

# Diversity Lunch Discussion

CCN 2023

# Welcome!

Please get some food, find a table, and introduce yourself to your neighbours!

# Why Are We Here?

- Our fields of *cognitive science*, *computational neuroscience*, *machine learning*, *neuroscience*, all share a historic failure to build a diverse community of scientists, with equal opportunity to thrive, within a supportive and inclusive environment
- Change requires careful thought and effort from the community itself – you!

# Plan

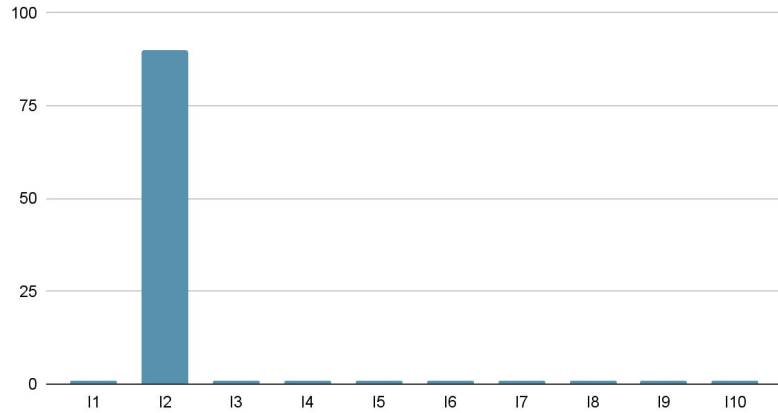
- **Goal:** Increase awareness of and sensitivity towards diversity, equity and inclusion
  - Identify: What are the main issues?
  - Past and Present: What has been implemented to address them?
  - Future: What can we do better moving forward?

# Definitions

- **Diversity:** Variance in the *race, ethnicity, gender, sexual orientation, age, religion, beliefs, ability, identity, [...]* of the individuals within a community
- **Equity:** Ensuring that all individuals have the opportunity to reach their full potential, through fairness of protocols and policies, and adjustments as necessary to ensure the end result is equal
- **Inclusion:** Forming a culture and environment where all individuals are comfortable and feel they belong; nobody feels singled out, unwelcome, out-of-place, or excluded due to their identity

