

## Justice – Equity – Diversity – Inclusion Weinshenker Lab JEDI Statement

The following statement is part of a living document that we discuss, review, and amend at least semi-annually. We recognize the long-standing barriers and the systemic discrimination built into academic institutions, and as a lab we pledge to continuously learn and to actively participate in the hard work of breaking down those barriers.

### **Statement from David and Kate:**

Our goal as faculty mentors is to provide a safe and positive environment for all trainees. We recognize that great science thrives in a supportive culture, and our primary objective is to help all our trainees reach their career and life goals. We always strive to create such an environment, but we also pledge to listen thoughtfully to feedback from trainees and continue to grow and learn alongside all members of the lab. The mental health, safety, and well-being of our trainees is of utmost importance, and we will make every effort to support your needs. All suggestions for improvement and reports of discrimination, harassment, or unfair treatment will be taken seriously, and we will take prompt action while striving to maintain confidentiality.

### **Statement from current trainees (Fall 2021):**

In the Weinshenker lab, the trainees are a close-knit group that support each other through challenges both within the lab and outside of it in our personal lives. Each of us is committed to maintaining a culture of empathy, collaboration, kindness, and respect where every voice is heard and everyone feels valued. We – undergraduates, graduate students, and postdocs – are available as scientific and emotional resources for each other. You can talk to us; we know that there are some things that you don't feel comfortable talking about with your PI. We are here to help with these kinds of issues and any others that arise, and to be there for each other when science or life gets rough, as it so often does. Although being a trainee can sometimes make you feel overwhelmed and powerless, when we stand together we can be a force for good and help improve the lab environment for everyone. Collectively and individually, we promise to provide a safe, confidential, and judgment-free space to discuss whatever it is you want to share. We will listen, learn, and implement changes that address the needs of each trainee. We are friends, and our goal is to leave this lab even better than we found it.

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### Action Items:

- We will not discriminate against anyone based on\*:

**A**ge

**D**ifferences in Ability

**R**eligion

**E**thnicity

**N**ationality/Country of Origin

**E**conomic Status/Social Background

**R**acial Identity

**G**ender Identity

**I**ndigenous Origin

**C**hromosomes/Biological Sex

**S**exual Orientation

*\*This list is not exhaustive. We will strive to be fully inclusive, and we are always learning and growing.*

- We strongly condemn white supremacy, both overt and systemic.
- We have a zero-tolerance policy for all forms of discrimination, microaggressions, and/or misconduct.
- We devote at least 6 lab meetings per year to JEDI trainings and discussions.
- Though we have scheduled discussions devoted specifically to JEDI, we will provide all lab members time, space, and resources to process traumatic events in real-time.

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### Links to outside resources and readings:

#### General Resources:

IDEAs in Action homepage  
IDEAs in Action: Racial Equity  
IDEAs in Action: Implicit Bias  
IDEAs in Action: Upstander  
Upstander Action Guide (PDF)  
LGBTQ+ Fellowship Guide  
Society for Neuroscience Resources from Black Lives Matter: Maintaining the Movement  
Better Allies

#### Emory Links and Resources:

DOHG DEI Committee  
Spectrum  
Emory DEI Homepage and Resource Guide  
Emory Letter and External Resource Links

#### Readings:

How Implicit Bias and Lack of Diversity Undermine Science  
Race Matters  
Becoming anti-racist: Being a better advisor, lab mate, and friend to Black colleagues  
How to better support Black trainees in the biomedical sciences  
Ten simple rules for building an antiracist lab  
What Black scientists want from colleagues and their institutions  
How #BlackInTheIvory put a spotlight on racism in academia  
Lab heads should learn to talk about racism  
Responses to 10 common criticisms of anti-racism action in STEM  
What anti-racist teachers do differently  
How to hold a better class discussion  
Barriers and strategies by white faculty who incorporate anti-racist pedagogy  
Suggestions for teaching about race  
Science faculty's subtle gender biases favor male students  
Affirming NIH's commitment to addressing structural racism in the biomedical research enterprise  
Being counted: LGBTQ+ representation within the American College of Neuropsychopharmacology  
Disabled in academia: to be or not to be, that is the question  
Pew Social Trends/Stats

#### Trainings and videos:

<https://www.apa.org/apags/governance/subcommittees/lgbt-training>  
[https://www.youtube.com/watch?v=szq7\\_8AFLPg](https://www.youtube.com/watch?v=szq7_8AFLPg)  
<https://implicit.harvard.edu/implicit>  
<https://youtu.be/162VzSzzoPs>