

49TH ANNUAL MEETING  
**NANOS**  
2023



# DIVERSITY, EQUITY & INCLUSION COMMITTEE

## Diversity at NANOS?

-Breakthrough information almost complete!

Members reply 2022 %:

- Gender 80%
- Race 73%
- Ethnicity 74%
- Age range 69%
- Sexual orientation 52%
- Disability 53%

## Equity

*"Everyone should be equipped with what they need to succeed"*

...more on **Thursday Mar 16<sup>th</sup> 7:30 am**



**The Future of NO -Diversity, Equity, and Inclusion**

## Inclusion

We ARE fostering!

A sense of value and empowerment

- Inclusion and participation from-and-with diverse backgrounds:
- ✓ AAO Minority Ophthalmology Mentoring (MOM)
- ✓ Women in neuro-ophthalmology (WIN)
- ✓ Young neuro-ophthalmologists (YONO)

## Actions by DEI

- ✓ Update NANOS DEI Mission statement
- ✓ Ensure NANOS inclusive language
- ✓ Explore leadership demographics (TBD)
- ✓ Promote best inclusive practices (ie interviews residents/fellows)
- ✓ Engage LGBT Communities at American Academy of Neurology (AAN)
- ✓ Construct a Pipeline to outreach diverse and underrepresented individuals



**DEI**  
Statement

**SHARE!**  
Help us Reach 100%

