ACTIVE INCLUSIVITY IN TOXICOLOGY:
SOT Resources to Current Graduate Students
Society of Toxicology’s (SOT) Graduate Student Leadership Committee Presents:

Diversity and Inclusiveness Webinar Series:
Active Inclusivity in Toxicology

Webinar III: SOT Resources to Current Graduate Students

Hosted by:

Dr. Krystin Carlson
Certificate in Diversity Leadership
Former GSLC Secretary
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PhD Candidate
Former GSLC Chair
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FORMAT OF OUR WEBINAR TODAY:

• Introduction to speakers
  • Dr. Enrique Fuentes-Mattei, PhD
    • SOT Hispanic Organization of Toxicologists
  • Dr. Alexandra Noel, PhD
    • SOT Toxicologists of African Origin
  • Dr. Katie Chiang
    • SOT Graduate Student Leadership Committee & Committee on Diversity Initiatives

• Introduction to diversity terms
• Presentations from our speakers
• Audience Question and Conversation an open discussion
Society of Toxicology’s (SOT) Graduate Student Leadership Committee Presents:

Diversity and Inclusiveness Webinar Series: Active Inclusivity in Toxicology

Let’s come together and join the discussion!

Today December 12, 2019, 2:30 pm ET

Webinar III: What are SOT resources to current graduate students?
Society of Toxicology’s (SOT) Graduate Student Leadership Committee Presents:

Diversity and Inclusiveness Webinar Series: 
Active Inclusivity in Toxicology

*Let’s come together and join the discussion!*

**Previous Webinars**

**November 21, 2019**
Webinar I: Why is diversity important in science?

**December 6, 2019**
Webinar II: What are the obstacles faced by minorities and what is being done to ameliorate such issues?
Society of Toxicology’s (SOT) Graduate Student Leadership Committee Presents:

Diversity and Inclusiveness Webinar Series:
Active Inclusivity in Toxicology

Webinar III: SOT resources available to current students

A conversation with:

**Enrique Fuentes-Mattei, PhD**
SOT Hispanic Organization of Toxicologists

**Alexandra Noel, PhD**
SOT Toxicologists of African Origin

**Katie Chiang**
SOT GSLC Representative to Committee on Diversity Initiatives
START WITH A SHARED LANGUAGE

1. Othering
2. Marginalized Groups
3. Belonging
4. Ally
5. Assimilation
OTHERING

TREATMENT OF GROUPS OR PEOPLE AS ALIEN

image: intersectionalinvisibility.wordpress.com
MARGINALIZED GROUPS

Marginalization is related to power and privilege. These things are invisible within minority groups there can be further bias – example: colorism.
Intersecting Axes of Privilege, Domination, and Oppression

Adapted from Kathryn Pauly Morgan, “Describing the Emperor’s New Clothes: Three Myths of Educational (In)Equality.”
BELONGING

Seeing others as human, too

EVERYONE feeling VALUED and RESPECTED
ALLY

ALLY CONTINUUM

APATHETIC
NO UNDERSTANDING OF THE ISSUES

AWARE
KNOWS BASIC CONCEPTS, NOT ACTIVE ON BEHALF OF SELF OR OTHERS

ACTIVE
WELL-INFORMED, SHARING AND SEEKING DIVERSITY WHEN ASKED/PROMPTED

ADVOCATE
COMMITTED, ROUTINELY AND PROACTIVELY CHAMPIONING INCLUSION

image: By Jennifer Brown
jenniferbrownspeaks.com/2017/02/03/when-youre-tempted-to-turn-off-and-tune-out-read-this/
ASSIMILATION

Melting Pot vs. Salad Bowl

Image 1: https://jhssdestinyloxam.files.wordpress.com/2015/05/tasting-the-pot.jpg
Image 2: https://www.cglearn.it/mysite/civilization/american-culture/a-story-of-immigration/melting-pot-or-salad-bowl/
The Out Toxicologists and Allies (OTA) Special Interest Group promotes the philosophy that supporting diversity and inclusivity contributes to better science.

- In this effort, we are working towards the professional advancement of early career and established toxicologists that identify as lesbian, gay, bisexual, transgender, and related community members (LGBT+).
- Together with allies of diversity and inclusivity, OTA serves the field of toxicology through engagement, mentorship, and recognition of good science.

