



Hispanic Organization of Toxicologists
ANNUAL REPORT: 2020-2021
 May 1, 2020 to April 30, 2021

I. Officers/Committees:

	2020-2021	2021-2022
President	Enrique Fuentes-Mattei	Aline de Conti
Vice President	Aline de Conti	Teresa Palacios-Hernandez
Vice President-Elect	Teresa Palacios-Hernandez	Veronica Ramirez-Alcantara
Secretary	Julieta Martino	Julieta Martino
Treasurer	Vinicius de Paula Venancio	Kelly Salinas
Past President	Ranulfo Lemus-Olalde	Enrique Fuentes-Mattei
Councilors	Mercedes Salvador-Silva	Mercedes Salvador-Silva
	Patricia Ruiz	Patricia Ruiz
	Michelle Hernandez	Federico Leonardo Sinche Chele
	Carmen Rubio Armendariz	Alexandra Maria Moita Antunes
PDA Representative	(Vacant)	Isabel Alvarado Cruz
GSLC Representative	Henry Lujan	Jose Francisco Delgado- Jimenez

Awards Committee

The main task for the Awards committee is to nominate, select and announce candidates for HOT Awards. Historically, HOT has awarded Travel Awards to students and postdoctoral trainees based on the scientific merits of the abstracts they will present at the SOT meeting, as well as Recognition Awards for service to the HOT and SOT executive committee. A “Distinguished Toxicologist Award” is given each year to a Hispanic or Spanish or Portuguese speaking toxicologist whose work exemplifies the mission of the HOT-SIG by contributing to the advancement of the field of toxicology. Historically, a Councilor chairs the committee and the Vice-president serves as co-chair. Other HOT members are recruited to serve as judges for the awards. **Members: Carmen Rubio Armendáriz (Chair); Mercedes Salvador-Silva (Co-Chair); Patricia Ruiz (Volunteer), Enrique Fuentes-Mattei (Volunteer).**

Bylaws Committee

This committee reviews the bylaws every year and proposes changes according to the needs and evolution of the HOT. Historically, a Counselor, Vice-president or Vice-president Elect chairs the committee and recruits other HOT members to advise the Executive Committee as needed. **Members: Aline de Conti (Chair); Teresa Palacios (Co-Chair); Julieta Martino (Volunteer).**

Communications Committee

This committee is responsible for coordinating all communications issued by the Executive Committee to the HOT membership, including email alerts, publications and posting to ToXchange and Facebook. Historically, the President and Secretary co-chair this committee and recruit talented HOT members (often not Executive Members) to lead key initiatives. The Website Coordinator will interact with SOT Headquarters staff to maintain the HOT/SOT website information (including ToXchange) current and useful as a repository of information for future Executive Committees. **Members: Julieta Martino (Chair); Enrique Fuentes-Mattei (Co-Chair).**

- **Website Subcommittee:** The chair acts as Website Coordinator and interacts with SOT Headquarters staff to maintain the HOT/SOT website information current and useful as a repository of information for future Executive Committees. **Members: Julieta Martino (Chair).**
- **Toxenlaces Editorial Subcommittee:** This subcommittee of the Communications Committee is responsible for the bimonthly electronic publication of the HOT newsletter *Toxenlaces* by the third week of the second month in which is due for publication. Issues for electronic publication are April-May, June-July, August-September, October-November, and December-January. Historically, the *Toxenlaces* Editor works with HOT members to create content and produce the publication, and the Secretary facilitates publication by interacting with HOT Headquarters staff. **Members: Alejandro Ramirez Lee (Chair and Toxenlaces Editor); Julia Rezende Da Silva (Toxenlaces Assistant Editor), Julieta Martino (Co-Chair).**
- **Social Media Subcommittee: Members: Teresa Palacios (Chair).**

