



Diversity Statement

The future success of science hinges on diversity.

The junior investigators within the CCBIR, CSBC, IMAT, ITCR, MetNet, PS-ON, SynBio & Cancer, and TEC communities publicly advocate for justice, diversity, equity, and inclusion for all individuals in science. We vehemently condemn discrimination, racism, white supremacy, and violence of all forms. We are committed to creating opportunities for – and uplifting persons of – diverse identities not limited to race, ethnicity, age, sex, gender identity, (dis)ability, national origin, religion, language, dialect, socioeconomic status, neurodiversity, and appearance.

Our goal is to show (not just tell) junior investigators that diversity is relevant to science; and that each person, and the differences they bring, is required to make the group more effective. We are committed to working harder towards the highest ideals of justice and equity.

We recognize that academic research, specifically biomedical sciences, has historically excluded and underrepresented many marginalized and underprivileged groups. We seek to identify and denounce systemic practices which perpetuate exclusion and underrepresentation, and will work to establish systems which actively incorporate and uplift diverse backgrounds, thoughts, and approaches within the CCBIR, CSBC, IMAT, ITCR, MetNet, PS-ON, SynBio & Cancer, and TEC communities. We are committed to fostering a sense of belonging.

We pledge to build an equitable scientific community composed of diverse voices, which: (1) uses existing privileges to uplift underprivileged groups, (2) actively identifies and dismantles biased systems, (3) protects those who cannot defend themselves, and (4) fosters a better, more just environment in our scientific fields, in our communities, and in our society.

We insist on a culture of respect at the 2024 Junior Investigators meeting and will not tolerate bigotry in any forms. We urge our participants to maintain open-mindedness and remind them that all words and actions matter.