

## Tobin Lab Commitment to Diversity, Equity, and Inclusion

*The Tobin lab believes that diversity is an invaluable component of academic and scientific excellence, and we acknowledge our responsibility to create and maintain an environment that upholds and invites a diversity of people, ideas, and perspectives. Therefore, we stand by and hold each other accountable for embracing and promoting diversity, equity, and inclusion in our lab, our School, and throughout our University.*

### We are committed to:

Supporting initiatives for diversity and inclusion, including efforts led by the School of Environmental and Forest Sciences Diversity, Equity, and Inclusion Committee, other academic units, and comparable university-wide organizations.

Engaging in discussions during weekly lab meetings on resources on how to become better allies at the beginning of every meeting.

Amplifying the voices and the scientific work of Black, Latinx, Indigenous American, LGBTQ+ and other underrepresented groups in the School of Environmental and Forest Sciences, College of the Environment, and the University of Washington through reading and discussing their research, and sharing research products on social media.

Joining and participating in Diversity symposia held during the Annual Ecological Society of America meeting, the Annual Entomological Society of America meeting, and other professional meetings.

Participating in efforts to enhance equity, inclusiveness, and justice in our scientific communities, and be supportive and accommodating of each other in doing so.

Practices that promote employment and volunteer opportunities in our lab for underrepresented groups, and to foster experience and mentoring capacities to underrepresented communities.

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