


# Embedding Equity and Fostering Belonging in the Lab

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**Opening session activity,  
In groups of 3-4:**

**What does it mean to have  
an inclusive lab culture?**

# Agenda

Welcome and Introduction

Opening Question

Grounding Questions for Session

Pathway to Advancing Inclusive Culture

- 1) Unpacking JEDI concepts
- 2) Process for Identifying Priorities/Progress
- 3) Finding Support

Case Study Stanford Lab ABC w/ Insights

Closing

# Grounding Questions

## What do you mean when you say “JEDI”?

- One central barrier is that many individuals have varying different understandings/definitions within the same organization of DEI (Unzueta & Binning, 2012)

## When seeking to implement JEDI, what are your priorities?

- PIs experience overwhelm as they don't know where to start/what are the immediate needs (Dewsbury and Seidel, 2020)

## Who do you go to for support?

- Many PIs have issues sustaining DEI efforts within lab settings (Levine, 2021)

# Q1: Unpacking JEDI concepts

## DIVERSITY

All the differences between us based on which we experience advantages or encounters barriers to opportunities. (<https://jedicolaborative.com/>). Diversity is about difference and differences matter and are of value.

Social identity includes ability, race, gender identity, sexual orientation, socioeconomic status, and more.

**Diversity is representation.**

Ensuring that all voices are included and valued.

Fostering a sense of belonging by centering, valuing, and amplifying the voices, perspectives and styles of those who experience more barriers based on their identities. (<https://jedicolaborative.com/>)

**Inclusion is culture.**

## INCLUSION

## EQUITY

Equality vs equity - equality ignores the barriers that exist in our society and culture.

Allocating resources and other actions to ensure access to opportunities. Equity recognizes that advantages and barriers (i.e., the 'isms') exist. (<https://jedicolaborative.com/>)

**Equity is action.**

Dismantling barriers to resources and opportunities in society so that all individuals and communities can live a full and dignified life (<https://jedicolaborative.com/>)

Social justice is fairness as it manifests in society. That includes fairness in healthcare, employment, housing, education, and more.

**Justice is the ethos.**

## JUSTICE

# Q2: Identifying Priorities

Dewsbury and Seidel (2020) assert three broad strategies for PIs to reflect and take action to cultivate inclusive lab environments. Maintain an emphasis on mentorship.

## **Self-Work: understanding one's role as a leader/mentor in lab setting**

- Understanding One's Identity and Positionality
- Understanding Co-Workers' Why

## **Awareness (of others): understanding needs and continuous relationship-building**

- Individual Development Plans
- Dialogic Relationships

## **Climate: specific and practical strategies to extend inclusive lab culture**

- Ground rules and structures (i.e., policies)
- Tone of critique/providing feedback
- Engaging issues directly

# Recurring Challenges

1

## Normalizing difficult discussions

Examples include: health disparities, research on identity groups, history of discipline, Current issues and connections to research

