

June 5th, 2020

The Laboratory of Genetics at UW-Madison has a strong commitment to equity, inclusion, and diversity that is reflected in the university's statement on diversity. But we recognize that it is important to do more than just write a pledge. We must look at our own practices and culture to do more to combat systemic racism and first accept our responsibility. And you must know that:

**We are sad.** We are saddened by the never-ending violence against people of color, perpetrated by officials who represent our nation. And we are sad and ashamed that each of us has not done more to call out America's failings.

**We are angry.** We are angry that the reprehensible acts of exclusion and violence are being weaponized and wielded by politicians who fail to lead and heal. And we are angry with ourselves for own complacency and complicity.

**We are afraid.** We are afraid for people who live every day being harmed in so many ways because of the color of their skin or the country of their origin. And we are afraid that whatever change might happen in this moment will not be enough and that the physical and emotional hurt will continue.

As scientists, we have the responsibility to acknowledge that in our country's history racist behaviors have been justified by scientists, and that the practice of science is not compatible with a culture of exclusion. As a department, we have the responsibility to change, to learn the skills of inclusion, to redefine scientific excellence, to change the face of the leadership of science, and to work to dismantle racism in science. To accomplish such a tall order, we acknowledge that all of us still have much to learn and are willing to listen and take action.

We have even more opportunities now to fully support innovative educational instruction and improve our mentoring at all levels in our department, college and campus. Faculty, staff, and students will continue to engage with campus and community outreach programs deeply involved in the opposition of racism, sexism, and homophobia and any other forms of discrimination. Each individual in a place of privilege needs to listen, support, and advocate for justice every day.

We willfully pledge to listen, learn, and take action.



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Chair, Diversity, Inclusion & Equity Committee



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Chair of Genetics



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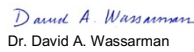
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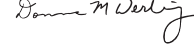
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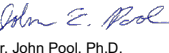
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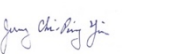
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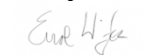
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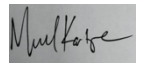
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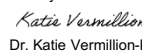
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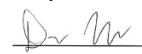
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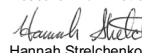
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