Education Committee

This committee will propose the different means to make accessible education materials to HOT members and the Ibero-American community. The committee will coordinate efforts with the Communications Committee for posting these education materials in the HOT web page and with the Toxenlaces Editor for announcing events in the newsletter. Historically, a Councilor chairs the committee and recruit talented HOT members (often not Executive Members) to lead key initiatives. **Members: Carmen Rubio Armendáriz (Chair); Henry Lujan (Co-Chair); Teresa Palacios (Volunteer); Mercedes Salvador-Silva (Volunteer); Yanelli Nunez (Volunteer).**

Finance Committee

The main function of the Finance Committee is to ensure the long-term financial stability of the HOT through organizing fund-raising activities based on the Executive Committee's

directions. This committee will be responsible for fund-raising for special programs, awards, and the annual HOT meeting/reception. The committee will identify and seek sponsorship from individuals and business to support the annual HOT meeting and travel awards. Historically, the Treasurer or immediate Past President chairs this committee and recruits additional Past Presidents and other talented HOT members to lead key initiatives. **Members: Vinicius de Paula Venancio (Chair); Ranulfo Lemus Olalde (Co-Chair).**

Global Outreach Committee

The Global Outreach committee will search, identify, and establish collaborations with other societies, organizations, and universities involved in all areas of toxicology in Ibero-American countries (Latin-America, Brazil, Spain, and Portugal). Historically, the immediate Past President chairs this committee working closely with the Councilor to Sister Organizations. **Members: Carmen Rubio Armendáriz (Chair and Councilor to Sister Organizations); Ranulfo Lemus Olalde (Co-Chair); Aline de Conti (Volunteer); Julieta Martino (Volunteer); Henry Lujan (Volunteer).**

Graduate Committee

This committee encourages involvement of Hispanic and Ibero-American graduate students in the HOT and the SOT, facilitates the scientific and professional development of Hispanic and Ibero-American graduate students through networking, scientific programs, and other SOT activities. The task of this committee includes the development of email and other communications directed toward informing and increasing the student base at the HOT-SIG and SOT. The student leadership provides important direction through representation on SOT committees and alignment of their programs with SOT national strategic objectives. Historically, the Student Representative chairs this committee and recruits other talented HOT student members for key initiatives. This committee works very closely with the Postdoctoral Committee. **Members: Henry Lujan (Chair); Julieta Martino (Co-Chair); Enrique Fuentes-Mattei (Volunteer).**

Membership Committee

The Membership Committee is in charge of proposing membership eligibility criteria, benefits and other strategies to the Executive Committee with the goal of increasing membership level. This committee will supply the updated HOT membership list to the Communications Committee for distribution of HOT Committee communications. Historically, a Councilor chairs this committee and recruits other talented HOT members for key initiatives. **Members: Michelle Hernández (Chair); Julieta Martino (Co-Chair); Mercedes Salvador-Silva (Volunteer).**

Nominating Committee

The Nominating Committee is responsible for annual elections. According to the by-laws, a Nominating Committee consisting of not less than five members who are not seeking re-election or election for any positions in the Executive Committee, including the last two Past

Presidents, shall be appointed by the Executive Committee of the Special Interest Group within two months following installation of officers. The Committee shall provide a slate of candidates for each election. Historically, the immediate past President is the Chair of this Committee. **Members: Ranulfo Lemus Olalde (Chair).**

Postdoctoral Committee

This committee encourages involvement of Hispanic and Ibero-American postdoctoral fellows in the HOT and the SOT and facilitates the scientific and professional development of Hispanic postdoctoral fellows through networking, scientific programs, and other SOT activities. The task of this committee includes the development of email and other communications to serve as a great resource for HOT postdoctoral members. Historically, the Postdoctoral Representative chairs this committee and recruits other talented HOT postdoctoral members for key initiatives. This committee works very closely with the Graduate Committee. **Members: Julieta Martino (Chair); Henry Lujan (Co-Chair); Vinicius de Paula Venancio (Volunteer).**

Program Committee

The Program Committee consists of several HOT members who are willing to serve as liaison between the Executive Committee, members, and other program committees within the SOT. Program committee focuses on service to the HOT members. Historically, the Vice President is the chair of this committee. The activities and responsibilities include among others: Assisting the preparation of the HOT/SOT Annual Meeting; mentorship program; assisting HOT members to develop SOT Annual Meeting program proposals; HOT endorsement procedures and SOT program endorsement; International meetings in toxicology and related fields. **Members: Aline de Conti (Chair); Enrique Fuentes-Mattei (Co-Chair); Teresa Palacios (Volunteer).**

