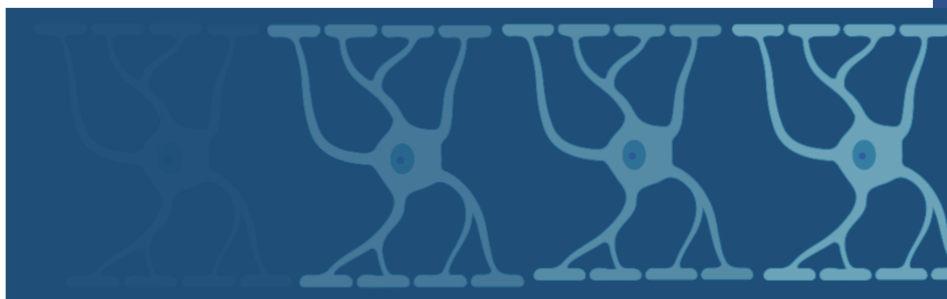# PIN Diversity Memo

Diversity ● Equity ● Inclusion

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

- **Devote a regularly scheduled lab meeting to discussions of racism and bias in our scientific community. Discuss actions to combat these issues and to promote diversity and inclusion.**

- **Read the commentary: For Black Scientists, The Sorrow is Also Personal by Dr. Kafui Dzirasa, and watch his accompanying video.**

- **Visit BlackinNeuro. Support this community by attending the BlackinNeuro Mini Conference on Oct 31 - Nov 4.**

- **Explore Stories about Intersectionality in STEM from the Society of Advancement of Chicanos/ Hispanics and Native Americans in Science (SACNAS)**

- **Read The Autobiography of a Transgender Scientist by Ben Barres**

Featured trainees who contribute to diversity and inclusion

Daniela Franco (she/her), a PIN student in the Lobo lab, identifies as Mexican and a first generation immigrant/ college student from an economically disadvantaged background and a student with a disability.

She is an Editor of the National Hispanic Science Network (NHSN) El Faro Newsletter, a PIN Diversity Committee Member, and a Meyerhoff Fellow. Daniela is most proud of publishing a first author manuscript in 2020. Daniela is also the talent behind the PIN Diversity Memo artwork.

Soad Elziny (she/her), a PIN student in the Crino lab, identifies as a first generation college student, from a financially disadvantaged background, and an Egyptian immigrant. Soad is a Meyerhoff Fellow and a member of the PIN diversity committee.

She participates in PIN recruitment through the Enhancing Neuroscience Diversity through Undergraduate Research Education Experiences (ENDURE) Program. Soad is most proud of her undergraduate research published study and acceptance into a PhD program while still an undergraduate.

Lace Riggs (she/her), a PIN student in the Gould lab, identifies as a first generation college student from an economically disadvantaged background and a student with a disability.

Lace is a member of the Diversity, Equity, and Inclusion Focus Group for the Department of Psychiatry Translational Research Division. She is a writing coach for the Meyerhoff Program and a reviewer for the Journal of Latinos and Education. Lace has served as a panel member, recruiter, and speaker for diversity program initiatives/ organizations, including the Howard University Bison STEM Scholars Program (BSSP), the Vivien T. Thomas School for Medical Arts High School, and the Enhancing Neuroscience Diversity through Undergraduate Research Education Experiences (ENDURE) Program. Lace is most proud of earning a 2nd percentile on her first F31 NRSA submission. Congratulations to Lace for receiving the 2020 Elaine Miye Otani Award!