

# NODE: Normalization of Diversity and Equity

Marisol Navarro and Julia Martin

College of Chemistry Graduate Diversity Program (CCGDP) 2021

Department of Chemistry, University of California, Berkeley



## Our Mission Statement

We aim to increase support to both prospective and current graduate students who come from diverse backgrounds and identify as part of an underrepresented minority (URM), including students who have often lacked representation in the scientific community such as people of color and/or people who identify as part of the LGBTQ+ community. We also aim to recognize people who are already working to increase diversity and inclusivity, both inside and outside of our department, in order to encourage the rest of our community to join in these kinds of efforts. Lastly, we aim to increase the distribution of available resources to URM students to further increase support in applying and transitioning to graduate school and completing their graduate studies.

### About the team



#### Marisol Navarro

I'm from Canby, OR and got my B.S. in Chemistry with a Hispanic Studies minor from Pacific Lutheran University in Tacoma, WA. Now I am a fourth year in Chemical Biology working in Evan Miller's lab on enzymatic uncaging targeting systems for our voltage sensitive fluorophores. I have always been passionate about building support systems for people around me to encourage the idea that everyone should be able to pursue undergraduate and graduate degrees, especially people like me who have been historically underrepresented in STEM. After barriers in even applying to graduate school, many URM students are not able to finish their graduate degrees solely based on the lack of support and community. I helped start NODE with the goal to push the department to further support all students in their graduate career.



#### Julia Martin

I grew up in Northern California and got my B.S. in Chemistry with a concentration in Biochemistry at UC Santa Cruz. I was a MARC Fellow in the STEM Diversity Programs at UCSC which greatly influenced my goals as an underrepresented minority and first generation college student in STEM. I believe that building a strong community for URMs is essential for the CoC to grow, especially as the culture of being a graduate student has historically created adversity for URM students. I am currently a third year in Dr. Evan Miller's lab and aim to be a mentor for incoming graduate students, as well as inform and educate others about the changes that need to be made to create a welcoming environment for everyone - regardless of their cultural background, orientation, religion, or financial income.

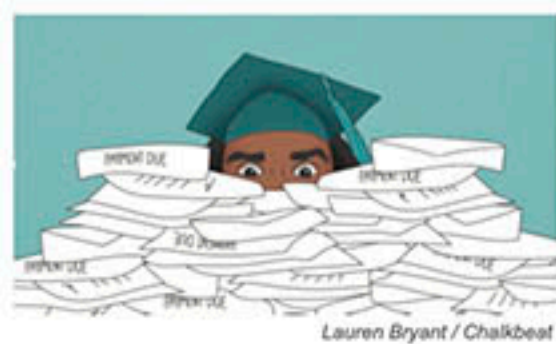


#### Angel Gonzalez-Valero

I'm from Austin, TX, and received my BS in Chemistry summa cum laude from Emory University in 2019. Currently, I'm a third-year graduate student in Chris Chang's lab studying the regulatory roles of proteinaceous methionine residues in a proteome-wide context through novel redox-activated covalent strategies. I became interested in NODE because outreach and inclusivity have been a large part of my life; from interpreting for my family since a young age in their day-to-day interactions to building professional healthcare networks to help low-English proficiency persons in Atlanta, GA (Emory VMIS). I've found that inclusivity begets positive growth and a more fruitful human experience for people of different cultural backgrounds. I believe that the same can be said about higher education, which is why I'm working towards building a more nurturing environment for URM students.

### Get involved!

Join us! Please join our Slack to learn more how to be involved in NODE and to give suggestions on how to continue to improve as we support URM students.



 slack



Lauren Bryant / Chalkbeat

### Progress in 2021

We started NODE last year in Dec. 2020. Our goal was to get the program up and running within the year, and we have successfully done that! Initially, it was a lot of planning how we were going to reach out to graduate students and advertise NODE. We currently have 16 student members, and are excited to see how NODE will continue to grow!



1. Invited a total of 16 students to participate in NODE
2. Applied/been accepted as a Registered Student Organization (RSO)
3. Expanded our leadership team with Angel
4. Hosted 2 group lunches and one dinner
5. Held one town hall to gather feedback from our group in order to continue improving NODE.
6. Worked on the logo design
7. Communicated with the College of Chemistry Graduate Diversity Program (CCGDP) in order to advocate for URM applicants and current graduate students (application fee waivers, outreach)

### Future goals and events

1. Continue monthly lunches, with lunch provided in the future
2. Hold more social events for NODE based on suggestions from participants (hiking, escape room, dinners)
3. Create a living document with a list of resources for URM graduate applicants that can be sent out to aid in applying to Chemistry PhD programs



Andy Brunning/Compound Interest

### Acknowledgements

We want to give a special thanks to Brice Yates and Anne Baranger who have spent a great amount of time and effort towards improving the culture of the Chemistry department by creating and coordinating the CCGDP. Another thanks to Dean Toste who has been a wonderful faculty mentor, providing both funding and outreach opportunities that NODE hopes to utilize in the future. Thank you to all of our NODE participants too!