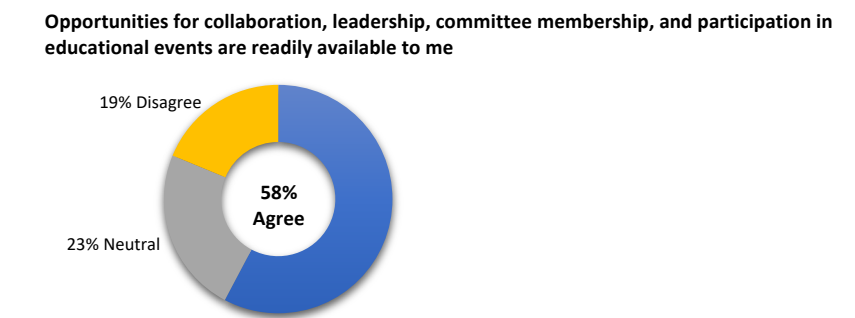
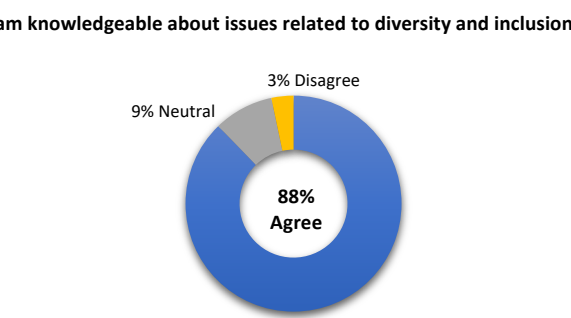
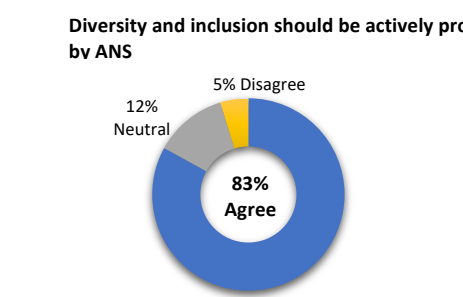
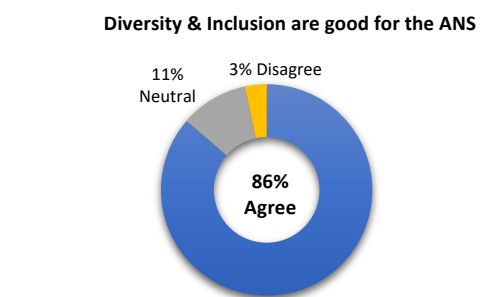
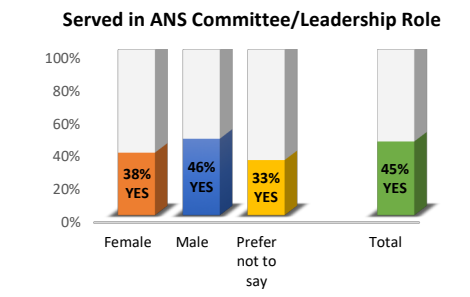
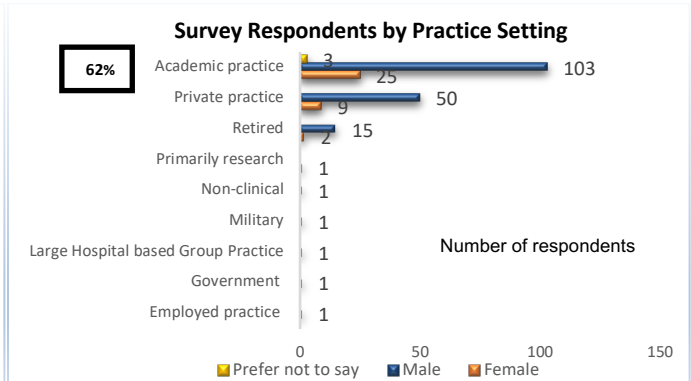
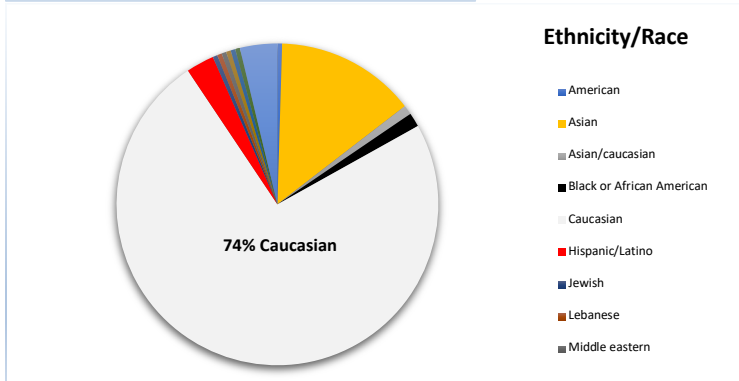
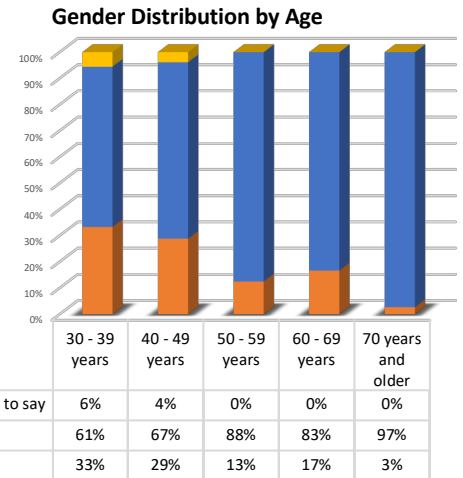
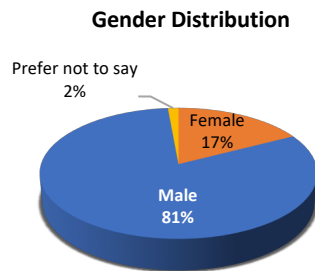
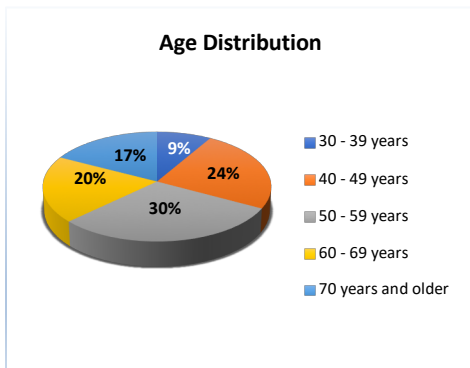


