



Black In Neuro Annual Report FY 2021-2022

Table of Contents

- | | |
|----------------------------------|-------------------------------|
| 1 Message From the Team | 7 Community Impact |
| 2 Yearbook Message | 8 Financial Report |
| 3 We Are Global | 9 BIN in the Spotlight |
| 4 Impact at a Glance | 10 Looking Ahead |
| 5 Timeline of Initiatives | 11 Closing Message |
| 6 Our Initiatives | |

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Reporting: Victoria McCray, BSc & Monica Javidnia, PhD

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Version 2, February 2, 2023

Message From the Team

Two years already?! It feels like just yesterday we were setting up Slack channels and Google Drive folders to organize our first Black In Neuro Week.

We began in 2020 as a fully online initiative, with few members who had ever met in person. Over the last two years, we witnessed the Black In Neuro community grow, representing more institutions and countries around the world. While we remain committed to the safety and accessibility of free, virtual events, we began hosting some in-person gatherings at lectures and conferences.

With hard work and dedication, we became a registered 501(c)(3) non-profit organization, launched our Black In Neuro store, began several exciting new initiatives, developed our advisory board, and grew our team. We cheered on our community, including several of our own volunteer team members, as they published manuscripts, presented posters, graduated, started the first year of their graduate or residency programs, and began their postdoctoral, faculty, and industry careers.

None of this would be possible without you, our Black In Neuro community members, allies, and sponsors. This report aims to capture and celebrate everything we have accomplished as an organization and gives a sneak peek of what we have in store for the future.

In solidarity,
The Black In Neuro Team

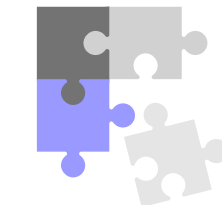
Meet the Team at blackinneuro.com/team
Review the 2021 Report at blackinneuro.com/publications



Communications



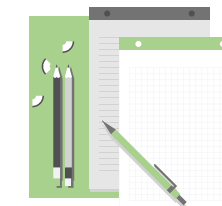
Gwenaëlle Thomas, PhD



Development



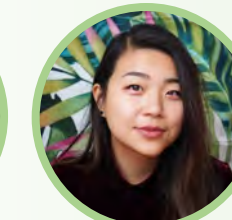
De-Shaine Murray, PhD



Finance & Reporting



Danielle Nadin, MSc



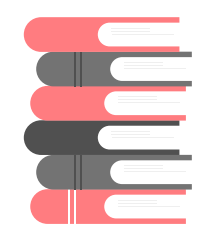
Christine Liu, PhD



Programming



Brielle Ferguson, PhD



Policy & Operations



Angeline Dukes, PhD



Kaela S. Singleton, PhD



Ubadah Sabbagh, PhD



Ifeoluwa (Ife) Adedipe, BSc

Board of Directors

Executive Team



Amirah-Iman Hicks, BSc



Emmanuella Bassey



Jheannelle Johnson



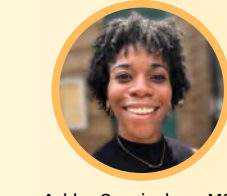
Kyndall Nicholas, BSc



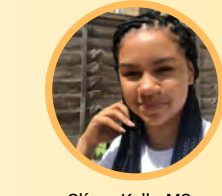
Victoria McCray, BSc



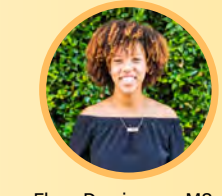
Monica Javidnia, PhD



Ashley Cunningham, MSc



Cliona Kelly, MSc



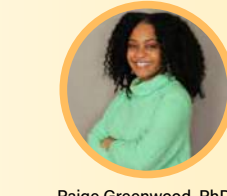
Elena Dominguez, MSc



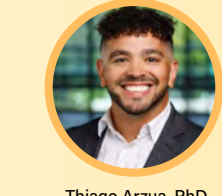
Destinee Aponte, BA



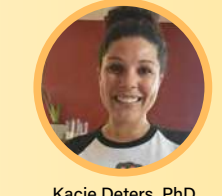
Rackeb Tesfaye, MSc



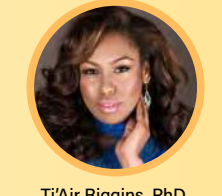
Paige Greenwood, PhD



Thiago Arzua, PhD



Kacie Deters, PhD



T'Air Riggins, PhD

Advisory Board



Bianca Jones Marlin, PhD



Gina Poe, PhD



Kafui Dzirasa, MD, PhD



Michael Yassa, PhD



Michelle Jones-London, PhD

BIN Yearbook 21'-22'

What has the last year meant for you as a Black In Neuro Organizer?

Where do I start?! Black In Neuro is the neuro fam I've always wanted and didn't know how much I was missing. Hoping as many people as possible can experience that feeling.

—Dr. Bri

Getting to know a bunch of dope black scientists has been the thrill of a lifetime

—Victoria

Being a part of the BIN organizing community as truly allowed me to explore what neuroscience is to me that is not achievable in a traditional academic institution. I have definitely grown as a scientist and person.

—Kyndall

Black in Neuro motivated me to finish grad school ♥ This community has consistently uplifted me and given me something to fight for. I love y'all so much!
—Dr. Dukes

I can't articulate how much this community means to me or the support I've gotten from it
—Ti'

Becoming a BIN organizer was one of my best decisions! I love being able to share my love for neuroscience and great programs that can highlight the vast BIN community
—Amirah

What has been your favorite development over the past year?

It's so hard to choose, but I think my favorite is the BIN Pals, a collaboration with Letters to a Pre-Scientist that paired students in a predominantly-Black 6th grade class with scientists around the USA as pen pals

—Monica

BIN Pals
—Kyndall

It's been amazing to see what the team can do when they put their mind to it. Most recently, watching some really brilliant people put in work toward us gaining 501(c)(3) status was truly inspiring.

