Goal:

Our Lab Members growing in professional skills

- ability to mentor
- problem solving ability
- ability to ask and answer questions
- communication: written and verbal
- feel free to express their ideas and concerns
- access to training
- creativity
- publishing papers
- be productive with some work-life balance
- to have their voice heard
- design and complete a study
- engagement with the science
- presenting work at conferences
- engagement in professional societies
- respect, regardless of role/experience

Team:

- Someone noticing and appreciating your contributions and skills
- moving on to next career steps
- mentoring, writing, communication, technical skills, critical thinking
- group synergy
- Contribute not only to their project but the lab team as a whole
- support in maintaining mental and physical health
- feel free to express their ideas and concerns
- creativity
- publishing papers
- be productive with some work-life balance
- to have their voice heard
- design and complete a study
- engagement with the science
- presenting work at conferences
- engagement in professional societies
- respect, regardless of role/experience
Barriers to Equity and Fairness in Research and Education

**Factors Impacting Equity and Fairness**
- Lab leaders bias
- Funding
- Masculinity contest culture
- False narrative of science as meritocracy
- Lack of retention
- Favoritism
- Stifled creativity
- Notion of objectivity
- Talented people lose confidence, passion, and leave science
- Set up to fail
- You don't apply

**Impact on Experiences**
- Can't see yourself in the role
- Increased service for URM faculty without compensation
- Homogenous background and experience
- Bias in expectations and evaluation
- Lack of accountability for bad actors
- Biased hiring processes
- Differential outcomes and success
- Pressure to blend in, which increases pressure on yourself without release
- Your barriers feel like they shouldn't exist
- No accommodation for logistical/personal life needs
- People are not able to give opinions and receive them

**Supporting Factors**
- Lack of representation
- Ignorance of leaders about disabilities that exist
- Hierarchical structure and lack of incentive for tenured faculty to change/improve
- False narrative of science as meritocracy
- Misalignment with stated values and systems of how individuals are evaluated

**Challenges**
- False narrative of science as meritocracy
- Lack of retention
- Masculinity contest culture
- Favoritism
- Stifled creativity
- Notion of objectivity
- Talented people lose confidence, passion, and leave science
- Set up to fail
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**Solutions**
- Encourage diversity and inclusion
- Provide training on unconscious bias
- Implement equitable hiring practices
- Foster an inclusive culture
- Support mentees and colleagues
- Advocate for policy changes
Strategies for Equity and Fairness

- Make an effort to say and spell names correctly
- Repeating their comment back to them/questioning their reasoning
- Repeating a problematic statement/comment to allow the speaker to hear how it sounds — is this what you are really trying to say?
- Group mentoring to relieve burden on individual mentors
- Punish bad behavior

Scenario:
- Elevating conversations about these emotional/mentoring burdens so this work is acknowledged

Ask directly for their (BIPOC) input, e.g., given they were the expert on the topic in this scenario.