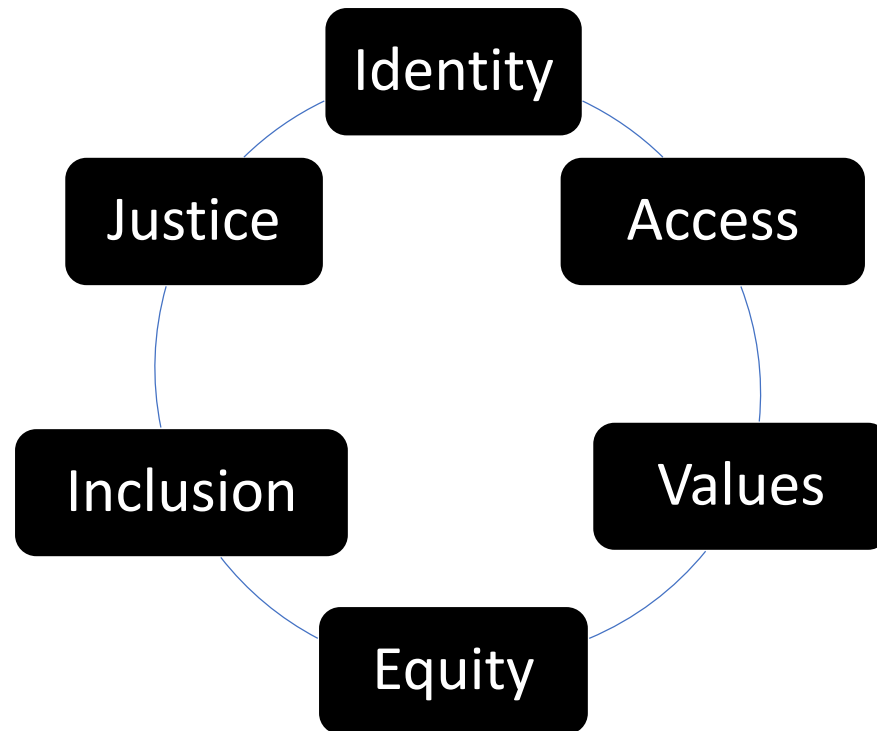Justice: dismantling systems and structures that create inequality

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

Identity

Access

Values

Equity

Inclusion

Justice

Ali et al. 2021. Nature Communications

Counteracting Systemic Bias in the Lab, Field, and Classroom

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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.