ecial-events/butterfly-festival/

Juneteenth Atlanta Parade & Music Festival

This high-spirited celebration of freedom, unity, and equality offers six (6) stages and is known for filling the atmosphere and the streets of Atlanta with the soulful sounds of live music, the pleasant aromas of sage, myrrh and frankincense, the amazing handmade merchandise from local and international vendors, mouthwatering cuisines, and an array of immersive cultural activities for all attendees. To heighten this already extraordinary experience, the

event bolsters a Georgia United, vibrant, televised Juneteenth Black History Parade (June 21, 2024) featuring captivating floats, fly-over jets, colorful dance troops, community youth organizations, mesmerizing marching bands, and esteemed local and national dignitaries from every city in the state of Georgia. Join us as we commemorate the historic weekend of Juneteenth, marking the emancipation of enslaved Aboriginals in America. Everyone is welcome to be a part of this monumental event where community, equality, human rights, and justice for all merge together to create a better world for future generations.

- June 21-23rd, 2024
- https://www.juneteenthatl.com/

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 <u>filling</u> <u>out this short form</u>.