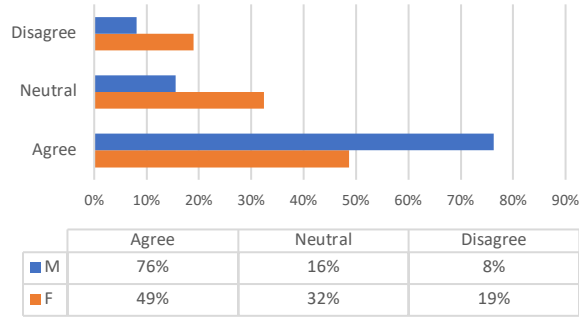
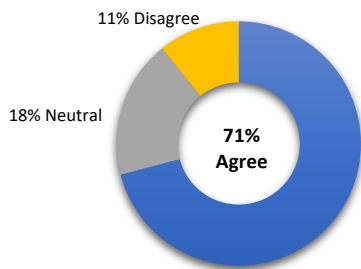
2018 ANS DIVERSITY & INCLUSION SURVEY

In 2018, the ANS leadership formally committed to promoting diversity and inclusion within its membership and educational activities. The goal of the recent Diversity and Inclusion survey was to understand the changing demographics of our membership and to seek feedback on diversity and inclusion efforts over the past year. This information will be used to guide future efforts.

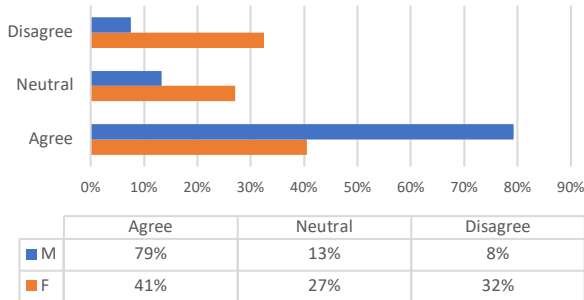
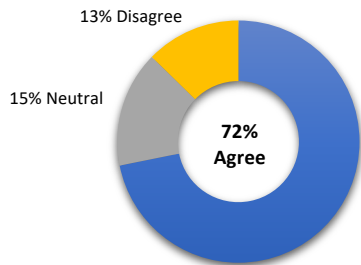
The survey was sent to 577 members. 213 responses were received (36.9% response rate). The following is a summary of the data collected.



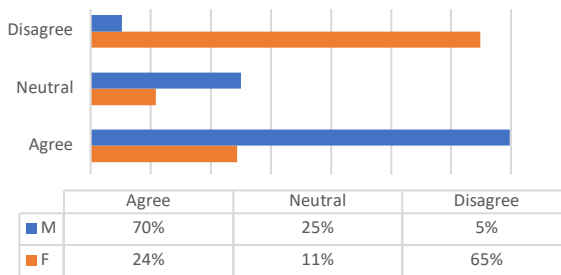
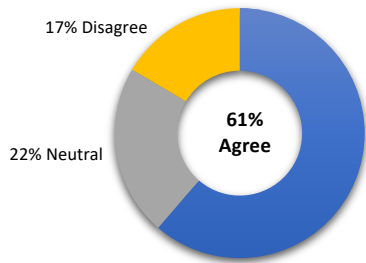
The process of selecting committee members is based on individual qualifications, expertise and ability to contribute



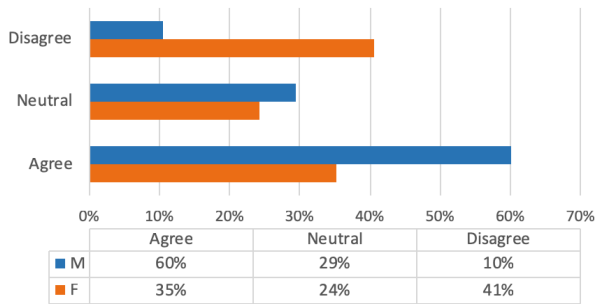
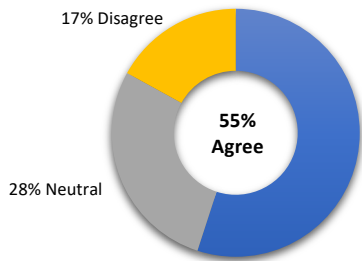
The process of selecting speakers and panel members is based on individual qualifications, expertise and ability to contribute



Gender diversity is fairly represented in educational events sponsored by the ANS



Diversity in fellowship training background is fairly represented in educational events sponsored by the ANS



Diversity in ethnicity and race is fairly represented in educational events sponsored by the ANS