Strategic Planning Committee

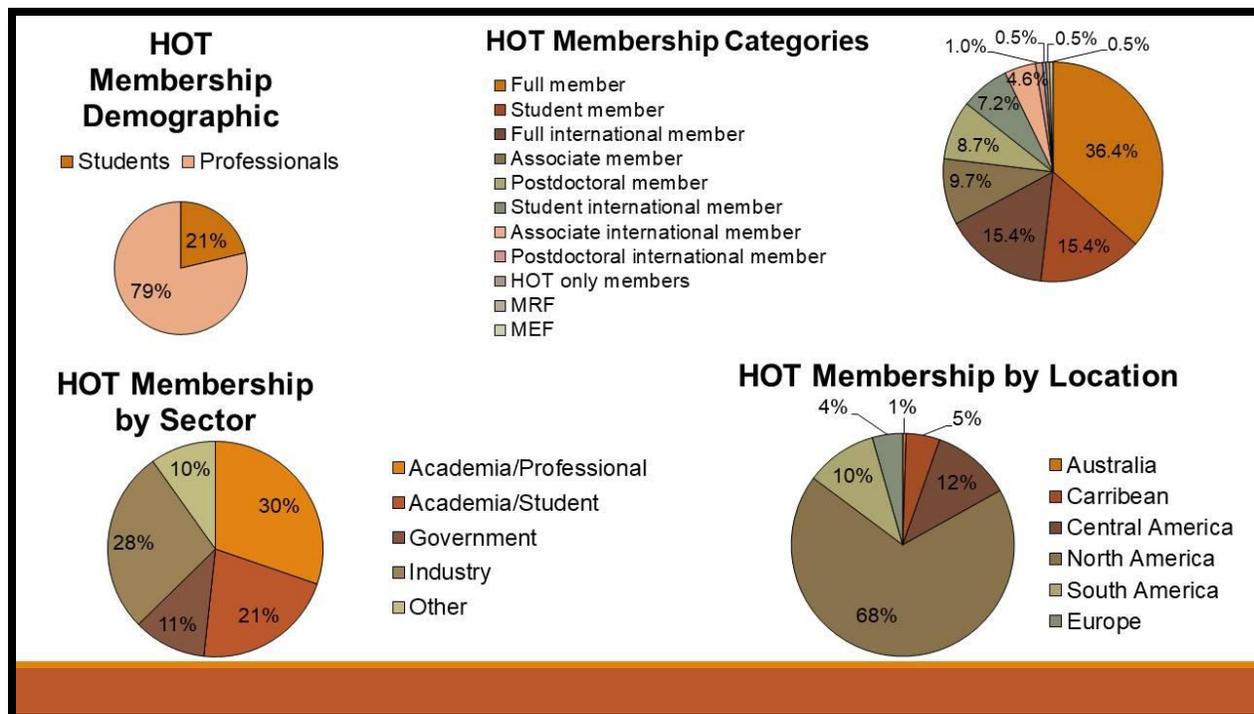
The strategic planning committee will provide advice to the Executive Committee for developing the organizational plan and long-term financial plan. Members of the Advisory Committee will actively participate in this committee. Historically, the President is the committee chair. **Members: Enrique Fuentes-Mattei (Chair); Aline de Conti (Co-Chair); Teresa Palacios (Volunteer); Mercedes Salvador-Silva (Volunteer).**

Advisory Committee

Per HOT by-laws, this committee is made of all past presidents of HOT with the exception of the immediate past President. They attend HOT Executive Committee meetings to provide relevant information, guidance and perspective in regards to HOT issues and activities. Each past president serves in this committee at least for 5 years. **Members: Silvia Barros (Chair), Robert P. Casillas, Elena Hernández-Ramón, Minerva Mercado Feliciano, Linval DePass, Betina J. Lew, Leslie Recio, Ofelia A. Olivero, Pedro L. Del Valle, Braulio Jiménez-Veléz, Mari S. Stavanja.**

