Justice: dismantling systems and structures that create inequality

Equity: ensuring that individuals and groups get the resources they need to succeed, based on their specific circumstances

Diversity: degree of difference within a group in terms of race, ethnicity, socio-economic status, gender, ability, etc.

Inclusion: intentional, sustained, and specific effort to make people feel welcomed, valued, heard, and respected
**Ally**: Someone who practices a set of behaviors that support others – typically marginalized individuals and groups – who have less power and influence in an organization or space

General goals
• Be transparent and accountable
• Remove barriers to opportunities
• Embrace and accommodate all members
• Tackle colonial science

Specific goals
• Normalize discussions about JEDI, commit resources!
• PIs should receive formal training that promote inclusivity and justice
• Adopt and enforce codes of conduct
• Create safety plans that consider those who are non-white, LGBTQ+, disabled, women, etc.