

Awareness and Representation

- Promote diversity of roles
- Highlight non-linear career paths
- Expand definition of the profession
- Focus on ways of thinking, not just actions
- Explain methods vs goals
- Respect non-field and non-lab contributions

Community and Support Systems

- Virtual community rooms to reduce isolation
- International support groups
- Support led by trained professionals not volunteers

Ethics, Equity, and Advocacy

- Clear HABI statements
- Support equality-focused organizations
- Respect non-professionals
- Promote fairness and inclusion

Professional Practice Change

- Share work earlier to reduce fear
- Encourage transparency
- Strengthen collective responsibility for change

Research and Understanding

- Survey members on roles and perceptions
- Use quizzes to explore professional identity
- Psychological survey on bullying and harassment

Culture and Behaviour Change

- Build a culture of safety and openness
- Address and prevent bad behaviour
- “See something, say something” approach
- Speak out / be brave
- Teach diversity of approach

Wellbeing and Mental Health

- Greater care for mental health
- Promote self-worth
- Reduce through openness