—Dr. Bri

Seeing our socials go from Zoom to in person! How cool!

—Victoria

I'm so proud of us for obtaining our 501(c)(3) status! This is a huge step which opens the door to new opportunities for us as an organization.

—Danielle

The BIN Blog and Letters to a Pre-Scientist!

—Amirah

Becoming 501(c)(3)! You guys have truly showed up and showed out.

—Ti'

What are you looking forward to the most in the upcoming year?

I loved seeing the Black In Neuro community members share about their acceptance to Ph.D. Programs, starting their labs, matching neurology programs, and more. I am so excited to see how their first years go in their new roles!

—Monica

I am so excited about our new mentorship program! Can't wait help foster meaningful connections for our community!

XOXO —Dr. Dukes

Not to piggy back what Monica said but honestly, it has been the most rewarding thing about being in BIN
—Ti'

I'm excited to see the Black In Neuro community find more opportunities to connect locally with other members at their institutions or in their cities.

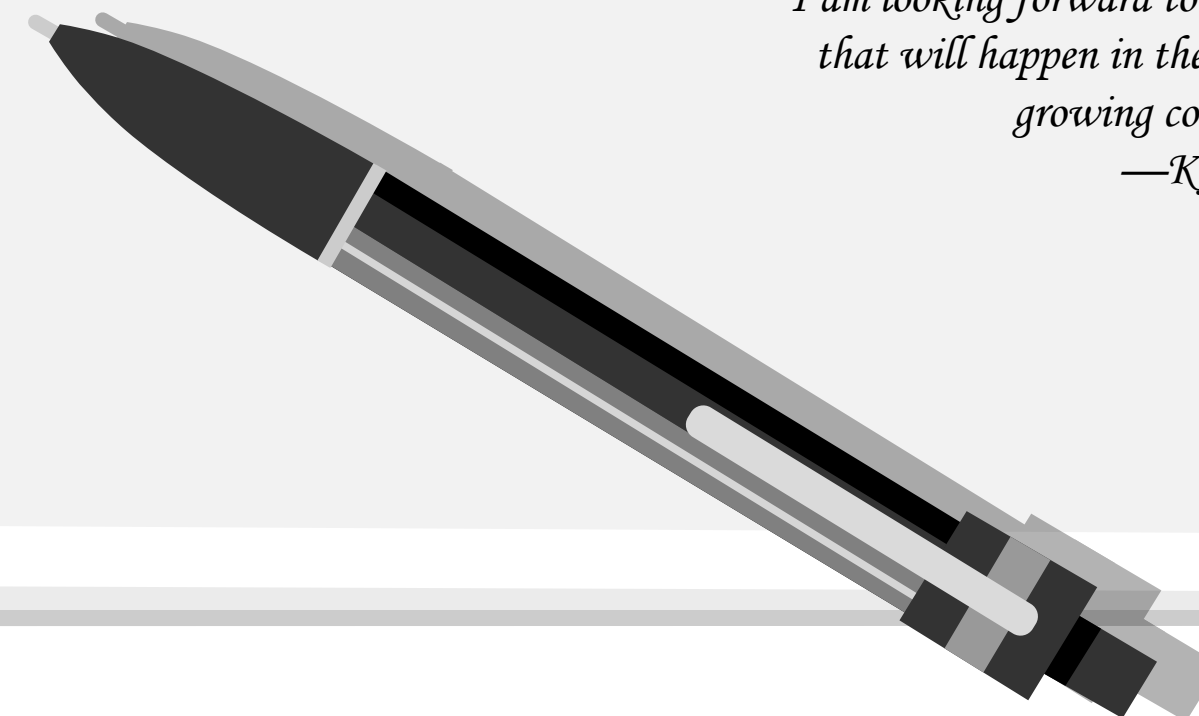
—Danielle

I'm excited for our members to connect around the globe! Whether on Slack or with Chapters in our communities. <3 And more speakers, more speakers, more speakers!

—Victoria

I am looking forward to the continued mentorship that will happen in the future, continuing, and growing collaborations.

