

Barrett Lab Statement on Diversity and Inclusion

We recognize that science in general, and ecology in particular, has a poor record of welcoming people from marginalized communities and identities as students, teachers, researchers, professors, and principal investigators. We are working to change that in our community. We commit to doing our part to make ecology a more inclusive science through three approaches:

1. Committing to educate ourselves through engagement and discussions with diverse groups within and outside our academic communities
2. Conducting outreach in local agricultural communities and K-12 schools in urban and rural environments to foster environmental awareness
3. Recruiting underrepresented groups into our lab through undergraduate and graduate student mentoring programs.

In the Barrett lab we uphold the Virginia Tech Principles of Community:

- ***We affirm*** the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.
- ***We affirm*** the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity, and mutual respect.
- ***We affirm*** the value of human diversity because it enriches our lives and the University. We acknowledge and respect our differences while affirming our common humanity.
- ***We reject*** all forms of prejudice and discrimination, including those based on age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others.
- ***We pledge*** our collective commitment to these principles in the spirit of the Virginia Tech motto of *Ut Prosim (That I May Serve)*.