

DIVERSITY, EQUITY, & INCLUSIVITY (DEI) STRATEGY & IMPLEMENTATION PROCESS

GOALS

To foster greater engagement & enhanced communication in issues of DEI within the ASNR



To enhance training & support for members & trainees to better develop diversity in the ASNR



STRATEGIES

(the overall goal & longer term approach)

Build networks of members & scientists with direct connection to DEI or disability issues



Leverage the connections & un-explored resources of current ASNR leaders who work at minority institutions (with focus on true partnership)



Consider diversity in terms of neuro-disabilities (the people we exist to serve) in addition to ethnic & racial diversity



Explore opportunities for outreach in conjunction with the Annual Meeting



Collaborate, present or exhibit in programs that are geared towards underrepresented individuals in STEM

TACTICS

(individual steps & actions that will get the strategy accomplished)

Invite scientists with personal experience in neurological disease for NNR or meeting



Identify these organizations & be present—submit proposal & attend meeting & be available for activities of that meeting



Develop social media to convey these efforts—such as orgs. that we have partnerships with, meeting features in the DEI space—appoint social media communicator that is dedicated to this



NNR questions of special issue or invited articles—for Health Serv Research in disparities, social determinants of health in neurorehab

NNR highlight of individual scientists

Engagement at the meeting, & also to see that the science addresses their needs, National MS Society, Park Dz, Alz Assoc (with advent of new drugs), TBI, ALS, Amputee assoc's, CP, SCI, State vocational rehab org's

Advocacy that is direct to patients & invite to meeting (support groups), national orgs & local chaps of national orgs, State Vocational Rehab Agency



Identify these institutions & its members in ASNR

Structure a registration deal for the meeting in which colleagues of ASNR members at these institutions can attend

Structure this as elements (sequential?) in engagement so that this collaborative/participatory (such as mentorship activities)—tactic is to start dialog with Chairs/Leaders of these institutions to identify common values/needs are

Explore partnerships with neurorehabilitation training & program grants (R25, P2Cs)



Incorporate specific needs of URM members, trainees & faculty in mentorship & membership



Program of review & interaction with specific scientists around career progression

Diversity fellowship as a program, with the progression from trainee to mentor over three years (see one, do one, teach one) could be on some of the ASNR committees

Develop mentorship programming specifically around DEI & the experience of this, instead of around the science; additional idea is to identify scientific topics that might align with some DEI areas of scientific focus (ex. imp of self-promotion)

