

Title: Whiteman Lab Anti-Racism and Anti-Discrimination Action Plan

We, the members of the Whiteman Lab, stand firmly against anti-Black racism and are committed to the empowerment of Black people. In the wake of the most recent string of tragic murders by police of George Floyd, Breonna Taylor, and the senseless killings of Ahmaud Arbery and Nina Pop, we recognize the deep-rooted systems of oppression that have and continue to brutalize our Black community members. Structural anti-Black racism built into our society and its institutions have resulted in the disproportionate disadvantage of Black people in virtually every measurable way, from the mass incarceration of one in every three Black men over decades of war-on-drugs politics to the exclusion of Black people in homeownership and within numerous professions. We also acknowledge how intersectionalities among race, gender identity, sexual orientation, disability status, and national origin affect advancement and socio-economic mobility in our country. These are not our opinions, but are facts. As academics, biologists, and naturalists, we know all too well the dearth of Black scientists within our departments, our laboratories, and our professional communities. Until we actively work against this, we are tacitly participating in the ongoing suppression of Black voices in our community. As a group, we are committed to doing our part to dismantle subtle and overt anti-Black racism and white supremacy in our society. We will start within our own corner of academia and STEM by taking short- and long-term actions to foster diversity, equity, and inclusion in our own lab environment and department as well as the UC Berkeley community.

We are committed to (1) **leadership** in setting an example of how scientific communities can prioritize both science and the advancement of diversity, equity, and inclusion, (2) **participating** in self education and peer education pertaining to racism in our society and how to actively combat it, (3) **recruiting and supporting** Black undergraduates, graduate students, and postdoctoral researchers into our research group, (4) developing an infrastructure of **accountability** to promote learner empowerment, (5) building a community of respect and support to foster **belonging** for Black colleagues as well as other excluded identities regardless of whether they are part of our specific institutions, (6) **challenging norms** that perpetuate exclusion of Black and all other minoritized individuals that persist in undergraduate and graduate student admissions, staff/postdoctoral recruitment and faculty hiring, (7) **listening** in earnest to all feedback from our community as we navigate this career-long, inter-generational process, of which we each have a small, but critical role to play in compelling change.

We will take these specific actions motivated by the above seven goals as part of our lab's diversity, equity, and inclusion plan:

1. Including this statement on our lab website in addition to a section devoted to diversity, equity, and inclusion that will be made fully public to keep us accountable.
2. Developing lab culture guidelines to address the above goals for current and new lab members and continuously updating them.
3. Developing orientation documents for new lab members making explicit expectations and systems of mentorship guided by the goals above (e.g., co-mentorship of undergraduates in order to provide additional personal and professional support).
4. Developing mentoring philosophies for undergraduate, graduate, and postdoc mentees with explicit consideration to the challenges faced by Black scientists and other excluded identities in light of our goals.
5. Organizing inter-lab socials to build community, professional networks, and create a sense of belonging outside of the lab group.
6. Recruiting students through organizations focused on underrepresented minorities, aiding in the acquisition of financial support to conduct research, and engaging local underserved communities in research projects.
7. Participating in community efforts centered on diversity, equity, and inclusion (e.g., #ShutDownStem, Juneteenth, university diversity training) in addition to devoting one lab meeting every month in perpetuity to diversity, equity, and inclusion discussions/education.
8. Examining the history of eugenics and immoral scientific experimentation on Black and other minoritized persons in the U.S. and educating others (including our students) of these practices, their harm and the continued use of genomics to perpetuate unscientific, racist ideology in the U.S. and globally.
9. Working to decolonize our curricula.

10. Continuing to discuss new ideas on additional actions to take as lab members.

There is much to be done, yet we are hopeful that our sustained engagement in these efforts as a community of integrative biologists will have lasting impacts on diversity, equity, and inclusion within our profession.

Standing in solidarity with the Black Lives Matter movement and anti-racists everywhere,
The Whiteman Lab

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