



## Anti-discrimination Statement

The GYA supports the Black Lives Matter (#BLM) movement and all such movements fighting racism and discrimination around the world.

As a global science organization, we at the GYA re-commit to ensuring that our internal and external work combats racism and systemic bias resulting in discrimination in all its forms, across race, culture, religion, gender, sexual identity and orientation, socioeconomic status, caste, or physical ability. Also of great concern are systemic injustices that silence or erase knowledge because of their authors' occupations, disciplines, socio-cultural and ethnic backgrounds, gender and sexuality, or political affiliations.

Ongoing GYA activities address various axes of inequality in the research environment. Discrimination due to gender, as well as gender identity and sexual orientation, are confronted by our Women in Science and GYA Rainbow groups respectively. Systemic barriers to scholars of underrepresented demographic groups due to conscious and unconscious biases negatively affecting evaluations of their work are contended with in the Scientific Excellence Working Group. Differences in access to resources and knowledge are confronted in the Open Science Working Group. And recovery from persecution and displacement are supported through the At-Risk Scholars Initiative.

All of the aforementioned focal areas are important in their own right, and provide opportunities for deeper discussions and actions on intersectionality. Unconscious racism and bias is everywhere and very difficult to eradicate. The GYA works to make the scientific community aware of these challenging and embedded issues when choosing a subject of research, when designing the scientific approach to respond to a question and when creating new scientific knowledge.

**Diversity in science is necessary for science to be of the highest quality, more inclusive, more creative, and more innovative – science that can truly be “science from all, for all”.**

The GYA is a highly diverse organization with a constitution that highlights the importance of diversity and inclusivity. However, we recognize the need for the GYA to improve and we are actively identifying our own unconscious biases in open conversation between all our members.

The GYA is a solid platform upon which to have this conversation and to design, implement, test, and iterate on innovative solutions. As young scientists, we now commit to a specific focus linking these threads in order to address systemic discrimination, bias, injustice, and persecution. The GYA will reach beyond our own members to share knowledge, strategies and commitments with other institutions to which we and our members are affiliated, including the National Young Academies network, the InterAcademy Partnership, the International Science Council and beyond, and to learn from them.

Importantly, #BLM calls on everyone worldwide to consider how Black lives are impacted by everyday attitudes, actions, and institutional practices. Many excellent recommendations have been made by Black scholars (see, e.g., [Particles for Justice](#), [Black in Computing](#), [Black in Engineering](#)) regarding habitual practices of individuals and institutions that could be improved to address systemic inequalities and unsupportive working environments.

**Specifically, the GYA commits to:**

1. Develop working sets of guidelines **to eliminate racism and systemic bias in our language**, or any label for a person, population or country that could be perceived as injurious or derogatory.
2. **Increasing our own awareness and that of others about [unconscious bias](#)**, how it affects every decision, and how our members and the larger research community can best reduce its impact. Interventions to this effect can be taken in every discipline, and **some starting points include:**
  - **Identify and take actions to rectify any unconscious bias** that could exist in the associations' constitution, activities and language. The GYA will examine its constitution and initiate any amendments that are necessary;
  - **The recruitment and evaluation of candidates** – for membership, employment, or promotion, as well as for competitive funding awards – **should follow good practices for combating racism and systemic bias**. The GYA has developed such practices (see video [here](#)) to increase its diversity and can continue to collect effective practices and tools from various countries and share them with partners and larger research communities. The GYA will share such resources through its member communiques and website;
  - Organizing panels, literature reviews, multimedia, etc., that **feature scholarship by marginalized and underrepresented scholars to highlight their contributions to science**, such as [Black Birders Week](#). The GYA will collect and link to inclusive syllabi and bibliographies, which will be shared through its member communiques and website;
  - Organizing panels, literature reviews, multimedia, etc. **to raise awareness of the challenges that marginalized and underrepresented scholars currently face when doing their research**. The GYA will organize a series of videos or written testimonials of both success stories and cautionary tales, which will be part of GYA events as well as shared through member communiques and the GYA website.
3. **Enabling young scientists in every discipline to:**
  - **Support the wellness of colleagues** identifying with underrepresented religions, castes, demographic segments, etc., who may face

persecution from their in-group for their academic work. Support can come in many forms such as making space for candid, supportive conversations; voluntarily assuming tasks on behalf of a victimized colleague; or providing material support;

- **Examine and reflect upon their personal and institutional relationships to racial supremacy** in their home cultures (e.g., white supremacy), settler colonialism, patriarchy, and other forms of supremacist thinking that diminish a person's humanity. These systems negatively impact science and the wellness of Black scholars, as well as scholars with other oppressed identities;
- **Ask the following questions:** If the discriminatory practices of racial supremacy – which has a long history and global reach – that led to the #BLM protests and to racist, i.e., xenophobic, movements across Europe against Black immigrants were eliminated, what academic norms in our respective fields would need to change? What concrete steps can individuals take now – such as decolonizing their syllabi – to change such norms?

**The commitments noted above represent starting points and are not comprehensive.** Combating the social injustices of anti-Black racism and racism of any kind, as well as unconscious bias, systemic injustice, and persecution will require committed efforts over the long term. Nevertheless, doing so is crucial to bring us closer to creating just and equitable societies, which will ultimately help to reduce the inequitable impacts of any crisis against vulnerable populations and to improve everyone's quality of life.

### **About the GYA**

The Global Young Academy (GYA) is an organization of 200 leading young scientists with members from 86 countries that values our shared humanity, diversity and equity. The GYA was founded with the express purpose of solving global issues and actively working towards more equitable and inclusive societies through collaboration among excellent young scientists of diverse backgrounds and perspectives.

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