—Kyndall

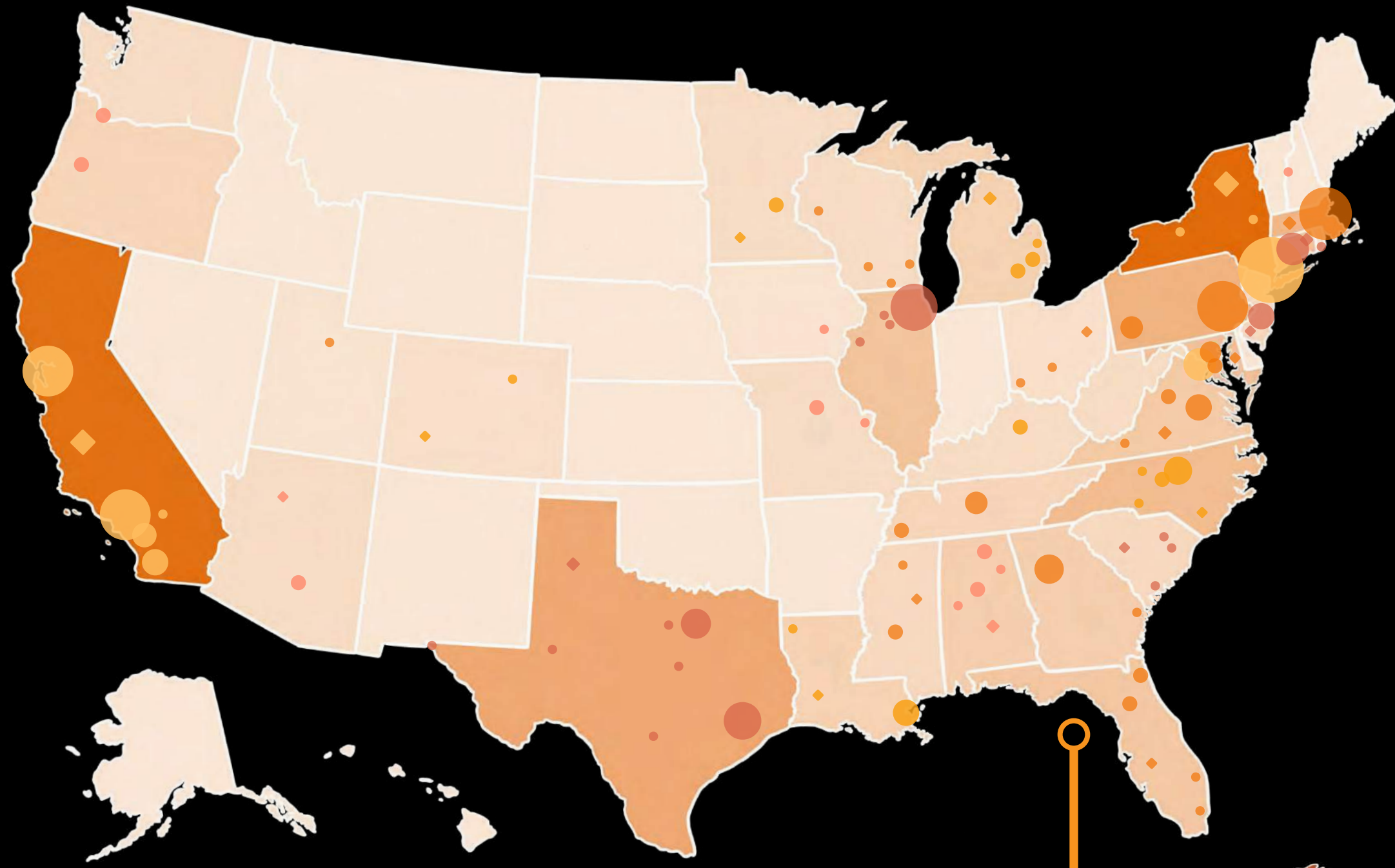




We Are Global

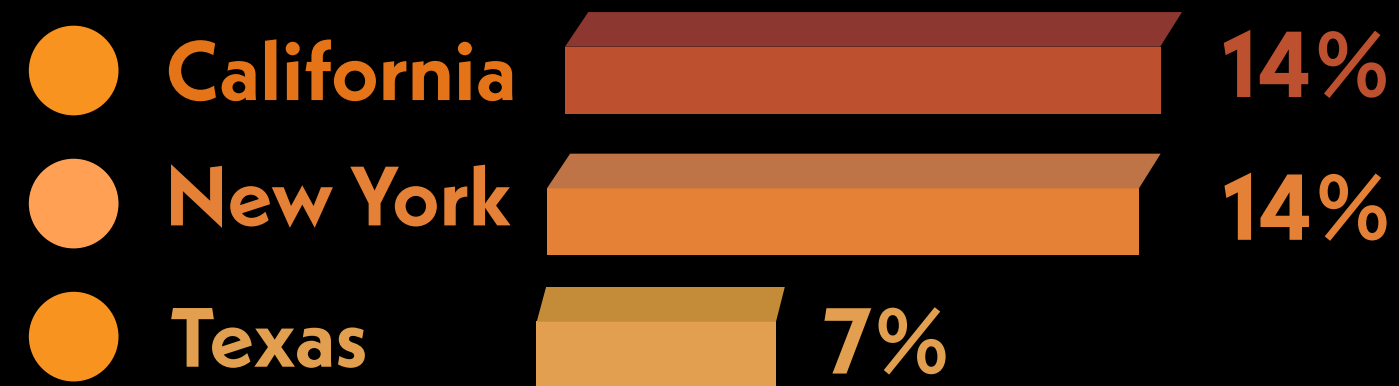


500+ registered members have joined our community around the world representing 29+ countries!

