

Cell and Developmental Biology Diversity, Equity, and Inclusion Guiding Principles

Diversity, Equity, and Inclusiveness in the Department of Cell and Developmental Biology are aligned with five guiding principles:

- 1) Diversity poises us to recognize opportunities and solutions that would be missed by a more homogenous group.

We believe diversity improves our ability to identify important biomedical and scientific problems. This is because our knowledge about and interest in scientific problems is often guided by our experiences at home and in our communities. Diversity ensures we have a breadth of interests and personal experience guiding our scientific endeavors. We believe this breadth gives us the ability to recognize important biomedical or scientific problems or solutions that might otherwise go unexplored.

- 2) All communities should be represented in scientific endeavors.

We believe that it is ethically imperative that all communities are represented in scientific research. This is because, as scientists, we have the freedom to decide which problems we will dedicate our lives to solving, and frequently we choose to pursue problems most likely to affect our own communities. Therefore, including scientists from all communities will help ensure that problems affecting each community will receive the attention they deserve.

- 3) An inclusive environment fosters better science.

We believe that each of us has the fundamental right to pursue success. We recognize that isolation, discrimination, and harassment are barriers to our success as individuals and as a group. For this reason, we value inclusiveness as a means to build an environment that enables the success of everyone.

- 4) We have a responsibility to disseminate our discoveries

We believe that scientific knowledge should guide public policy and personal health decisions. Such guidance is only possible if our discoveries are disseminated. We accomplish this by performing outreach into diverse communities and by teaching to ensure success of all people.

- 5) Department leadership has a responsibility to ensure that respect for diversity and inclusion are embedded and practiced in the core activities of the department.

Department leadership including the Chair, Associate Chair, Administrator, and committee leads serve as important resources to all members of the department, aiming to create a welcoming and respectful climate for diverse cultures, backgrounds, and ideas. Leadership provides resources for diversity, equity, and inclusion (DEI) initiatives and addresses concerns or questions related to DEI. Leadership fosters a safe, inclusive, and unbiased community, where people feel respected for who they are, appreciated for what they do, and given opportunities to succeed.