

## **ABEL CORE VALUES**

As a lab, we are joined by our shared passion for learning more about aquatic ecosystems and the factors that influence animal behaviour. We are committed to creating more equity, diversity and inclusion in ABEL, the Aquatic Behavioural Ecology Laboratory. Our goal is to create a welcoming lab environment where bright, motivated students can conduct research and be mentored in an open, honest, and respectful way. We believe that science and research is better and more enjoyable when a variety of perspectives are accounted for. Members of our lab share the following core values:

### **Creating a Safe and Supportive Environment for Learning and Research**

- ABEL is committed to being a kind, safe, and positive space for everyone. ABEL strives to be a secure environment for scientists and scientists-in-training to ask questions, receive and offer support, and collaborate with one another.
- ABEL recognizes that science is done best when we work together in a collaborative environment rather than a competitive one.
- ABEL fosters an honest and accepting environment that promotes transparency and academic honesty in research.
- In ABEL good science is valued and we strive to foster genuine curiosity.
- Within ABEL, communication is essential. Good communication helps our team coordinate activities, stay safe, act in a way that aligns with our shared values, and enhances our learning environment.

### **We Welcome Diversity**

- ABEL treats everyone respectfully and welcomes diversity from all ethnic, cultural, gender, religious, and sexual identities.
- We acknowledge that our members have diverse skills, experiences, and backgrounds that make us stronger as a team.
- ABEL supports anti-racism and anti-discrimination. ABEL works together to create a diverse and welcoming environment.

### **Fish are Cool! Their Welfare Matters**

- As a lab, we recognize that it is our privilege to work with animals and that we have an ethical, moral, and legal duty for the ones under our care.
- ABELers are expected to treat the fish in our care with respect. As a lab, we try to minimize what we take from the wild while maximizing the data collected from each animal.

- ABEL team members ensure that we have all the necessary collection, transport, and import permits and licences to work with fish. We also keep our Animal Utilization Protocols (AUPs) current and accurate.

### **Upholding Professional Standards (in the Lab & Field)**

- ABELers are expected to approach their work with a positive and growth mindset, following the belief that “what you get out of the experience is what you put into it”.
- ABEL members are expected to attend and actively participate in weekly lab meetings.
- ABELers represent the team wherever they go, and are therefore always expected to behave in a professional and courteous manner with the public, with the scientific community, and with other lab members.

### **Commitment to Science Outreach and Science Communication**

- All ABELers are encouraged to practice their science communication by attending regional, national, and/or international conferences. As well, ABEL members are encouraged to publish their results to share findings with the academic community and with the public at large.
- Good science is key we are NOT merely chasing ‘publishability’
- ABEL has a strong commitment to science outreach programming within the community focusing on our work on invasive species, aquatic conservation and habitat protection.

### **Committed to Sound Data Collection, Storage, and Open Publishing**

- In ABEL we believe in tidy data, in data transparency and that raw data should be accessible for all. We strive to include all our raw data and code as online supplements when possible or to place this information in a recognized data repository (e.g. Dryad, GitHub, Open Science Framework).
- ABELers are encouraged to regularly back up all lab and field work (datasets, code, graphs, etc.) on to BalshineServ for safekeeping and easy access.
- All ABELers are expected to lock their raw data before data cleaning and analysis and to keep digital records of any changes and analyses made.
- ABELers are encouraged to take detailed notes within lab notebooks and ensure that they are clean and legible for others to view, remembering that lab notebooks are lab property.
- At McMaster, data is considered intellectual property and we strive to maintain a shared ownership model between the lab and graduate students around use of the data. Both parties should agree about the use of the data, samples, videos, or photos generated ahead of publication or use of the data in public documents.