Ricciardi Lab EDI Statement

Our goal as a lab is to help students of all backgrounds become competent scientists and educators, while conducting exciting, innovative research. Therefore, as a team we are committed to the principles of equity, diversity, and inclusion. Studies have demonstrated that diversity can improve research quality and impact (e.g., Freeman & Huang 2014 *Nature* 513:305; Nielsen et al. 2018 *Nature Human Behavior* 2:726-734). We welcome members from diverse backgrounds and groups that have historically been underrepresented in STEM. We strive to create a working environment where all lab members feel respected, supported, and given space to voice their ideas and opinions.

All members of the lab recognize their responsibilities in contributing to this healthy, productive work space. This means contributing to a culture that rejects unacceptable behavior (e.g., intimidation; offensive comments; and discrimination based on appearance, race, age, gender identity, sexual orientation, religion, physical ability, and socioeconomic background) and if such events arise students have an obligation to intervene and initiate discussion. It means that our culture embraces collegiality and mentorship, in which students share responsibilities, cooperate to achieve research objectives, and learn from each other. It means understanding our own individual privilege, including barriers that we may or may not face in academia and the sciences. It means a willingness to engage beyond our lab, beyond our university, beyond academia, especially when conducting and presenting our research. It also means acknowledging that the home of our lab, McGill University, is located on the unceded traditional land of the Haudenosaunee Confederacy and the Anishinabeg nation. Acknowledging this traditional territory is to recognize its longer history, which predates the establishment of the earliest European colonies.

Some useful links:

[Funding for Indigenous Students - McGill University](#)

[Special Funding | Scholarships and Student Aid - McGill University](#)

[Equity & Diversity FAQ's | Social Accountability and Community Engagement Office - McGill University](#)