



Statement of Values

The Department of Ecology and Evolutionary Biology at the University of Toronto commits itself to be:

- **Respectful:** When acting on behalf of the department, treat all individuals, including departmental members (faculty, postdoctoral fellows, students, staff) and visitors, with universal respect and understanding
- **Inclusive:** Develop and actively support diverse and inclusive academic/social environments that are safe, accessible, welcoming, and accepting of all departmental members and visitors
- **Professional:** Demonstrate integrity and professionalism in all interactions with departmental members and visitors within the department and when representing the department

The department acknowledges the historical and ongoing exclusion of and discrimination against marginalized groups from the fields of ecology and evolutionary biology, as well as science and academia more broadly. The department further commits itself to equitable treatment of all of its members and visitors. This includes specific and intentional support (e.g., training, programming, policy review) of individuals from one or more marginalized groups, including but not limited to:

- Black individuals
- Indigenous individuals
- Non-Black and non-Indigenous racialized individuals
- Religious or spiritual individuals
- Individuals belonging to marginalized religious and/or ethnic groups (e.g., Muslim and Jewish individuals)
- Individuals with citizenship or origin outside of Canada
- LGBTQIAA+ and two spirit individuals
- Women, nonbinary and trans individuals
- Disabled individuals
- Neurodiverse individuals
- Individuals affected by ageism
- Individuals of disadvantaged socioeconomic status
- Individuals and families with a record of offences
- Individuals with marginalized family or marital status/history