

OSU Fisheries oceanography lab

Values

- **Diversity.** Our experiences and beliefs are consistent with the notion that diverse research teams have greater exchange of ideas and ultimately higher scientific productivity. Therefore, we value diversity in our group, and we strive to include members representing different nationalities, identities, ethnicities, abilities, and expertise.
- **Inclusion.** We believe that everybody has a unique way to contribute to scientific endeavor, when given an opportunity to do so. Therefore, we value the engagement of all lab members in all lab scientific and social activities, and we strive to provide an environment where all lab members feel comfortable and appreciated when expressing their ideas.
- **Kindness.** We believe that everybody must be treated with dignity and kindness. We value respectful dialogs, and understand that the impacts of our actions are more important than their intents.
- **Listening.** We understand that we are not perfect, and that we can learn from each other. Therefore, we are open to ideas that allow us to move toward a more diverse and inclusive lab environment.
- **Collaborative.** We believe that team science is a powerful way to address complex and multifaceted research projects, and thus we value and encourage team projects. At the same time, we value independent thinking and leadership roles, and thus provide space and opportunities to lab members to foster leadership skills in individual and team projects.
- **Open source.** We believe that science thrives when we share information and build on each other's ideas. We therefore value sharing our project ideas, data, equipment, and coding developed during lab activities.
- **Work-life balance.** We believe that hard work is rewarded, but that there is a balance between work and life. Thus, we value time spent on personal and family activities.
- **Friendship.** We value time spent together.

Expectations

- We do not tolerate, and expect that lab members do not tolerate, any form of discrimination based on nationality, identity, ethnicity, ability, gender, worldview, and expertise.
- We expect that those of us who are joining the fisheries oceanography lab share these values.
- We expect that all lab members practice inclusive and respectful communication, and awareness of implicit biases toward certain disciplines, ethnicities, gender, and identities.
- We expect that lab members engage in further evolving these values and expectations.