

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. We will hold ourselves and each other accountable to abide by the values outlined in this document within the lab, the Emory community, and society at large.

Statement from David and Kate:

Our goal as faculty mentors is to provide a safe and positive environment for all trainees and staff. We have both completed the Atlanta Society of Mentors certification and will pursue further training and education to ensure that we continue to grow as mentors. We recognize that great science thrives in a supportive culture, and our primary objective is to help all our team members reach their career and life goals. We always strive to create such an environment, but we also pledge to listen thoughtfully to feedback and continue to grow and learn alongside all members of the lab. We value and recognize all scientific contributions regardless of their form (intellectual or technical) or origin (undergrad, grad student, postdoc, staff). The mental health, safety, and well-being of our trainees and staff is of utmost importance, and we will make every effort to support your needs. All suggestions for improvement and disclosures of discrimination, harassment, or unfair treatment will be taken seriously, and as "Responsible Employees", as all Emory employees are designated, we will take prompt action while striving to maintain confidentiality.

Statement from current trainees (Fall 2023):

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 collectively foster an environment in which we are empowered to advocate for ourselves and our scientific contributions. 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 address any issues 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*:

Age

Differences in Ability or Mental Health

Religion or Political Affiliation

Ethnicity

Nationality or Region of Origin

Economic Status or Social Background

Racial Identity

Gender Identity or Biological Sex

Indigenous Origin

Culture

Sexual 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 oppose abuses of power in all of its forms.**
- **We devote at least 6 lab meetings per year to JEDI trainings, discussions, and issues that directly affect our communities.**
- **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 Letter and External Resource Links
Emory Ombuds
Title IX Office
Emory Office of Institutional Equity and Compliance
Emory Land Acknowledgement

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

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Trainings and videos:

<https://www.apa.org/apags/governance/subcommittees/lgbt-training>

https://www.youtube.com/watch?v=szq7_8AFLPg

<https://implicit.harvard.edu/implicit> <https://youtu.be/162VzSzoPs>