Summary of A Celebration of Women in Neuroscience Luncheon Table Discussions
November 16, 2010

“What makes a work environment inclusive or not inclusive?”

More than 250 women and men at all career stages met to network at the Celebration of Women in Neuroscience Luncheon held at the 2010 SfN Annual Meeting in San Diego. Participants listened to presentations by Dr. Barbara Sahakian and Dr. Theresa Lee, enjoyed lunch together, and discussed inclusivity at the work place. Discussions were recorded and are summarized below.

Inclusive:

- **Respect**
  - Honesty
    - Authorship of ideas
    - Providing feedback and suggestions
  - Tolerance
  - Acceptance
  - Understanding
  - Compassion
  - Diversification
    - Gender
    - Culture
  - Equity

- **Positive Mentorship/Leadership**
  - Consistency
  - Share knowledge and resources
  - Encourage innovative ideas
  - Participation
  - Assess needs of members and students
  - Availability and flexibility of mentorship
    - “Maintain an open-door policy”
  - Promote a collaborative environment
    - Create partnerships and projects
  - Define roles and responsibilities

- **Institutional Policies**
  - Create agendas and expectations
    - “Weekly meetings”
    - “Extra lab activities”
  - Set organizational strategies and goals
  - Transparency within the organization
  - Positive reinforcement and advocacy for students and faculty
  - “Teamwork”
    - Celebrate triumphs
    - Learn from mistakes
  - Create a social chair/committee for the organization
  - Networking
• **Communication**
  o “Open dialogue”
  o Good listening skills
  o Freedom of expression

**Not Inclusive**

• **Lack of Respect**
  o Dishonesty
    ▪ Pirating intellectual property
  o Judgmental
    ▪ “Gossip”
  o Bias
  o Intolerance
  o Lack of sensitivity/Prejudice
    ▪ Gender
    ▪ Culture

• **Competition**
  o Rivalry among students and members

• **Lack of Communication**
  o Closed-minded
    ▪ Not open to new ideas/suggestions

• **Non-Collaborative Efforts**
  o Cliques
  o No “team-work”
    ▪ Lack of support for colleagues
    ▪ Boundaries
  o Lack of participation
  o Being antisocial and/or withdrawn from the group
  o Not sharing ideas and resources