**Equality, Diversity and Inclusion in NDCN**

*February 2024*

In the Nuffield Department of Clinical Neurosciences (NDCN), our staff and students are committed to fostering an inclusive culture that promotes and values equity and diversity, adhering to the Equality Policy outlined by the University of Oxford ([Equality Policy | Equality and Diversity Unit (ox.ac.uk)](https://edu.admin.ox.ac.uk/equality-policy)).

Our People and Culture Committee comprises active working groups that seek to deliver impactful and meaningful change.

We are working towards the renewal of our Athena SWAN Silver Award. We use insights gathered from regular staff surveys to celebrate successes and address issues in the area of equality, diversity and inclusion.

We have established the ‘Women in Clinical Neuroscience Network’, which empowers and supports female members of the department by fostering open discussions about individual experiences with barriers to progression.

NDCN’s Clinical Neurosciences Society is chaired by Early Career Researchers, and provides an inclusive programme of social and fundraising events for members of staff and students.

The department has an active EDI community, organising a number of events and resources that promote research culture, including training on how to become an inclusive research leader and guidance for setting a consistent lab culture.

We are committed to creating an environment where everyone is able to pursue their ambitions, assured that their differences will be supported and their voices heard.