

## EAN Statement on Diversity in Neurology

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The **mission** of the European Academy of Neurology (EAN) is to reduce the burden of neurological diseases. EAN aims to foster and support the development of neurological excellence in Europe and across the world, leading to better patient care and outcomes.

Ensuring excellence in neurology requires continuous learning throughout the careers of all neurologists in Europe. EAN also aims to keep Europe at the forefront of neurological research and maintain its position as one of the world's scientific hotspots in neurology.

Providing healthcare for a diverse world of patients and communities requires a diverse workforce that represents the variety of patients for which they provide care. Enhancing the diversity of the neurological workforce is at the core of EAN. Aimed at implementing policies and practices that make diversity and inclusion goals part of its strategy, EAN initiated a Coordinating Panel on **Diversity, Equity and Inclusion in Neurology**. The Panel has added the following statement to EAN's mission: 'To promote equal and accessible care to people with neurological diseases, regardless of age, gender, race, ethnicity or socioeconomic status and to provide equal opportunities for all European neurologists (in training).'

What can we do to achieve this goal?

1. Promote equality in access to treatment and research in neurological disorders
  - By increasing awareness of sex, gender, ethnic and racial differences, and diversity in neurological disorders and recognizing their impact on the overall practice of neurology
  - By disseminating knowledge on gender and other diversity issues in neurology
  - By working with patient and stakeholder groups to promote equality in access to treatment and research
  - By engaging with research that addresses health inequalities in the European community
  - By providing advocacy for initiatives to reduce disparity in health care.
2. Increase diversity in leadership in clinical neurology and neuroscience
  - By following the ALBA Declaration on Equity and Inclusion which has been endorsed by EAN
  - By promoting leadership opportunities across the whole community and being aware of unconscious bias
  - By encouraging and supporting training and mentoring resources for early-career neurologists and residents across Europe
  - By promoting excellence and achievement in Inclusion and Diversity through recognition and award of diversity champions and successful initiatives.
3. Promote equality and inclusion, and support diversity in academic and educational activities in neurology
  - By advancing diverse and representative scientific and educational programmes of the annual congress and other activities
  - By monitoring and reporting diversity data to the EAN community.