

We, the graduate student members of the Integrative Biology graduate student organization (iBioGo), make the following commitments to advancing diversity, equity, inclusion, and justice (DEIJ) in our academic lives.

1. **Commitment to education and sharing resources.** We commit to educating ourselves and reflecting on our role in supporting people from all backgrounds, especially Black, Indigenous, and people of color (BIPOC), in the sciences and in academia.
 - a. *Proposed action:* Dedicate the first iBioGo meeting of the semester to graduate student-led training on discrimination, bias, inequity, microaggressions, or other related topic. Continue to bring in outside experts to lead iBioGo meetings on these issues.
 - b. *Proposed action:* Compile a list of trainings, readings, and resources to support education and reflection.
 - c. *Proposed action:* Compile best practices and other resources for achieving the commitments in this document (e.g., best practices for inclusive teaching, mentorship, etc.).
 - d. *Proposed action:* Create a platform for sharing resources (e.g., Google Drive, Slack). Consider incorporating maintenance of this platform into iBioGo officer position responsibilities.
2. **Commitment to inclusive teaching.** We commit to creating inclusive learning environments that allow all students to thrive.
 - a. *Proposed action:* Teaching assistants (TAs) should include an anti-racist, justice-oriented statement in their course policies document, if applicable.
 - b. *Proposed action:* All students should intervene when they witness a microaggression or other form of discrimination in their classroom or other supervisory setting. TAs are encouraged to take bystander intervention or similar training to improve intervention skills.
 - c. *Proposed action:* To the extent possible given TA control over course content, TAs should implement inclusive classroom practices (e.g., improve representation in guest speakers, readings, or examples; teach the social/historical context of the field).
3. **Commitment to mentorship and recruitment.** We commit to supporting and leading efforts to enhance representation of BIPOC in undergraduate research positions and graduate school recruitment. We commit to combatting all forms of discrimination and bias in mentorship and department climate.
 - a. *Proposed action:* Compile a best practices guide for recruiting field assistants from diverse backgrounds and/or develop proactive recruitment efforts for increasing diversity in undergraduate research positions hired by our labs. For example, this could involve identifying and developing relationships with existing BIPOC in STEM student groups at UW-Madison, or reaching out to other campuses in Wisconsin with more diverse student bodies (e.g., UW-Milwaukee, MATC).

- b. *Proposed action:* Participate in ongoing outreach opportunities aimed at increasing BIPOC representation in STEM and in graduate school (e.g., “Demystifying the Graduate School Application Process” virtual event in 2020).
 - c. *Proposed action:* All graduate students should include an anti-discrimination statement in any mentor-mentee expectations documents. Graduate students should proactively communicate the importance of DEIJ to mentees and open the door for mentees to have conversations about their experiences.
 - d. *Proposed action:* Support department-wide annual climate survey. Consider specifically incorporating mechanisms for soliciting anonymous feedback related to mentorship or department climate (e.g., similar to CFL feedback form <https://limnology.wisc.edu/cfl-concerns-problems-reporting/>).
4. **Commitment to equitable professional development and service.** We commit to ensuring that all graduate students in Integrative Biology have equitable access to professional development opportunities offered by the department. We commit to doing our part to support departmental diversity initiatives.
- a. *Proposed action:* All service and professional development graduate student positions within iBioGo and within the Integrative Biology department should be open to any student and appointed democratically. For example, this includes officer positions in iBioGo and graduate student representative positions on faculty search committees.
 - b. *Proposed action:* iBioGo will co-sponsor the Integrative Biology Colloquium special lectureship on diversity.
5. **Commitment to advocacy.** We commit to identifying and supporting critical DEIJ efforts outside of the department.
- a. *Proposed action:* Establish process for signing on as an organization to campus- and community-wide organizing efforts (e.g. BIPOC Student Coalition demands, TAA efforts).
 - b. *Proposed action:* Push ourselves to envision how to tangibly support external organizing efforts/campaigns as they arise.