- Founded in 2019
- Membership open to all SOT members who support the objectives of the SIG.
- OTA to host inaugural event at SOT 2020 in Anaheim, CA.
- Founding Executive Board Members are soliciting candidate bios for officer elections!
- Join when renewing your member dues this year.

https://www.toxicology.org/groups/sig/ota/
Out Toxicologists and Allies

Vision

Support the inclusion, promotion, retention, and professional development of the LGBT+ community in the field of toxicology.

Goals

Provide professional and social development opportunities towards the advancement of diversity and inclusion in the toxicology workforce at all major SOT events.

Highlight the scientific achievements of LGBT+ toxicologists as well as allies who embrace diversity and promote inclusiveness within the field of toxicology each year through sponsored seminars and awards.

Serve as a leading organization for all scientific groups in support of diversity and inclusivity by building working collaborations with SOT special interest groups and external groups specifically dedicated to supporting LGBT+ individuals in scientific fields.

Mission

The Out Toxicologists and Allies (OTA) Special Interest Group is established to support and promote scientists who identify as lesbian, gay, bisexual, transgender, and related community members (LGBT+), and expand the diversity and inclusivity initiatives of the Society of Toxicology (SOT). Membership in OTA is open to all SOT LGBT+ members as well as allies who embrace diversity and promote inclusiveness within the SOT. OTA recognizes that individuals come from diverse backgrounds and strives to be supportive of all intersecting identities.
Out Toxicologists and Allies

Objectives

1. To promote the recruitment and retention of LGBT and all related community members (LGBT+) to professions within the field of toxicology.
2. To enhance and advance the professional development of LGBT+ toxicologists and Society of Toxicology members.
3. To provide mentorship of early career LGBT+ scientists as well as Society of Toxicology members.
4. To promote and recognize the scientific, mentoring, and leadership accomplishments of LGBT+ toxicologists and allies.
5. To provide a forum for LGBT+ toxicologists and allies to share ideas and discuss issues regarding their professional development in the toxicological sciences.
6. To engage and inform the broader community of toxicologists regarding LGBT+ inclusivity in the field of toxicology relating to the workplace, research, and policy.
7. To serve the Society of Toxicology as a resource for initiatives regarding diversity and inclusion.
DON’T FORGET TO STAY FOR THE FINAL CONVERSATION:

AUDIENCE QUESTION AND CONVERSATION
...AN OPEN DISCUSSION...
SOT Resources for Current Graduate Students

Enrique Fuentes-Mattei, PhD
Vice-President
Hispanic Organization of Toxicologists
Founded in 2004, HOT provides a forum for the awareness and dissemination of toxicological information and issues as they relate to the Hispanic community.
Hispanic Organization of Toxicologists
a Special Interest Group of the Society of Toxicology.

Building bridges through Toxicology
Travel Scholarships

HOT provides travel scholarships every year to undergraduate, graduate students and postdoctoral fellows to attend the Society of Toxicology Annual Meeting, and other meetings such as the International Congress of Toxicology – IUTOX.

Distinguished Toxicologist Award

HOT recognizes the contributions of Hispanic senior Toxicologists to the advancement of the Toxicology field, regulatory accomplishments and community service.
Professional Development

We organize a Mentoring Breakfast / Lunch every year at the SOT Annual Meeting where students network with toxicologists from different areas such as academia, industry and government.

- The HOT 2019 Mentoring Activity “Path to Success: Tips and Strategies for my Professional Interview” at the SOT Annual Meeting.

- Two-part video interview of Dr. Ofelia Olivero (NIH) regarding mentoring in the life sciences. (http://www.toxicology.org/groups/sig/hot/education.asp.)
Outreach

HOT collaborates with other organizations to advance Toxicology, such as Clubes de Ciencia in Mexico (CdeCMx), Clubes de Ciencia in Brasil, University of Sao Paulo, etc...

Webinar Series “Updates in Toxicology”

• “Alzheimer Disease: Role of the Brain-Blood Barrier” in collaboration with CdeCMx (18 attendees from Mexico, Guatemala, Peru, Spain and US).

• “Epigenetics and Toxicology” in collaboration with Clubes de Ciencia in Brasil and University of Sao Paulo (78 attendees from Brazil, Canada, Chile, Finland, Germany, Mexico, Peru and US).
Outreach – HOT Initiatives

The communications committee has increased social media outreach to 1,116 followers.

