

Land Acknowledgement

The Cognitive Neuroscience lab would like to acknowledge that the land on which we gather is Treaty 6 Territory and the Homeland of the Métis Nation. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another. Furthermore, we are committed to maintaining an inclusive workspace for all members regardless of race, gender identity, gender expression, sexual orientation, disability, and religious beliefs.

Equity, Diversity, and Inclusivity Statement

We are committed to **Equity, Diversity, and Inclusivity (EDI) Education**. Current and prospective future members of the lab will be required to complete an EDI workshop offered by the University of Saskatchewan (and are encouraged to complete more). Additionally, we will dedicate at least one lab meeting/semester to discussing historically underrepresented groups in STEM, and actively prioritize conferences and seminars dedicated to promoting EDI-focused topics.

We are committed to a **Positive & Flexible Work Environment** to allow our lab members the ability to balance their academic pursuits and home life. We are committed to providing equitable support for students with diverse needs.

We are committed to **Community Outreach** through our annual attendance of Brain Blast as part of Brain Awareness week in Saskatoon. In addition, we have participated in the Indigenous Students Achievement Pathways at the University of Saskatchewan.

We are committed to **Open Science** which increases accessibility to scientific research papers, data, and resources. With this commitment we strive to publish our latest manuscripts in open access journals.

These efforts will hopefully contribute to an ongoing experience of cultivating an EDI-focused environment that best supports all members of the lab, leading to more well-rounded perspectives in our approach to neuroscience and cognition.

As part of our commitment, we have compiled a list of EDI resources to promote education on EDI issues:

Workshops/Training Modules:

- Canada Research Chairs' [Unconscious Bias Training Module \(this might autoplay\)](#)
- U of S College of Medicine's annual [Balance and Belonging Speaker Series](#)
- Women and Gender Equality Canada's [Gender-based Analysis Plus \(GBA+\) course](#)

Talks (these videos might autoplay):

- [Elizabeth Duret's TEDx Talk on Diversity](#)
- [Dr. Lisa Willis' EDI presentation](#)

Articles:

- [Gender Gaps in Research Funding - Witteman et al. \(2019\)](#)
- [Gender Equality in Science and Medicine Best Practices – Coe et al. \(2019\)](#)
- [Indigenizing and Decolonizing the Teaching of Psychology - Schmidt \(2019\)](#)

University of Saskatchewan Resources:

- [College of Medicine EDI page](#)
- [Land Acknowledgements](#)
- [U of S Wellness EDI page](#)

Additional Resources:

- [Better Allies](#) has a weekly newsletter where Karen Catlin shares actions to create a more inclusive workplace.
- [BIPOCanadian's Facebook Page](#)
- [BME Psychology](#) hosts resources aimed to reduce white & Western bias in psychology
- [Canada Research Chairs' Equity Diversity and Inclusion](#) Requirements and Practices
- [Canada Tri-Council EDI Resources](#)
- [Dr. Lisa Willis' lab website](#) includes a curated list of EDI resources.
- [Women in Cognitive Science - Canada](#)
- [World Blind Union's Visual Presentation Guide](#)