



We believe that when we feel secure, wanted, and our needs are taken care of, we can be more productive at work. We are people first, and scientists second. We should be able to bring our whole authentic selves to work and use that as our strength, not our weakness.

To us, this means:

**Taking care of oneself**

**Working together** to build a sense of community, accountability, and ownership

Building a **Growth mindset**

**Helping** each other

It also means that we have a responsibility towards creating this environment in the larger scientific community. Some ways we like to do that are by:

**Paying it forward**

**Advocating** for our own and others' needs

**Including** others in our science and life journeys

Understanding that **Representation** matters