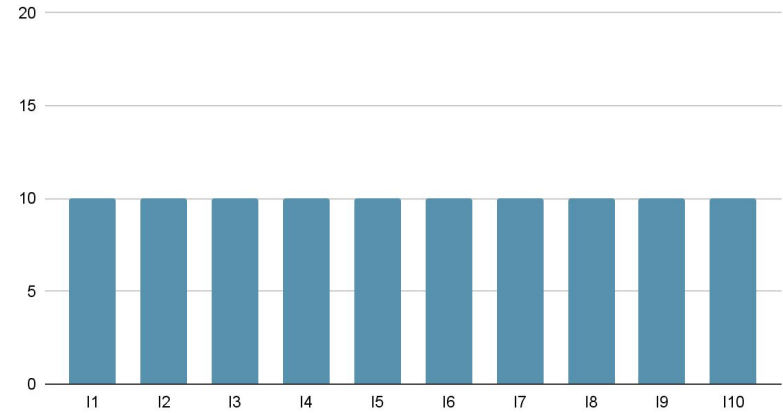
# Warm Up: Diversity

Distribution of individuals' identity

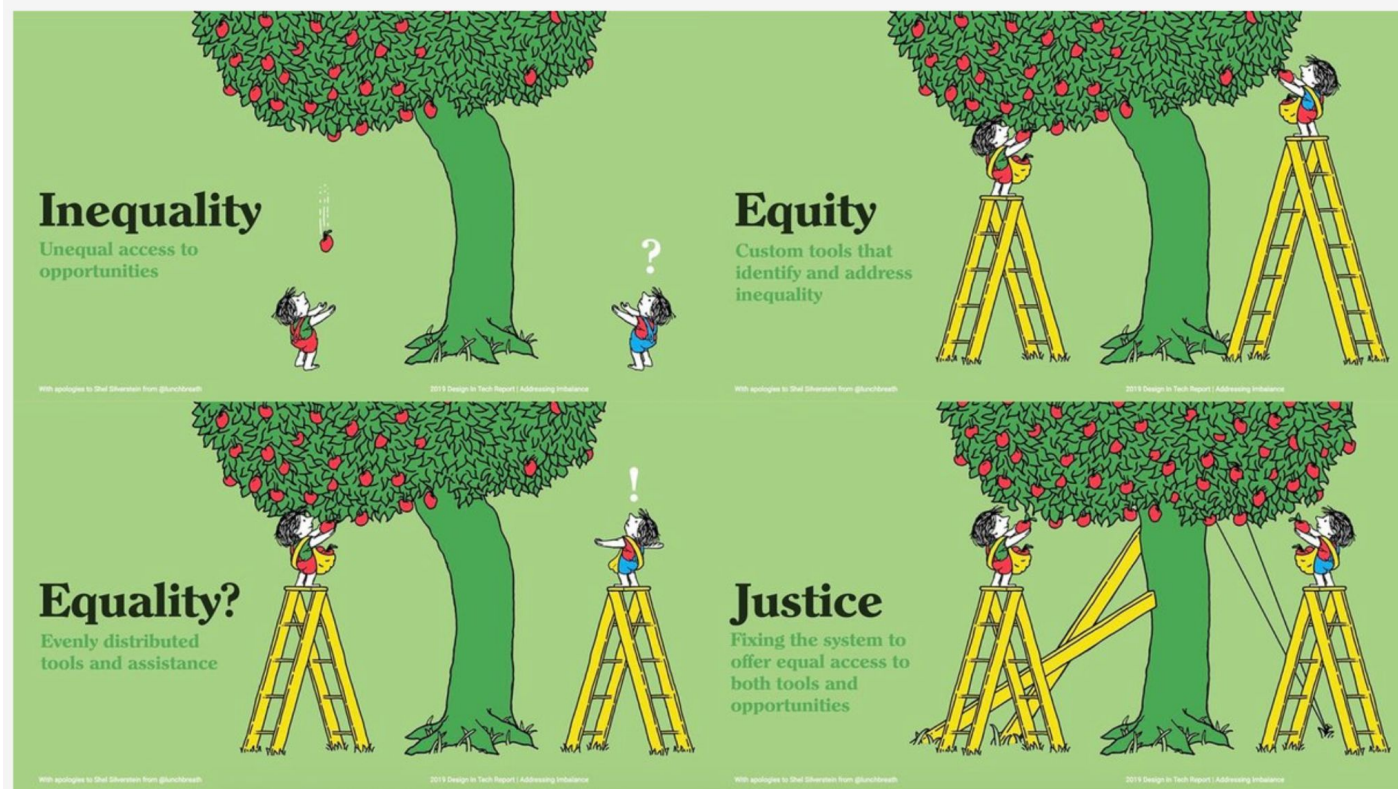


VS.

Distribution of individuals' identity



# Warm Up: Equity



# Warm Up: Inclusion





# How To Talk About This: Ground Rules

- **Be mindful of the experiences of those around you**
- **Enter discussion with an open mind**
- **Assume good intentions from your discussants**
- **It is not the responsibility of under-represented groups to “educate”**
- **If you identify as an ‘ally’, feel free to share your observations of issues that face under-represented groups**

# Work Sheets

## **ROUND ONE:** DEFINE AND IDENTIFY CHALLENGES AND ISSUES (10 min)

Please discuss with your group what you feel are the challenges and issues around diversity, equity, and inclusion in our field. What do you think are the minor and major problems that need to be addressed? What have you observed or experienced that you would like to prioritise changing?

Please summarise the discussion in short phrases and key-words below:

# Work Sheets

## **ROUND TWO:** EXISTING INITIATIVES, PROTOCOLS, PROGRAMS (10 min)

Please discuss actions that have been implemented, and the extent to which you feel they have been successful or unsuccessful. These could be actions you have read about, heard about, or seen for yourself. They could concern the lab environment, research conferences, or other settings.

Please summarise the discussion in short phrases and key-words below:

# Work Sheets

## **ROUND THREE:** IDEAS FOR FUTURE INITIATIVES, PROTOCOLS, PROGRAMS (10 min)

Having discussed what you know to have been tried in the past and present, please discuss ideas of things that could be implemented in the future. These could be totally new ideas, or an adjustment of old ideas by improving on their weaknesses.

Please summarise the discussion in short phrases and key-words below: