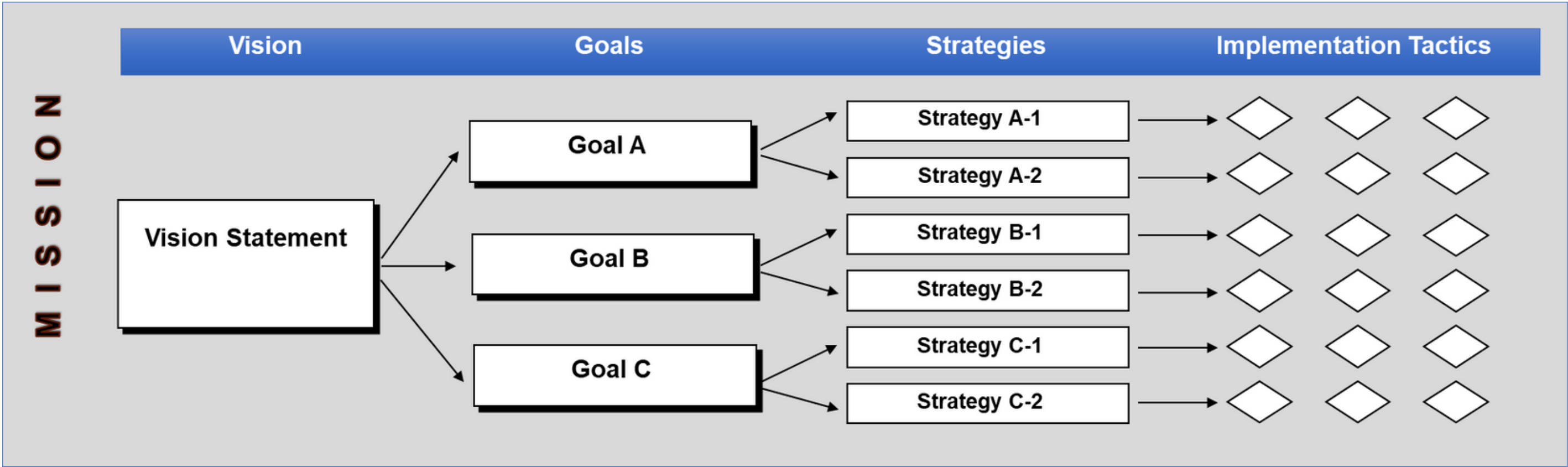
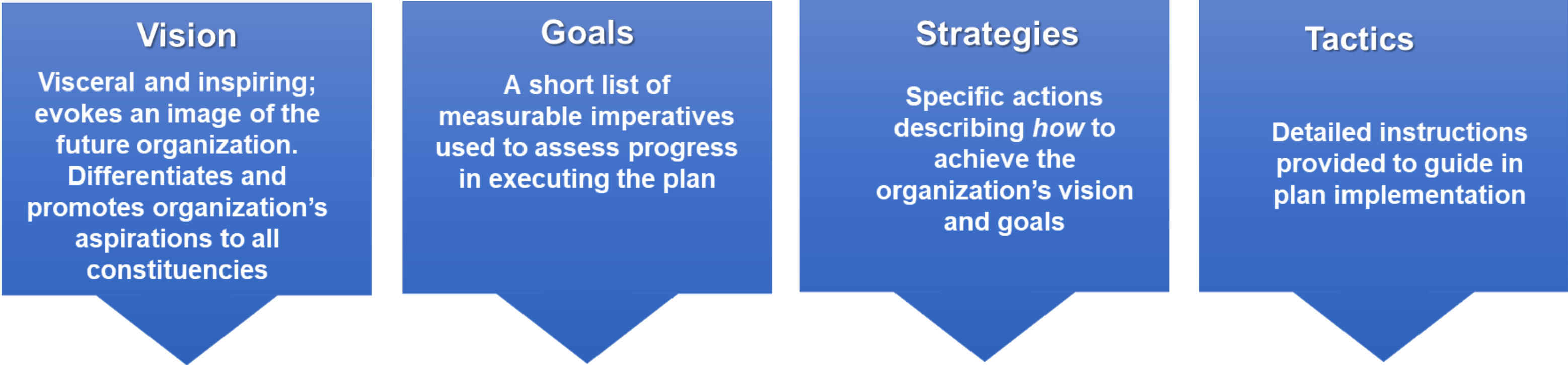


