

# PRIM&R 2016 IACUC Conference

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## Session C4 (workshop): Fostering an Inclusive Community

Universities, research communities, animal care programs, and even IACUCs involve the contributions of people with different strengths and challenges, different values and interests, responsible for taking on different roles, drawing on different training and life experiences.

These differences can be a source of strength, but they can also be a challenge if our organizations, communities, or work environments are diverse but not inclusive.

### Before the workshop:

Read the articles on the Conference Portal:

Yuezhou Huo, "Creating an atmosphere of inclusiveness in the workplace."

Ming Shi Trammel and Marcia Gumpertz, "Maybe We're Not So Smart: Identifying Subconscious Bias and Micro-aggressions in Academia."

Emil T. Chuck, "Core Competencies for Future Researchers."

Think about the following questions:

1. In your own work environment (or experience on an IACUC) what are the differences in people's background, training, experience, personal style, etc.? How do these differences matter for the tasks you are trying to accomplish?
2. How can we find out whether the ways we do things (e.g., on the IACUC, in the animal care program, in research groups) are working for everyone?
3. What should we do if we discover that the way we do things now works well for some people in the organization but doesn't work well at all for others? (What kind of changes can we imagine? What kind of changes can we achieve? How should we share the responsibility for making changes?)
4. What benefits could we build into our ways of doing things by really engaging with the diversity of people and experiences in our organization?