

ANS committee for Equity and Diversity *Policy*

Written: April 13, 2017

Approved:

Broader context:

Across scientific fields of research, there is extensive evidence that women are under-represented, which means we are missing potential talent and innovation, as well as having a marked inequity in opportunities for science careers. There is also a need to extend the diversity of our society by supporting researchers from different ethnic, cultural, religious, geographical and socioeconomic backgrounds, due to sexuality or disability, and those who need support for other reasons.

We aim to identify and address factors that prevent women and other groups that represent diversity from progressing in neuroscience. The specific aims of this policy are to:

- Advocate for awareness across all ANS activities
- Combat bias, including unconscious bias, in decision making by having explicit guidelines for selection
 - E.g., for keynote lectures, prestigious roles, awards and symposia
- Improve the opportunities for caregivers to engage with ANS by having supportive options for conferences and other events.
- Promote the role of both men and women in initiating and supporting equity within ANS and beyond.

Aim of this policy:

¹The aim of this policy is to provide guidelines for ANS that promote gender equity within our Society, and to offer a basis for future diversity initiatives.

Desired outcomes:

We aim to achieve these goals by 2020, and to employ practices that ensure that they are sustained.

1. Gender balance in ANS committee and conference positions that reflects the ANS membership.
2. Increased opportunities for caregivers to engage with ANS.
3. Increased awareness in our membership of the obstacles to gender equity, and the importance of addressing these obstacles.
4. Increased awareness in our membership of strategies to address gender inequity in science.
5. Initiatives to support conference attendance by researchers from underrepresented areas in our region.
6. Be an influence for positive change in academic institutions, funding bodies and society more broadly.

¹ Note that throughout the document we use gender rather than sex to allow for self-identification.

Implementation plan:

This policy was developed by the ANS committee for Equity and Diversity and reviewed by the ANS Executive Committee for feedback, and then approval.

The effectiveness and appropriateness of the policy should be reviewed every two years, with a rolling average calculation that takes into account the previous 6 year period to check overall balance.