

Creating a Supportive Lab Environment

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Our Lab



Developmental Disability

Autism

Structural Racism

School Readiness

Screening and Diagnosis

Equity

Latino Health

Early Literacy

ADHD

Intersectionality

Informatics/mHealth

IDEA Part C Early Intervention

Communication Disorders

Primary Care

English Proficiency

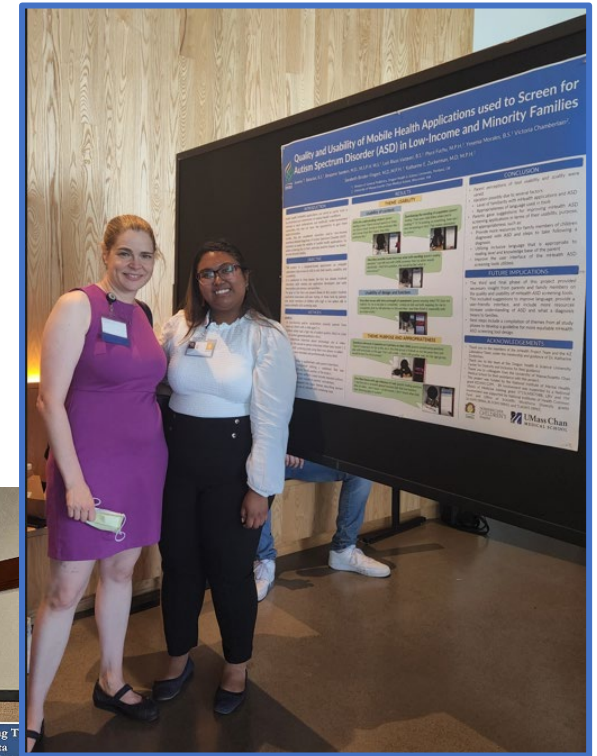






Working with diverse research teams

- Assumptions
- Hidden curriculum
- Bringing your “whole self” vs. “fitting in”
- Messing up and apologizing, learning
- Who has the “expertise”?
- Career development
- Mentorship and Sponsorship
- Creating relationships



Specific things we do in our lab

- Lab meeting
 - Guest speakers
 - Journal club with frequent racism/ableism focus
 - Career development talks
 - Peer/Near-peer learning
 - “Spotlight” series
- Lab manual
 - Accommodations
 - Travel policies
 - Professional expectations (dress code, communication, etc.)
- Mentoring contracts
- Lab member safety



Things we do in our lab

- Technology – laptops, phones, internet
- Teams space
 - Recognition of achievements and effort
- Hiring process
- Anti-Racist Lab Survey – Equity goals
- Lab events
 - Cultural foods/celebrations
 - Lab covers all costs >\$10
- Formal mentoring programs
- No Volunteers

Ten simple rules for building an antiracist lab

From Chaudhary and Berhe 2020

1. Lead informed discussions about antiracism in your lab regularly
2. Address racism in your lab and field safety guidelines
3. Publish papers and write grants with BIPOC colleagues
4. Evaluate your lab's mentoring practices
5. Amplify voices of BIPOC scientists in your field
6. Support BIPOC in their efforts to organize
7. Intentionally recruit BIPOC students and staff
8. Adopt a dynamic research agenda
9. Advocate for racially diverse leadership in science
10. Hold the powerful accountable and don't expect gratitude

Things we do in our research

- Create opportunity to network/include people
 - Book chapters
 - Case reports
 - Commentaries
- Native speakers for all projects with other languages
- Disability self-advocates on every disability study
- Community advisory panels
- Fair pay for subjects and advisors
- Cultivate community relationships
- Study newsletters to partners

December 21st, 2023

ASCEND Newsletter: Holiday Issue

Thank you Community Advisors!



We wanted to send out a big THANK YOU to our Community Advisors that have joined the Project ASCEND Community Advisory Board!

Our community advisors include parents of children who received EI for support with communication, providers in EI, administrators of EI, and disability rights advocates from many different communities.

We truly appreciate the time you are dedicating to share your insights and experiences with us. Your perspectives are so important to guiding the direction of this project and supporting EI access for all children and families!

Additional Community Advisors Wanted!

We are recruiting advisors who fit the following descriptions:

Lawyer or Mediator with Special Education experience

Teachers of the d/Deaf or Hard of Hearing

Home Visiting Providers

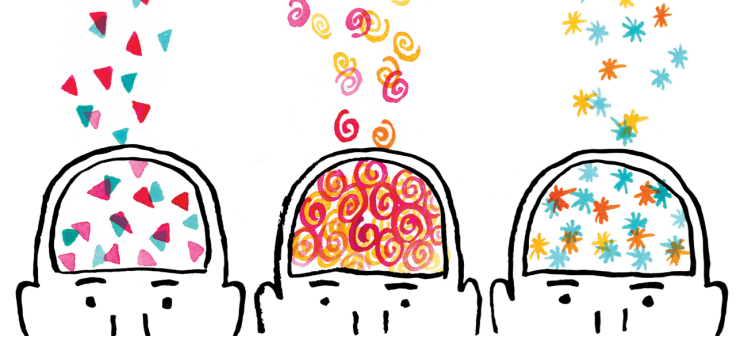
Parents of Children with EI experience, especially who speak languages other than English

Pediatricians who refer to EI

Speech-Language Pathologists

Early Intervention Developmental Specialists

Lab Goals



2024

- Inclusive lab website/newsletter/social media
- Make positionality statements
- Lab training on “Stepping in for Respect”
- More service activities
- More diversity supplements

2025

- Trainee survey at the end of the academic year and end of summer
- Lab meeting focus on mentoring
- Journal clubs focusing on disparities/racism
- Find an organization to repeatedly volunteer with

Working Together with (some) Optimism

- Inclusive research is hard
- It is important to get it right
- Everyone has expertise and brings their point of view
- We can work together with good intent
- We don't have to let the perfect be the enemy of the good
- We can bring others along with us
- It can be fun!



A scenic view of a cable car system over a forested hillside. A cable car is suspended from cables in the upper left. In the background, a large, modern hospital building with a glass facade is visible, surrounded by dense green trees. The foreground shows a curved metal railing, likely part of a walkway or bridge.

Thanks!!

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