

Building Diversity

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Introduction

My lab studies the cognitive neuroscience of memory and aging

I have served on the OHBM Diversity and Inclusivity committee for six years



Baycrest is fully affiliated with the University of Toronto



OHBM committee

2022-2023 Diversity and Inclusivity Committee

Lucina Uddin, United States - Chair

Kangjoo Lee, United States - Chair-elect and Open Science SIG Liaison

Rosanna Olsen, Canada - Past Chair

Athina Tzovara, Switzerland - Ad-Hoc Member

Julio Alejandro Yanes, United States - Ad-Hoc Member

Laura Marzetti, Italy - Ad-Hoc Member

Pradeep Reddy Raamana, United States - Ad-Hoc Member

Tan Davynn, Singapore - Ad-Hoc Member

Tilak Ratnanather, United States - Ad-Hoc Member

Alexander Barnett, Canada - Ad-Hoc Member

Maryam Ziaei, Norway (Australia) - Ad-Hoc Member

Julia Kam, Canada - Ad-Hoc Member

Sharna Jamader, Australia - Ad-Hoc Member

Isaac Khobo, South Africa - Ad-Hoc Member

Fernanda Hansen Pacheco de Moraes, Brazil - Ad-Hoc Member

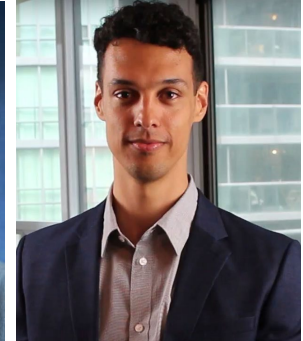
Christienne Gonzales Damatac, Netherlands - Ad-Hoc Member

Jessica Damoiseaux, United States - Council Liaison

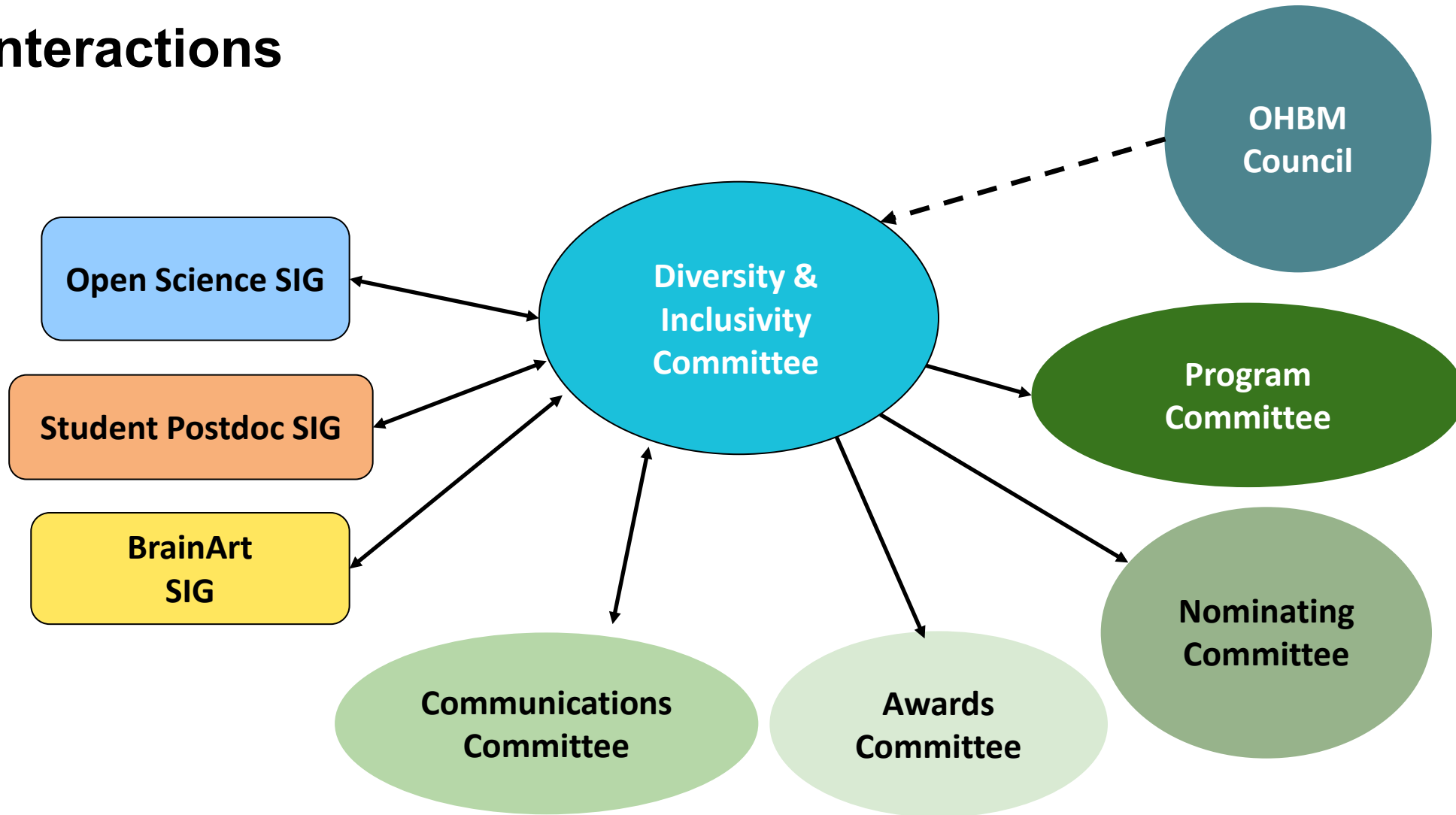
Beverly Setzer, United States - Student and Postdoc SIG Liaison