2

## Transparency

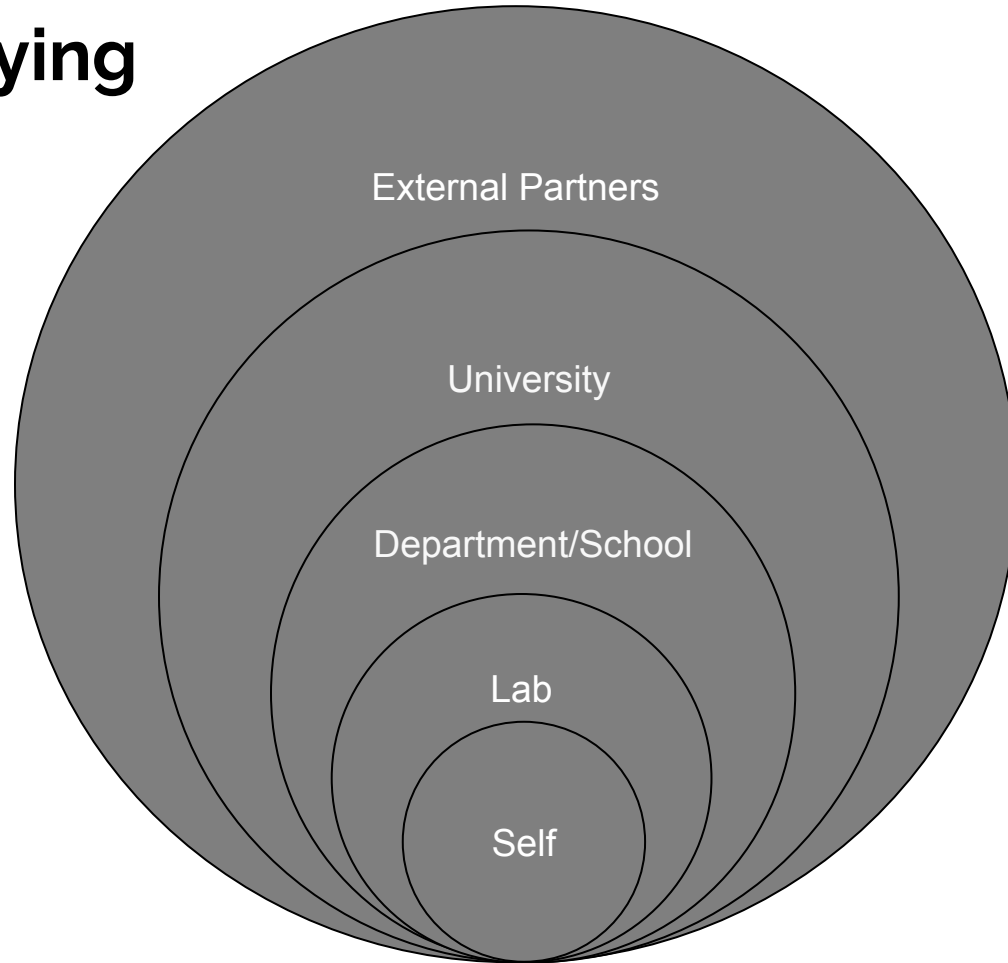
Articulating clear expectations, written norms, lab meetings and/or clear communication channels, ex. lab manual

3

## Acknowledgment power differentials

• Shared decision-making, recognition, and appreciation for individuals at all levels, (dis)empowering new members

# Q3: Identifying Support





# Case Study: Stanford Lab ABC

The PI in Stanford Lab ABC wants to have a more inclusive lab culture. He has assembled 3-4 members to work on implementation. In the process, they reached out to the Stanford Staff JEDI team. In consultation, we created two priorities.

## Priority #1: Creating standards and policies

- Create and customize draft of new lab manual
- Host facilitated discussions about the manual to foster engagement
- Finalize with a caveat (open door)

## Priority #2: Support system leads

- Review pre-existing university structures
- Train key members in conflict management
- Compensate/recognition to add labor

## Other reflections

- Inclusive of whom? It's okay to be specific.
- You don't have to remake the wheel? What exists at a university/department level that you utilize?
- This work takes time and care. It is a process.

# Where are you in your effort to build a more inclusive lab?

What, if anything, resonated in this presentation?

- Defining JEDI → Identifying priorities → Finding Support
- Self-Work → Awareness (of others) → Climate
- Normalizing discussions → Transparency → Acknowledgment power differentials

# Questions?



# Resources

- Academy of Psychological Clinical Science resource:  
[https://www.acadpsychclinicalscience.org/cmss\\_files/attachment\\_library/Building-an-Inclusive-Research-Lab.pdf](https://www.acadpsychclinicalscience.org/cmss_files/attachment_library/Building-an-Inclusive-Research-Lab.pdf)
- How to Create an Anti-Racist Lab (UC Davis webinar):  
[https://www.youtube.com/watch?v=Mk6wl\\_lKYxY](https://www.youtube.com/watch?v=Mk6wl_lKYxY)

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