



## **Diversity, Equity, and Inclusion Statement**

Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals. The University of Wisconsin-Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background – people who as students, faculty, and staff serve Wisconsin and the world. <https://diversity.wisc.edu/>

In Biocore, we strive for the utmost equity for all students, TAs, and faculty/ staff. We are a community of students and instructors committed to and in full support of students who identify as Black, Brown, Indigenous, students of color, students with disabilities; students with racial, ethnic, gender, LGBTQ+ diverse identities. Your perspective, your learning, your interests, and your contributions matter within our engaged learning community. Our community and our science depend on engaging and embracing different perspectives and this starts with each of us understanding and recognizing our own biases. It takes a great deal of awareness and self-work to recognize bias and our own lack of awareness/ ignorance on specific topics. As a program, we all need to work on this recognition and how to hold each other accountable. Accountability in this context is a willingness to accept responsibility for ourselves, our intentions, words, and actions—when it comes to mitigating discrimination, microaggressions, and bias in all its forms.

### **If you experience or notice discriminatory behavior or language**

We, as Biocore program faculty and staff, encourage you to speak up in the moment if it is safe to do so and to let us, Biocore faculty and staff, know. We promise to hold ourselves accountable in the event of any such offenses. If the incident reoccurs despite intervention or you continue to experience bias, do not hesitate to bring this to your instructor's attention and/or report the case through UW Madison's [Bias Incident Reporting system](#)

### **Accountability: What to do when you do or say something that offended**

Apologize, say 'I'm sorry' and take ownership when you have offended someone, even if it was unintentional. Saying nothing to remedy the situation perpetuates inequality. Taking responsibility for your words, actions, and behaviors is how you can be accountable to our community and our inclusive classroom goal. It takes everyone to create an accountable, supportive, and productive learning environment. Biocore thrives when all individuals feel supported, especially those who are historically underrepresented at the university. As a learning community, we hope to fully support all students and staff. This relies on instilling a trustful, accepting, and accountable environment for all.

[See strategies and suggestions for navigating difficulties in the classroom](#) (adapted from "Promoting Inclusive Classroom Dynamics in Higher Education" by Kathryn C. Oleson).