

## **Diversity, Equity, Inclusion and Anti-Racism:**

The members of The Center for Metabolism of Infectious Diseases (C4MInD) are committed to promoting Diversity, Equity and Inclusion (DEI) both within our laboratories and within our university and global communities.

We accept that diverse ideas and viewpoints within science is what leads to novel and transformational discoveries. We uphold these same values when recognizing the diversity of individuals. Specifically, we value individuals of any age, culture, mental/physical ability, ethnicity, first generation status, familial status, gender identity and expression, sex, geographic background, marital status, national origin, race, religious and spiritual beliefs, sexual orientation, socioeconomic status, veteran status, or different perspectives and ideologies.

We know that existing in diverse, inclusive environments creates happier teams, fosters collaboration and innovation, and allows each of us to grow as scientists and global citizens.

We also recognize that there are still viewpoints and systems in place that create inequities for marginalized people that we must work to actively combat. We also recognize that our devotion to diversity, equity, and inclusion requires lifelong commitment to learning, developing, and challenging each of our own innate biases as well as the biases of those around us. However, C4MInD will not tolerate behavior that actively promotes or pursues discrimination in any form.

We will create an environment that is anti-discriminatory and free from bias by taking the following actions:

- Working to provide equitable access to research and laboratory training for diverse individuals and under-represented minorities
- Self-education - Encouraging our lab members to participate in DEI training, workshops, and conferences to obtain tools to support DEI in our daily lives
- Incorporating discussions on DEI topics regularly into our meetings
- Sharing resources with one another to broaden our historical knowledge and perspectives on DEI topics
- Working with our peers to promote DEI at the departmental, college and university levels and in our communities external to CSU
- Participating in regional, local and national symposia and training opportunities that promote diversity, equity, and inclusion.
- Actively working to both amplify the voices of under-represented groups and raising our own voices in allyship to engage with campus and community leadership and other entities on DEI topics.

Also please see: <https://diversity.colostate.edu/>