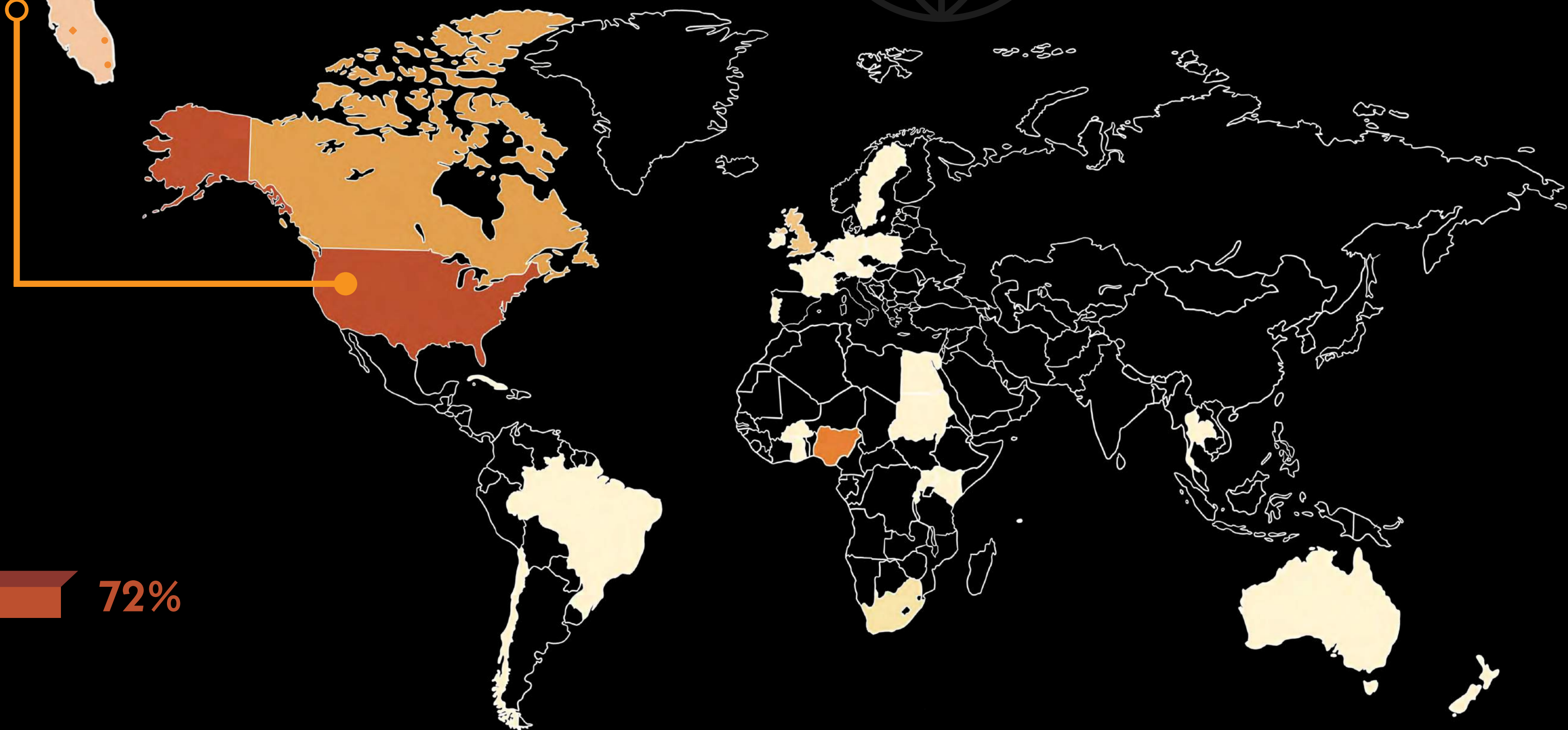
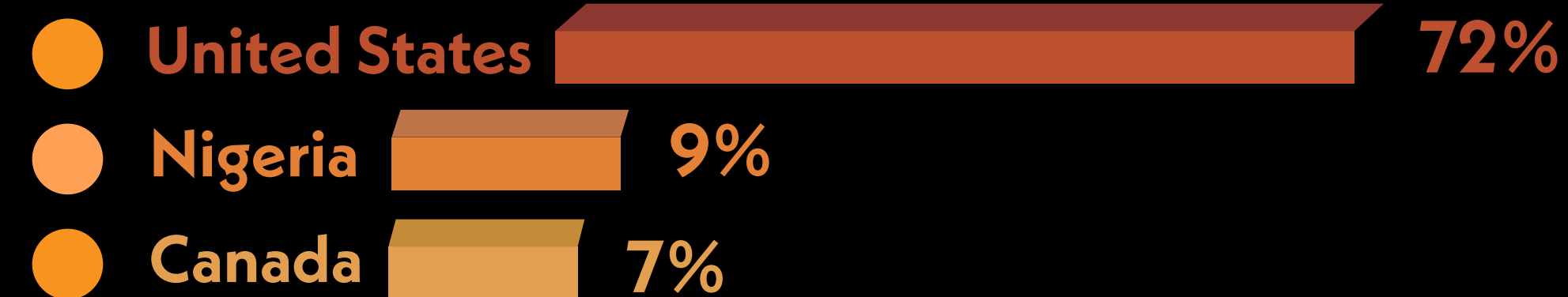


- United States ● Nigeria ● Sweden ● Burundi ● Scotland
- Egypt ● Chile ● Seychelles ● Thailand ● Uganda ● France ● Rwanda ● Burkina
- Netherlands ● Ghana ● Brazil ● Canada ● Kenya ● Austria ● Portugal
- Cuba ● South Africa ● Germany ● Wales ● England
- Sudan ● New Zealand ● Poland ● Ireland

