Building an Inclusive Lab Environment
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
Think your lab is happy? -- ASK THEM!!
ANONYMOUS LAB SURVEY:
forms.gle/haoovKFz1XPuWb...
(evergreen tweet)
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
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.