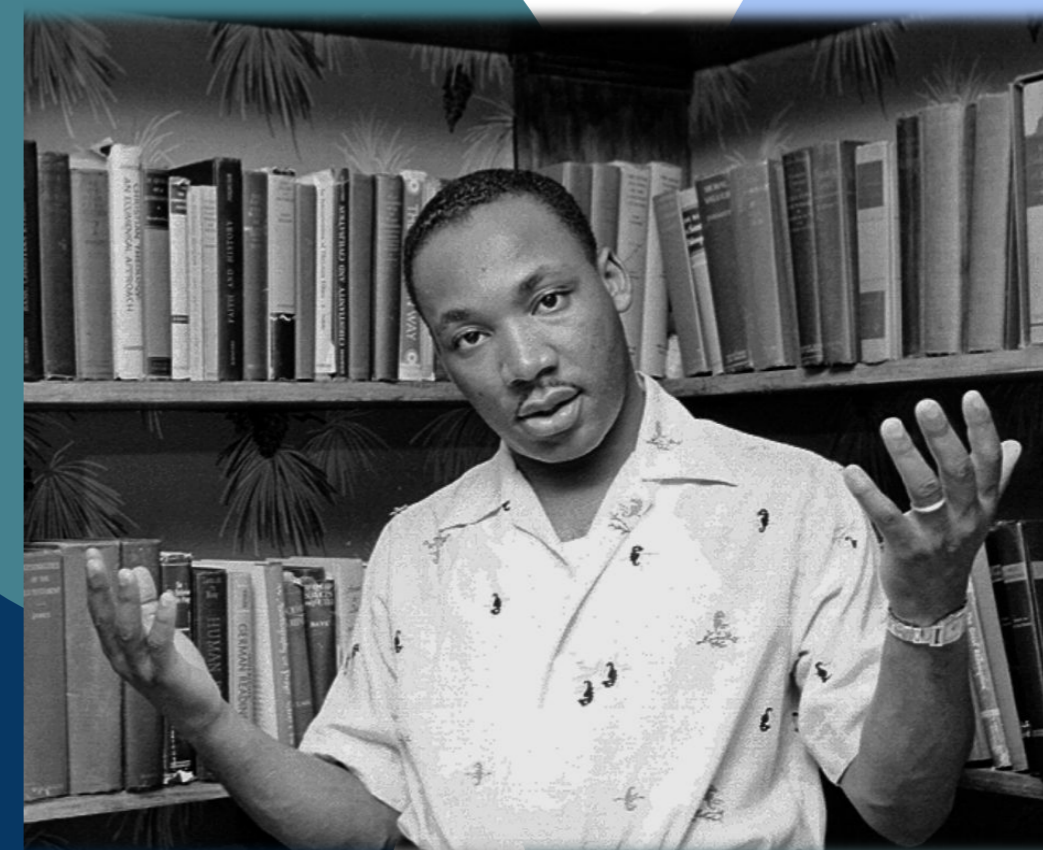


Diversity ● Equity ● Inclusion

## January 17 Martin Luther King Jr. Day

**Martin Luther King Jr.** was and still is a prominent figure of the Civil Rights movement during a period in which segregation was heavily employed. His powerful speaking voice and insistence on using nonviolent means of protests are some of the many ways he fought for the equal rights of African Americans. Dr. King has left a lasting legacy that still inspires many of us today.



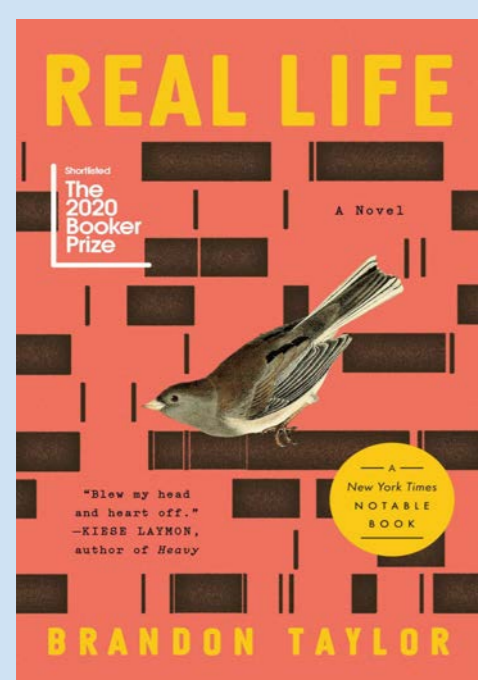
***"Injustice anywhere is a threat to justice everywhere... We know through painful experience that freedom is never voluntarily given by the oppressor; it must be demanded by the oppressed."***