Top Three US States



Top Three Countries



Impact at a Glance



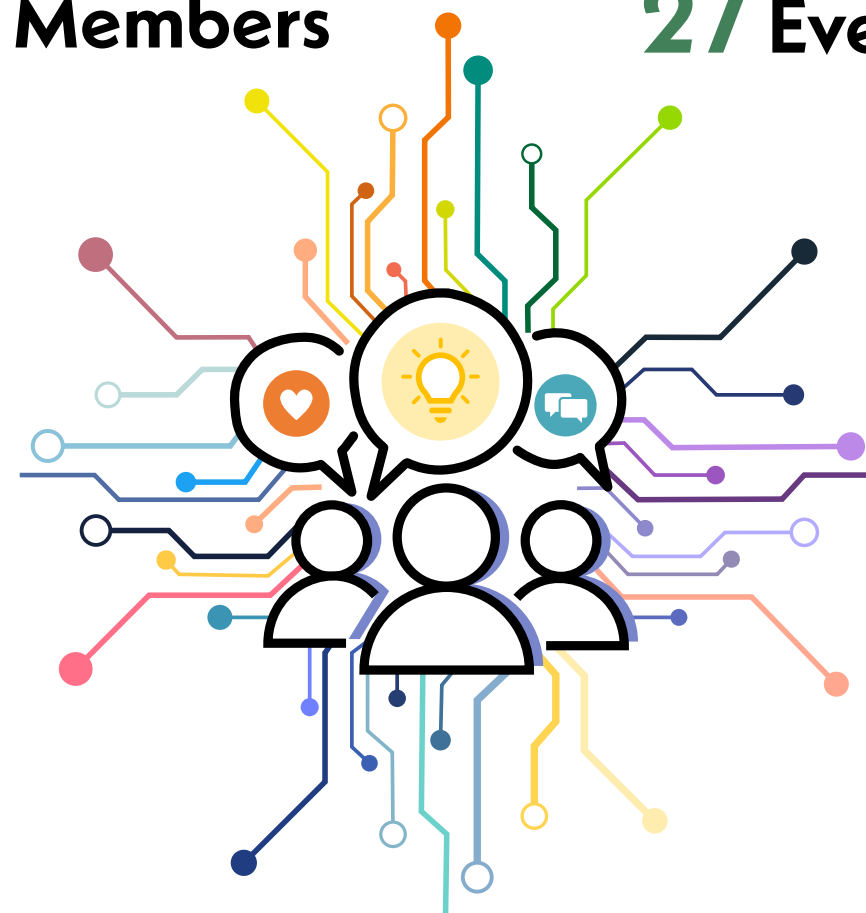
540 Members



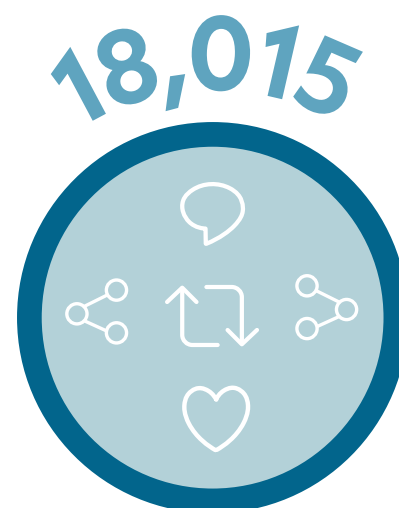
27 Events



2,635,598
Twitter Impressions
#BlackInNeuroWeek21



1,430
Event Registrants
#BlackInNeuroWeek21



18,015
Twitter Engagements
#BlackInNeuroWeek21

Started on the Web...



Mélise Edwards and Tyler Bonnen taking a break from the lab and going for a hike in CA!



Finally meeting Dr. Dukes at our Diversifying CNS Meeting at the University of Minnesota!



Lietsel and Jasmine pose outside



Conference meet up in Puerto Rico



Dr. Asma Bashir, Danielle, Ife, and Amirah meet in Ottawa

...and now we're here



Timeline for Initiatives

2021 2022



July

- **#BlackInNeuroWeek 21**
- Welcome Session
- African Neuroscience Panel
- **#BlackInNeuroResearch** Dr. Sossena Wood
- **#NeuroRacism** Journal Club
- Inclusive Neurotechnology Panel
- EEG Research & Black Hair
- Mentor Training Workshop
- Cultivating the Future of STEM
- Mentorship Spotlight
- Lifting as We Climb
- **#BlackInNeuroCareers** Panel
- NeuroCareers Recruitment Session
- **#BINtersections** Podcast
- **#BINtersections** Social

August

- **#BlackJoyInNeuro** Dance Class
- **#BlackJoyInNeuro** Relaxing Yoga
- **BIN Seminar Series:** Dr. Sara Dawit

September

- **BIN Seminar Series:** Dr. Monique Mendes

October

- **BIN Seminar Series:** Kellie Williford

November

- **BIN SfN Social**
- **BIN Seminar Series:** Dr. Corey Harwell

December

- **BIN Seminar Series:** Dr. Austin Coley

March

- Blog Launch

April

- **BIN Open Mic Night**

May

- Uncovering the Hidden Curriculum Workshop

June

- **BIN IBNS Social**



Our Initiatives

Seminar Series

Program Lead: Kacie Deters, PhD

Team: Ti'Air Riggins, PhD; Ashley Cunningham, MSc



The Black In Neuro Seminar Series features monthly science talks by highly impactful and esteemed researchers at various career stages within neuroscience-related fields. These events stimulate innovation and collaboration, and provide an important platform for Black scholars in neuroscience-related fields to share their work. With over 800 registrants last year, we're working hard to make sure this year is just as impactful!

BIN Pals

Program Lead: Destinee Aponte, BA

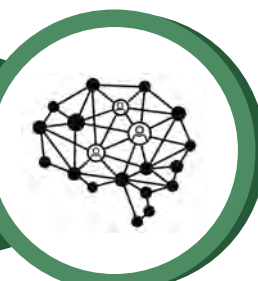
Team: Kyndall Nicholas, BSc



Black In Neuro (BIN) Pals is a letter exchange program aimed to demystify careers in STEM for grade school students. To this end, scientists from the Black In Neuro community exchange letters with students from underserved communities to share a love of science! Topics have included navigating STEM as a career, overcoming obstacles, and life as a college or graduate school student. This program is a partnership with Letters to a Pre-Scientist. This year, we're excited to announce that Black In Chem will be joining this partnership!

Socials

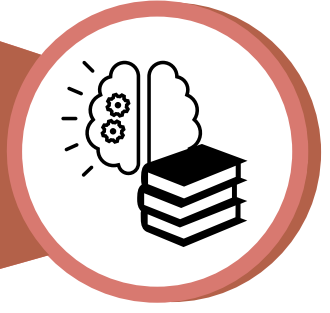
Program Lead: Thiago Arzua, PhD



Black In Neuro socials are a safe space for community members and allies to meet, network, play games, and more. Socials have been organized in-person and online, including open mic nights, conference meet ups, and more. We often partner with other organizations or community members for themed or holiday events. We hope you can join us for our next gathering!

Professional Development

Program Leads: Clíona Kelly, MSc; Paige Greenwood, PhD



Our Professional Development workshops are tailored to Black In Neuro community members in order to disseminate information and increase employability. Academia can be a difficult environment to navigate, particularly when Black. There are often skills and information which are essential for progression, but that are often not freely available. Our team aims to identify this information through community suggestions and to fill those gaps through panels, workshops, and information sessions. We hope to see you at our next event!

