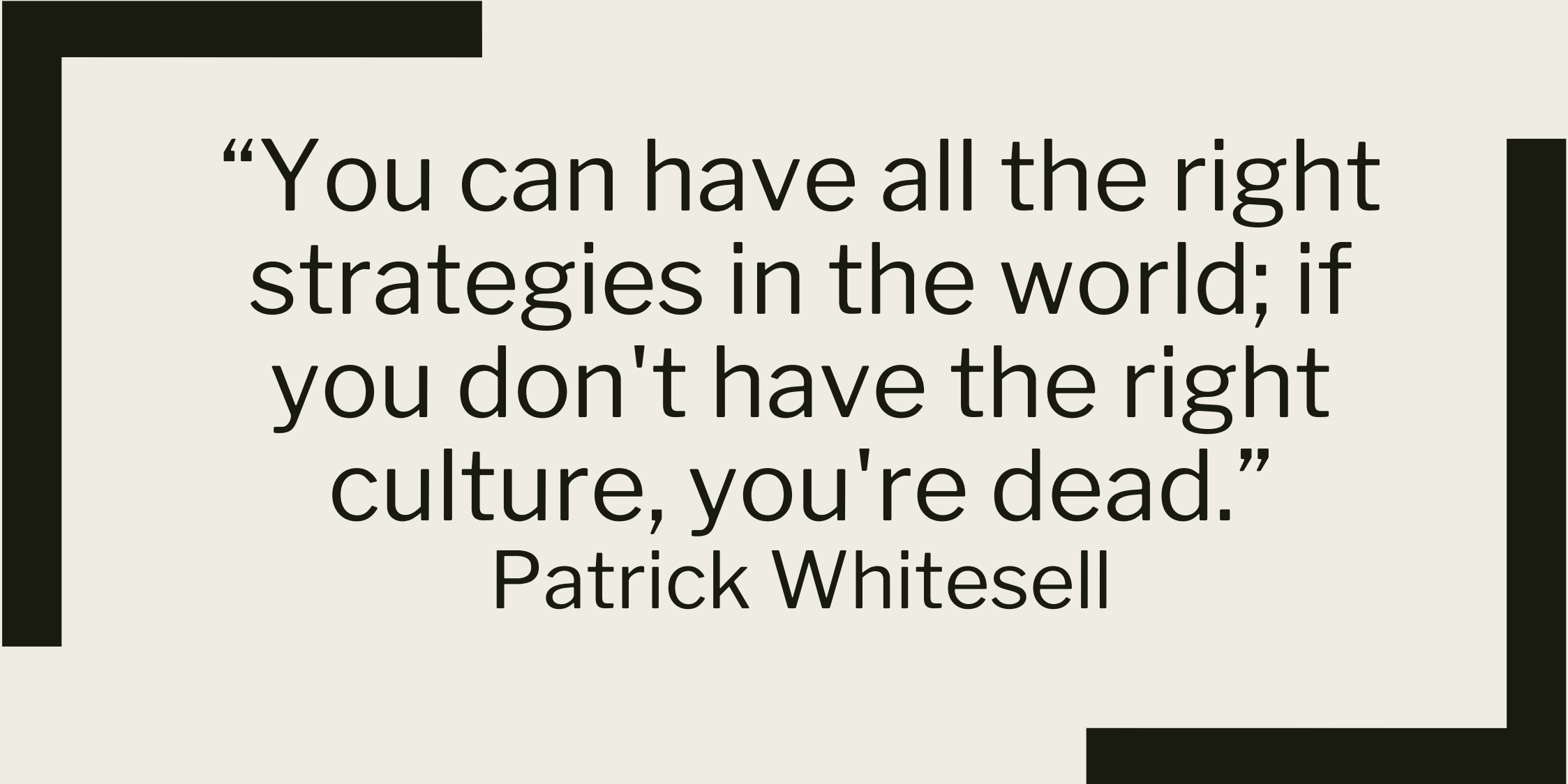


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Enhancing Laboratory Culture

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“You can have all the right strategies in the world; if you don't have the right culture, you're dead.”

Patrick Whitesell

Overview of Today's Discussion

- Discuss the challenges facing marine laboratories in 2024
- Examine 3 qualities that enhance laboratory culture
- Practical interventions to enhance culture.

Challenges

- Resource Limitations
- Diversity and Inclusion
- Work-Life Balance
- Communication Barriers
- Safety and Well-being
- Professional Development
- Leadership and Management
- Collaboration and Team Dynamics
- Ethical and Environmental Concerns
- Adapting to Change

Any other challenges you think of?



3 Elements in Enhancing Culture

- Key elements that enhance any culture include:
 - *Clarity*
 - *Trust*
 - *Accountability*

#1 Clarity



- Provide clear expectations and guidelines
 - *Continuously reinforce lab values and policies*
 - *Develop clear, inclusive expectations*
 - All lab staff should have a clear understanding of what is expected for their role

#2 Trust



- Develop trust by:
 - *Upholding inclusion principles*
 - Allow everyone to have a say and feel comfortable expressing themselves
 - *Normalize speaking up and curiosity around failure*
 - Express gratitude when people explain concerns they may have
 - Turn mistakes into learning opportunities

#3 Accountability



- Creating a culture of accountability involves:
 - *Clear training and policies that address sexual misconduct and discrimination*
 - Developing standardize training that discusses expectations and ways to report misconduct of all types
 - *Transparency about ongoing initiatives including updates, stats, and lessons learned*
 - Frequently and clearly communicating what is happening with initiatives is key.

Practical Interventions

Leadership Specific

- Developing Lab values
- Creating each person's "user manual"
- Presenting expectations to staff
- Create clear policies, procedures, & reporting mechanisms to address harassment, discrimination, and bullying.
- Champion work-life balance initiatives
- Create a rotating committee of employees from different levels and backgrounds to involve in decision making processes

Practical Interventions

DEI Specific

- Develop and ensure easy access to the DEI policy.
- Regular training on psychological safety, burnout, and inclusion
- Accessible facilities and equipment
- Equity audits and assessments
- Flexible working arrangements
- Mentorship and sponsorship programs
- Develop diverse hiring practices



Closing Thoughts

- **Embrace Change:** Continuously adapt and innovate to foster a positive and progressive lab culture.
- **Commit to Inclusivity:** Prioritize diversity, equity, and inclusion to ensure a supportive environment for all team members.
- **Enhance Communication:** Promote open dialogue and teamwork to build trust and accountability.
- **Take Action:** Encourage individual responsibility and collective efforts to improve and reflect on lab culture.