



# International Society for Neuroethology

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For the last few weeks, the BlackLivesMatter movement has been surging in the United States and spreading across the globe, demanding justice for the murder of George Floyd in Minneapolis and a long history of violence and implicit bias against Black people. This movement began in the United States but has historical roots in global colonialism and imperialism. This long history of institutionalized racism directly impacts our colleagues and cannot be ignored. The ISN stands committed to fighting systemic racism in our society and in academia.

Diversity is at the heart of the ISN, which embraces biological diversity and supports a diverse community of researchers across the globe. We have been proactive in creating training opportunities to promote diversity within our academic society and recently created an Inclusion and Diversity Committee to ensure we hold steadfast to our values of diversity and inclusion in all its forms. However, it is clear that academia prevents certain groups of people from pursuing the science they are passionate about. As a community, we must work together to make academic science an equitable and inclusive environment.

ISN reaffirms its commitment to fostering an academic society that is diverse, equitable, and inclusive. To do this, we must first look back on our histories to acknowledge that science, the institutions where we work, and some of the countries in which we reside are complicit in centuries of racism. We must also look forward and hold ourselves and our society accountable by reflecting on our own privileges and using our positions of power to create action that uplifts minority groups in science.

Confronting systemic racism and implicit bias in science requires direct action, both immediately and over the longer term. To this end, the Executive Committee and the Council are discussing a number of recommendations from the Inclusion and Diversity Committee that will directly and proactively promote these values but will take time and money to implement. In addition, we commit now to the following actions:

1. We will carry out and publish a demographic survey of our membership within the next year to identify groups underrepresented in our academic society. We will use these data to inform future initiatives.
2. We commit to inviting at least one keynote speaker representative of ethnic minorities at each congress, beginning with the 2024 congress in Berlin.
3. We will require a diversity and inclusion statement with all symposium proposals for future congresses, beginning with the 2024 congress.
4. We will host at least one workshop per congress that focuses on diversity, equity and inclusion topics, including training in implicit bias and microaggressions, decolonization of field-based science, and promoting diversity at home institutions.

ISN Inclusion & Diversity Committee and Executive Committee