## GET INVOLVED THIS MONTH



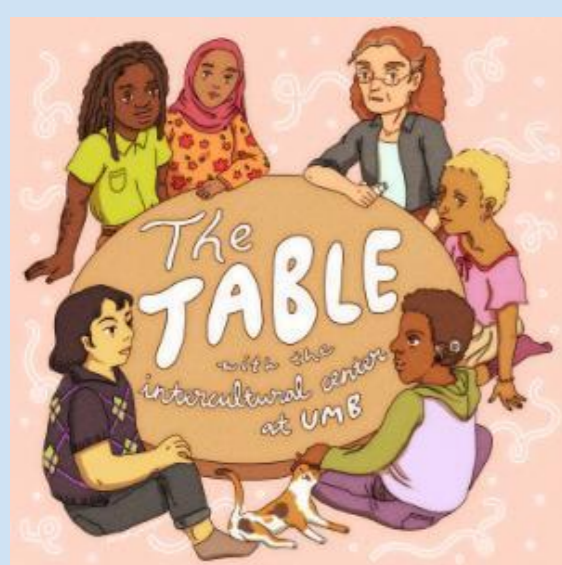
The **UMB Food Pantry**, through the **Intercultural Center**, is open to students in need of food resources. To place an order, go to this link and fill out the form:

<https://clbs.wufoo.com/forms/m1r7ykdq15ixe54/>



"Like **Brandon Taylor** was once himself, his protagonist is a Black gay grad student from the South who is mining hope for some better or different life in the haunted halls of a white academic space."

*Vivian Le for the New York Times*



**The Table** with the **Intercultural Center** at UMB is a podcast that unpacks questions regarding race, ethnicity, culture, norms and current events. New episodes will be released every month

## Featured Trainees



**Miguel Perez-Pouchoulen**  
(He/His/Him)

- Postdoctoral Fellow in the McCarthy Lab
- First Gen College Graduate



**Nickole Kanyuch**  
(She/Her/Hers)

- MSTP PIN student in the Bale Lab
- First Gen College Graduate

PIN Diversity Memo

January 2022



## 5

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

**Back to the basics:** If you are new to DEI education then you can start with establishing a regular lab meeting devoted to diversity issues, compose a lab diversity statement to share with your community, and check out these diversity events from the [UMB Intercultural Center](#) and others listed on the next page.

**Check out [SeizingPsych Inc.](#)**, a charitable organization co-founded by PIN MSTP student, Nickole Kanyuch, that educates the community about mental illness and the obstacles faced by people and families who live with psychiatric and neurological diagnoses. They also provide essentials to people at risk for mental health crises and information about community resources.

**Read [‘Making Space for Grief in Academia’](#),** an article written by Dr. Krista Lyn Harrison. In this written piece, Dr. Harrison explores how academia rewards toxic productivity even during challenging and unprecedented times. She argues that vulnerability, flexibility, and community support are invaluable and essential for navigating loss and uncertainty.

JAMA®

**Taking Concrete Steps Towards Diversifying Your Workplace:** “African American, Latinx, and Indigenous peoples have historically been underrepresented in the research enterprise...***the lack of diversity in the scientific and health professions—a longstanding manifestation of racism—can no longer be ignored, excused, or attributed to uncontrollable factors.*** We write at this moment of reckoning to explain what is lost by a lack of diversity; to describe some promising efforts to achieve it; and to ***propose urgent, larger-scale actions that political and institutional leaders, educators, and scientists can take to redress the inequities that pervade our professions.***”

Science POLICY FORUM | DIVERSITY IN SCIENCE

**Enhancing Diversity & Inclusion in the NIH BRAIN Initiative:** “In this [NeuroView](#), we assert the need for diverse perspectives in neuroscience research, focus anew on addressing disparities and inequities in the scientific workforce and among the communities served by research, and highlight the multifaceted approach that the NIH Brain Research through Advancing Innovative Neurotechnologies (BRAIN) Initiative (<https://braininitiative.nih.gov/>) is taking to promote opportunities for building a more inclusive biomedical research enterprise.”

