

# Our Community

The SSNL is above all a community — of researchers and scholars and, importantly, of individuals with varied identities, backgrounds, and experiences. Below are some of the core values we share and uphold through our research and in our workplace.



## Values

### Inclusion

Our lab is committed to continuously building a community and environment where members of all identities and backgrounds can thrive, as researchers and as people. This is not only crucial to advancing justice, but also to the advancement of science, which is best served by exchange across diverse perspectives. With that in mind, the SSNL is committed to fostering a research community where people of all identities feel a sense of safety and support.

Academia has long failed to provide an equitable or inclusive environment, especially for Black, Indigenous, and people of color (BIPOC), first generation college and low income (FLI), and LGBTQIA+ communities, who face racism, discrimination, and other structural barriers. Within psychology and biomedical sciences, participant samples are also skewed toward WEIRD (White, Educated, Industrialized, Rich, and Democratic) samples, which limits the generalizability of our work.

We are committed to supporting members of underrepresented groups in science and to being active allies to members of groups we do not belong to. We further aim to focus—whenever possible—on recruiting representative and inclusive participant samples in our research. All members of the SSNL are expected to behave in a manner that promotes an inclusive environment for all.

### Curiosity and Intellectual Development

Lab members are encouraged to openly ask questions and strive for intellectual humility and growth. We try to be curious not only about the broader world around us but also about each other's work and perspectives. Our lab uses diverse methods and investigates a diverse array of questions. Though the person down the hall might have interests that diverge from our own, we cultivate curiosity about the phenomena they study, the methods they employ, and the insights about which they are passionate.

We are ultimately here to grow and learn. Lab members are encouraged to support and promote each other's intellectual and career aspirations and to encourage each other to thrive in our personal lives.

## **Open and Transparent Science**

Science advances only when scientists work with integrity to ensure their work is transparent and reproducible. We participate in an open research community by reporting our research choices in clear and transparent ways, acknowledging aspects of our work that are exploratory versus confirmatory, engaging in pre-registration and internal replication, and publicly sharing our data, stimuli, and code whenever possible.

## **Humble Skepticism**

We are willing to (respectfully) challenge each other, and to listen openly to others' challenges. We strive to openly provide feedback and encourage each other to do our best work, and to grow from the feedback that others provide. We assume—and expect—the best intent from others in our community, even during disagreement.

## **Academic Integrity**

Lab members are expected to cite the authors of any existing work from which we borrow intellectual content. It is important that we give credit where credit is due and that we do not directly or indirectly assume ownership of another's original ideas.

## **Well-being and Mutual Support**

Academia too often promotes a lifestyle of hyper-competitiveness and work-life imbalance, which can lead to stress, illness, and isolation. It also stifles creativity and can ironically undermine the very insights we hope to produce. At the SSNL, we strive to work hard but also to make time for ourselves, and to cultivate interests and community beyond our work lives. Beyond “self-care,” we also promote [“other care,”](#) building a community in which we support each other. We aim to be generous to one another in domains where we excel and to lean on each other as we work on areas of weakness.

## **Setting and Celebrating Goals**

We try to set lofty (and attainable) goals, and work hard to achieve them. We are restless in our pursuit of great ideas, insights, and evidence.

As a lab, we encourage our researchers to set individual goals in relation to their projects. If you need help in coming up with attainable, timely, and suitably challenging goals, Jamil or a senior lab member can help you with this.

Additionally, our lab loves to celebrate its members' accomplishments, so be sure to let your lab mates know of any successes — such as making a project milestone, learning a new skill, or facilitating a meaningful mentorship moment — so that we can [capitalize](#) on your successes with you!

## **Mentorship & Mutual Growth**

Mentorship and collaboration are central to our understanding of mutual growth. We build relationships across different skill areas and experience levels in the lab, sharing expertise and empowering younger scholars.

We work towards our common goal of rigor while ensuring that criticism is work-directed, not person-directed. Disagreement can expand our thinking and improve our research — but healthy disagreement is built on a bedrock of care and respect for our colleagues and collaborators. We do our best to be open-minded and welcome differing perspectives. Together, we can work to maintain a psychologically safe environment in which everyone feels like they belong and are valued. We are ultimately here to grow and learn.