DIVERSITY, EQUITY, & INCLUSIVITY (DEI) STRATEGY & IMPLEMENTATION PROCESS



AMERICAN SOCIETY OF
NEUROREHABILITATION



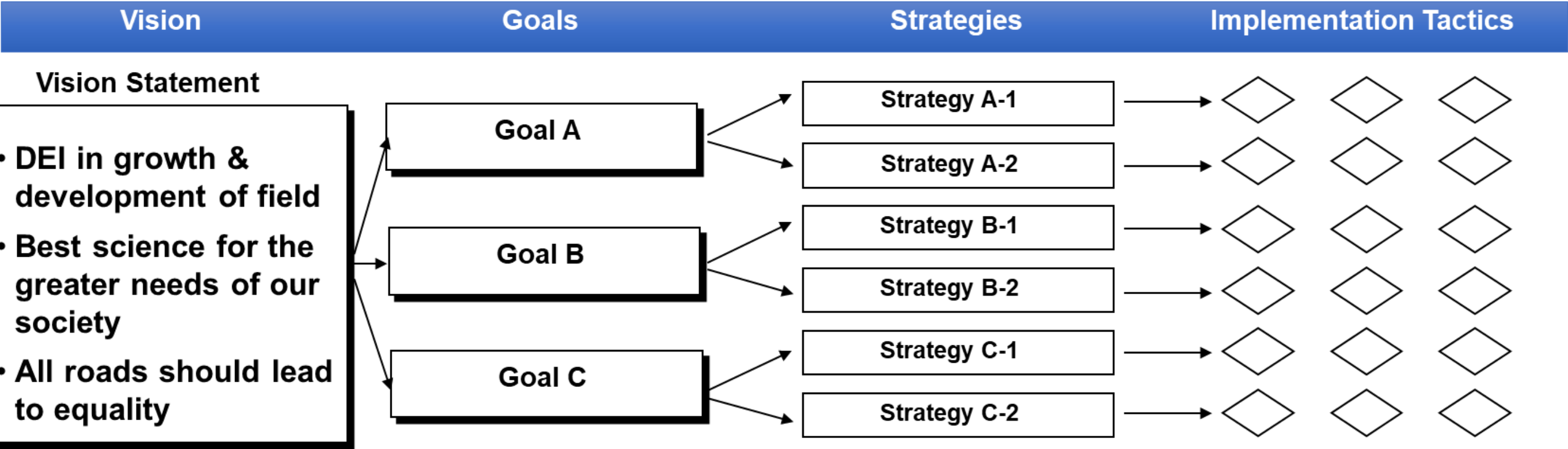
DIVERSITY, EQUITY, & INCLUSIVITY (DEI) STRATEGY & IMPLEMENTATION PROCESS



AMERICAN SOCIETY OF
NEUROREHABILITATION

ASNR DIVERSITY, EQUITY, & INCLUSION STATEMENT:

ASNR values our members and welcomes everyone who shares the same passion for neurorehabilitation. ASNR is able to best uphold its mission as an organization of “improving the lives of people with neurological disorders through advances in basic and clinical research,” through fostering diversity, equity and inclusion in our organization. We believe in diversity, inclusion, and equity in opportunity in the growth and development of the field of neurorehabilitation. We believe we produce the best science and medical treatment for the greater needs of all of our society, when we keep these values firmly in mind and applied to a common mission. ASNR believes all roads need to lead to equality.



