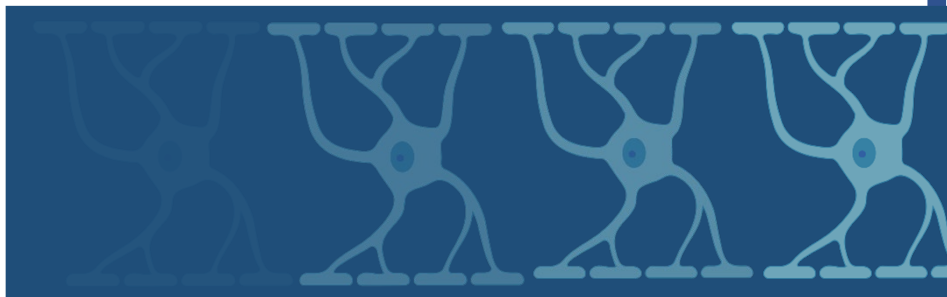# PIN Diversity Memo

Diversity ● Equity ● Inclusion

Five pointers to educate, promote diversity and inclusion, and combat racism

- **What is your lab's stance on diversity, inclusion, and issues of racism and bias in science? You can share this with your community by composing a lab diversity statement and sharing it on your lab website, twitter, or elsewhere. An example can be found here.**

- **Read the commentary:** *Priori* Hypothesis: Systemic Racism Has Penetrated Scientific Funding **by Dr. Kafui Dzirasa, and watch the accompanying video from black scientists.**

- **Read this Nature Career Feature about How LGBT+ scientists would like to be included and welcomed in STEM workplaces.**

- **Educate yourself about microaggressions. Explore these Tools: Recognizing microaggressions and the messages they send and Interrupting microaggressions.**

- **Become informed on the Content Analysis: Forums on Racial Disparities in Peer Review and More a report collected from NIH CSR forums held this summer to address racial disparities in NIH funding and potential bias in peer review.**

Featured trainees who contribute to diversity and inclusion

Mora Bamgboye (she/her/hers), a postdoctoral fellow in Ivy Dick's lab, identifies as a Nigerian-American and she completed college in Nigeria at Obafemi Awolowo University.

Mora is a member of the PIN Diversity Committee. She always encourages discussion, including those exploring opposing points of view, and she attempts to make everyone comfortable sharing their opinions even when they are not "politically correct". She thinks it is important to not vilify people for opinions that are unpopular and to hear them out. She tries to help others understand issues from her perspective. As an immigrant, she enjoys relationships with immigrants from diverse places and is able to listen to their perspectives, struggles and share those with people that may not be exposed to that information.

Mora is proud of receiving an "almost" perfect score of 0.11 percentile on her funded American Heart Association Postdoctoral Award.

Sheryl Arambula (she/her/hers), a postdoctoral fellow in the McCarthy lab, identifies as a Mexican American and a first gen PhD. She is a BRAINS (Broadening the Representation of Academic Investigators in NeuroScience) Fellow and a Society for Neuroscience (SfN) Neuroscience Scholars Program Fellow. Throughout her career she has worked to increase equity in academic spaces and currently serves as a member of the PIN diversity committee and a reviewer for the SACNAS and ABRCMS conferences.

Sheryl's research broadly focuses on how environmental factors affect sex-specific neurodevelopment. Her dissertation research, conducted at North Carolina State University, was part of a groundbreaking collaboration between academic and FDA scientists known as CLARITY-BPA (Consortium Linking Academic and Regulatory Insights on BPA Toxicity). Her most recent publication reviews how endocrine-immune crosstalk contributes to sexual differentiation in the brain.