

## 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 also 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, the SSNL is committed to fostering a research community for people of all identities to feel a sense of safety and support.

Academia has long failed to provide an equitable or inclusive environment, specifically for Black, Indigenous, and people of color (BIPOC), first generation college and low income (FLI), and LGBTQIA+ communities, who face varying forms of 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 are not a part of. We further aim to—when possible—focus 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 growth. We try to be curious not only about the world around us but also about what's right in front of us. Our lab uses diverse methods, and investigates a diverse array of questions. Even if the person down the hall has 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 take part 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 ideally, we grow from the feedback that others provide to us. We assume—and expect—the best intent from others in our community, even during disagreement.

### **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, as well as cultivating 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, and also to be there for each other as people.

### **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!