

## **Ray Research Group Statement on Inclusion, Equity, and Anti-Racism**

We acknowledge the unjust histories within academic research, which has caused harm to our patients, our communities, and our workforce through racism, sexism, and other forms of exclusion.<sup>1,2</sup> We acknowledge that our institution is built on the traditional land of the Osage people, and that our intellectual knowledge in academic medicine includes knowledge acquired through practices that did not adhere to standards of benevolence, respect for persons, and justice.

We commit to continually interrogating our own research to identify biases in our questions, our sources, our assumptions, our analysis, and our dissemination. We commit to growing researchers and academic leaders who critically engage with their own potential as researchers, mentors, and educators to create spaces that are more inclusive for patients, trainees, mentees, staff, and colleagues.

We seek to honor the identities you bring to your academic and work lives, including race, ethnicity, national origin, gender and gender identity, sexuality, class, religion, language preference, educational background and discipline, and ability. We welcome you to bring your full selves to your work and your research.

We recognize the specific ongoing harm of anti-Blackness in the United States, in medicine, in research, and in academia, and commit to continually educating ourselves and incorporating anti-racist practices into our work and research. Research group leaders are individuals who are working to improve daily. We welcome partnership and feedback on how we can better create space for all trainees and staff in this group.

### **References**

<sup>1</sup>Trent M, Dooley DG, Douge J, Section On Adolescent Health, Council On Community Pediatrics, Committee On Adolescence. The Impact of Racism on Child and Adolescent Health. *Pediatrics*. 2019;144(2).

<sup>2</sup>Johnson PA, Widnall SE, Benya FF, Committee on the Impacts of Sexual Harassment in Academia, Committee on Women in Science, Engineering, and Medicine. Sexual harassment of women: Climate, culture, and consequences in academic sciences, engineering, and medicine. National Academies Press, Washington, D.C., 2018.

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