Lena Oestreich Australia - Brain Art SIG Liaison

Eduardo Garza-Villarreal, Mexico - Communications Committee Liaison



Our Interactions



Improving Diversity, Equity & Inclusion at OHBM

“Gender & Diversity
Task Force”

“Diversity & Inclusivity
Committee” (DIC)

2017

2018

2019

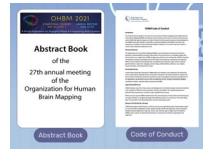
2020

2021

2022

2023

Code of Conduct



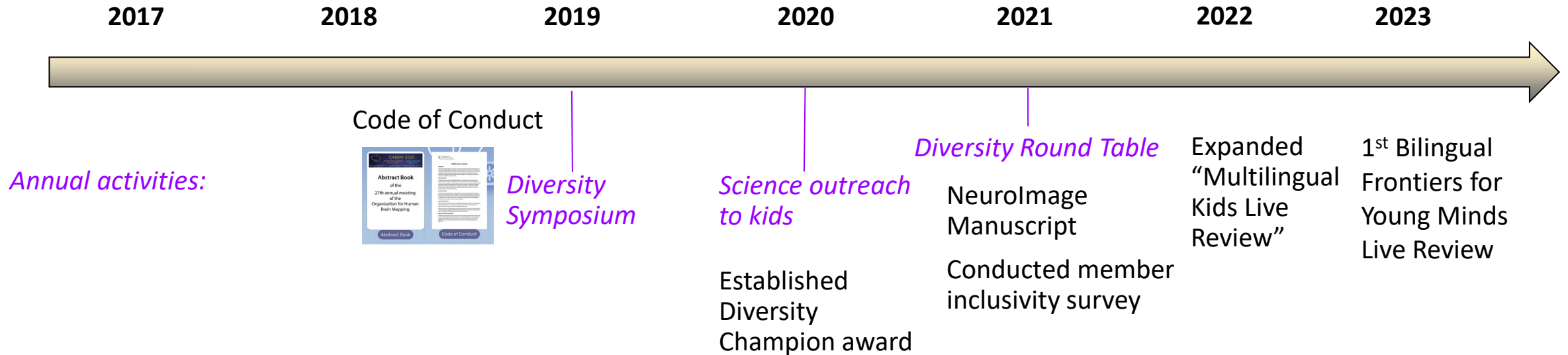
Established
Diversity
Champion award

NeuroImage
Manuscript

Conducted member
inclusivity survey

Improving Diversity, Equity & Inclusion at OHBM

“Diversity & Inclusivity
Committee” (DIC)



