



*scientists*  
*are*  
**HUMANS**

## **Manifesto**

1. I will **BE MORE UNDERSTANDING** of scientists who are different to me, by reading their stories and by talking to them
2. I will develop a **WORK-LIFE BALANCE** that is kind to myself, and help others to do the same
3. I will set **KIND DEADLINES** that are realistic and do not encourage antisocial hours
4. I will give **THOUGHTFUL PRESENTATIONS** and **LECTURES**, using a microphone where available, sharing notes and slides in advance
5. I will engage in **KIND PEER REVIEW**, being constructive and thoughtful in my criticisms and giving praise where I can
6. I will try to build **KIND TEAMS** in which all members can contribute and feel valued
7. I will give **KIND FEEDBACK**, thinking of the person behind the work
8. I will be **MORE THOUGHTFUL** when I am **LEARNING**, considering the wellbeing of tutors, lecturers and trainers
9. I will participate in and organise **FRIENDLY CONFERENCES** which are open to all
10. I will **PAUSE FOR THOUGHT**: I will take time to think of the humans behind the science