




# Let's Talk EDI: Black History Month

February 23, 2023



**Today, we will ask our attendees if there is an inspiring black scientist you would like to share with the rest of the group!**



# Community Guidelines •



## Openness

Be open to new or differing ideas

Embrace discomfort



## Balance

Share space and the floor

Speak for yourself, not for or about others



## Confidentiality

Learnings can leave with you, but stories stay here



## Respect

Refrain from language that insults, excludes, or dismisses others

# Land acknowledgement



## Our Vision

The Musqueam, a proud and unified people, will as a self-governing nation, work together to ensure enhanced quality of life for all generations of our people to develop a sustainable, self-reliant, vibrant community that is built upon the historical and traditional values of our community.

## Mission

The Musqueam, through transparent and accountable leadership, will assert the right to govern ourselves, for the benefit of all generations of our people, and exercise that right by building capable governing institutions and economies that match our culture through strong leadership.

## Our Values

Respect, Pride, Inclusiveness, Honour,  
Shared Responsibility

# Let's Talk EDI committee



**Maria  
Tokuyama**



**Laryssa Vachon**



**W. Austin Guild**



**Nawshin Alim**

# Today's session will be...

- Ice breaker/ Sign in
- ~5 min presentation
- ~15 min sharing inspiring black scientists' profiles
- Film & lunch
- Discussion
- Before you leave, please fill out survey!



# Ice Breaker

Find a person who you have never met before and introduce yourself!

Share: What brought you here today?

# Welcome to the “Let’s talk EDI” Series!

## Main Goals:

- Create an inclusive space for M&I trainees
- Space to discuss topics related to Justice, Equity, Diversity, and Inclusion (JEDI)
- Celebrate diversity within the department and preserve own identity
- Promote well-being and mental health
- Eat, socialize and have fun!

## And also...

- To recruit trainees interested in organizing EDI events for the dept
- Get feedback on activities/direction of EDI committee

# Let's Talk EDI 2023 - Ideas

## Ideas for Next Years Events

disability inclusion

campus tours

dress up

iftaar dinner

movie night

decolonization

inter food festival

international filmfestiva

facilitation training



# Black History Month

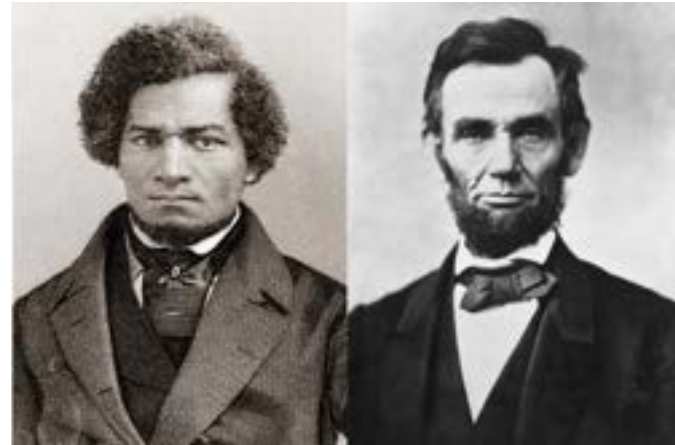


Black history month dates back to 1926, starting in the United States by **Carter G. Woodson**.

February was chosen because antislavery activist **Frederick Douglass** and president **Abraham Lincoln** were both born in February.

Did you know every black history month has a specific theme?

2023 has the theme of focusing on the importance of **black resistance**.



# Celebrating Black Scientists



**Dr. Jane Hinton**

1919-2003  
Microbiologist  
Doctor of Veterinary Medicine

She co-developed the **Mueller-Hinton agar**, which is still widely used to **test bacterial antibiotic susceptibility**, including clinical diagnosis.

She is also one of the **first African-American female veterinarians** in the USA.

<https://www.blackpast.org/african-american-history/jane-hinton-1919-2003/>



AMERICAN  
SOCIETY FOR  
MICROBIOLOGY

**Dr. Adrian Land**

Present  
Senior manager of regulatory affairs  
Procter & Gamble



He **enhanced vaccination design and antimicrobial targeting** in his position at P&G. He changed career from Physical Therapist to Microbiologist in graduate level. As a result, had to **overcome imposter syndrome** and ended up being where he is. **Mentors youth who have fewer opportunities**, among having other social contributions. Spiritually motivated to serve others.

<https://asm.org/Articles/2020/December/Impacting-Lives-Through-Science-Spotlight-on-Dr-Ad>

**Please fill out a short survey before you leave!**



Celebrating the success of Black scientists  
Dr. Kizzmekia Corbett



# Inspiring words from Black in Immuno leaders



The value of representation and EDI work  
Dr. Keke Fairfax



# "A Better Future for Black Microbiologists: Lessons Past & Present"

- American Society for Microbiology, Feb 2021



Ariangela  
Kozik, PhD  
(UMich)



Kishana  
Tayler, PhD  
(Carnegie  
Mellon)

"Every year during Black History Month, we discuss Black people who have made their mark on history. We rightly applaud their accomplishments and use their stories to inspire others. However, a singular focus on the individuals, without a frank discussion of the context in which their contributions were made, relieves the pressure for change on the unjust systems and structures that these individuals persisted in."

"As recently as 2020, Black scientists and physicians have reported being [stopped and harassed by the police](#) on the way to their labs and [homes](#), [removed from leadership positions](#) and have [died from COVID-19](#) and [childbirth complications](#) as a result of medical racism."

"Imagine a world where these barriers did not exist... Imagine what Black scientists *today* could accomplish without having to be concerned with lab/department/company cultures that require them to shrink themselves, their personalities and their cultures to fit a mold."

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## Do Your Part - Call to Action

- **Include Black microbiologists (and other scientists from marginalized groups) in your curriculum.**
  - e.g. Stories of William Hinton, Jane Hinton, Evelyn Marie Carmon Nicol
- **Sponsor Black microbiologists.**
  - Recognize the contributions of your Black colleagues, give them opportunities to talk about their science, and nominate them for recognition and [awards](#). Collaborate with them.
- **Support Black microbiologists.**
  - Do your part to ensure that your [workplace and laboratory cultures](#) are [inclusive](#). Recognize the challenges Black people face in our current society and how those challenges may show up day to day in your trainees and colleagues. When traumatic events occur, be sure to respond with empathy.