Breakdown of OHBM leadership by gender

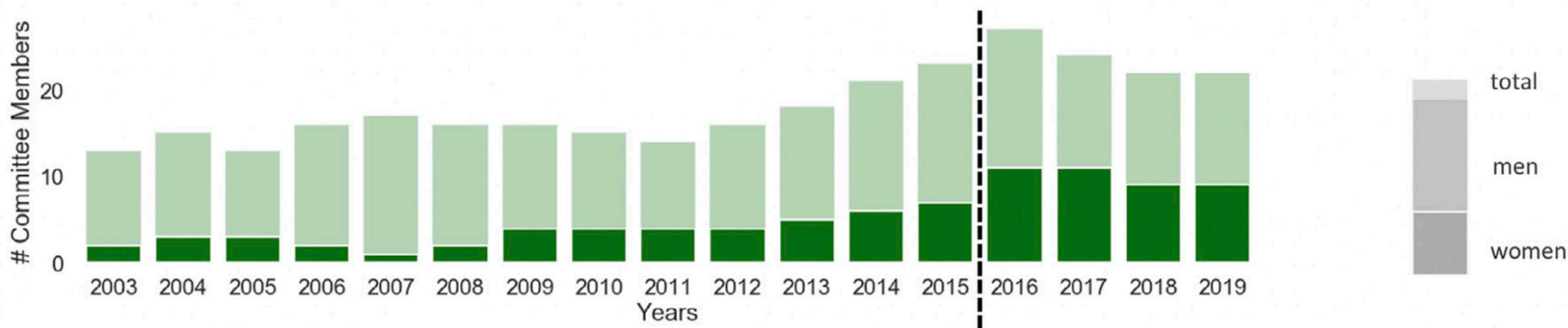
Historical underrepresentation of women in Council

Action taken starting 2016:

Affirmative attention & “balanced ballot” strategy taken

Self-nominations allowed

DIC Chair has a vote on Nominating Committee since 2019



“Embracing diversity and inclusivity in an academic setting: Insights from the Organization for Human Brain Mapping” Tzovara et al., NeuroImage, 2021



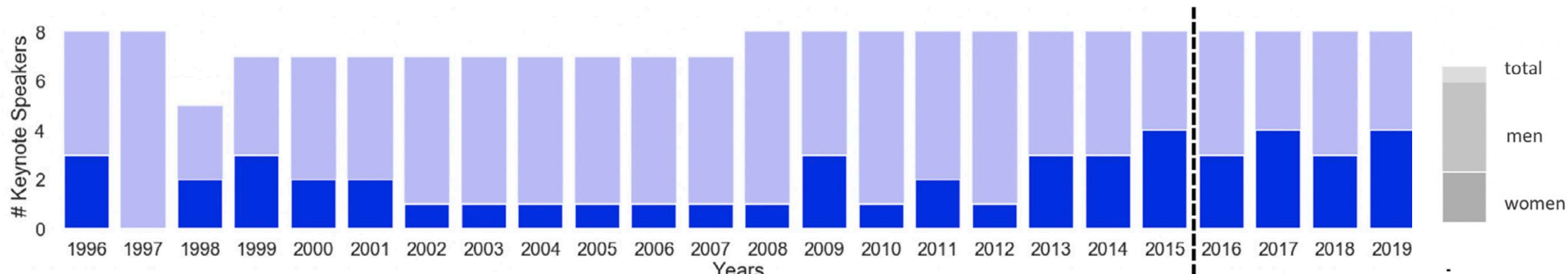
Breakdown of OHBM presenters by gender

Historical underrepresentation of women in keynote lectures and symposia.

Action taken starting 2016:

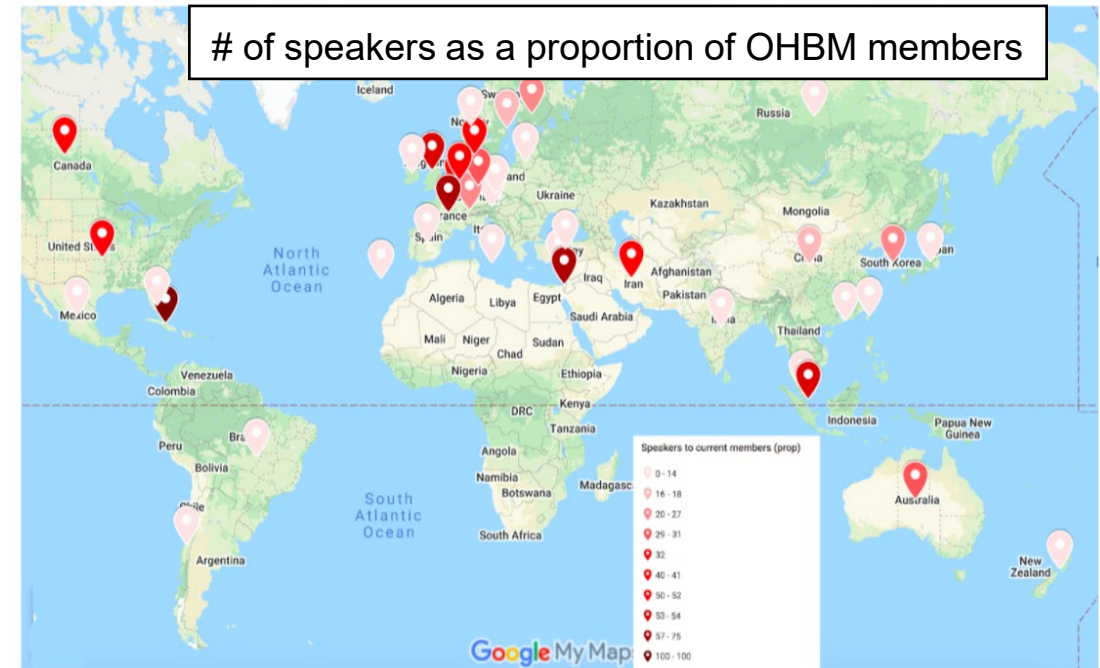
Diversity of presenters is a main selection criteria - diversity in topics, gender & nationalities.

DIC Chair has a say on the Program Committee since 2020



“Embracing diversity and inclusivity in an academic setting: Insights from the Organization for Human Brain Mapping” Tzovara et al., NeuroImage, 2021

