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Faculty for Undergraduate Neuroscience (FUN) Statement on Diversity, Equity, and Inclusion

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EDITORIAL

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We join our voices with countless others across the country in an unequivocal condemnation of police brutality, institutionalized racism, and all forms of anti-black violence. As a scientific community, we acknowledge that our own past is filled with examples where we have brought violence against Black, Indigenous, and People of Color (BIPOC), from histories as overt as the Tuskegee Syphilis trials (www.history.com, 2019a) or the unethical use of Puerto Rican women as subjects in birth control trials (www.history.com, 2019b) to the more pernicious acts of everyday racism that occur in our colleges and universities. Unfortunately, we are still not far from this history. This past week, George Floyd was killed in Minneapolis, and as COVID-19 ravages the globe and affects all of us in deeply painful ways, our BIPOC communities have disproportionately carried the burden (www.embracerace.org).

However, insofar as we have been complicit in racism, we also hold the tools for a robust participation in the work of *anti-racism*. What we do with students in our classrooms and in our labs is not separate from the work of racial justice. We all have our part to play. Indeed, we as scientists must marshal all our skills (yes, even pipetting!) toward creating a brighter future and more equitable world. As scholar-teachers, we must create neuroscience as an inclusive space for our students, especially for our students of color. FUN commits to taking concrete steps to further educate, equip, and heal our community.

We make 4 commitments to action that will be implemented in our organizational structure and future programming:

1. Reflection toward action

We commit to intentional reflection on the ways in which we participate in systems of oppression. We believe that only through critical reflection can we begin to identify and then dismantle these systems. We commit to making FUN

programming, committee membership and leadership opportunities accessible and inclusive, and we commit to taking this step together as a unified community that recognizes the reality and pain of racial inequality.

2. Science as healing

We recognize the need to create a safe space for BIPOC neuroscientists to share stories, struggles, and strategies for healing. We commit to creating this space.

3. Research as resistance

We commit to highlighting neuroscience research, especially by undergraduate students, that inform the biological, biopsychology, and behavioral ramifications of chronic oppression.

4. Pedagogy of the oppressed

We commit to supporting faculty and programs in their anti-racism work, through workshops and sessions on inclusive excellence in STEM which recognize the full humanity and full potential of BIPOC students and perspectives. This means a focus on inclusion as well as diversity, and a rejection of deficit-informed methods.

These commitments are just the beginning and we will use our summer virtual meeting to take the first steps. As a diverse and vibrant community, FUN has a responsibility to our members to take action. As a leader in undergraduate neuroscience, we have a duty to the broader scientific community to advance the ideals of diversity, equity, inclusion, and justice.

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