

August 13, 2020

Dear Reader,

As to most people around the country, the killing of George Floyd was a tragic reminder to some members and a revelation to other members of the Signaling Systems Laboratory of the deep racial inequities embedded in American society. As a lab that prides itself on the ethnic diversity of its lab members, we recognize that silence and inaction only perpetuate the discriminatory and prejudiced attitudes of systemic racism. Thus, we want to publicly acknowledge our commitment to promoting racial and ethnic inclusion, and indicate the actions that we will take as a group to fight for positive change, specifically in academia.

1. We commit to identify conscious and unconscious biases that we may have toward people of different backgrounds.
2. We commit effort, time, lab space, and resources to secondary schools in the LA community to provide access to STEM knowledge and opportunities.
3. We commit to learn from people of different backgrounds in our LA community.

1. We commit to identify conscious and unconscious biases that we may have toward people of different backgrounds: Understanding how our biases affect our decision making and interactions with people from different backgrounds is critical for building an inclusive environment. In order to do this, we have implemented an annual lab-wide implicit bias management training and discussion forum that includes online informative videos, tests, and training courses to identify conscious and unconscious biases. The lab members will discuss their personal experiences and key take-aways from the training together as a lab community.

2. We commit effort, time, lab space, and resources to secondary schools in the LA community to provide access to STEM knowledge and opportunities: Unfortunately, inequities in educational resources limit the STEM education and research opportunities for many young students of color. To address these inequities, we will commit effort, time, lab space, and resources to partner with local high schools and UCLA organizations, and give students in the LA community, most notably students of color, more access to STEM opportunities. We have been in contact with several local high schools to learn the specific needs of the students so that we can identify the best ways to serve. We are developing programs that are compatible with social distancing measures due to the COVID19 pandemic.

3. We commit to learn from people of different backgrounds in our LA community: Engaging with people of different backgrounds is crucial for promoting diversity and inclusion, and developing a team spirit in science and beyond. Thus, we commit to engage with the cultural and racial diversity of our local LA community. Most notably, our lab members will implement outreach opportunities that focus on under-resourced LA communities. The hope is that learning from the students' personal and educational experiences will help our lab members gain more awareness of racial injustices, and become better advocates.

These action items are not an exhaustive list, but rather initial steps toward promoting inclusion, diversity, equity, and accessibility (IDEA). As a lab, we have resolved that these IDEA action items are an important component to our own training as future researchers, educators, and leaders. We take these concrete steps with hopes of ending systemic racism in our academic and societal communities.

While the steps outlined above target racial injustices, we acknowledge the role of intersectional identity in the broader discussion of IDEA. We also commit to provide an inclusive space and advocate for all individuals regardless of sexual orientation, gender identity, and disability. In addition, we will continue to educate ourselves and combat injustices against all underrepresented and marginalized groups of people. In the words of Dr. Martin Luther King Jr., "Injustice anywhere is a threat to justice everywhere."

Sincerely,

The Signaling Systems Laboratory



Catera Wilder



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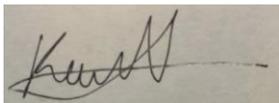
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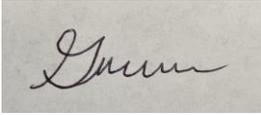
Kevin Jiang



Fay Lin

A handwritten signature in black ink, appearing to read "Kelly Lin". The signature is fluid and cursive, with a long horizontal stroke extending to the left.

Kelly Lin

A handwritten signature in black ink, appearing to read "Aditya Guru". The signature is written on a light-colored rectangular background and is in a cursive style.

Aditya Guru

A handwritten signature in black ink, appearing to read "Benancio Rodriguez". The signature is in a cursive style with a prominent loop at the end.

Benancio Rodríguez

A handwritten signature in black ink, appearing to read "Quen Cheng". The signature is in a cursive style with a large, stylized initial.

Quen Cheng