

Robinson Lab DEI Statement

As members of Johns Hopkins University and of the greater scientific community, we acknowledge the harm perpetuated through systemic racism and unjust biases. The Robinson lab was built upon a core mission of providing a supportive environment in which the dimensions added by diversity of race, ethnicity, nationality, immigration status, culture, socioeconomic status, veteran status, disability, religion, sex, age, sexual orientation, gender identity, gender expression, pregnancy, marital status, and political affiliation are valued and celebrated. Our laboratory condemns any form of past, present or future discrimination. It is our mission to consistently provide **equitable** access to the highest quality education possible. In addition, we acknowledge that creativity, innovation, and synergistic learning arise from diversity of approaches, thoughts, skills, and experiences. Thus, to build an optimal learning environment, we must actively seek to build diverse research groups in communities based on respect, equity and inclusion. Here we provide a series of commitments, goals and action plans to build and maintain a safe, diverse and inclusive environment.

Our Action Plan

Historically, our lab has had 26% of its members who have been under-represented in science or medicine (UIS/UIIM). We aim to continue maintaining diverse demographics through our lab's membership.

Our lab founded the Summer Academic Research Experience, which will have trained 99 scholars by summer, 2021. SARE scholars come from low-income households and are educationally under-resourced. Moreover, 99% of our SARE scholars are from BIPoC backgrounds. From SARE, we then grew out the Johns Hopkins Initiative for Careers in Science and Medicine (CSM), which will have served nearly 500 scholars by summer, 2021. Of these, ~95% are from BIPoC backgrounds. It should be noted that SARE was built by members of the Robinson lab, and Robinson lab members are the bedrock of SARE mentorship. As a lab, we will always maintain and expand upon our commitment to diversity, equity and inclusion.

We commit to provide a safe, inclusive, and equitable environment where we aim for:

1. All members feel emotionally and physically safe at all times, particularly while expressing frustration, addressing conflict, and/or making mistakes.
2. All members feel comfortable and capable of sharing their opinions and experiences.
3. All members do everything in their power to actively make everyone else feel included and valued. We acknowledge that our actions and implicit biases can directly or indirectly make others in the group feel more or less included.
4. All members treat each other as equals without preferential treatment of any kind.

Our lab has been committed to creating and maintaining a culture where all members are safely heard, respected, and supported.

To build and maintain this environment our action plan as a group includes:

1. Participate in Departmental Diversity, Equity and Inclusion (DEI) training activities.
2. Offer and value feedback to and from all members of the lab. This is a lab standard operating procedure.
3. We stand firmly against any form of conscious or unconscious bias or lack of respect in one-on-one or group interactions. We will work to both take responsibility for our own actions, and to act as allies for one another if we witness such behaviors.
4. Maintain our efforts towards promoting and expanding diversity, equity and inclusion through our outreach programs (*i.e.* SARE and the CSM).

To collectively pursue these goals, we commit to discussions as needed about our demographic goals, our definition of a "safe, inclusive and equitable environment", as well as our action plan to build and maintain this environment.