

#DiverseBrains Initiative

Eric J. Nestler

*Nash Family Professor
The Friedman Brain Institute*



What Prompted This Effort?

While we have made important strides in recruiting women into neuroscience:

- The number of senior women faculty continues to lag.
- We have largely failed in recruiting under-represented minorities into neuroscience.
- I have been struck that highly successful senior women and minority faculty experience unique challenges.
- I have been struck that our more junior women and minority colleagues—students, postdocs, assistant professors—experience such challenges to a greater extent, causing them to doubt their futures in academia.

What Are Our Goals?

Launch a year-long discussion:

- To make everyone aware of the barriers to recruitment and retention of women and minorities in neuroscience.
- To identify tangible steps to reduce such barriers.
- To improve everyone's appreciation of implicit biases and subconscious behaviors that limit success.
- Short-term: to improve everyone's sense of productivity and satisfaction within the FBI at Mount Sinai.
 - Serve as a template for other departments/institutes.
- Long-term: to increase the recruitment and retention (promotion) of women and minorities in neuroscience.

Women: Challenge of Retention

Nationwide (AAMC) data show that:

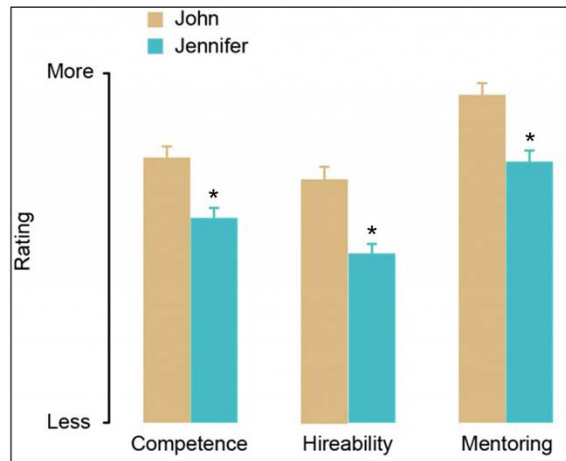
- ~50% women representation in biomedical research at junior ranks: graduate students, postdoctoral fellows, instructors, and assistant professors.
- This number decreases to ~35% for associate professors and to 25% for full professors.
 - Even less (15%) for leadership positions.
- 50% at the junior level has been evident for close to two decades.
- The major challenge therefore is not pipeline, but retention.

URMs: Challenge of Pipeline + Retention

Nationwide (AAMC) data show that:

- **By contrast, only about ~10% of graduate students and postdoctoral fellows are from under-represented minority groups.**
- **With many fewer such individuals on the faculty even at junior levels, and still smaller numbers among senior faculty and leadership ranks.**
- **The major challenge therefore is both pipeline as well as retention.**

Implicit Bias



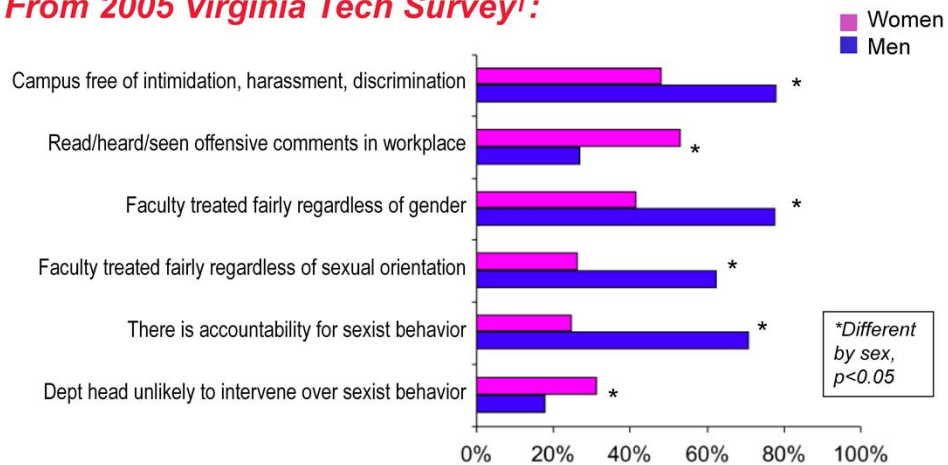
These “John-Jennifer” differences were equivalent:

- Between male and female faculty.
- Across faculty of all ranks (e.g., junior vs. senior).

