



AMERICAN SOCIETY OF **NEUROREHABILITATION**

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

**Statement**

ASNR values our members & welcomes everyone who shared the same passion for neurorehabilitation. ASNR can best uphold its organizations mission 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 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.

**VISION**

ASNR's vision is to see DEI in growth & development of field, best science for the greater needs of our society, all roads should lead to equality.

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**



AMERICAN SOCIETY OF NEUROREHABILITATION

**GOAL 1) To foster greater engagement and enhanced communication in issues of DEI within the ASNR**

Strategies	Ranking	Tactics	Champions	Performance Metrics	Current Step	Timeline
Build Networks of members & scientists with direct connections to DEI or disability issues	1	Stretch out of comfort zone, directed 1) Reach-out to specific colleagues, attending and representing at meetings, gov'tl agencies (ex. GA vocational rehab), 2) Feature rehab research that engages or involves under-rep communities (ex. in Health Services Research), 3) Specific focus on ASNR mentoring program—visibility and access, 4) Feature DEI issues in social media and communications of ASNR	Ahlam Salameh Nesreen Alissa Steve Wolf		Co=Champions are meeting to discuss concrete action plans & tactics moving forward	
Collaborate, present, or exhibit in programs that are geared towards underrepresented individuals in STEM	2	1) Organize neuro-rehab outreach, ex. to high schools, 2) Develop toolkit for ASNR community outreach (science of rehab, or careers in rehab), 2) Identify meetings that specifically involve URM students (ABRCMS, SACNAS, SNMA, BMSA, LMSA), can involve ASNR trainees in this meeting outreach, 3) involve faculty and trainees in minority majority institutions in a deliberate way	Natalia Sanchez Noam Harel		Co=Champions are meeting to discuss concrete action plans & tactics moving forward	
Explore opportunities for outreach in conjunction with the Annual Meeting	3	Need active invitation and outreach, who are we reaching out to? 1) Have local org committee that specifically addresses DEI in local outreach, 2) Identify patient advocacy/support groups, 3) Ensure that events in the Annual Meeting feature DEI themes and people, 4) Ensure that fellow scientists that have experience with DEI are involved in meeting and its talks and events, 5) "Pre-professional" group involved in Annual Meeting	Jason Carmel Mark Cummings		Co=Champions are meeting to discuss concrete action plans & tactics moving forward	



AMERICAN SOCIETY OF **NEUROREHABILITATION**

**GOAL 2) To enhance training and support for members and trainees to better develop diversity in the ASNR**

Strategies	Ranking	Tactics	Champions	Performance Metrics	Current Step	Timeline
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	1	Just started most of this org structure—need to eval how this works. Specifically want to transition trainees to leadership; 1) Review current materials and make explicit and aligned with DEI strategies of this effort, 2) Communicate this fellowship better with new social media/comms programming	Lewis Wheaton Catherine Lang		Co=Champions are meeting to discuss concrete action plans & tactics moving forward	
Incorporate specific needs of URM members and trainees in mentorship and membership	2	1) Provide training in meeting about best practices for sharing study results back to subjects/participants, 2) Conduct survey for needs or interests that might be missed, 3) Have sessions or content related to application and negotiation for positions, can ally with TIGRR on this	Grace Bellinger Steve Wolf		Co=Champions are meeting to discuss concrete action plans & tactics moving forward	
Develop mentorship programming around DEI & the experience of this, instead of around the science; additionally, identify scientific topics that align with some DEI areas of scientific focus	3	Program Comm has plans on how to incorporate DEI research into scientific and faculty programs, 1) Have one of the national programs/workshops on DEI mentoring into the ASNR programming—could sponsor one of these, concept is “Training the Mentors”, 2) Workshops in Annual Meeting around some of these issues. Ex could bring in someone at MUSC on this, could do this in pre-meeting program. Ex. recruitment and retention programming	Jill Stewart Nicole Kallima Haikalis		Co=Champions are meeting to discuss concrete action plans & tactics moving forward	