Geographic breakdown of OHBM members



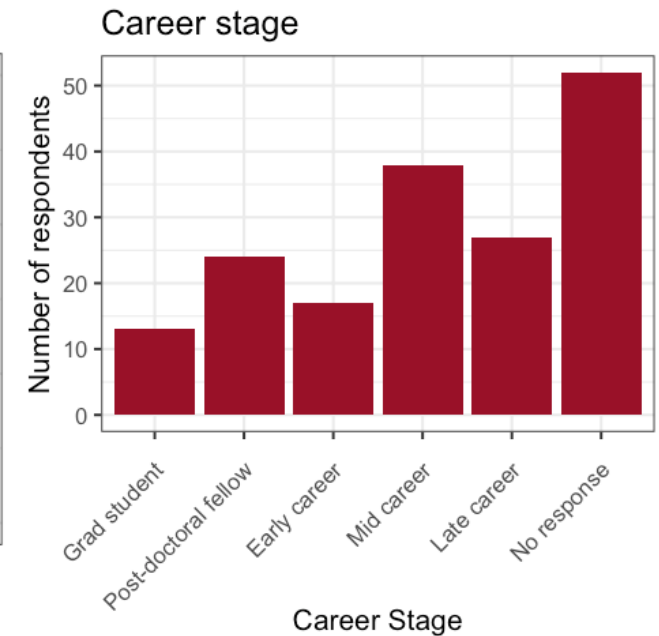
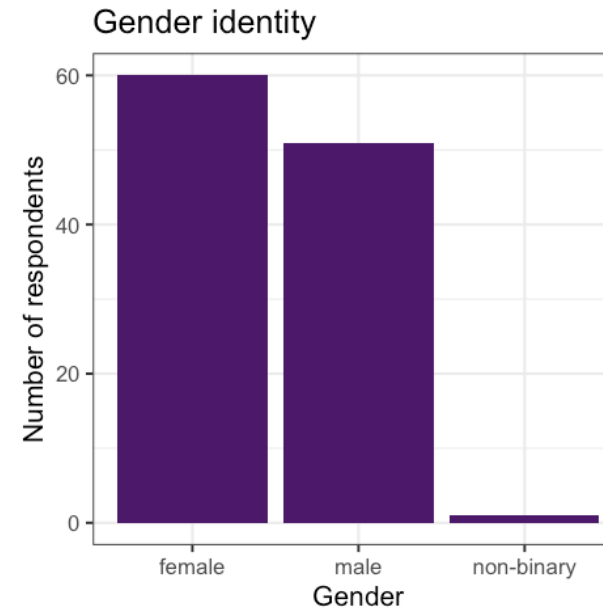
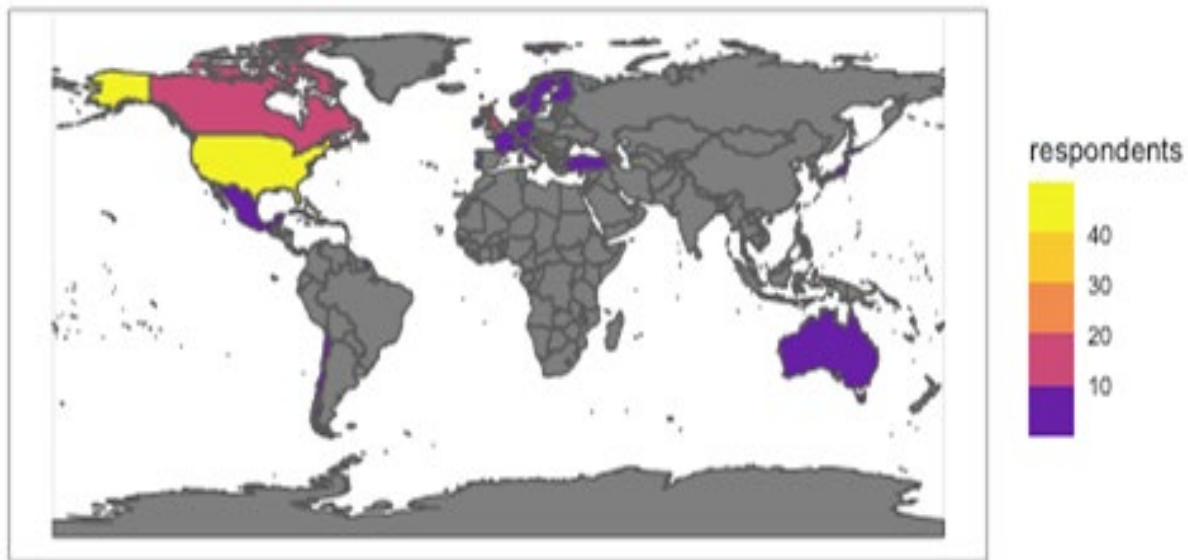
Complex picture: Asian countries are underrepresented. Researchers from central European countries, including non-native English speakers, are well represented.

Influencing factors: Languages sharing typology with English | historic ties to OHBM from individual labs | economic, local & macro-cultural factors.

