



Diversity in the demographics of the IBNS 2022 Annual Meeting participants, travel awardees, and leadership

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Ethics & Diversity Committee

The Diversity Committee works toward promoting diversity, equity and inclusion within the Society. To this purpose, it aims:

- to bring science to every corner of life, and in doing so, enhance our understanding of science for everyone.
- to promote equality by welcoming people from all walks of life, irrespective of socioeconomic background, ethnicity, sexual orientation, gender status, mental health status, able-bodiedness, national origin, and political views.

Checks and Balances

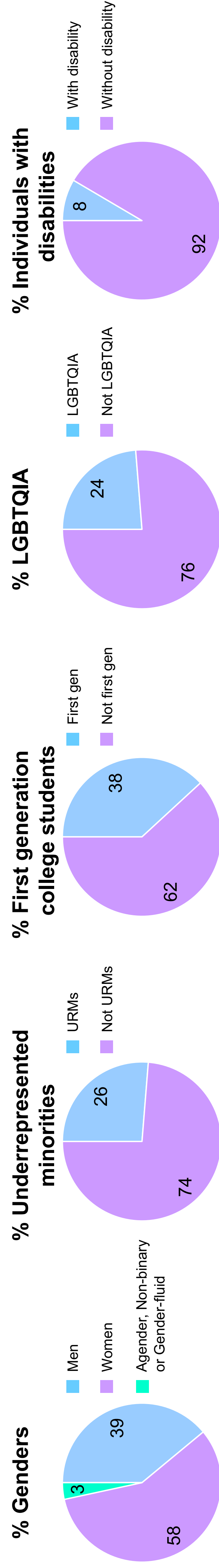
IBNS encompasses a significant scientific community and thus, it provides an important medium for welcoming upcoming neuroscientists.

To ensure that efforts and policies are in place to address underrepresentation concerns, IBNS relies on the Ethics & Diversity Committee efforts.

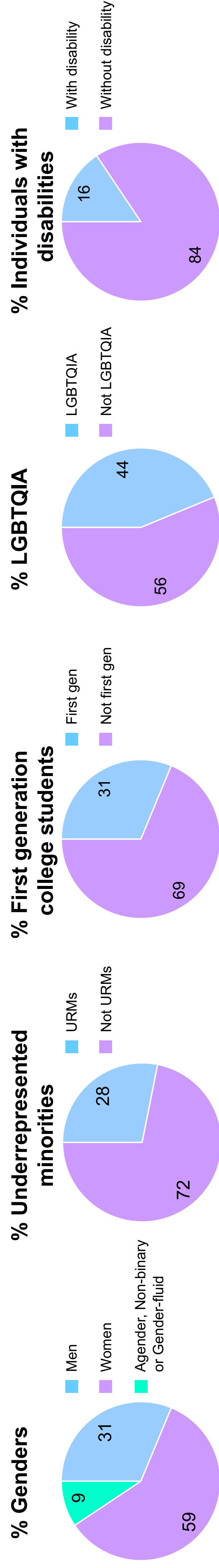
Here, we evaluated whether the current policies and approaches are adequately addressing underrepresentation issues in science, by evaluating the pool of participants of IBNS 2022, the travel awardees, and the IBNS leadership.

RESULTS

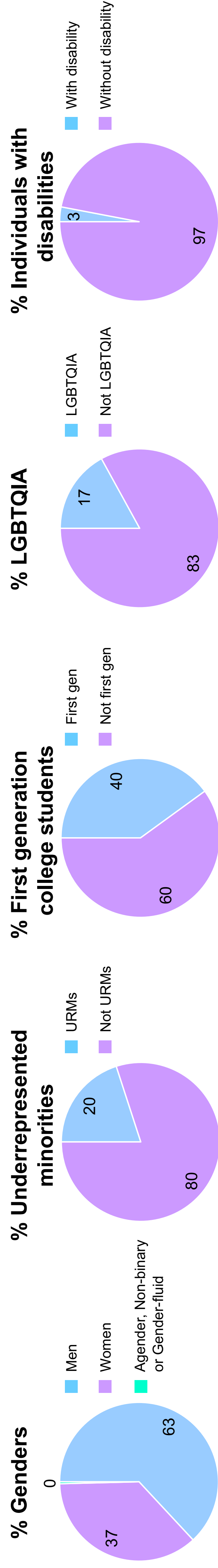
1. Demographics of participants of the IBNS 2022 Annual Meeting (118 participants)



2. Demographics of IBNS 2022 Annual Meeting Travel Awardees (32 awardees)



3. Demographics of IBNS Leadership as of 2022 (30 leadership members)



CONCLUSIONS

- Our current efforts in creating an equitable and diverse society continue to yield positive dividends in several important metrics.
- In terms of gender, we have reached parity in terms of males and females but there is work to be done to be more inclusive to agender, non-binary or gender-fluid individuals.
- Approximately 25%-40% of our meeting participants were from under-represented minorities or were first-generation college students.
- We are on track to have an equal number of LGBTQIA and non-LGBTQIA individuals receive travel awards in future meetings.
- Individuals with disabilities are significantly under-represented across all our metrics.
- In terms of IBNS leadership, we will continue to refine current policies to ensure that it will be more inclusive of non-male individuals, underrepresented minorities, individuals of diverse sexual orientation, and individuals with disabilities.
- Overall, we remain committed to our goal of ensuring diversity inclusion in the IBNS community, which will lead to further diversity inclusion in neuroscience.