

To Our Undocumented, Trans, and otherwise Marginalized members of our community,

We, the members of the MCDB Diversity, Equity, and Inclusion (DEI) Committee at UCSB, stand in solidarity with you. As scientists we recognize that the strength and resilience of any community—whether in nature, society, or academia—comes from the diversity of its members. Ecosystems are more stable and flourish through diversity, and so does science. Therefore, your presence here is essential. Your contributions and perspectives enrich our field, push the boundaries of discovery, and inspire hope for a better future.

You belong at UCSB. You belong in higher education. You belong in science.

We want to speak out against recent Trump Administration [Executive Orders](#) and changes in federal policies that seek to exclude and/or erase members of our community, especially our undocumented as well as trans, nonbinary, and gender nonconforming (TGNC) community members. We are committed to ensuring that the biology program at UCSB remains an inclusive and supportive discipline for everyone, regardless of immigration status, gender identity, race/ethnicity, or identity.

You are not alone. [UCSB has resources to support you](#), and we are here for you as well. We have been consulting with on-campus departments, offices and programs, to identify resources and actions that we can take to advocate for your rights, your education, and your well-being. We will do everything in our power to stand by you, now and always.

Currently, we are taking the following actions in support to our community:

- A. Further educating ourselves to work towards removing structural and personal biases
- B. Actively working in partnerships with Student Affairs, including the Resource Center for Sexual and Gender Diversity (RCSGD), Disabled Students Program (DSP), and Undocumented Student Services (USS), to support our students from diverse backgrounds
- C. Applying for funds to build coalitions and events for undergraduate and graduate research opportunities
- D. Being intentional in our communication of inclusion (signs, placards, emails, course sites, etc.) so that our full support is loud, proud, and unquestionable
- E. Providing a quarterly report about our advancements to be held accountable for our commitment to diversity, equity, and inclusion

We will keep you updated as we engage in more activities and construct a more inclusive Teaching and Learning space that supports all members of our community.

Sincerely,

MCDB DEI Committee

University of California, Santa Barbara