Three HOT Executive Committee members are actively participating in the International Congress of Toxicology (ICTXV) and other international conferences.

Establishment of an endowment fund to support travel awards
Toxenlaces

- **Toxenlaces** is our official newsletter, distributed to our membership and our partner organizations in Ibero-America.
- *It is published bimonthly and contains information about events, health perspectives, research topics, funding and training opportunities.*
- You can contribute by contacting our Editor, Alejandro Ramírez Lee (alejandroramirezlee@gmail.com)
Sister organizations

16 Organizations from the Hispanic Community around the world receive our Toxenlaces edition and we all have open channels for collaborations and professional growth.
HOT Membership

- $15 per annual add-on to your SOT dues for Full and Associate members.
- **FREE for student and postdoctoral SOT members.**
- HOT accepts applications from non-SOT members to become HOT members (1st year is FREE).

Learn more about HOT

Website: [http://www.toxicology.org/groups/sig/hot/](http://www.toxicology.org/groups/sig/hot/)

Facebook Page: @hispanicorganizationoftoxicologists
HOT Sponsors

We appreciate your generous financial contribution to this year’s Travel Awards and Annual HOT Reception.

Ranulfo Lemus Olalde, PhD (Endowment donor)
ACTIVE INCLUSIVITY IN TOXICOLOGY
WEBINAR 3:
SOT RESOURCES FOR CURRENT GRADUATE STUDENTS

Alexandra Noël, PhD
Assistant Professor
Comparative Biomedical Sciences
Louisiana State University
ALEXANDRA NOËL, PHD - BACKGROUND

- BSc. Biomedical Sciences
- MSc. Occupational and Environmental Health
- PhD. Public Health, specialization in Toxicology and Risk Assessment

- **Inhalation Toxicologist**
- Postdoctoral fellowship – Louisiana State University
- **Assistant Professor – Louisiana State University**
- **SOT member since 2010**
  
  2015-2016 Post-doctoral representative - Society of Toxicology (SOT) South-Central Regional Chapter
  2017-2019 Councilor – SOT - South-Central Regional Chapter
  2019-2020 Vice-President (elect) – SOT - South-Central Regional Chapter
Opportunities for professional development and networking

- TAO Graduate student and postdoctoral fellow travel awards
- TAO Graduate student research awards
- TAO Distinguished scientific presentation awards (postdoctoral fellow and junior faculty)

Mentoring initiatives: “Passing the Baton”

- TAO Reception – SOT annual meeting

Triannual TAO Newsletter
SOT TOXICOLOGISTS OF AFRICAN ORIGIN (TAO)

Each One Reach One

“TAO welcomes the membership of any and all ethnicities that share similar objectives to 
broaden the conversation in toxicology.”

https://www.toxicology.org/groups/sig/tao/index.asp

Join TAO

https://www.toxicology.org/groups/sig/tao/join.asp
SOT — EVENTS AT THE ANNUAL MEETING

- SOT Mentoring Breakfast — SOT annual meeting
  Mentoring facilitators — paired with a SOT member mentor

- Chat with an Expert

- Mentor-mentee programs offered by SOT Speciality Sections

- Career Exploration through Speed Informational Interviews
  Postdoctoral Assembly
RESOURCES BEYOND SOT

**National Institutes of Health (NIH)**

- Ruth L. Kirschstein National Research Service Award (NRSA) Individual **Pre-doctoral Fellowship** to Promote Diversity in Health-Related Research (F31)
  
  Graduate students

- NHLBI Programs to **Increase Diversity** Among Individuals Engaged in Health-Related Research (PRIDE)

  **Transitioning postdoctoral scientists** and junior faculty

- **Mentored Career Development Award** to Promote Faculty Diversity in Biomedical Research (K01)
  
  Junior faculty
CLOSING REMARKS

Diversity & inclusion increase the pool of talent
Diversity & inclusion are great strengths
Diversity & inclusion lead to excellence
Diversity & inclusion result in innovation

Embrace every opportunity and be proud of your identity as well as your academic and professional achievements.
SOT Resources for Current Graduate Students

Catheryne (Katie) Chiang
University of Illinois at Urbana-Champaign
Resources for Current Graduate Students

Committee on Diversity Initiatives
• Awards
• Participation and leadership opportunity

