

A stylized illustration of a diverse group of people in a modern building setting. The background features geometric shapes and a color palette of dark blues, purples, and greys. The foreground shows silhouettes of various individuals, including a man in a red jacket and cap, a woman in a blue top, a man in a light blue shirt and tie, a woman with long dark hair in a brown top, and a woman in a yellow top with a blue shawl. The overall atmosphere is professional and inclusive.

Building an **Inclusive** Lab Environment

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“ Diversity is being asked
to the party.
Inclusion is being asked
to dance.

Vernā Myers



Why?



We must approach diversity, equity and inclusion with the same **rigor and **systematicity** as we approach our science.**

Defining the Problems



3:37

Tweet



Leslie Vosshall PhD
@leslievosshall

Think your lab is happy? --
ASK THEM!!
ANONYMOUS LAB
SURVEY:
[forms.gle/
haoovKFz1XPUWb...](https://forms.gle/haoovKFz1XPUWb...)
(evergreen tweet)

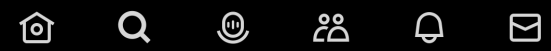
Anonymous Lab Survey - Public
IMPORTANT** PLEASE COPY THIS
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Identifying Problem Areas

Policies and procedures

Psychological safety

Communications

Collaboration

Equipment and resources

Technical training

Tools and technologies

Social interactions

Work-life harmony

Professional development

Freedom to explore

Authorship and credit

Administrative support

Funding concerns

Hiring and staff

Other Issues

Developing Solutions

Managing Bias

Psychological Safety

Cultural Humility

Acknowledge own **bias**

Question **first impressions**

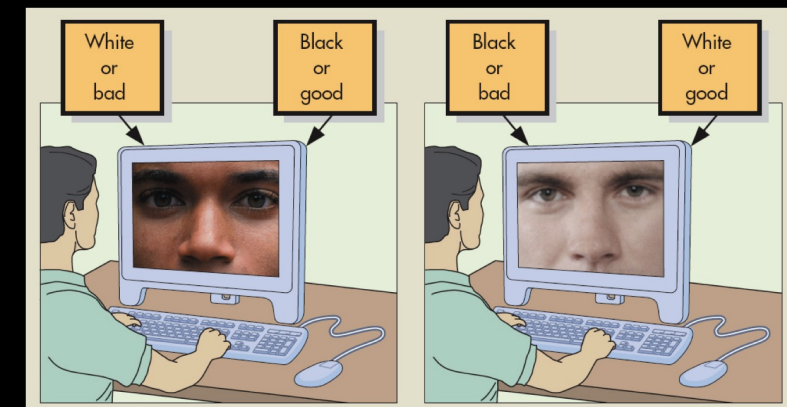
Challenge **stereotypes**

Embrace instead of ignore **differences**

Attribute **credit** carefully

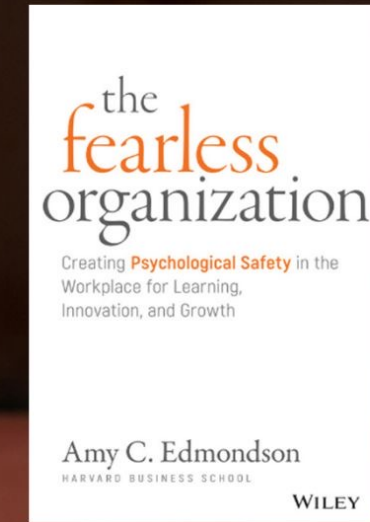
Call out **microaggressions**

If you make **mistakes**, apologize



“

People must be allowed to voice half-finished thoughts, ask questions out of left field, and brainstorm out loud in order to create a culture that truly innovates.



