

# Tekle-Smith Group Values

(This is a living document that will grow and change as the group evolves over time)

It is our priority to uphold a laboratory environment where every individual is treated with equality and respect, regardless of their race, gender, nationality, religion, disability and sexual orientation. The Tekle-Smith group maintains that building a diverse, inclusive, equitable, and just research environment is essential to our core values. We are committed to critically evaluating and improving every aspect of our group management and conduct in order to meet these standards.

The safety of each member of our group is of the utmost importance. Therefore, a safety-first approach to research is implemented in the Tekle-Smith group. Please see our group manual for comprehensive safety protocols for onboarding into the lab, learning new lab techniques, setting up reactions, and team communication.

Good citizenship is highly valued in our research group. We seek out and train group members to be good citizens in our lab, in our Department and University, and in the world at large. The ultimate goal of the research we do is to help our world, whether that is through the development of new medicines, sustainable practices, or understanding the origins of life.

We maintain that a collaborative environment leads to more creative research that can target uniquely challenging and important problems. We actively encourage collaboration both internally and externally through project design and group structure.

We aim to break down the barriers that gate-keep knowledge for the few. We support scientific communication at all levels, and we will actively train members in successful scientific communication techniques. We are committed to reporting all our findings and making the data sets we generate open-access.

Lastly, we acknowledge that each person is an individual with unique experiences, perspectives, and goals. Mentoring, project design, professional development and mental health support will be targeted to each person to reflect their individual needs and goals.