

Brohawn Lab statement on diversity and inclusion

Lab Environment

We strive to create a welcoming, inclusive, and equitable environment that encourages collaboration and learning. The scientific community, like the global community, is beginning to acknowledge enduring pervasive, systemic racism that has held back people of color from entering and thriving in scientific disciplines. We commit to building a thoughtful anti-racist lab environment.

The scientific community suffers from a dearth of diversity, consequent of centuries of systemic racism, at every level from research disciplines to individual labs. Our lab supports diversity by providing an environment in which everyone's ideas are evaluated equally, regardless of individual characteristics, on the basis of evidence. To begin, we invite every lab member to consider and acknowledge their personal background and biases and contemplate how this influences their perceptions of and interactions with each other. Diversity is not simply the representation of individuals and ideas but is actual inclusion, which can only be achieved by creating a culture of openness and recognizing and addressing unconscious bias. We commit to hold ourselves accountable and stay alert to our unconscious biases while continuously challenging ourselves to mitigate how they inform our actions.

We are committed to recruiting underrepresented minorities at all levels (primary school, undergraduate, graduate, postdoc, researcher) and reaching out to those communities. Furthermore, we commit to educating ourselves about how to be anti-racist by engaging in literary discussions and seminars about race and racism in life, academia, and our lab.

As a group of scientists, we support one another by celebrating successes and recognizing contributions, rather than competing with each other. We must listen to and address concerns about safety and inclusion, and settle disagreements with empathy.

Mentorship and Collegiality

We interact with one another as mentors and colleagues. Being a mentor means trusting and empowering less experienced researchers, especially during the early stages of their careers, to help them reach their professional goals and realize their full potential. It means creating an environment of trust and respect for all individuals in the scientific workplace, being available when needed and devoting time to listen to and address the concerns of mentees. Mentoring aims to communicate experience and values in a trusted and confidential environment.

Being a colleague means to respect others' opinions, and to discuss with patience and empathy. Colleagues communicate with reciprocal generosity and respect in order to uphold an open lab environment where all members feel comfortable sharing and discussing their scientific and personal opinions. Feedback should always be constructive, and it should be given and received respectfully. Collegiate relationships are the foundation of the supportive and productive learning environment we strive to create in the lab.

Commitments from Steve

I recognize that systemic inequities and racism continue to be major barriers to diversity and inclusion in science. I also recognize that I have implicit biases based on my background. I am committed to promoting diversity, inclusiveness, and fairness in my mentoring and teaching and to recognizing, understanding, and addressing my biases to achieve this goal. I strive to create an lab environment that we all are comfortable in and want to come to do science. I am committed to fostering a diverse group of scientists in the lab with respect to race, nationality,

background, gender identity, sexuality, and more. Diversity is important for many reasons, including because having diverse viewpoints is better for all of our work. It is a prerequisite for joining the lab that you also commit to our values of promoting diversity and inclusion.

Commitments from lab members

Regardless of your incoming level of expertise (undergraduate & graduate students, postdocs, visiting scholars, and research technicians), you can expect to rely on one another for technical mentorship. Experienced lab members are encouraged to be generous with their time for training new members. When working in the lab, one should strive to be as timely, organized, and respectful as possible. Our work styles affect those around us, especially when using shared equipment and reagents that are critical to others' research.

We hope our lab environment motivates and empowers you to learn! Much of your learning will come from other lab members besides Steve, so it will benefit you to establish a strong professional relationship with them. This relationship should be supportive, instead of competitive. Two of the kindest things you can do for your mentors and colleagues are to value their time and be an observant one-time learner.

Conflict Resolution

Lab members can choose to raise and resolve conflicts in the lab at several different levels. These different levels exist such that a mentee hopefully has at least one level available to them to resolve any given conflict. Having a conflict does not reflect negatively on you, and the lab as a whole is committed to supporting your pursuit of a solution.

- 1). Other lab members are encouraged to be receptive to constructive criticism if their behavior in the lab is not consistent with our expectations for mentorship and collegiality.
- 2). Steve is available to facilitate conflict resolution between lab members, and advocate for you in issues outside the lab (i.e members of other labs, or faculty).
- 3). The MCB Graduate Affairs Office (GAO), Ombuds office, other faculty, or the Head Graduate Adviser are available to mediate issues you are not comfortable bringing up with Steve. Berkeley Ombuds office <https://sa.berkeley.edu/ombuds>
- 4). Postdocs and academic researchers are represented and supported by [UAW 5810](#).

Resources used in drafting this document:

<https://fraserlab.com/compact/>

<http://widgets.weforum.org/coe/#code>

https://docs.google.com/document/d/1wa067HF3iBv5M0_a06M1GzPg4mUof_PoVIEAKyln8Xk/edit

<https://prl.natsci.msu.edu/about/internal-resources/employee-documents/code-of-ethics/>

https://wiseli.wisc.edu/wp-content/uploads/sites/662/2018/11/Benefits_Challenges.pdf