

Active Inclusivity Pre-reading

Listed below are statements or scenarios that members of SSC have experienced during their academic careers, whether at UNC or a previous institution. Each of them are examples of environments or situations that are not actively inclusive. Alternative, more inclusive options are provided as well.

Statement or Scenario	Why it isn't inclusive	An inclusive approach
A PI holds monthly casual lab meetups at a local bar, and heckles lab members who don't join in drinking.	This excludes people who don't drink for religious or personal reasons.	The PI could hold these gatherings at a coffee shop instead.
A student overheard her advisor saying that "Religion and science don't mix, everyone knows that".	This implies that religious beliefs and science are incompatible, and alienates religious department members.	Refrain from making value statements about belief systems.
A faculty member only considers applications from students and postdocs from his home country, because they're "taught the right way".	He is excluding people with different skill sets and backgrounds from joining his lab, because of his own preconceptions about ability and nationality.	Consider diverse experiences when viewing applications.
A professor invites male grad students to play pick-up basketball during work hours. Female grad students are not invited.	This excludes students based solely on gender, adhering to gendered ideas about who enjoys playing sports.	Extend an open invitation to all department students.
A PI told an applicant that she was unable to offer her a position because she already had too many women in her lab.	The decision to accept or reject students should not be based on gender.	Evaluate the whole person, not just their gender, when making hiring decisions.
A PI demands a specific set of working hours for a student with a documented disability affecting attention and energy levels.	Demanding strict adherence to certain working hours disadvantages lab members with different learning and thinking styles than the PI's, especially those who are differently-abled.	Reasonable accommodations should be granted when requested. Tailor work schedules to the needs of individual employees.

Statement or Scenario	Why it isn't inclusive	An inclusive approach
<p>A faculty member allows time off for family commitments for students and post-docs in heterosexual marriages, but does not approve the same leave requests for employees in queer or “nontraditional” relationships.</p>	<p>Approving time off or allowing schedule flexibility should not be dictated by the faculty member’s conception of a valid family structure.</p>	<p>Provide equal opportunity for employees to spend time with loved ones.</p>
<p>A professor, noticing a student’s apparent Latin American ethnicity, proceeds to direct jokes about drug cartels and immigration to the student in front of the whole class.</p>	<p>Singling out and joking about someone’s ethnicity makes that person feel like an oddity and a curiosity, not an equal. In this case, it could also be constituted as harassment and the professor subject to repercussions under Title VI.</p>	<p>Refrain from commenting on a student’s nationality, ethnicity, or race.</p>
<p>After a graduate student presents a practice talk for an upcoming conference, the PI comments, “Are you prepared for this conference? I couldn’t comprehend half your presentation because of that accent.”</p>	<p>The statement implies that a person with an accent is unintelligent or doesn’t understand the material. This excludes non-native speakers from participating in scientific discourse.</p>	<p>Provide resources for public speaking practice to all lab members.</p>
<p>During an interview weekend, a potential faculty mentor expresses concern that an older applicant won’t be able to keep up with the demands of graduate school.</p>	<p>The age of the applicant does not reflect the ability of the graduate student to succeed.</p>	<p>Evaluate the potential performance of the applicant based on past accomplishments, not age.</p>