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Strategies for building inclusivity: lessons from PIMS initiatives

The mathematical sciences aspire to be an inclusive discipline, yet underrepresentation across many dimensions of diversity remains a persistent challenge. Achieving greater diversity is essential: a wide range of perspectives has been shown to strengthen problem-solving, enrich research directions, and improve the resilience of scientific communities. While many factors contribute to persistent inequities, this talk will focus on two areas where concrete progress is possible: reducing bias in the review of research proposals and fostering programs that actively support participation from underrepresented groups. The discussion will draw on our experience directing initiatives at the Pacific Institute for the Mathematical Sciences (PIMS), highlighting both successful strategies and ongoing challenges in building a more inclusive mathematical community.