

Gibson Lab Statement on Open, Accessible and Inclusive Science*

As members of the Gibson lab, we believe that our ability to achieve success (both in academia and life) is through unity in diversity. We are proud and diversified lab members not only by color, but also by gender and country. We pledge to treat each other's culture and tradition with respect.

The Gibson lab focuses on several different projects within the realm of ecology, and several of these projects in part focus on diversity. Diversity has been shown to have a significant relationship with the functionality of ecosystems, but is also an important driver for both ecosystem stability and productivity. In addition, diversity is important in order for ecosystems to provide crucial ecosystem functions, which without, would drastically alter the quality of life for both humans and other biota.

While these ideas of diversity largely focus on biological diversity, the members of the Gibson lab also recognize that cultural, religious, ethnic, gender, and sexual diversity and universal acceptance are part of what makes an academic environment a functional, stable, productive and safe experience. Therefore, we wish to express that we embrace and value all forms of diversity within our school and community, and will continue to be inclusive, open, accessible, and welcoming of all individuals from all backgrounds.

In addition, it is a legal responsibility and privilege that the Gibson Lab upholds the Southern Illinois University Carbondale guidelines provided by the Office of Equity and Compliance, which handles Title IX responsibilities, discrimination issues, gender based violence policies, reporting, and sanctions, and other related material. For more information, please visit their website at <https://equity.siu.edu/>

We support:

#AntiracistSTEM, #BlackLivesMatter, #BlackInIvory,
#BlackintheIvory, #blackinstem,
#blackecologists, #Diversity, #DiversityandInclusion, #firstgen,
#LatinxInSTEM,
#LatinaSTEM, #WomeninSTEM, #WOCinSTEM,
#500womenscientists, #500queerscientists

*This statement does not represent an official statement of Southern Illinois University Carbondale, rather it represents the private views of members of the Gibsonlab.