

Equity and Justice

Racism, misogyny, homophobia, transphobia and many other forms of oppression exist both in society and in academia. Evolution in particular has a problematic past with racist ideas such as eugenics growing out of our field. Further we are woefully lacking in diversity ([Graves 2019](#)). And even as diversity increases, our field often does not represent a safe, let alone welcoming, environment for many of our incredible colleagues.

We must all be committed to creating a supportive, safe and equitable environment in the lab, department and field. This will require active, ongoing engagement and open, sometimes challenging, discussions. As a lab we will be committed to the following:

- Educate ourselves about our implicit biases, and the many ways that we contribute to inequities. Read and listen to the experiences of Black, Brown, and Indigenous people.
- Be open and responsive to education on the impacts of our actions.
- Be active bystanders and speak-up when we observe harmful words or actions.
- Read, respect, cite, and teach the ideas of Black, Brown, and Indigenous people.
- Amplify marginalized voices without stealing credit for good ideas.
- Actively seek Black, Brown, and Indigenous coauthors on publications, collaborators on grants, seminar speakers, working group participants, and award nominees.
- The first Friday of every month we will have a discussion about ways that we can work to be more inclusive. These discussions and efforts are voluntary to avoid tokenizing people, expecting people to speak for an entire community or revisit trauma.
- Develop long-term partnerships with specific local BIPOC communities.
- Evaluate and address racism in committees and processes involving admissions, hiring, preliminary exams, thesis defenses, awards, and promotion and tenure.
- Protect survivors of racism and sexual misconduct from retaliation.
- Regularly attend BREWS (a discussion group in EEB), EEB ethics seminars, and other efforts to promote inclusion.
- PI is responsible for leading these efforts, encouraging revisions and additions to this list, asking for feedback in the implementation of discussed efforts, and reporting progress to lab members.

This list was modified from the Isbell lab and specific work by Cristy Portales.