II. 2020 Membership

The HOT SIG has 207 members, both students and professionals representing academia, industry, government and other sectors that employ toxicologists. Our membership is distributed among multiple countries: Argentina, Brazil, Chile, Colombia, Costa Rica, Cuba, Guatemala, Mexico, New Zealand, Panama, Paraguay, Peru, Spain, UK, Uruguay, USA, and Venezuela. The below graphs are a visual summary of our current membership. The data was pooled and summarized by Dr. Michelle Hernandez (Councilor and Chair of the Membership Committee) and updated by our current Vice President and Vice-President Elect (Drs. Teresa Palacios and Veronica Ramirez Alcantara, respectively).



III. Key Outcomes in 2020-2021

- A. Despite the global COVID-19 pandemic, HOT was able to maintain its normal annual **activities and goals for the 2020-2021** term. These included, among others, maintaining its membership numbers, publishing its quarterly newsletters, receiving donations for its endowment fund and travel awards, and organizing its annual mentoring activity and annual reception and award ceremony. HOT also signed agreements with two new sister organizations: Sociedade Brasileira de Ecotoxicologia (ECOTOX Brasil) and Associação Latino Americana de Patologia Toxicológica e Experimental (ALAPTE). Additionally, HOT renewed its agreement with Red Iberoamericana de Toxicología y Seguridad Química (RITSQ).
- B. Two HOT Past Presidents were nominated and elected for **SOT positions**: Dr. Pedro Del Valle was elected to be part of the Awards Committee and Dr. Elena Hernandez-Ramon was elected for the Membership Committee. HOT also had other nominees participating in these important elections: HOT Past Presidents Dr. Ofelia Olivero and Dr. Silvia Barros,

and longstanding HOT Members Dr. Peter Goering and Dr. Kenneth Ramos. Additionally, another HOT past President, Dr. Robert Casillas, is currently on the ballot for a Special Election for SOT Council.

- C. Several HOT members, Officers and Past Presidents participated in the “**SOT Focus Group with Latinx Members**” organized by 2020-2021 SOT President Dr. George P. Daston. This focus group served as a platform to share experiences, perspectives, and advice on what additional work SOT should do to promote inclusion.
- D. As of the latest Financials and General Ledger, the **HOT Endowment Fund** (HOT Award Fund) has a total of \$37,049, which is \$10,000 more than reported last year. The fund will be used to provide awards based on scientific excellence and/or scientific progress to domestic or international Ibero-American students (undergraduate and/or graduate students) and/or postdoctoral fellows whose studies and/or research interests are in the toxicological sciences, or to those individuals with the objective of promoting global outreach by increasing research/academic excellence, or leadership. These awards will be given to support the development of students and postdoctoral fellows through various educational and scientific activities, including, but not limited to: attendance at international scientific meetings to support presenters at scientific programs, symposiums, workshops, courses, and internships, among others.
- E. Several HOT Officers participated in the “**5th International and Peruvian Congress of Toxicology**”, which was held virtually from May 18-21, 2021. This invitation was made by our Sister Organization, Universidad Nacional Mayor de San Marcos (Lima, Peru) who reached out to HOT asking for speakers in specific areas of toxicology which were the focus of the congress. Using our HOT network, we were able to collaborate with this request. Our councilors Drs. Carmen Rubio Armendariz, Alexandra Maria Moita Antunes and Mercedes Salvador-Silva participated as speakers in different Plenary Sessions, while our HOT Past President Dr. Elena Hernandez-Ramon gave a talk about the benefits of HOT and SOT membership and also shared Fellowship opportunities at NIH. This event highlights the importance of our sister organization network in fostering collaborations among toxicologists worldwide.