Moss-Racusin et al., *PNAS* (2012)

Climate: Different Perceptions of Equity

From 2005 Virginia Tech Survey†:

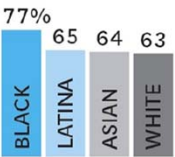


Diana Bilimoria, IWIn (9/23/10); Courtesy of Sandy Masur

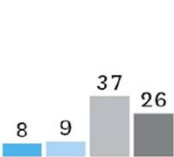
Climate: Different Perceptions of Equity

PERCENT OF U.S. WOMEN IN STEM WHO REPORT...

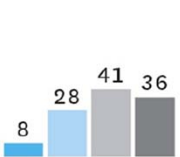
having to provide more evidence of competence than others to prove themselves.



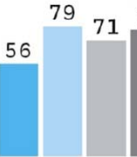
that colleagues have suggested they should work fewer hours after having children.



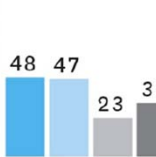
that at work, they find themselves pressured to play a stereotypically feminine role.*



that women in their work environments support one another.



they've been mistaken for either administrative or custodial staff.



*SUCH AS "OFFICE MOTHER" OR "DUTIFUL DAUGHTER."
SOURCE JOAN C. WILLIAMS, KATHERINE W. PHILLIPS, AND ERIKA V. HALL

HBR.ORG

<https://hbr.org/2015/03/the-5-biases-pushing-women-out-of-stem>



Sonja Vernes
@Sonja_Vernes

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I made it through these brain dissections without falling in love or crying. Phew! #distractinglysexy #TimHunt

Even though it's 2016, we know that bad behavior persists.

CAUTION

MIXED GENDER LAB!

**NO FALLING IN LOVE
OR CRYING PERMITTED**

Oftentimes, the bad behavior is illegal yet goes unnoticed, unaddressed, and unpunished:

U.S.

 973 COMMENTS

Handling of Sexual Harassment Case Poses Larger Questions at Yale

By TAMAR LEWIN NOV. 1, 2014

A sexual harassment case that has been unfolding without public notice for nearly five years within the Yale School of Medicine has roiled the institution and led to new allegations that the university is insensitive to instances of harassment against women.

U.S.

Seven Allege Harassment by Yale Doctor at Clinic

By TAMAR LEWIN APRIL 13, 2015

For the second time in less than a year, the Yale School of Medicine is embroiled in charges of sexual harassment.

NY Times (2014, 2015)

Diversity Enhances Quality and Productivity

Empirical research has found that:

- Breakthroughs emerge by looking at complex problems from diverse perspectives.
- Inclusive enterprises with a diverse work force that recognize and value unique individual contributions tend to be more successful than more homogeneous ones – lessons from business.
- As the complexity of scientific problems increases, the need to build and to work within inter- and multi-disciplinary teams increases.

Page, *How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies* (2008)
Woolley et al., *Science* (2010)

Recent Recommendations For Improvement

Seven steps from NYSCF article to promote gender equity:

1. Flexible family care spending
2. Extra hands
3. Balanced seminars and review committees
4. Incorporate implicit bias statements
5. Education (e.g., seminars, townhalls)
6. Create report card for equality
7. Expand database of women scientists

Smith et al., *Cell Stem Cell*, 2015

Tangible Steps For Improvement

Initial determinations:

- **Increase transparency:**
 - Resources, salaries, promotions, etc.
- **Uniformity: leveling the playing field.**
- **Mentoring & sponsoring:**
 - Junior faculty mentoring committees
 - Mentoring available to students and postdocs
 - Senior faculty mentoring for leadership
- **“Affirmative Attention”**
 - Think about inclusion/diversity for every symposium, panel, dinner guest list, speaker itinerary, search committee, other committees, awards & honors, etc.

This Year's Planned Activities

Town Hall, September 25

Implicit Bias Workshop, Thursday November 19

Panel Discussion, Thursday December 3

Seminar speaker (Feb 4): Dr. Peg McCarthy
Male-Female Sex Differences in Brain Function

Seminar speaker (May 12): Dr. Liz Phelps
Implicit Race Bias and Brain Imaging

Individual group meetings with students, postdocs, and faculty

FBI Retreat, May 20

And this will be an ongoing effort, every lab, every department...

Our Goals

Improving Diversity:

- Increasing recruitment, retention, and satisfaction;
- Promoting respect, collegiality, inclusion, collaboration, and cooperation;
- Will increase faculty and student productivity and improve our science and patient care.

#DiverseBrains

<http://neuroscience.mssm.edu/diversityinneuroscience>