Neuron

## Featured Trainees

## Contributing to Diversity and Inclusion

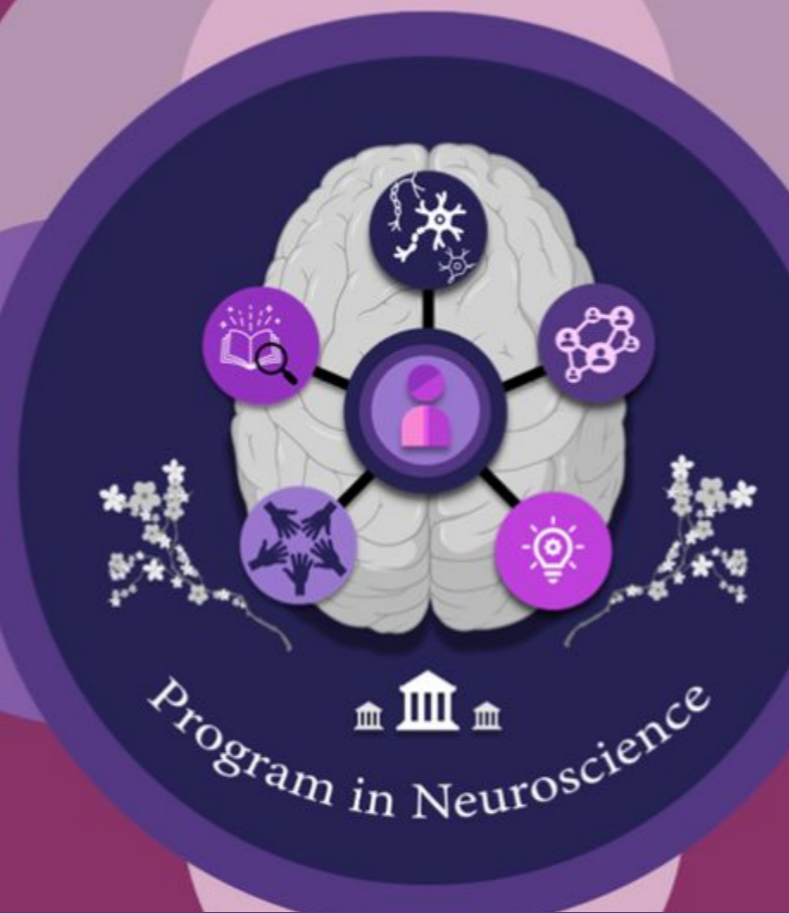


**Miguel Perez-Pouchoulen (he/his/him)**, a Postdoc in the McCarthy lab, from Veracruz, Mexico, is the first in his family to pursue bachelors and PhD degree and identifies as from an economically challenged background. When meeting people from different backgrounds, Miguel listens to their perspectives and opinions first. He believes that asking questions to understand diverse perspectives is an important step when talking about diversity and inclusion in any community. He works to create a safe space to communicate free of judgment to provide a sense of trust and safety during his interactions with others. In the McCarthy lab, Miguel studies the developing cerebellum and how microglia cells and hormones, such as estradiol and testosterone, shape the cerebellar circuit. He is most proud of his research findings that identified a very important window during the postnatal development for microglia function.



**Nickole Kanyuch (she/her/hers)**, a MSTP PIN student in Dr. Tracy Bale’s lab, is a first generation college graduate. She is the proud sister and daughter of a brother who was diagnosed with Schizophrenia and is now pursuing two Associates degrees and a mother who is working toward her Bachelor’s degree. From the age of 12, Nickole watched her brother navigate cocktails of various prescribed medications and move from one doctor to the next, while her mother was simultaneously worried about the cost of a can of beans and her child’s life. Nickole questioned that there had to be a better way to care for families like hers and more people to help study the biology and risk factors of psychiatric diseases. This fueled a passion in Nickole to transfer to University of Pennsylvania as an undergraduate, to join labs that to pursue these biological questions, and found SeizingPsych Inc., to help other families like her own. Nickole is the Co-President of the UMB National Alliance on Mental Illness chapter, which allows her to help generate spaces and events in the UMB community where students can discuss their mental health, as well as learn about how professionals across UMB’s disciplines interact to help patients and clients living with mental illnesses. Nickole is most proud of mentoring an undergraduate, while an undergraduate herself. She fostered a friendship that included a speech at Nickole’s wedding, observed this student gain independence and now pursue a career in the medical field, and pass the study onto a graduate student resulting in a publication. This experience showed her that collaboration builds both rigorous studies and lasting connections.





**Diversity • Equity • Inclusion: Events, Resources, Opportunities**

**DIVERSITY  
ADVISORY  
COUNCIL**

*Save the Date*

THE UNIVERSITY OF MARYLAND, BALTIMORE COMMEMORATES

**Rev. Dr. Martin Luther King Jr.  
& Black History Month 2022**

**KEYNOTE SPEAKER**  
**LAWRENCE T. BROWN, PhD, MPA**

Educator, equity scientist, and author, "The Black Butterfly: The Harmful Politics of Race and Space in America"

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**TUESDAY, FEB. 8**  
**NOON TO 1 P.M. | VIRTUAL EVENT**

Learn more and register to attend at [umaryland.edu/mlk](http://umaryland.edu/mlk).

UMB CURE Scholars' research posters will be on display in a "virtual lobby."

Family Acceptance Project®

**LGBTQ YOUTH & FAMILY RESOURCES**

To Decrease Mental Health Risks & Promote Well-Being

"The Institute for Innovation & implementation, together with the Family Acceptance Project (FAP), has launched a [new national online resource](#) that provides access to accurate information and affirmative services to increase family and community support for LGBTQ children and youth, to help decrease mental health risks and to promote well-being."

**FIND KEY LGBTQ RESOURCES**

- Crisis & Support Lines
- Culture-Based Resources
- Evidence-Based Resources
- Faith-Based Resources
- National Resources

[UMB News: National Online Resource to Help LGBTQ Youth, Families](#)

**2022 PIN Diversity Seminars**



**April 7, 2022**

*Chief of Neuronal Circuits and Behavior Unit, Associate Director of Diversity and Inclusion, NIDA IRP*

**Location: Hossick Hall @ 4 PM**

**Yeka Aponte, Ph.D.**



**June 31, 2022**

*PhD Student at UC Irvine, President and Founder of Black in Neuro*

**Location: Hossick Hall @ 4 PM**

**Angeline Dukes**