IV. Activities:

A. 2021 SOT Virtual Annual Meeting Activities:

1. Annual Reception and Award Ceremony:

The Hispanic Organization of Toxicologist **Annual Reception and Awards Ceremony** was held virtually on Thursday, March 25th, 2021 from 4:15 PM – 5:45 PM. The agenda of the event included a message from the President Enrique Fuentes-Mattei, who thanked the continued support of our sponsors, Officers and the HOT Advisory Board. The reception continued with a presentation of our membership demographics, and a brief introduction to our sister organizations and newsletter Toxenlaces. Following this, the 2020 and 2021 awardees were recognized. Each awardee was given the opportunity to say a few words in public or send a short video to be shown during their recognition. Award recognitions included both the Distinguished Toxicologist Awards and Student and Postdoctoral Travel Awards. After the Awards, HOT recognized outstanding 2020-2021 Officers

and then introduced its 2021-2022 Officers. At the end of the reception, and to keep our dancing tradition, a salsa dance instructor taught a virtual salsa lesson.

2. Informational session “Strategies to Increase Global Awareness of Toxicology: Focus on Developing Countries”:

This session was held online on Tuesday, March 23rd, 2021 from 11:15 AM to 2:00 PM (ET) and was Chaired and Co-Chaired by HOT Vice President Dr. Aline de Conti and Councilor Dr. Carmen Rubio-Armendariz. The panelists included Dr. Jose Manautou, Dr. Zafira Corsino, Dr. Silvia Barros, Dr. Darryl Hood, and Dr. Jesus Olivero-Verbel. The goals of this session were to highlight the strengths and challenges of toxicological international outreach models in order to maximize the potential to benefit individuals and institutions, and to discuss new strategies to increase the perception and application of toxicology around the world. Topics included “SOT and IUTOX Efforts to Promote Toxicology Global Outreach”, “International Mentoring as a Tool to Promote Toxicology Higher Education and Global Outreach”, “Internationalization of Research to Improve Diversity and Quality of Science”, “Challenges for Toxicological Sciences in Latin America”, and “Challenges for Toxicological Sciences Internationalization in Countries from Africa”. The total number of attendees was 74.

3. Participation of HOT members as panelists in SOT sessions:

Dr. Silvia Barros, HOT Past President and Professor at University of São Paulo, Brazil, participated as panelist in the roundtable session “The Future of Uncertainty Factors with In Vitro Studies Using Human Cells”, together with other notable colleagues from SOT (Michael Dourson, PhD; Lorna Ewart, PhD; Suzanne C. Fitzpatrick, PhD, from US FDA; and Brinda Mahadevan, PhD, from Abbott, India). This session was held on Thursday, March 18, 2021, from 2:45-4:05 PM.

Dr. Teresa Palacios, HOT Vice-President and Lead Reviewer at US FDA, participated as speaker in the SOT Component Group Event “Special Interest Group Collaboration Group: Diversity and Inclusion at SOT—Past and Future”, which was held on Monday, March 22, 2021, from 4:15-7:30 PM. In this meeting, Dr. Palacios presented the current activities that HOT is performing to promote the participation of our Hispanic/Latino scientific community in different initiatives proposed by our group, and emphasized the effort made to continue involving all our members in events and activities performed during the year.

B. 2020-2021 Awards Information:

1. Distinguished Toxicologist Award: Silvia Berlanga de Moraes Barros, Ph.D. Senior Professor of the School of Pharmaceutical Sciences, University of São Paulo.
2. HOT Travel Award: Luma Melo, Graduate Student, Indiana University. “The Effects of Endurance Training on High Fat Diet-Induced Nonalcoholic Fatty Liver Disease in Male Mice”. Sponsored by HOT.

C. Mentoring Activities:

On April 26, 2021, the HOT Education Committee held a 1 hour online mentoring webinar: **“Mentoring Success Stories”**. This webinar shared the personal and professional experiences of three Mentor/Mentee pairs from different backgrounds: government, industry, and academia. The webinar was moderated by HOT Councilors Drs. Carmen Rubio Armendariz and Mercedes Salvador-Silva. Panelists included Dr. Betina Lew, Dr. Nilsa Rivera, Dr. Ranulfo Lemus, Dr. Henry Lujan, Dr. Ofelia Olivero, and Dr. Teresa Palacios Hernández. Junior toxicologists (mentees) shared the different steps in their early careers and how their relationship with a Senior toxicologist mentor has helped improve their professional and personal life. Mentees shared their goals and exposed the challenges and obstacles they have faced in their early careers, while mentors shared the strategies they have used to help their mentees develop professionally and personally. A total of 43 attendees participated in this session.

