

## **Commitment to Diversity and Inclusion (J. Madison)**

The MEME research group makes engages both theoretical commitments and a concrete praxis towards diversity and inclusion. Indeed, the MEME group commitment to diversity and inclusion is both pragmatic and intersectional. As universities serve a major institutional role in our society, this role must be acknowledged for any discussion of relevant diversity and inclusion. This includes recognition that the students passing through university will go on to fulfill diverse societal roles, and that their attitudes will be influenced by their education and time spent at university. In keeping with a Dewey-esque teaching philosophy, the primary task assigned to educators would then be to create an environment where students can learn to think critically and reinforce their commitments to the progressive goals of socioeconomic equality and inclusion of an open society – in that these goals are essential for a functioning democratic and open society. Relatedly, this intersectional perspective would not only take into account the social constructions and structural reification of race or ethnicity in the vain of anti-racism efforts, but also geographic origins, sex, gender, socioeconomic class, immigration status, and cultural background.

In order to fulfill a commitment to diversity and inclusion in the manner outlined, this research group enacts the following commitments as concrete actions:

**Equity and Inclusion.**—Strive to build an inclusive research program where all group members are given the opportunity and tools to work in an engaging, tolerant and respectful environment, regardless of race, ethnicity, sex, gender, religion, immigration status, cultural background, ability, or socioeconomic class.

**Foster Diversity.**—Make proactive efforts to recruit and retain a diverse laboratory group to include students, postdocs, and research staff.

**Ethical Research.**—A research program that respects the rights of others, to include following proper and ethical procedures for data collection and use. Relatedly, I would continue my current practice of full research transparency where possible (with the exception of certain HIPAA data).