Inclusion Safety: Be your authentic self

Learner Safety: Ask questions, learn, and make mistakes

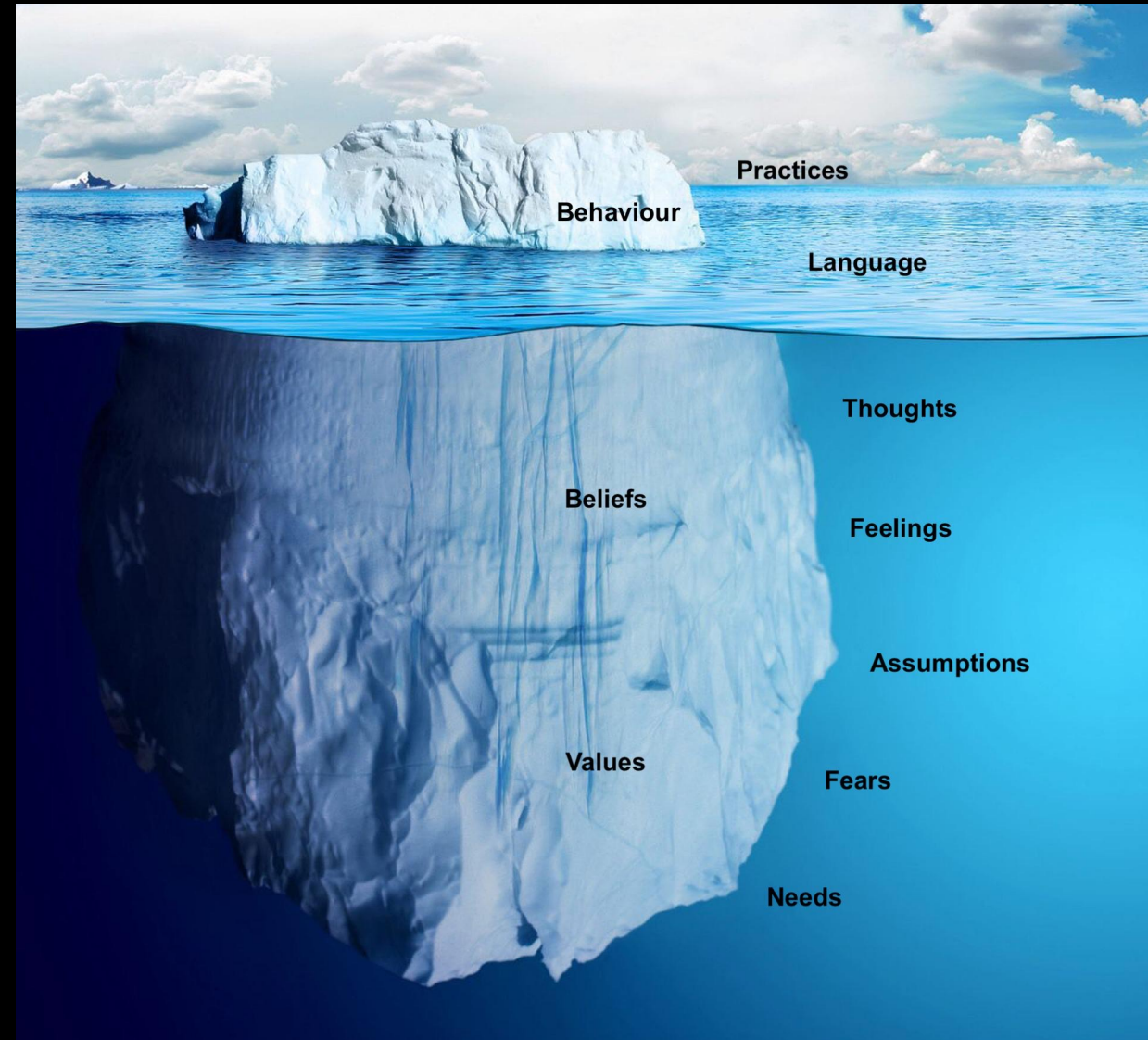
Contributor Safety: Use your skills and abilities

Challenger Safety: Speak up and challenge ideas

An **ongoing** process of self-exploration and self-critique combined with a willingness to **learn from others**

Entering a relationship with another person with the intention of **honoring their beliefs, customs, and values**

Embracing differences and accepting the person for who they are



The Cultural Iceberg: after Weaver 2001

Putting it all together

Inclusive Laboratory Environments

Clearly adopt **inclusion as a core value**
Create **safe spaces** for research and training
Embrace **cultural differences**
Normalize **making mistakes** and learning
Engage with relevant **social issues**
Foster **collaboration** and **communication**
Encourage **balance** and **work-life harmony**
Prioritize **mental health** and **professional growth**
Leverage **technology** to flatten group hierarchies
Regularly collect **data** and provide **accountability**

In an inclusive model, the **individual mentee** is more important than the techniques, in that the cultivation of their **uniqueness** is what best positions them to bring their whole selves to the scientific inquiry process.

- Dewsberry and Seidel, 2020



The inclusive lab environment prioritizes each trainee's **wellbeing** and **professional growth** above data and papers.