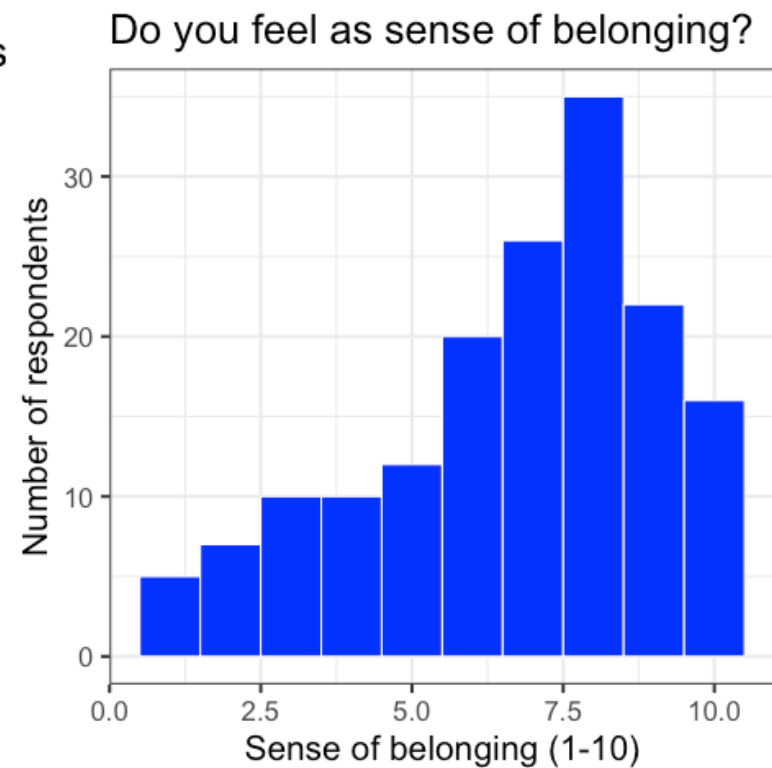
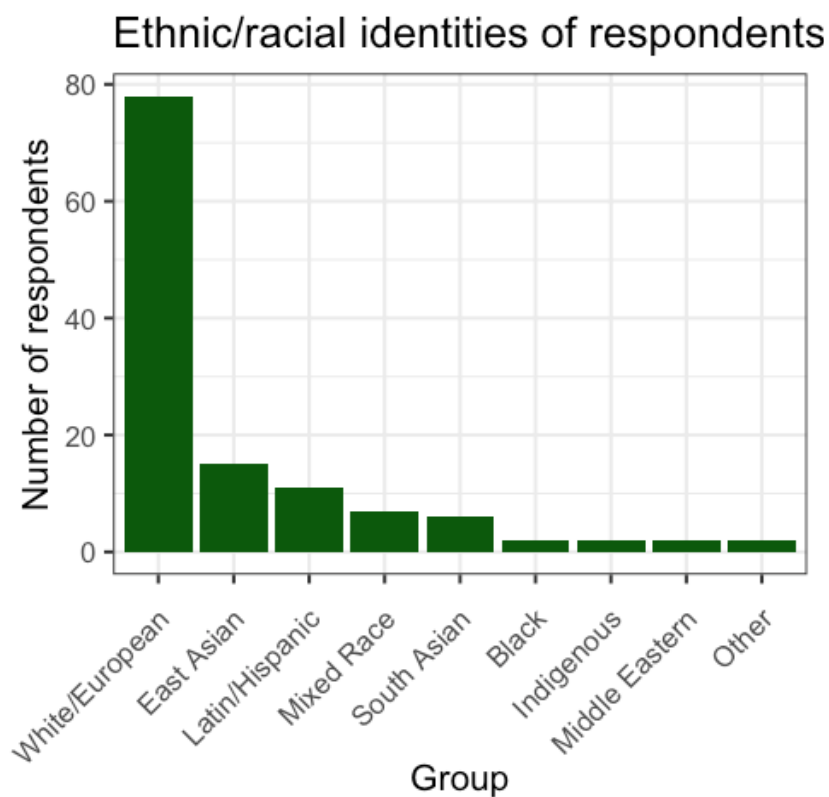
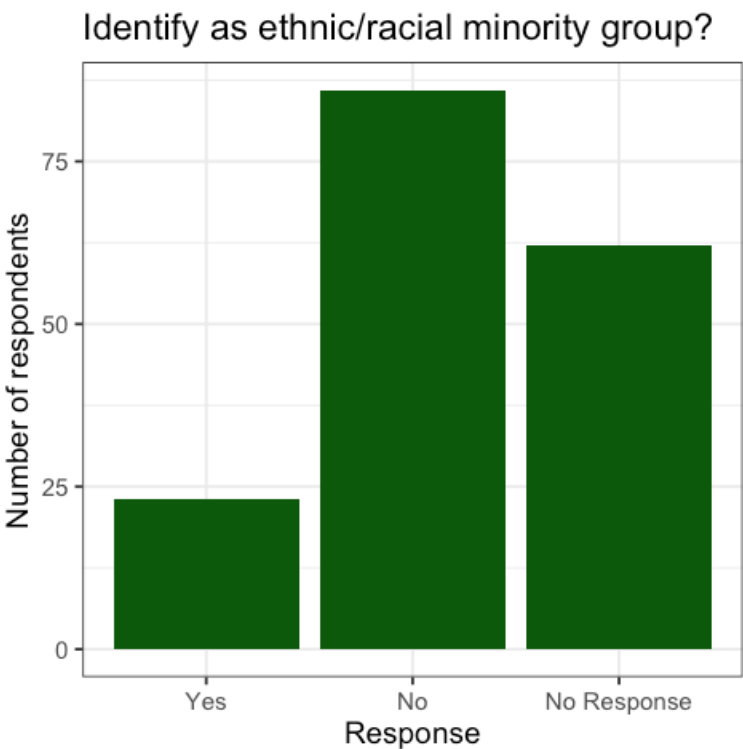
“Embracing diversity and inclusivity in an academic setting: Insights from the Organization for Human Brain Mapping” Tzovara et al., NeuroImage, 2021