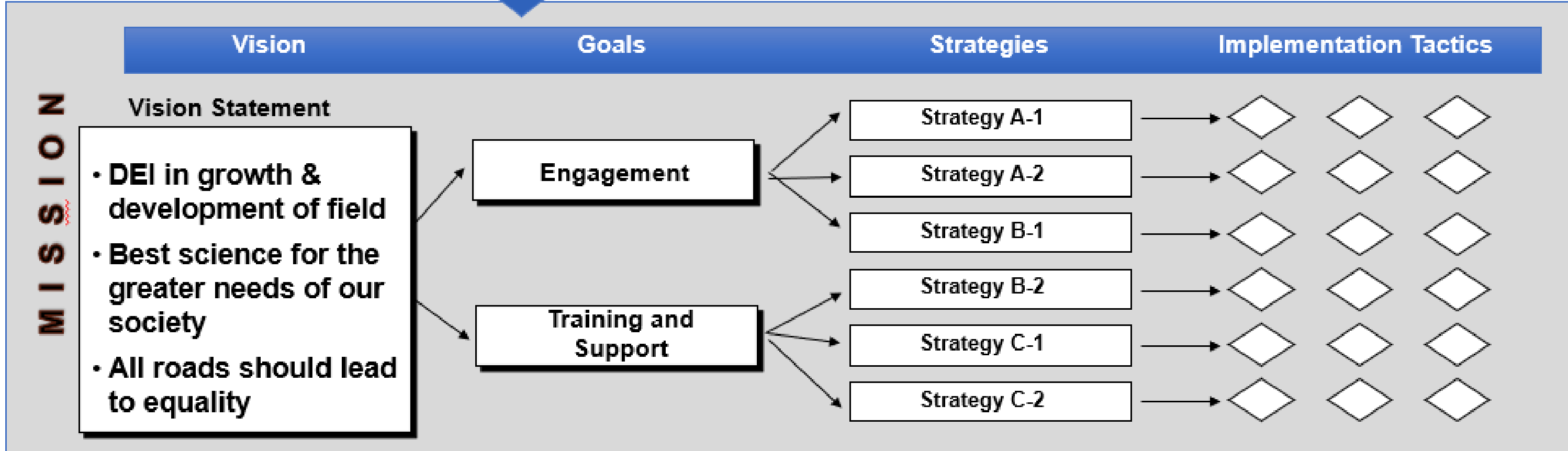
DIVERSITY, EQUITY, & INCLUSIVITY (DEI) STRATEGY & IMPLEMENTATION PROCESS



Goals

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

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

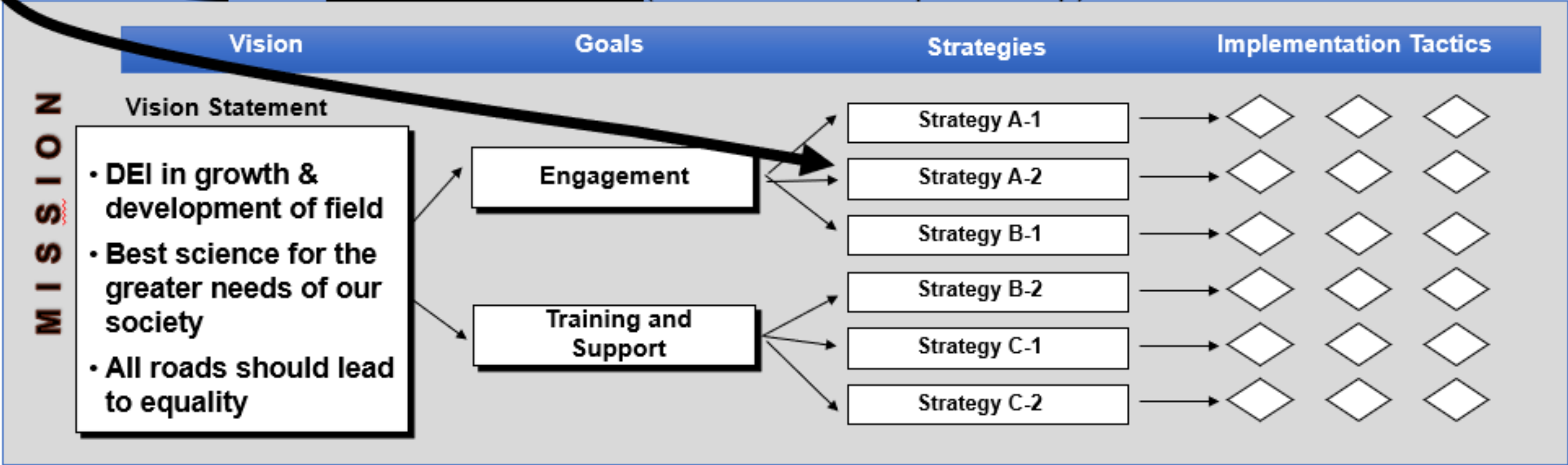


DIVERSITY, EQUITY, & INCLUSIVITY (DEI) STRATEGY & IMPLEMENTATION PROCESS



Strategies--Engagement

- **Build networks** of members and scientists with direct connection to DEI or disability issues
- Collaborate, present or **exhibit in programs** that are geared towards underrepresented individuals in STEM (SACNAS, ABRCMS)
- Explore opportunities for **outreach** in conjunction with the Annual Meeting
- Consider diversity in terms of **neuro-disabilities** (the people we exist to serve) in addition to ethnic and racial diversity.
- Leverage the connections and unexplored resources of current ASNR leaders who work at **minority institutions** (with focus on true partnership)



Goal 1:
Engagement

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

Goal

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

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

Explore opportunities for outreach in
conjunction with the Annual Meeting

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

Leverage connections and unexplored resources
of current ASNR leaders who work at minority
institutions (with focus on true partnership)

Strategies—Training and Support

- Explore partnerships with neurorehabilitation training and center grants (R25, P2Cs)
- Incorporate specific needs of URM members and trainees in mentorship and membership
- 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 around DEI and the experience of this, instead of around the science; additionally, identify scientific topics that align with some DEI areas of scientific focus (ex. imp of self-promotion)
- Program of review and interaction with specific scientists around career progression



Goal 2: Training
and Support

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

Goal



- Explore partnerships with neurorehabilitation training and center grants (R25, P2Cs)
- Incorporate specific needs of URM members and trainees in mentorship and membership
- 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
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Strategies