

Joint Statement on Diversity in the Weill Neurohub

November 22, 2019

Since announcing the launch of the [Weill Neurohub](#), we have received feedback from our communities about the lack of diversity on the Weill Neurohub's Leadership Committee. We appreciate the dialogue this has created, and recognize that we should – and will – do better.

A lack of gender and racial diversity in STEM-related fields, including neuroscience, has been a longstanding challenge. Our respective institutions have been working to address this issue by investing in pipeline programs, implementing inclusive admission and hiring practices, and facilitating open and frank discussions about these issues. Our donors, Joan and Sanford I. Weill, share this commitment and have worked to broaden diversity through programs such as [Women in Neurosciences](#).

We missed an important opportunity to reflect this shared commitment when we formed the Weill Neurohub Leadership Committee, and we are taking actions now to better represent the diverse perspectives and backgrounds that we know results in the most innovative research.

Today, we have made immediate changes to the Leadership Committee roster to better represent the diversity of our institutions. As the work expands to involve more people, we will be more thoughtful about unintentional biases that hinder our efforts to achieve broader diversity in the neuroscience community.

Recognizing that lasting change requires both immediate and sustained action, we also are taking the following steps:

- Ensuring diverse representation in sub-committees created to evaluate Weill Neurohub research award proposals;
- Through outreach and mentorship, encouraging applicants from groups underrepresented in the sciences to apply for Weill Neurohub awards, including the investigators and fellows programs.
- Funding neuroscience research that reflects and benefits diverse populations.

We acknowledge, however, that there's still more to do. This, for us, is a call to action.

There is an important, ongoing national conversation on diversity and equity in science, and we accept the challenge to do a better job of reflecting the lessons being learned and championing representation at all levels. As we celebrate the extraordinary scientific partnership created by the Weill Neurohub, we commit to assembling the best minds – across gender, race, and all backgrounds – to achieve breakthroughs in neuroscience research and health.

Ana Mari Cauce, PhD
President, University of
Washington

Carol T. Christ, PhD
Chancellor, UC Berkeley

Sam Hawgood, MBBS
Chancellor, UCSF

