



The Microbiota Vault's statement on equity, diversity, and inclusion

The Microbiota Vault, Inc. is a non-profit corporation. It aims to conserve long-term health for humanity by securing sustainable funding streams to preserve microbial diversity. It operates along the social principles of equity, diversity, and inclusion.

Vision

The Microbiota Vault wishes to forever secure the basis of the naturally evolved diversity of the microbiota important to humankind to support health globally.

The Microbiota Vault therefore sets out to preserve the diversity of microbiota important to humankind by constructing an institution for the safe backup storage and preservation of microbiota samples and their associated metadata. The Microbiota Vault closely collaborates with Local Working Collections (LWCs) from all over the world, it backs up deposits in a centralized vault, and it enables characterization of the microbial samples, on behalf of the LWCs. By this collaboration with LWCs, the Microbiota Vault wants to create an equitable system that helps communities and researchers safeguard microbial diversity and that engenders collaborative research for the understanding and preservation of microbial diversity.

Achieving equity, diversity, and inclusion (EDI)

EDI embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are properly represented.

Hence, to promote equitable and inclusive approaches to microbiome preservation and research, the Microbiota Vault collaborates closely with Local Working Collections who retain control over their specimens.

Acknowledgements & affirmations

- The Microbiota Vault pledges to act in a spirit of justice, ensuring that stakeholders and participants get what they are due and what is fair.
- Ensuring the rights and sovereignty of contributors and specimen donors is critical to the long-term viability of microbial preservation and research.
- Acting in the spirit of open science is critical to the long-term viability of microbial preservation and research.
- Soliciting feedback, promoting a culture of open communication, acting in a true collaborative spirit is critical find and maintain equitable solutions.

Shaping an equitable framework

To provide informed, authentic leadership for EDI, the Microbiota Vault strives to

- pursue awareness throughout the organization through substantive learning and formal, transparent policies;
- acknowledge and dismantle inequities within policies, systems, programs, and services, and report organization progress;



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A global non-profit initiative to conserve long-term health for humanity

- commit time and resources to expand toward more diverse leadership within the board, staff, and advisory bodies;
- find appropriate solutions for scaling and strengthening the initiative.

Equity through action

To pursue needed systemic change related to EDI, the Microbiota Vault strives to

- shape a governance design that is inclusive, foresighted, and that can build sustainability parameters over time;
- promote credible participation of the stakeholders so as to suitably represent their interests in the spirit of equity and transparency;
- ensure diversity in the collaborations it undergoes;
- ensure just participation and recognition in the collaborations it undergoes;
- help to build knowledge, networks, and capacity by creating the appropriate forums (currently exemplified by the yearly Global Microbiome Network symposiums);
- support open science, while preserving the rights and sovereignty of contributors and specimen donors;
- encourage substantive learning to build awareness and to proliferate pro-equity policies and practices by all constituencies and audiences of the Microbiota Vault;
- improve the leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the full breadth of international microbial research and supports career development for those from traditionally underrepresented populations;
- advocate for public and private-sector policy that promotes EDI, and support for an even more diverse microbial research community.

This Statement on equity, diversity and inclusion was crafted and adopted by the Microbiota Vault Board of Directors on December 16, 2022.

The Microbiota Vault, Inc.