

## From the Core Community Values Manual UNC Biology Department

### Inclusion and Diversity

We have agreed to welcome and celebrate the diverse backgrounds, ideas, and viewpoints of all department members, regardless of gender (identity), race, ethnicity, sexual preference, religion, or culture. We will use our actions, as individuals and as a department, to enhance diversity and inclusion in the following ways:

- Maintain active awareness of how diversity is affected by administrative tasks and events.
  - Through the hiring and recruitment process.
  - Through nominating and inviting seminar speakers.
  - Host discussions or workshops related to inclusivity and diversity.
- Commit to fostering a diverse and inclusive working environment, where individuals can express all forms of their personality, either academic or non-academic.
  - Provide a platform for all members to share ideas, opinions, and work during faculty meetings, lab meetings, one-on-one meetings, seminars, and social events.
- Actively seek out opinions and ideas from colleagues and trainees by creating multiple avenues of communication that are accessible to all.
  - Via small-group meetings, one-on-one meetings, and regular anonymous feedback.

Every member of our department is valued. We are all critical to our collective success, which can only be maintained and enhanced if we value the contributions of all our members.

#### Examples of exclusion

1. A staff member notices that almost all the invited seminar speakers for the semester are white and male. The staff member confronts a faculty member about it, and the faculty member says, "It's just a coincidence that the speakers we wanted to invite this year happened to be white men. We don't invite speakers just because they're women or minorities. That would make our seminar series less impactful and interesting."
2. A PI claims that religious scientists can't possibly be doing good science, and that religious tolerance in research labs should not be expected in their department.
3. An international grad student is not accustomed to speaking up during lab meetings, so does not share their opinions or ideas with peers. The PI doesn't bother asking the grad student for input, assuming that if they wanted to share their ideas, they would speak up.
4. Some labmates try to organize a lab dinner to foster more workplace comradery. When invited, the lab's PI says, "Apparently I'm not giving you enough things to do since you have time to go out and party. We don't need to get to know each other better here, we need to focus on being more productive."