

## **Inoue Lab DEI (Diversity, Equity, and Inclusiveness) statement**

As members of the Inoue lab, of Johns Hopkins University, and of the broader scientific community, we acknowledge the harm perpetuated through systemic racism and bias. The Inoue lab is committed to providing a supportive environment in which all members are welcome. We condemn all forms of past, present or future discrimination, including (but not limited to) on the basis of race, ethnicity, nationality, immigration status, culture, socioeconomic status, veteran status, age, disability, religion, sex, sexual orientation, gender identity or expression, pregnancy, or marital status. Indeed, we value our diversity, and see the variety of our members as a source of strength.

Creativity, innovation, and learning are all fostered by diversity of approaches, thoughts, skills, and experiences. Thus, to build an optimal learning and research environment, we must actively seek to build a diverse research group in the Inoue lab based on respect, equity and inclusion. Furthermore, we must promote diversity in the communities of which we are a part (Department of Cell Biology, Center for Cell Dynamics, graduate programs, etc.).

### **Inoue Lab Action Plan**

Our plans regarding lab demographics are:

- Encourage individuals from diverse backgrounds to rotate in and/or apply to join our lab.
- Promote diversity in departmental seminar series by inviting speakers in our field from diverse backgrounds.

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

- All members feel emotionally and physically safe at all times. This includes occasions when members express frustration, address conflict, and/or make mistakes.
- All members feel comfortable and capable of sharing their opinions and experiences.
- 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.
- All members treat each other as equals without preferential treatment of any kind.
- Feedback is offered to and valued from all members of the lab.
- All members stand firmly against any form of conscious or unconscious bias or lack of respect, whether 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.

On a continuing basis, we will:

- Attend DEI workshops offered by the Department and use the information and skills from those workshops to identify potential implicit biases that we have and improve our day-to-day interactions with other lab members.
- Encourage lab members to attend additional workshops on DEI topics when offered by departments, individual programs, or the School of Medicine.

-Educate ourselves on different backgrounds and identities in order to interact with each other in a culturally competent and respectful manner.

If you see or experience unacceptable behavior:

If you feel comfortable doing so, it may be worth talking to the person who engaged in unacceptable behavior. However, doing so may not always feel comfortable or even safe, and you should not consider yourself under obligation to do so. Unacceptable behaviors can be reported directly to Dr. Inoue, the appropriate program director, or through anonymous channels such as Safe at Hopkins:

<https://secure.ethicspoint.com/domain/media/en/gui/65464/index.html>