Perspectives Blog

Program Lead: Amirah-Iman Hicks, MSc



The Black In Neuro Perspectives blog is a place where Black scholars working at various career stages and in all neuro-related professions can share their life experiences with the broader Black In Neuro community. Since being officially launched in March 2022, we have published 4 articles and we are starting a new series: "Letter To My Younger Self". While we predominantly have writers from the United States, we aim to hear from the international Black In Neuro community.

Highlighting Scientists for BHM

Program Lead: Emmanuella Bassey



Every day for Black History Month in February we highlighted a different Black neuroscientist, neuro-researcher, or neuro-specialist in order to celebrate their contribution to the field. Both historical scholars as well as present scientists were highlighted to amplify Black excellence in neuro.

Community Impact



“What did you enjoy most about Black In Neuro Week 2021 events?”

“What I appreciate the most is that I see BIN being led by mostly grad students and postdocs who are saying “what we need isn’t here, and we’re going to create it.” There were events during BINW that I would never have thought of, & so the key thing I want to commend you for is creating the space and the event & the community that you want & need. You are doing an amazing job, and I appreciate being able to learn from you. ”

“The diversity of topics & opportunities for the community to connect it — showcases what a rich community has been built in just a year!”

“Appreciate that the event is free & open to all. Congratulations on this amazing year! ”

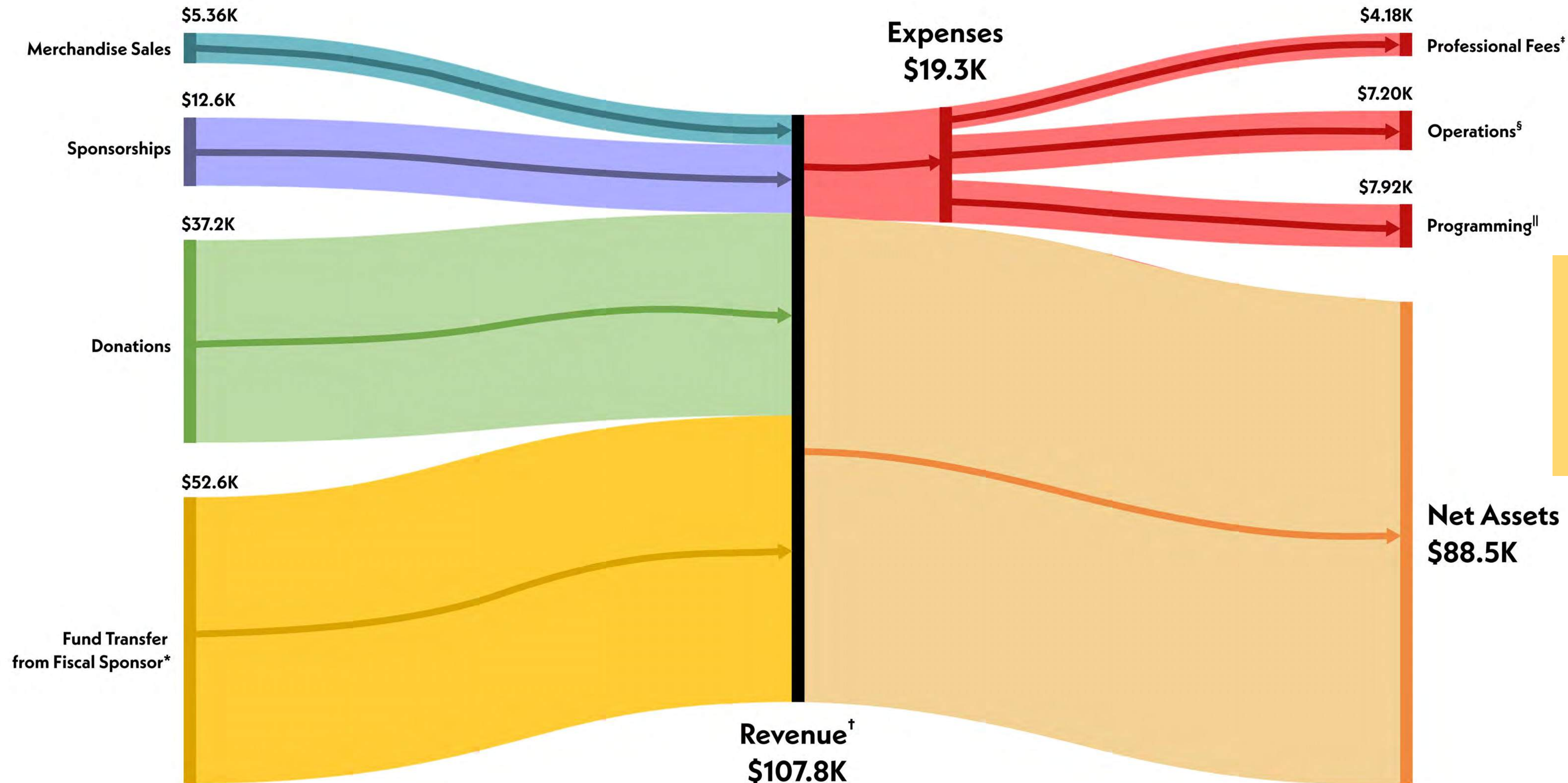
“Everything”

“I love Black In Neuro roll call, that will always be my favorite. So much fun! I also loved the variety of topics and how you touched on industry and academia, plus so much more.”

“You all just did the most amazing job. The events were incredible, being able to see everyone’s posts on social media [was] so hearting warming and exciting, and you made us all feel included in a variety of ways, whether participating in the video reel before BIN Week, sharing on social media & allowing us to ask questions during the talks. It feels like an incredibly supportive team and community. I loved getting to see all of the excitement, events & connect with people from all over the world.”

Financial Report

Fiscal Year (July 1, 2021—June 30, 2022) These balances represent assets held & disbursed by Black In Neuro, Inc., & do not reflect balances held and disbursed by our fiscal sponsor, UCI CNLM, who disbursed ~18K in expenses to support our programming (BIN Week, Seminar Series, and professional development workshops).



