**Diversity, Equity, and Inclusion Statement**

last updated: April 11, 2023

**Overview**

We value and honor the uniqueness of each individual and embrace diverse backgrounds and viewpoints. We aim to prepare students, postdocs, and visiting scholars for their future as scientists and citizens in an equitable, inclusive, multicultural society.

This statement is intended as a living document, to be collectively reviewed and improved upon by the members of the lab over time.

**Values**

Our lab holds diversity, equity, and inclusion as core values and is committed to upholding them. Dimensions of diversity include, but are not limited to, race, ethnicity, sexuality, gender identity, socioeconomic background, national or cultural origins, religion, political beliefs, different abilities, neurodiversity, and lifestyle. We will not tolerate any type of discrimination or bigotry.

We believe that supporting diversity, equity, and inclusion is an active process that requires continuous, intentional commitment to promote a healthy work environment and to enable success of our team members and of our collective scientific mission.

We believe that our differences provide an opportunity to accelerate advances and innovations in science by bringing diverse perspectives, talents, approaches, and dialogue to solving key problems. Individual scientists have biases (scientific, cultural, political, economic, esthetic, etc.), and these biases infiltrate our work. Only by supporting a diverse set of perspectives can we hope to overcome these individual biases, together. Our research is empowered and strengthened by our diversity.

**Actions**

We pledge to support diversity, equity, and inclusion through the following set of actions:

* We listen to and think deeply about the people around us and actively cultivate a sense of empathy by considering the world through their points-of-view. We promote a culture of open-mindedness, compassion, and inclusiveness among all team members by welcoming persons from all nations and backgrounds, and by supporting one another in our science and community needs.
* We engage in inclusive, active, and individualized learning and mentoring. Just as the Institute for Systems Biology (ISB) strives to integrate personalized approaches into our healthcare, we strive to build adaptive/personalized approaches to STEM education and training.
* We strive to employ direct communication, with a particular focus on strengthening our collective abilities to give and receive candid feedback.
* We understand that when individuals come from different backgrounds, they bring different ideas and perspectives. We will be considerate of and supportive of those perspectives while also sharing our own culture and values.
* We promote cultural, personal, and individual expression that contribute to meaningful interaction and dialogue, which help to build a welcoming, educational, and understanding community that is culturally informed.
* We engage in outreach and community involvement, including K-12 curriculum development with [ISB Education](https://isbscience.org/education/) and Washington State Public Schools, the [ISB summer internship program](https://isbscience.org/about/careers/internships/), and [UW 499 Undergraduate research program](https://www.washington.edu/undergradresearch/).
* We acknowledge the existence of our unconscious biases and strive to identify and overcome them. [Check out this resource, designed to help you understand your own unconscious biases](https://implicit.harvard.edu/implicit/takeatest.html).
* We will always do our best to be kind and generous, and to acknowledge that we are fallible beings who will make mistakes that we will try to correct and learn from.
* We will strive to educate ourselves about DEI, and through our informed actions, to be part of the solution to promote DEI at ISB, in science and in society.
* We have an open-door policy and Naeha is happy to discuss any feedback or concerns regarding DEI with anyone.

**Land Acknowledgement**

We acknowledge that we are on the traditional, unceded land of the Coastal Salish people, including the Duwamish People past and present. We honor with gratitude the land itself and the Duwamish Tribe. This acknowledgement does not take the place of authentic relationships with indigenous communities, but serves as a first step in honoring the land we are on. [Here is a resource that allows you to find out more about the native/indigenous peoples who reside/resided in your area](https://native-land.ca/).

**Resources**

Below are some key resources and information:

* Institute for Systems Biology [Core Values](https://isbscience.org/about/core-values-goals/)
* Diversity, Equity, and Inclusion [Resources at the University of Washington](https://www.washington.edu/diversity/)
* [Washington STEM](https://washingtonstem.org/)
* Women Who Code: [Seattle](https://www.womenwhocode.com/seattle)
* Reading List: ["The Fire Next Time", by James Baldwin](https://www.penguinrandomhouse.com/books/7753/the-fire-next-time-by-james-baldwin/), ["A Lab of One's Own: One Woman's Personal Journey Through Sexism in Science", by Dr. Rita Colwell and Sharon Bertsch McGrayne](https://www.indiebound.org/book/9781501181276), [reading list](http://merenlab.org/2020/10/05/reading-list/) curated by the Meren Lab, [Hidden Figures by Margot Lee Shetterly](https://bookshop.org/p/books/hidden-figures-the-american-dream-and-the-untold-story-of-the-black-women-mathematicians-who-helped-win-the-space-race-margot-lee-shetterly/6435103?ean=9780062363602)
* Viewing list: [Picture a Scientist](https://www.pictureascientist.com/) directed by Ian Cheney & Sharon Shattuck, [The Evolution and Meanings of Human Skin Color by Nina Jablonski](https://www.youtube.com/watch?v=sc4OFcT5m1Y), [Hidden Figures](https://www.imdb.com/title/tt4846340/) directed by Theodore Melfi
* [Contact the Subramanian Lab](https://subramanian.isbscience.org/contact/)

*This document was adapted from a similar document originally written by*[*Ashley Shade*](https://ashley17061.wixsite.com/shadelab/dei) *and updated by* [*Sean Gibbons*](https://github.com/Gibbons-Lab/manuals-and-policies/blob/master/diversity_equity_and_inclusion.md)*.*