

The members of the Canadian Ice Core Lab commit to fostering a culture of Equity, Diversity and Inclusion (EDI). To us, this means creating a lab environment where all members feel valued, respected, supported, and given space to voice their opinions. This also means actively engaging in EDI-related discourse and training. We commit to make efforts to respond to the systemic biases and barriers that have affected the full participation of historically underrepresented groups in STEM. This document reflects our commitment to recruiting, including, and supporting underrepresented groups, because we believe including people of different experiences, cultures, and knowledge results in a more vibrant and robust research community. Specifically, we commit to: using language that is respectful and inclusive; self-learning with respect to EDI in academia and STEM; being an ally to underrepresented groups in our field; remaining judgment-free and open-minded when communicating with lab members; being aware of our own privilege and the effects it has on social dynamics within our lab, our department, and our broader communities; incorporating EDI into the hiring process for all people in the lab; ensuring all lab members have space to be heard and feel comfortable; active self-reflection and group accountability which is an ongoing process; attending EDI trainings and conferences/workshops dedicated to highlighting researchers from equity-seeking groups; updating the lab EDI statement annually.