We are incredibly grateful to our donors and sponsors for their contributions!

*Transfer of funds raised during the 2020-2021 fiscal year via our fiscal sponsor, Two Photon Art; †Includes \$6.16 of interest not illustrated in this plot; ‡Includes graphic design, tax, and legal fees; §Includes software, office supplies, reimbursable expenses, merchandise samples, and cost of merchandise sold; ||Includes expenses for BIN Week, socials, and our blog



Letters to a
PRE-SCIENTIST

BIN in the Spotlight

Black In Neuro has been featured in
multiple publications and articles
highlighting our mission



This blog is written by Mya Whitton, Black In Neuro Scientist & LPS STEM professional pen pal mentor. She shares her experience navigating how to speak candidly about her college experience with her pre-scientist without discouraging their enthusiasm about higher education.



**I am so grateful to the diligence of this program, my pen pal scientists from Black In Neuro, and my students. I was in awe at the beauty of relationships developed across space, time, and age!
Written by LPS teacher Aisha Rudolph-Nurreddin**

EDITORIAL

EJN European Journal of Neuroscience FENS WILEY

“Diversity matters series”—The Black In Neuro movement

Nathan A. Smith, Dana L. Helmreich, Antoine Adamantidis, Paola Bovolenta, John J. Foxe, Yoland Smith, Vidita A. Vaidya

Racial equity and inclusion still lacking in neuroscience meetings

The death of George Floyd in 2020 sparked intense emotion, and increased recognition of the need to take active measures in matters of race within science and academia. This piece considers the field’s immediate actions with regard to Black representation at neuroscience conferences, and whether we are rising to the occasion in an area under our control.

Lewis A. Wheaton

NATURE NEUROSCIENCE

The need to recognize and reward academic service

Andrea M. Armani^{1,2}, Christopher Jackson², Thomas A. Searles³ and Jessica Wade⁴

Service activities are critical in the pursuit of a more equitable and inclusive academic environment. We must ensure that the efforts required by these activities are properly recognized through rebalancing the academic workload, such that service is not provided at the expense of career progression.

Introduction to the Special Theme on Responding to Anti-Blackness in Science, Mathematics, Technology and STEM Education

Fikile Nxumalo¹ · Wanja Gitari¹

communications

biology

Let’s talk about race: changing the conversations around race in academia

Jasmine M. Miller-Kleinhenz^{1,2}, Alexandra B. Kuzmishin Nagy², Ania A. Majewska³, Adeola O. Adebayo Michael⁴, Saman M. Najmi², Karena H. Nguyen³, Robert E. Van Sciver⁵ & Ida T. Fonkoue^{6,7}

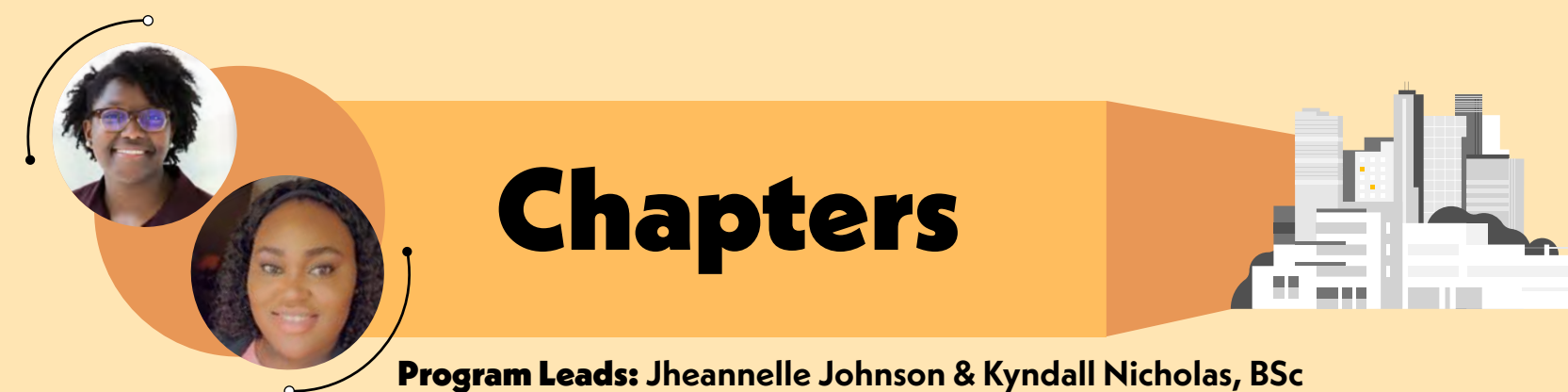


Looking Ahead

We are constantly learning from our past events and solicit feedback to better meet the needs of our community. Thank you to all of you for tweeting, emailing, and filling out surveys so that Black In Neuro can better serve you. Based on your input, some initiatives that we are looking forward to launching are the pilot year of our Black In Neuro Mentorship Program and our first, pilot Black In Neuro Chapter: Black In Neuro Manhattan.



At Black In Neuro we believe that mentorship is vital, not only for the success but retention of Black scholars. Our pilot year will begin with a mainly virtual program and a small cohort of mentees at the undergraduate, graduate, and postdoctoral career levels. They will be paired with mentors who will undergo culturally-competent mentorship training. Mentees will get guidance and feedback on their career, future plans, and goals. Over the year mentor and mentee pairs will have the opportunity to participate in a range of exclusive professional development workshops.



We are also moving towards having a physical presence in localized geographic regions. Black In Neuro Manhattan will provide the blueprint for subsequent chapters in regions across the globe. We encourage you to express interest into starting a local chapter, and we will be in touch once we develop a cohesive, sustainable process for Black scholars to find community in their local areas.

Stay tuned! This is only the beginning.



