



**Dear members of the Weizmann Institute of Science community,**

In anticipation of the UN World Day for Cultural Diversity, which will take place on May 21, 2022, we would like to share with you the main principles of diversity and inclusion that we are promoting at the Weizmann Institute of Science, along with initiatives that are already being implemented.

The goal of the Diversity and Inclusion Office at WIS is to promote a research and teaching environment that enables diversity and equal opportunities for all, regardless of religion, race, gender, ethnicity, socioeconomic status, sexual orientation, or disability.

Our Diversity and Inclusion Model is based on the following three pillars:



The first principle is a proactive approach to enhance diversity within the institution, based on the understanding that excellent science is diverse science.

As an international campus, we have students, postdocs, and faculty members from more than fifty different countries. Following this, we are promoting initiatives with the goal of improving the representation of minorities and increasing the number of students from underrepresented groups, to reflect the colorful tapestry of Israeli society. As such, we've taken the following initiatives:

Analysis of data collected at the FGS over the past decade, characterizing various social groups and mapping their representation on campus;

Formulating a media campaign to encourage Arab students to enroll in studies at the Institute;

Initiating collaborations with academic colleges from the geographic and social periphery;

Providing assistance to the Gender Equality Together (GET) initiative identifying key challenges, and formulating recommendations that will lead to a more equitable integration of female students and scientific staff at the Institute.



The second principle is to create an inclusive workplace and learning culture where everyone can excel. Studies have shown that it is not sufficient to bring students, faculty, and employees from diverse groups together in one place. We must also address the relevant differences between members of the various populations at the Institute and provide a safe space where everyone can thrive. Towards this end we have:

Conducted a survey among all FGS students to learn about the diverse groups on campus and map the main challenges presented;

Created an institution diversity calendar that includes the national holidays of the various represented religions;

Offered an Arabic language course to everyone on campus;

Institutionalized activities of the WIS LGBTQ Association;

Established a new student award to encourage activities that promote diversity and inclusion on campus.



The third pillar is a proactive effort to promote equal opportunities for all, with a special focus on minorities and underrepresented groups within academia. Initiatives that have been implemented to promote this goal include:

A preparatory workshop for scientists on the admissions committees for students, aimed at enhancing diversity on campus;

A series of lectures and tours open to everyone on campus, regarding diverse populations in Israeli society (Haredi, Ethiopian, Arab) to encourage personal dialogue;

"Young Weizmann scholars' Diversity and Excellence Program", providing an opportunity for undergraduate students from minority and underrepresented groups to spend the summer at our labs and experience scientific research at WIS.

Creating a diverse campus is a complex process that depends on a meaningful partnership between all the relevant entities. Therefore, we are working in full cooperation with the FGS team, the HR Division, the Office for the Advancement of

Women in Science, the International Office, the Commissioner for the Prevention of Sexual Harassment, the Communications Department and, of course, the Institute's management and the FGS Dean, who are leading and supporting all of these initiatives.

Alongside this ongoing work, there are still many challenges before us that we have not yet succeeded in addressing, and many goals to fulfill. We invite each and every one of you to contact us with ideas, thoughts or initiatives that you would be willing to promote in creating a more diverse campus.

With best regards,

**Dr. Meytal Eran Jona**

Head of the Diversity and Inclusion Office

Weitzman Institution of Science

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