

UNIVERSITY OF CALIFORNIA, SANTA BARBARA

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DEPARTMENT OF MOLECULAR, CELLULAR AND DEVELOPMENTAL BIOLOGY
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The Department of Molecular Cellular and Developmental Biology at the University of California, Santa Barbara stands in solidarity with all those calling for racial justice reform. We mourn the racist murders of Black men and women, including George Floyd, Breonna Taylor, Ahmaud Arbery, Elijah McClain, Tony McDade, Michael Brown, Sandra Bland, Trayvon Martin, Eric Garner, Tamir Rice, Aiyana Stanley-Jones, and far too many more. **Black Lives Matter.**

The MCDB Faculty value a diverse student body and recognize the importance of diversity in STEM. This statement should have come sooner. We acknowledge that the discrimination, subjugation, and silencing of minorities occurs in STEM, including in our own department. We recognize that the traditional format of most of our classes disadvantages underrepresented groups, in part through a sense of anonymity and isolation, but also through tacitly reinforcing existing privilege. We pledge our support to efforts by UCSB and our professional societies to combat anti-Black racism and achieve greater equity and inclusion of Black and all marginalized students. Effective immediately:

- Ten MCDB faculty are participating in the UCSB RISE program with the goal of revising curriculum to be more inclusive. They will share their learning experiences with the rest of the department.
- Faculty have formed an Equity, Inclusion, Diversity, and Wellness (EIDW) Starting Working Group to identify actionable steps, both short and long term. Members of this committee are identified in the signatory page. We encourage the participation of all MCDB community members including undergraduate students, graduate students, post-doctoral fellows, staff, and faculty to join this committee in an open application process. We will provide details on the application process to committee membership in a later email. Priority will be given to students, faculty, and staff of color with guaranteed membership for Black and Indigenous applicants
- Biology students have been invited to form an advisory group to work with the Faculty EIDW
- We will establish effective channels of communication with all students so that we can identify specific barriers and practices that must be addressed.
 - As a first step, an open town hall is planned for August 21 to address concerns and comments solicited from students
<https://www.mcdb.ucsb.edu/events/all/2020/mcdb-town-hall-meeting>
 - We encourage students to submit anonymous questions, experiences, or topics they would like discussed in the Town Hall through this form
(<https://forms.gle/qCmJXhfyFREG92C27>)

- Students will have other opportunities to provide feedback and suggestions through an anonymous online comment box and through the student advisory group
- An extensive climate survey will be developed based on the town hall that will direct changes in advising, the curriculum, and programs.

In the longer term we will:

- Create and implement curricular changes that are inclusive and address anti-Black racism and implicit bias in STEM. Specifically, we are developing course modules for Introductory Biology and a graduate class that will examine the contributions of BIPOC scholars.
- Expand the use of Learning Communities incorporated into courses or offered co-curricularly that are designed to reduce disparities and promote student success (<https://www.news.ucsb.edu/2018/018914/mighty-mentoring>).
- Enhance our recruitment of undergraduate Black students for internships and research opportunities.
- Expand our efforts to recruit (and support) Black graduate students via active participation in the UC-HBCU initiatives, NSF-AGEP, and other programs as well as active participation in the California Consortium for Inclusive Doctoral Education (C-CIDE).
- Continue our collaborations with and support of other campus units to promote opportunities for undergraduate and graduate Black students to attain their academic and career goals. These programs include the McNair Scholars, UCLEADs, Gorman Scholars, EUREKA!, NIH-MARC- USTAR, HBCU Bridges to the Doctorate, NSF-AGEP, and other Programs focused on inclusive diversity.
- Require all MCDB faculty and staff to complete UC's Managing Implicit Bias training and Ally Training.
- Strengthen efforts to hire a more diverse faculty and staff, including Black faculty. For example, we will solicit applications to diversify the pool of applicants.
- MCDB Faculty are collaborating with the UCSB Center for Black Studies Research to connect the specific components listed here into a strategic action plan built on an understanding of and designed to dismantle the specific barriers encountered by Black students in Biology at UCSB.

The Faculty of the Molecular Cellular and Developmental Biology Department, listed below, fully commit to these efforts and endorse this statement.

Diego Acosta-Alvear	Jamey Marth
Carolina Arias	Craig Montell
Rolf Christoffersen*	Denise J. Montell
Dennis Clegg	Meghan Morrissey
Peter Coffey	Daniel E. Morse
Frederick Dahlquist	Eduardo Orias
Anthony De Tomaso	Stephen Poole
Stuart Feinstein*	Chris Richardson
Ruth Finkelstein*	Joel Rothman
Steven Fisher	Cyrus Safinya
Kathleen Foltz*	Charles E. Samuel
Brooke Gardner	Julie H. Simpson
Michael Goard	Ikuko Smith
Eduardo Gonzalez*	William Smith
Christopher S. Hayes	James A. Thomson
Sung Soo Kim	Doug Thrower*
Kenneth S. Kosik	Carol Vandenberg
John Lew	Herbert Waite
Seng Hui Low	Thomas Weimbs
David Low	Max Wilson*
Dzwokai Zach Ma	Leslie Wilson
Michael Mahan	Mike Wilton*

*Current members of the MCDB Equity, Inclusion, Diversity, and Wellness Committee