D. Communication Activities

1. Newsletter publication frequency: During this term four quarterly **Toxenlaces** have been published (Summer, Fall, Winter and Spring Issues). The HOT newsletter includes a Trainee Section, short Scientific Articles by invited HOT members, HOT Professional Tips, News and Achievements from our members, and information on upcoming meetings and opportunities. This year we also included interviews with the Presidents of three of our sister organizations. Our newsletter Toxenlaces also welcomed a new Editor: Julia Rezende da Silva, BSc, a PhD student from the University of Sao Paulo, Brazil.
2. Website enhancements: The HOT Communications Committee successfully maintained updates on the HOT website and increased social media outreach to 1,164 followers. Regular website updates are performed as needed throughout the year in order to reflect initiatives from HOT, SOT, our Sister Organizations, and from other organizations that regularly share information with HOT. This year we also worked with the SOT website team to add a “Support tab” on our website that includes the links for regular donations as well as for donations to our endowment fund. We also improved access to HOT-only membership renewals by having a direct link to payment, as opposed to a downloadable PDF form, which was the previous method.

V. Feedback and Ideas:

A. In what ways is your group fostering and maintaining an inclusive environment?

The HOT as organization will succeed if our members succeed. For this purpose, HOT annually offers webinars and workshops for professional development that are distributed to Ibero-American countries. These activities are performed in English, Spanish or Portuguese, depending on the target audience. In addition, HOT spotlights its members by giving them visibility through invitations to contribute in specific sections of our newsletter Toxenlaces and by offering awards for their scientific contribution to the toxicology field. Additionally, we have a vast network of toxicology sister organizations that belong to different Ibero-American countries, that serves as a catalyst for interaction, fellowship, networking, professional development and the sharing of ideas and knowledge among Spanish- and Portuguese-speaking toxicologists and members of the Society of Toxicology.

- B. How might SOT better support your group's activities (perhaps something the Society should be doing that we currently do not do, or do not do effectively, that would be of importance/benefit to the members of your component group?): Note: If funding is listed, please provide detail on the membership need that the funding would support.**

HOT would greatly appreciate if SOT keeps the discount rates for members of developing countries in the next SOT meetings. In addition, keeping a hybrid SOT meeting format, online and in-person, would facilitate the attendance of toxicologists from developing countries. We would also like SOT to provide more funding towards the International ToxScholar Outreach Funding to cover the travel expenses. This would encourage our members to apply for this grant.

- C. What is one thing that the Society is currently doing that impacts your component group that should be changed (e.g., stopped, modified, etc.)?**

One issue we have is being able to get insight into our membership and its dynamics. The available roster accessible to HOT Officers via ToxChange has been narrowed down over the years to only names. Ideally, we would like to have access to a detailed roster in which we can see active and non-active members, their membership types, whether they are SOT-HOT or HOT-only members, affiliation, country that they live in, as well as their membership history (i.e.: have they been continuing members of HOT or are there gaps?). We understand that this information can be found in ToxChange member profiles, however, having an easy way to compile this information would give our Membership Committee the opportunity to systematically analyze our membership and use the data to inform the rest of the HOT Executive Committee so we can make decisions based on membership composition. Even though in the past we have been able to get some of these insights from SOT Staff, having to do that makes this process of feedback very inefficient.

- D. What changes does your component group anticipate making in the way in which it operates in the coming year?**

For the year 2021-2022 we are implementing a new committee: the "SOT Awards Nominating Committee". This committee will facilitate the nomination of HOT members to receive SOT Awards. In addition, we are adding the Toxenlaces Editor as an official member of the HOT Executive Committee.