

# Diversity and Inclusion

SRCD embraces a commitment to and support for diversity in all its forms.

## SRCD's Commitment to Diversity and Inclusion

Child development is inextricably linked to, and shaped by, the diversity of human biology, experience, society, and culture. Understanding and investigating this diversity is essential to building a comprehensive knowledge base in the developmental sciences. Integrative developmental science must reflect diversity in the individuals and communities it studies, in the policies and practices it addresses, and in the scientific workforce it engages and trains. SRCD embraces a commitment to and support for diversity in all its forms.

## SRCD Anti-Racism Task Force

The Society for Research in Child Development (SRCD) Anti-Racism Task Force is charged with identifying ways in which Society leadership, organizational structure, policies, practices, programs, members, and outreach efforts can all come together to dismantle systemic racial inequities from within the organization.

- [Learn More about the Task Force](#)
- [Meet the Task Force](#)
- [Related Resources](#)

## SRCD Caucuses

Caucuses of SRCD support the goal of integrating diversity in the broader society, as outlined in Goal 3 of SRCD's Strategic Plan. Caucuses serve the purpose of providing support, networking opportunities, and dissemination venues for research by and about members of groups underrepresented in the study of child development. The Caucuses also advise about and advocate for diverse and inclusive representation on SRCD's Governing Council, Committees, Editorial Boards, Review Panels, and Task Forces.

- **Asian Caucus**
- **Black Caucus**
- **Indigenous Caucus**
- **Latinx Caucus**
- **SOGIE Caucus**

## Committees

- **The Ethnic and Racial Issues Committee** is responsible for the development and oversight of activities pertaining to the participation of minority scholars in SRCD and for promoting developmental research on ethnic minority children and adolescents.
- **The Equity and Justice Committee** is responsible for addressing issues of equity and justice in child development, particularly in an increasingly heterogenous global community.
- **The International Affairs Committee** advocates for an international perspective on child development research and theory within the Society and its work.
- **The Interdisciplinary Committee** expands outreach and collaborations with other professional organizations representing related disciplines.

## Professional Advancement with a focus on underrepresented minorities

- **"Hidden Figures" in Developmental Science** is a project to increase the visibility of leading developmental scientists of color who have made critical research contributions and paved the way, through mentoring and advocacy, for younger scholars of color. Four videos, featuring 12 scholars, outline the narratives of these leaders' professional trajectories, the challenges they have faced along the way, and their perspective on how diversity enhances the contributions of developmental science.
- **Towards 2044: Horowitz Early Career Scholar Program** (formerly the Millennium Scholars Program) was developed as a vehicle to encourage and support scholars from under-represented ethnic/racial groups from North America in pursuing graduate work in developmental science. The program takes place around SRCD Biennial Meetings.

- **Scholar Development Program (SDP)** aims to bolster opportunities for both research funding and professional leadership among early- to mid-career Black/African American faculty. The program provides a set of targeted mentoring activities addressing academic leadership and NIH research funding.
- **Diversity Reviewer Database** - In the service of diversifying funding agencies' study sections and scientific review panels, researchers from or studying children from ethnic/racial minorities are able to upload CVs and biosketches to share with program officers and scientific review staff from funding agencies, and indicate their receptivity to serving as a reviewer.

## Research and Publications

- **Child Development in a Diverse Majority Society Lecture Series**
- **Statement on Antiracism, Equity, and Inclusion in SRCD Publications**
- **Sociocultural Policy for SRCD journals**
  - **Research Brief: "The Impact of SRCD's Sociocultural Policy on *Child Development*"**
- **The Science of Childhood Trauma and Family Separation: A Discussion of Short- and Long-Term Effects**

## Inclusivity initiatives

- **Anti-racism Task Force**
- **Biennial Meeting Site Selection Process**
- **Code of Conduct and Compliance Agreement**
- **SRCD Anti-Racism Task Force**
- **Why disclose gender pronouns?**
- **Meetings and Events Code of Conduct**
- **ADA compliance** at SRCD meetings
- **All-gender restrooms** at SRCD meetings
- **Prayer/reflection room** at SRCD Biennial Meetings