

We, the faculty and staff of the Biology Department at Bowdoin College, affirm our belief that Black Lives Matter and Black Minds Matter. Our commitment to the common good leads us to strive to create a welcoming and inclusive community. We work to build respectful, accessible, and welcoming classrooms and departmental spaces where people can be their authentic selves. All are welcome, and we are committed to increasing inclusion, equity, representation, and support, especially with regards to race, gender, sexuality, class, nationality, and power inequities. We know that we fall short and our ongoing work centers on these concrete steps:

- Continue to educate ourselves through workshops, readings, and trainings on anti-racist practices and pedagogical approaches
- Revise our curriculum to include the work of underrepresented scientists and the voices of diverse stakeholders, and to acknowledge the racist past of many disciplines (e.g. the American eugenics movement, pseudo-sciences that propagate racist ideologies)
- Bring intention to maintaining diversity in invited seminar speakers
- Identify and remove anti-inclusive barriers in staff and faculty hiring
- Expand awareness and availability of research opportunities for undergraduate students at Bowdoin
- Reimagine the physical spaces of Druckenmiller Hall to promote inclusivity and belonging
- Work within our professional societies to dismantle structures that perpetuate inequities based on race, class, and/or gender
- Actively seek out and reflect upon feedback on our curriculum and activities

Bowdoin College Department of Biology