

SFCNS Policy Paper

On Gender Diversity, Equity and Inclusion in the Clinical Neurosciences

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on behalf of the extended SFCNS visibility committee

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SFCNS Gender Equity Statement

The Swiss Federation of Clinical Neuro-Societies SFCNS
acknowledges the need to actively promote gender equity.

As a professional representation body and the umbrella organization
of the Clinical Neuro-Societies in Switzerland, the SFCNS stands for inclusive leadership
and declares its commitment to take actions to address inequities,
eliminate gender-based discrimination, and support access to professional development
and leadership roles aiming at gender parity in decision making positions.

(Endorsed by the SFCNS General Assembly, Bern, September 7, 2021)

The increasing gender diversity with a growing number of women in the medical workforce has not yet been matched by an adequate rise in gender inclusion and equity, with the clinical neurosciences not being an exception. The lack of recruitment, promotion, and retention of women in science and medicine is mainly due to systemic, structural, organizational, institutional, cultural, and societal barriers to equity and inclusion. Sustainable change requires educational initiatives on gender bias within the clinical neurosciences rather than initiatives focusing on women as being the problem, assuming a masculine heteronormative view of the world.

As a professional nationwide umbrella organization, the SFCNS leads by example implementing measures to facilitate positive change towards gender diversity, equity, and inclusion in its structures, organizational processes, and culture to ensure that both women and men feel welcome, safe, supported, and respected.

It is committed to aim at gender parity in its organizational bodies, including the presidency, executive board, delegates, and task forces.

The SFCNS produces gender equitable and inclusive conferences, in terms of organizing committees, speakers, panels, and award committees. The conferences provide a platform to teach and discuss gender aspects in clinical neurosciences in terms of workforce disparities and workplace issues, gender gaps in research, filling gaps in data, health-care delivery, and ultimately, the wellbeing of patients.

As the official journal of the SFCNS, Clinical and Translation Neuroscience (CTN) follows the example set by other peer-reviewed journals, namely the Lancet, aiming at parity in the editorial board and invited contents, such as invited reviews, editorials, and comments.

The SFCNS encourages mentoring programs as promoted by “Women in Neurology WIN”, supporting female physicians to advance on their discipline specific career paths.

Progress in implementing the gender policy, both within the SFCNS itself as in its member organizations, is measured and discussed annually at the SFCNS delegates’ meeting.

The SFCNS is committed to engage in an ongoing process of identifying and removing gender discriminating barriers to full participation of both women and men in the clinical neurosciences in Switzerland, and to become an ever more diverse, equitable, and inclusive leading professional organization.

Literature

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(Websites last accessed September 26, 2022)