



The Association of
Biomolecular Resource
Facilities

ABRF Virtual Member Town Hall Continuing to Explore Equity and Inclusion with Affinity Groups

March 15, 2023

Debby Hollingshead, University of Pittsburgh

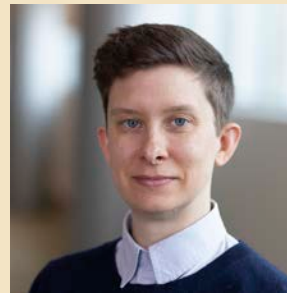


Members



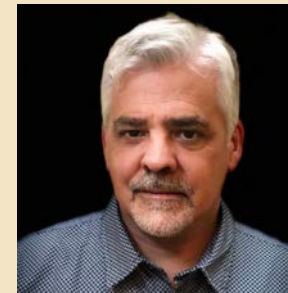
Tania Mesa
Co-Chair

Moffit Cancer Center



Mary Winn
Co-Chair

Van Andel Institute



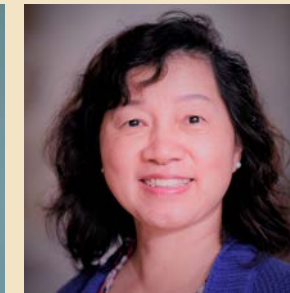
Andy
Chitty

Oregon Health
Science University



Deborah
Hollingshead

University of
Pittsburgh



Shixia
Huang

Baylor College
of Medicine



Justine Kigenyi
EB Liaison

University of Kansas
Medical Center



Carla
Moentenich

Twist Biosciences



Eduardo
Rosa-Molinar

University of Kansas



Todd
Smith

InnovATE BIO



Purpose

To ensure that ABRF advances the organization's core value to “foster diversity and inclusion throughout the ABRF community.”

<https://www.abrf.org/abrf-diversity-equity-and-inclusion-dei-council>





ABRF 2023

Tuesday, May 9

12:00 PM: Networking Lunch

Wednesday, May 10

9:00 AM: DEI Award Presentation, *Engaging Diverse Communities in Genomics Research and Precision Medicine*, Tshaka Cunningham, Ph.D.

10:30 AM: *Belonging & Success in STEM*, Stephanie Goodwin, Ph.D.



What are Affinity Groups?

Affinity Group Definition

A space where people who share a particular identity can gather to feel less isolated and create community, safe from pressure to conform their expression of that identity to the expectations of the dominant culture.



Affinity Group Aims

Together the group seeks to:

- Reinforce and strengthen cultural identity
- Strengthen sense of agency
- Develop strategies for engaging in social justice activism
- Arrange professional development workshops in areas specific to ABRF



What will ABRF
provide for
recognized Affinity
Groups?

- Time and space to meet during in-person meetings
- Support for virtual meetings throughout the year
- A central contact method for group communication
- Publicity assistance as requested by the group
- Support for other events or actions the group might decide to take



How can I start an Affinity Group?

DEI Council Application Process



<https://abrf.memberclicks.net/abrf-affinity-groups>

- Minimum 5 ABRF members
- A name and mission statement
- How does the identity impact Core scientists
- Designated chair(s)
- Criteria for admitting new members
- Draft community agreements
- Expected meeting frequency and format



Today's Breakout Groups

- Women in medicine & science
- Blacks in STEM
- LGBTQ+ scientists
- Core scientists without a PhD
- Latinx scientists
- Differently-abled scientists
- Asian scientists
- Anti-racist white allies



Breakout Room Discussion

- Share stories of challenges in your career and/or within ABRF due to the shared identity of this group
- Brainstorm how an affinity group for this group can raise awareness of and reduce the impact of discriminatory actions within ABRF and science culture
- Discuss meeting in Boston to further explore interest and investigate becoming an officially supported ABRF affinity group



Reconvene and Debrief

- How did it go?
- Compelling stories?
- Sense of community/shared experience?
- Do any groups want to get together at the annual meeting?