

# Session 3: Overall Summary and Action Items

- Actions for EFSPI Leaders:
  - Think about job profiles that truly attract diverse talent; consider recruiting without automatic filtering
  - Create a psychologically safe environment
  - Consider non-Statistics functions in interview panels
  - Consider committing to conduct internal trainings on DEI and become ambassadors
  - Follow-up on the topic in future meetings
  - Assess EFSPI Leaders themselves and obtain insights for our Stats Leaders group
  - Conduct a (virtual) Workshop on DEI & cognitive biases in one of our quarterly EFSPI Leaders meetings
  
- Actions for EFSPI Council
  - Role model diversity in council. Do we represent the full community (now and in the future)?
  - More sharing/rotations between SIGs to expand diversity and inclusiveness.
  - Ask the question: is DEI on the radar of the 10 country associations and if yes, in which context -> collect feedback from EFSPI Council members
  - Utilize the Scientific & Training Academy to provide trainings