Survey of Member Views on Inclusivity (2021)

- Emailed to OHBM membership in January 2021
- 171 respondents from 25 unique countries



Survey of Member Views on Inclusivity (2021)



Diversity Symposium - an annual event

Goal: *Raise awareness about bias & discrimination and propose solutions*

2019: Gender Imbalances in Neuroscience

2020: LGBTQ+ Issues in Neuroscience

2021: Racial Bias in Neuroscience

2022: Asian Perspectives on Cultural and Linguistic Barriers at OHBM

2023: Using Technology to Enhance Diversity and Inclusivity in Neuroscience and Neuroimaging

2023 Lineup

Mobile MRI technology for imaging of rural and remote populations

Racially and phenotypically inclusive EEG and fNIRS

Mind that patient, trainee or staff - if he/she cannot hear or speak: Pro-active solutions in clinics, labs and classrooms via auto-captions

It's not what we see, it's who we see: The power of inclusive technologies and digital practices to elevate equity, diversity, inclusion and accessibility for blind and low vision leaders in science



Kids Live Review:
Brain Mappers of
today meet with
the Brain
Mappers of
tomorrow!



Science for kids, edited by kids

2023 OHBM Multilingual Kids Live Review sessions



Bengali	মস্তিষ্ক
English (Canada/Ghana)	Brain
French I, II	Cerveau
German I, II	Gehirn
Greek	Εγκέφαλος
Italian I, II, III	Cervello
Japanese	脳
Korean	뇌
Mandarin I, II	腦
Marathi	मेंदू
Portuguese	Cérebro
Spanish	
Taiwanese (Traditional Chinese)	

