Justice, Equity, Diversity, and Inclusion Framework

WHY does the Imageomics Institute want to establish a framework for Justice, Equity, Diversity and Inclusive practices?

This tool is intended to provide institute members with a framework and reflective questions to guide decision-making and routine institute activities that can provide a path away from practices that exclude, oppress, or perpetuate inequality and towards a future where we embody justice, equity, and inclusion for the diverse members of our institute and our scientific communities.

We begin from the premise that routinized institutional practices play an important role in generating persistent patterns of exclusion and inequality and also have the potential to be liberatory, inclusive, and loving. An important goal thus becomes to disrupt routines and habits that do not serve our highest ambitions and to establish mindful practices aligned with our aspirations.

SCOPE: This reflection tool is intended to be used by institute committees, individual members, team leaders, and decision-makers in contexts when there is an allocation of resources and recognition of work completed within the institute (e.g. time, opportunities, positions, funding, voices). This could range from hiring decisions to invitations for co-authorship. Each institute team can together consider how these questions apply to the decisions they are making, and what resource allocation and recognition means in relation to the work they do.

USING THE TOOL: The tool can be applied to try to disrupt different stages of the decision-making process, from assessing one's starting assumptions → reflecting on who is included/excluded → addressing these exclusions → assessing inequities in resource allocation.

NOTE: Ideally, we would like to make this part of regular institute practice, so we live up to our goal of being a fair and equitable community, and create space for people and perspectives that come from communities that have been historically under-represented in scientific communities, specific disciplines, and universities.

VALUES

TRANSPARENCY

We ensure our efforts are clear about assumptions, uncertainty, and limits, and provide open sources of information, processes, and discovery.

ACCOUNTABILITY

We are responsible, individually and collectively, for the outcomes we produce and ensure, to the best of our abilities, that the methods outcome matches intended use.

INCLUSION & COLLABORATION

We create and nurture inclusive environments and welcome, value, and affirm all members of our community. We also consider how and for whom solutions are created and promote the diversification of perspectives in the creation process. We actively engage others' perspectives, recognize everyone's potential to contribute new ideas, and work together to find creative solutions to complex problems.

SAFETY

We ensure our practices are ethical and unbiased to the best of our ability. We address biases when we discover it and practice good data governance. We work to improve practices and dismantle existing structures that create harm to people or the environment.

WHERE and **WHEN** are we actively considering our actions and decisions so that we are working towards a just and inclusive science?

- At the start and during projects
- Planning events
- Hiring
- Social norms/cultural ideology
- Start early, get underrepresented people interested in science early (elementary school)
- International perspectives add depth to observation and analysis
- Creating virtual spaces that allow for new kinds of connection and collaboration
- We need to provide greater visibility of how we are working to accomplish a just and inclusive science.
- Imageomics weekly meeting
- NextGen meetings
- Imageomics all-hands
- Breakout room discussion
- Workshops such as Image Datapalooza
- We have lots of opportunities available to do this work

HOW are we individually and collectively taking on new action to change the institution, and academic culture so that it values and rewards all contributions?

- Ensuring accessibility (of tools and events)
- Active listening
- write down ideas so they do not get lost
- Reach out to underrepresented groups to have participation and representation
- Non-technical contributions to larger projects. Consider when different levels of skill/expertise can participate, or be solicited for participation.
- Clarifying and crediting roles in research and scholarly communication. Naming the historically anonymized contributions of other participants.
- We have open-ended discussion sections in the all-hands and weekly meetings.

JUSTICE | How are we creating a field of science where any person of a marginalized identity knows that their voices, ideas, contributions will be valued and rewarded? How are actively breaking down barriers? How are we organizing ourselves in ways that produce greater equality in access to resources and opportunity?

- **open source projects**
- **writing documentation that doesn't assume mastery**
- **appreciating cultural differences and expectations for what is valued**

DIVERSITY, EQUITY, INCLUSION & JUSTICE asks...

"**DIVERSITY** asks, 'Who is in the room?' **EQUITY** responds: 'Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?'

INCLUSION asks, 'Have everyone's ideas been heard?' **JUSTICE** responds, 'Whose ideas won't be taken as seriously because they aren't in the majority?'

DIVERSITY asks, 'How many more of [pick any marginalized identity] group do we have this year than last?' **EQUITY** responds, 'What conditions have we created that maintain certain groups as the perpetual majority here?'

INCLUSION asks, 'Is this environment safe for everyone to feel like they belong?' **JUSTICE** challenges, 'Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?'"

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- grants/papers/work - celebrating attempt even if doesn't lead to success

- Seeking out knowledge and participation of marginalized populations that might contribute to greater knowledge of culturally relevant knowledge bases (Talking, listening)

- CARE principles

- [Suggestion] Create Google forms to hear voices. (so people can share feedback anonymously) Make sure everyone has a chance to share their thoughts, ideas, and voices.

EQUITY | How are we ensuring that we are recognizing, rewarding, and offering opportunities equally? What conditions are we creating that are changing historical patterns towards greater equity, opportunity, and representation?

- Ensure everyone has a turn and acknowledge all ideas
- Offering opportunities outside of our organizations (in person or virtually)
- Review submissions for opportunities blindly & request diversity statements from applicants

DIVERSITY | How are we supporting and valuing the various members in our communities? How is the diversity of our community changing to improve science?

- Improve pipeline into STEM with our outreach
- Include experts from a broad range of background and expertise (computer science, biology, etc)
- Encourage participation & invite speakers from scholars at different institutions (e.g., through invited tasks or collaborations), esp groups like the Geo Indigenous Alliance

INCLUSION | How are we creating a space where everyone feels safe to be their full selves? How are the people in positions of power increasing their own capacity to feel uncomfortable in order to enable others to feel more comfortable? How are we creating a new field of science that cultivates belonging?

- design documentation and explanations to be cross-disciplinary
- focus on how people can better learn to communicate to others outside their discipline
- Allowing open communications where everyone is encouraged to express their thoughts without the fear of judgment and people in positions of power actively listen to all participants allowing each voice to be heard.