Community Feedback

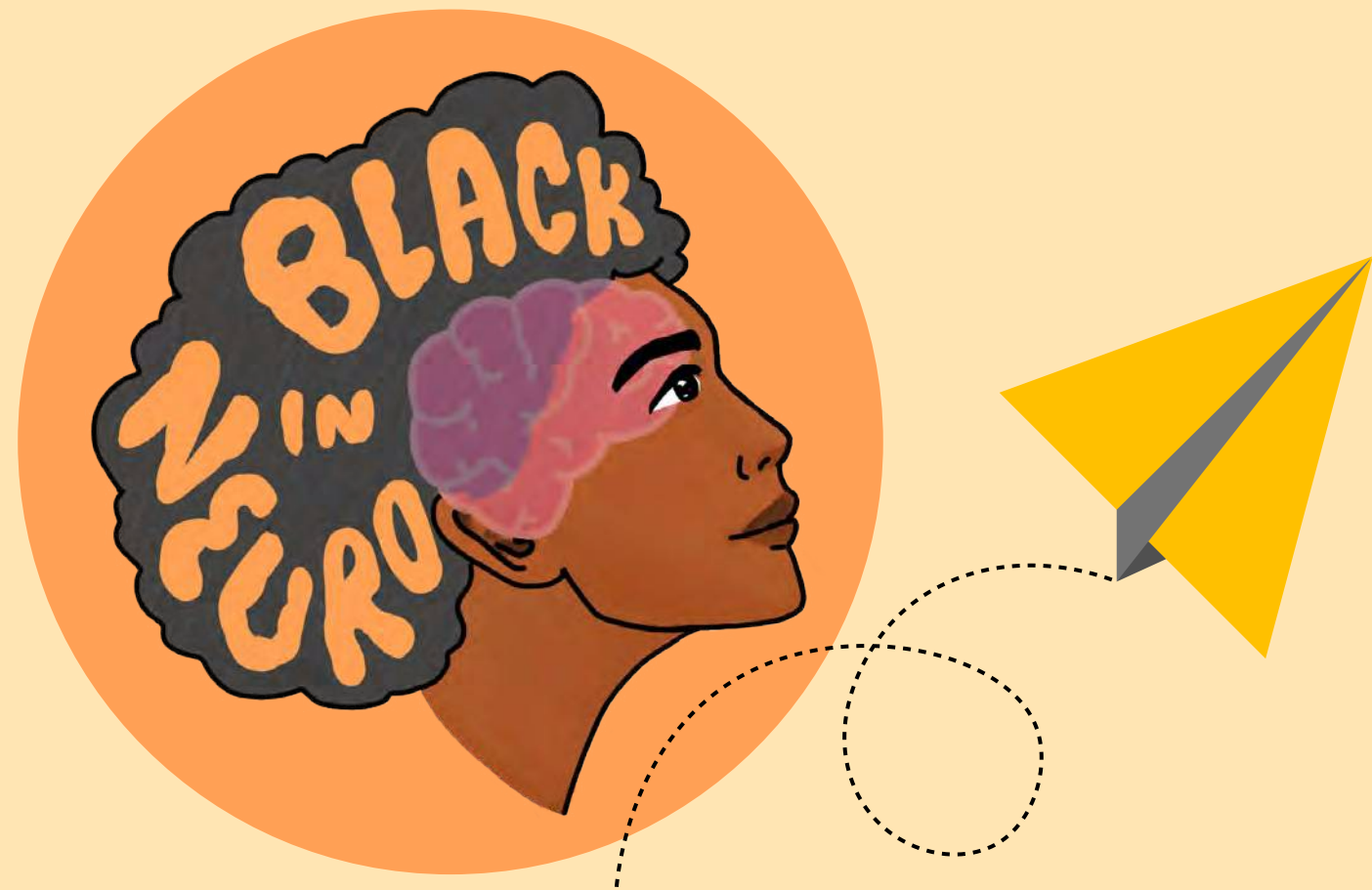
Do you have any ideas for future events you'd like to see?

“ How to navigate large conferences like SfN; Improving presentation skills ”

“ Targeted events for bridging gaps and catching folks who might be slipping out of the field due to lack of information, guidance, and opportunity. For example, undergraduate focused events to discuss the importance of mentorship, research, and how it is never 'too late' (highlighting REU's etc). Or bridging the gap between undergraduate and masters, masters and doctoral, etc. ”

“ One thing I have always wanted to do is have a space to talk about social and racial justice but just with Black people. So often the book clubs, racial justice events, etc are centering white or non-Black people's comfort or education and there isn't a space for us to discuss or talk about these things together. I saw just one or two times where there were things said by panelists which I didn't necessarily agree with. This isn't a bad thing at all and it could just be my opinion, but as someone who reads a lot of Black Feminist work and is really interested in Black Queer, Trans, Disabled, etc issues, I feel like it is so important for our community to be educated about these topics too and not unintentionally say harmful things or say something questionable to a wider (non-Black) audience. ”

We take input from our community seriously and are looking into ways to implement these suggestions into future programming!



Angeline Dukes, PhD
President & Founder



Kaela S. Singleton, PhD
President-Elect & Co-Founder

Closing Message

In two short years, Black In Neuro has grown from a grassroots project to a non-profit organization! Our success in this endeavor and in supporting Black scholars in neuroscience-related fields would not be possible without the Black In Neuro community, allies and advocates, as well as the phenomenal BIN organizing team. Words can never express how grateful we are to be able to cultivate safe spaces and community for the current and future generations. Looking forward, Black In Neuro aims to secure our physical presence in neuroscience departments, at conferences and within institutions. We will formalize long-standing partnerships that will provide continuous opportunities to Black neuroscientists, science communicators, industry professionals, healthcare leaders, and more. We thank everyone who has supported Black In Neuro thus far and for your continued advocacy in making neuroscience-related fields more welcoming and inclusive!