+12 language sessions across the globe
>1,000 children across the globe

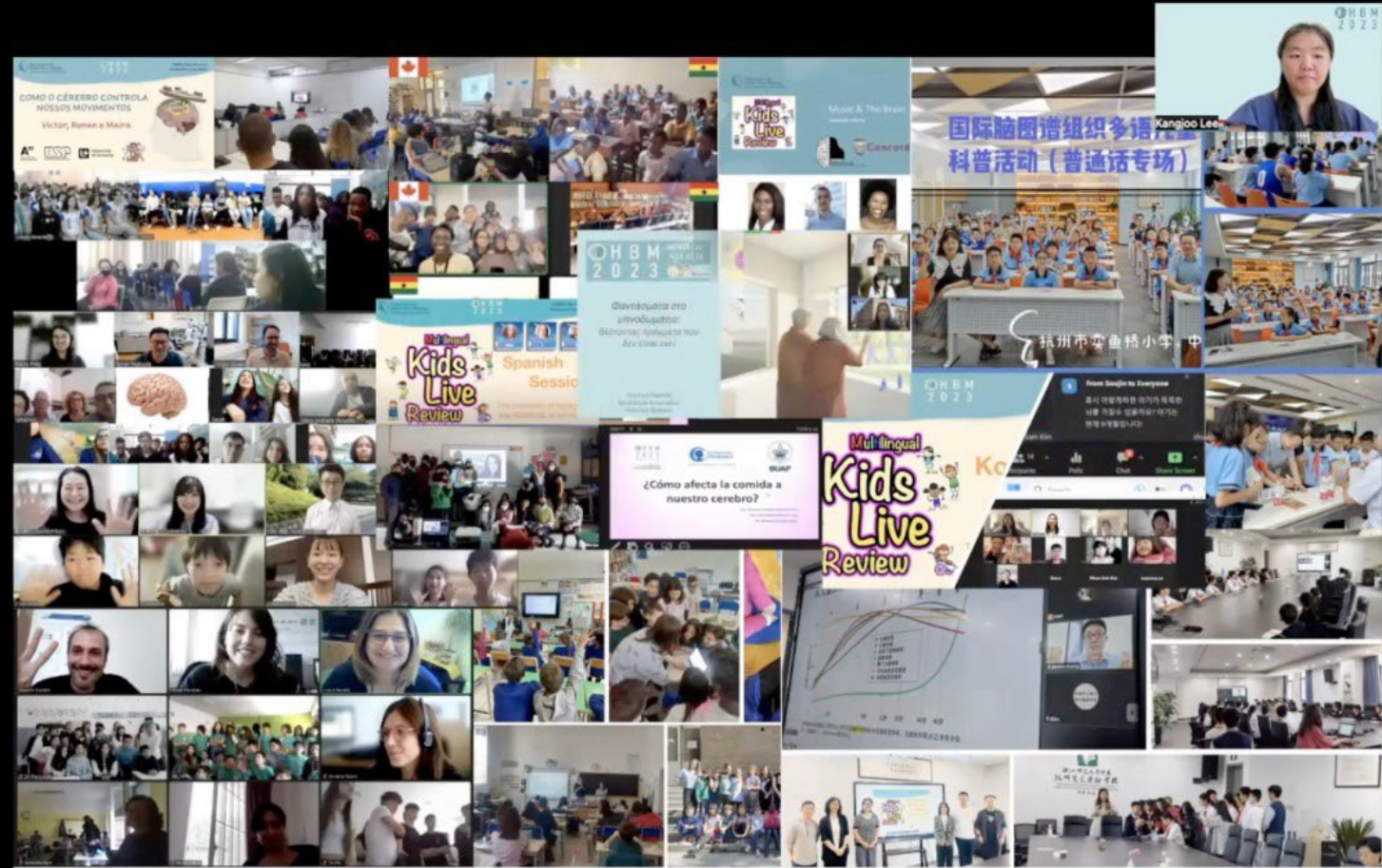


to children all over the world, the scientists of **the** future.
aux enfants du monde entier, les scientifiques de demain.

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Kids Live Review:
Brain Mappers of
today meet with
the Brain
Mappers of
tomorrow!



Presentations in Toronto and livestreamed in Ghana!



Challenges faced by Diversity and Inclusivity Committee

- Engaging leadership at OHBM can still be improved
- DEI (EDI) work is often invisible and underappreciated
- DEI (EDI) may have different nuanced meanings for different individuals. Considering them all, in a community as large and international as OHBM, is a demanding task.
- Lack of DEI is a multi-faceted problem that manifest in complex ways at a societal level. Additional voices from OHBM, as well as inter-organizational efforts are needed to reinforce/extend DIC's efforts.



Future directions

Engagement

- Participation in the 2021 Inclusivity survey dominated by North Americans.
- Greater engagement with groups in Europe, Central/South America, Africa, and Asia is needed

Outreach

- Manuscript about the “Multilingual Live Review” initiative
- Expansion of “Brain Mappers of the Future” program at the annual meeting



Thank you!

Presented by:
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Learn more about the Diversity and
Inclusivity committee at OHBM on our
website:

<https://ohbm-dic.github.io/>



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