

PIN IDEAS Memo June 2023



Pride Month is an annual celebration dedicated to uplifting, highlighting, celebrating, and supporting the **LGBTQ+ community**

PIN Diversity Speaker Throwback:

Read about translational research that could address the unique health care needs of transgender, nonbinary, & gender-diverse populations undergoing gender-affirming hormone therapy [here](#)



Dr. Kale Edmiston

Get Involved: Send a letter & contact your legislators & fight back against anti-LGBTQ+ legislation [here](#)



Juneteenth is a federal holiday celebrated on June 19th to commemorate the emancipation of enslaved people in the United States

“Juneteenth in STEMM: Remember, recognize, reflect”

More than 70 Black scientists shed light on science’s racism problem in the context of Juneteenth & STEMM



Anthony Adonis Lewis



Caribbean Amer. Heritage Month

“16 Inspiring Caribbean Women In STEM”

Caribbean American Heritage Month
 “We celebrate the achievement & dreams of the millions of people of Caribbean origin now living in the U.S. while honoring the shared history of joy & perseverance that has united and enriched life across our region for centuries”



World Environment Day

“World Environment Day is the United Nations Day for encouraging world wide awareness and action to protect our environment”



We only have one Earth — Act now and get involved



Learn more [here](#)

Featured PIN Community Members



Megan Rizzo, PhD

- Associate Professor in Physiology
- Molecular Medicine Track Leader
- **PIN IDEAS** Committee Member



Jessica Mong, PhD

- Professor in Pharmacology
- Dean for Graduate and Postdoc Studies
- Established Office of Diversity, Equity, & Belonging (DEB)

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Pointers to educate, promote diversity and inclusion, and combat racism



“Workplaces can be great sites of opportunity for LGBTQ+ people to demonstrate their talent and build networks. But they can also be places of further isolation and stigma.” [LGBTQ+ Workplace Inclusion and the Great Resignation](#) addresses the isolation in the workplace faced by LGBTQ+ and key takeaways on where to begin in LGBTQ+ inclusion in the working environment.



Machine Learning bias, also known as algorithm bias or Artificial Intelligence bias, refers to the tendency of algorithms to reflect human biases. This is increasingly problematic in today’s climate as algorithms can reinforce bias. Read about AI Bias [here](#) and visualize this bias through these [AI generated images of what it thinks a Professor looks like](#).



This [Perspective in Neuropsychopharmacology](#) addresses equitable translational studies and clinical support for an unbiased inclusion of the LGBTQIA2S+ community.



“**Diversity tax**” refers to an unintentional burden placed on marginalized individuals to help address diversity, equity, inclusion, belonging, and justice issues and participate in these efforts. [Read these series of articles, by Chhavi Chauhan, Ph.D, about reducing the burden of diversity tax with recommendations for affected individuals, allies, and organizations.](#)



Black In Neuro Week is back for the 4th year from **July 24-30**. [Save the date for #BINW23](#)

Featured PIN Members

Contributing to Diversity and Inclusion



Megan Rizzo, PhD (she/her/hers), Associate Professor in Physiology and a Molecular Medicine Track Leader, identifies as a transgender lesbian with a disability. Meg contributes to diversity, equity, and belonging in many ways. She is a member of the PIN IDEAS committee and a DEI Lecture reviewer for the medical school curriculum. As a Molecular Medicine track leader and SOM admissions committee member, Meg is able to advocate for LGBTQ+ students and applicants. She has also received Safe Space Training to provide assistance to LGBTQ+ students and staff. Meg is most proud of developing the [Cerulean line of fluorescent proteins](#) as a Postdoc. It has been used far more widely than she ever imagined, and she is happy to have provided a helpful reagent to the community.



Jessica Mong, PhD (she/her/hers), Professor in Pharmacology and Assistant Dean for Graduate and Postdoctoral Studies, is a first generation college student who identifies as lesbian. She has been married to her partner of 30 years and they share a son. As an undergraduate attending Gettysburg College, a small liberal arts college that was not diverse at the time in the early 1990s, Jessica was one of the founders of the LGBT+ student group, which raised awareness of queer issues and created a community of acceptance. Jessica has used her leadership positions to address the lack of diversity “around the table” in biomedical sciences. While acting as the PIN Graduate Director, she established a connection with the NIH-ENDURE program that provides meaningful research experiences in neuroscience laboratories to undergraduates from underrepresented groups. In her current role as Assistant Dean, she realized the need for programmatic activities that not only foster the recruitment of a diverse student body, but also create a culture of belonging, where every student’s contribution and uniqueness are recognized as strengths by the academic learning community and more importantly themselves. Thus, one of her first strategic initiatives as Assistant Dean was to establish an Office of Diversity, Equity, and Belonging (DEB) dedicated to addressing the specific needs of Graduate and Postdoctoral Trainees. One of Jessica’s career highlights is her acceptance as a leader in the sleep field because of her work elucidating the mechanisms of ovarian steroid regulation of sleep. She is most proud of this accomplishment since her background and training as a graduate student and postdoc was not in the field of sleep neurobiology.



