



# DIVERSITY, EQUITY & INCLUSION COMMITTEE



**Vision:** NANOS is an organization built on inclusiveness and community where unity is forged by fully acknowledging and embracing our differences as our strengths.

**Mission:** To make Diversity, Equity, and Inclusion (DEI) an integral part of ALL NANOS activities



## Achievements:

- ✓ Helped update the NANOS Mission statement: **“The North American Neuro-Ophthalmology Society (NANOS) is dedicated to achieving inclusive excellence in the care of patients with neuro-ophthalmic diseases by the support and promotion of equitable education, research, and the practice of neuro-ophthalmology”**
- ✓ Creation and distribution of Neuro-Ophthalmology AUPO Fellowship Interviews Best Practices
- ✓ Dr. Adesina’s Podcasts: “Out of the Blind Spot” and “Sight for Sore Eye”



NANOS\_DEI\_Fellowships\_Interviews\_2023\_YE\_OA.docx



Out of the Blindspot  
outoftheblindspot.buzzsprout.com



Sight For Sore Eyes  
sightforsoreeyes.buzzsprout.com



## Current actions:

- ✓ Review of and transparent communication about demographics of NANOS members
- ✓ Propel DEI members participation in major NANOS Committees, in order to:
  - Advocate to include matters of inclusion and representation in all initiatives, projects, and decision making
  - ✓ Enhance a Pipeline to outreach diverse and underrepresented individuals
  - MOM**= AAO Minority Ophthalmology Mentoring
  - WIN**= Women in neuro-ophthalmology
  - YONO**= Young neuro-ophthalmologists

