

## DIVERSITY STATEMENT

### VISION

Creation of a diverse and equal community that contributes to the aims of EANO, and a reversal of disparity that is harmful to professionals, patients and society

### AIMS AND OBJECTIVES

1. Drive a sustainable diversity strategy that can be applied across the neuro oncology workforce
  - Increase awareness of diversity issues for professionals at all levels, across academic organisations and for patient and carer groups
  - Link diversity promotion across professional groups in neuro oncology
  - Enhance relationships between likeminded neuro oncology organisations to share best practice
2. Increase diversity in leadership in neuro oncology, reverse the demographic mismatch between leaders and workforce by pro-actively tackling under-representation and maintain a balanced leadership
  - Promote leadership opportunities across the whole community and prevent biased gatekeeping [barriers that disproportionately disadvantage women and under-represented minorities]
  - Identify support, training and mentoring resources for under-represented groups
  - Recognise and award diversity champions and successful initiatives
3. Use our influence to promote equality and inclusion, highlight and support diversity in academic and educational initiatives in neuro-oncology
  - Promote diverse and representative conference programmes
  - Promote diversity in educational delivery and content
  - Monitor and report diversity data to the academic community
4. Work with patient and stakeholder groups to promote equality in access to treatment and research
  - Engage with research that addresses health inequalities in under-represented minorities
  - Provide advocacy for initiatives to reduce disparity in health care
  - Communicate relevant data to neuro oncology community

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