Diversity ● Equity ● Inclusion

Explore the Historical Legacy of Juneteenth

Experience **ONE CARNIVAL**, Baltimore & DC's annual event celebrating Caribbean culture and history!

The street parade is free for all who wish to attend!

HonFest's decision this year to 'turn away' the Planned Parenthood vendor, citing a stance against the display of 'political, religious and hot topic issues', has resulted in backlash from the community.

Read more about the controversy at [Baltimore Brew](#).

Support the Planned Parenthood of Maryland →



On June 6th, 2023 the **Human Rights Campaign** officially declared a state of emergency for LGBTQ+ people in the United States, due to growing anti-LGBTQ+ legislation. For more information, see their [LGBTQ+ Guidebook for Action](#).

As efforts to restrict LGBTQ+ rights and protections are framed as protecting youth, it is important to understand why this framing is insidious. Awareness and support systems are critical in reducing discrimination and the rate of suicide amongst LGBTQ+ youth. [Nearly half of LGBTQ+ youth have considered suicide](#) and these attacks will only worsen this crisis. Solidarity and support for the LGBTQ+ community has never been more essential.

SCOTUS decision [303 Creative LLC v. Elenis](#) is set to be announce this month. This decision could set a precedence that will further impact the civil rights and liberties of LGBTQ+ people.

Support the LGBTQ+ Community:



(Click on the logos for more information)



Baltimore Safe Haven

The IDEAS Committee will be collecting shoes in HSF II Rm 214

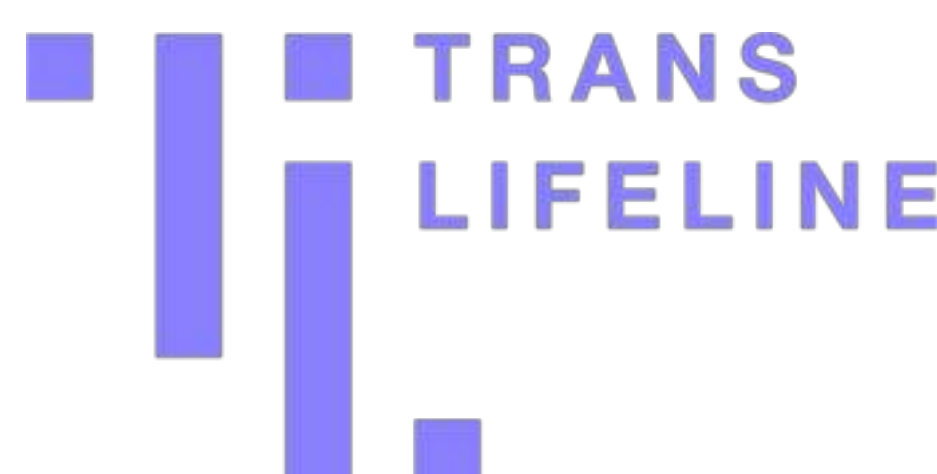
WE NEED 50 PAIRS!

Please donate your new & gently used running, casual, dress shoes & sandals for homeless LGBTQIA Community Members in need by July 31st

DROP OFF: 2117 N. Charles St. | Baltimore, MD 21218

A mile in my shoes

BALTIMORES SAFEHAVEN.ORG



Top-Line Statistics

- Suicide is the second leading cause of death among young people aged 10 to 24 (Hedegaard, Curtin, & Warner, 2018) – and lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) youth are at significantly increased risk.
- LGBTQ youth are more than four times as likely to attempt suicide than their peers (Johns et al., 2019; Johns et al., 2020).
- The Trevor Project estimates that more than 1.8 million LGBTQ youth (13-24) seriously consider suicide each year in the U.S. – and at least one attempts suicide every 45 seconds.
- The Trevor Project's 2022 National Survey on LGBTQ Youth Mental Health found that 45% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth.

Image from The Trevor Project. Click the logo for more information