Special Interest Groups
• Awards
• Other resources

General leadership and volunteer opportunities through SOT
• Become a graduate student representative
• Volunteering
Committee on Diversity Initiatives (CDI) Awards

• Perry J. Gehring Diversity Student Travel Award

• Diversity Initiatives Endowment Career Development Award
CDI Awards:
Perry J. Gehring Diversity Student Travel Award

• Application materials:
  • Nomination letter from advisor
  • Completed two-page application form (includes 250-word personal statement)
  • Copy of abstract submitted to upcoming annual SOT meeting
  • Transcripts including course enrollment for current semester

• Applicant eligibility
  • Applicant is from a racial/ethnic group identified as under-represented in toxicology
    • African American / Black
    • Hispanic / Latino
    • Native American / Alaskan / Hawaiian / Pacific Islander
  • Applicant must be an undergraduate or graduate student who was previously selected to participate in the SOT Undergraduate Program
CDI Awards: Diversity Initiatives Endowment Career Development Award

**Application materials:**
- Description of proposed activity funding will be used for
- Applicant’s CV (3 page limit), transcripts, and proof of current enrollment
- Letter of support from academic advisor

**Applicant eligibility**
- Applicant is from a racial/ethnic group identified as under-represented in toxicology
  - African American / Black
  - Hispanic / Latino
  - Native American / Alaskan / Hawaiian / Pacific Islander
- Applicant must be a SOT Undergraduate Affiliate or Graduate Student Member
- Proposed activity/experience begins no earlier than 1 month following application deadline but no later than 1 year following application deadline
CDI Leadership and Participation Opportunity

**Undergraduate Diversity Program**

- Occurs just before the annual meeting
- Mentors get to interact with undergraduates and provide guidance
- Funding for extra days of travel available
Special Interest Groups

- Hispanic Organization of Toxicologists (HOT)
- Toxicologists of African Origin (TAO)
- Out Toxicologists and Allies (OTA) (*new!*)
- Arab Toxicologists Association (ATA) (*new!*)
- Women in Toxicology (WIT)
- American Association of Chinese in Toxicology (AACT)
- Association of Scientists of Indian Origin (ASIO)
- Korean Toxicologists Association in America (KTAA)
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<tr>
<th>Special Interest Group</th>
<th>Awards</th>
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<tbody>
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<td>American Association of Chinese in Toxicology Special Group</td>
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<tr>
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<td>Toxicologists of African Origin Special Interest Group</td>
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<tr>
<td>Women in Toxicology Special Interest Group</td>
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Special Interest Groups: Other Resources

Each SIG has a website that may include helpful resources

- Links to webinars of interest
- Announcement of workshops
- Related entities

https://www.toxicology.org/groups/sig/sig.asp
Thank you!

- Become a trainee representative
- Roving Reporter for Communique Blog
- Mentoring breakfast
- ToxShowDown
- Assist committees
Welcome to our Active Inclusivity Conversation!
What is your one sentence tweet or takeaway about the importance of diversity in science?

Do you think manager or advisors should increase their involvement with diversity initiatives? If so, in what ways?

How can we start conversations regarding the multifaceted topics that are related to diversity?

Are there any critical ideas that haven’t been raised in our discussions today that you would like listeners to think about?
Society of Toxicology’s (SOT) Graduate Student Leadership Committee Presents:

Diversity and Inclusiveness Webinar Series: Active Inclusivity in Toxicology

Thanks for your participation!

Feel free to contact or connect with:

Dr. Krystin Carlson
Certificate in Diversity Leadership
Former GSLC Secretary
krystin@umich.edu

Giovanna Pozuelos
PhD Candidate
Former GSLC Chair
gpozu001@ucr.edu
Education and Career Development
Opportunities for SOT Trainees
Administered by the Education and Career Development Committee (ECDC)

Graduate Students:

Graduate Internship Fellowship in Toxicology (GIFT)
• Designed to encourage participation in internship experiences by offsetting financial barriers for graduate students to obtain experience not normally included in graduate training (up to $3,000)


Supplemental Training for Education Program (STEP)
• Several awards available up to $1,000 each for professional/scientific development experience directed to career goals and outside the scope of their graduate training


Postdoctoral Scholars:

New Experiences in Toxicology (NEXT)
• Supports gaining experience to transition into a professional position in toxicology by several awards available up to $1,000 each to enable postdocs to obtain exposure/training outside of their current sector

Thanks to all!