

Equity, Diversity and Inclusion Statement of the EvoEco Lab

Equity, diversity and inclusion are key values in the EvoEco Lab. Our aim is to help students, post-docs and staff to perform exciting and novel research while providing training and opportunities for individuals to become outstanding and well-rounded scientists and educators. Our research group welcomes people regardless of gender, race, ethnicity, religion, sexual orientation and physical ability. Our core values are based on upholding the highest scientific integrity and rigor while maintaining mutual respect for fellow lab members' personal identities. We advocate for equity, diversity, and inclusion within our lab, department, university and in academia as a whole and we are actively working to improve our knowledge about EDI and accountability processes. We strive to create a fun, dynamic, and safe place for people to work, conduct research, and grow as scientists, educators and people. As such, racism, sexism, discrimination and prejudice of any form have no place in our lab. Many members of the lab are also actively involved in community engagement, aimed at enhancing awareness about science, evolution and ecology in the general public. Our efforts in this regard have included: organizing a young naturalist club for children with diverse cultural, racial and economic backgrounds, including children with varying physical abilities; speaking to the media; organizing a YouTube channel on biodiversity for a global audience, and participating in science outreach for girls. If you share our core values of equity, diversity and inclusion, and are interested in joining our lab, please contact marc.johnson@utoronto.ca.

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