Excellence requires diversity. A diverse group of problem solvers is better positioned to find innovative solutions; the more difficult the problem, the greater the benefit of diversity in finding the solution. An organization committed to excellence encourages and enables a diverse community to seek creative strategies to solve difficult scientific problems. Inclusion is the lever through which the full benefit of diversity can be realized. Strategies that address barriers to participation should not only increase the numbers of persons in science who belong to underrepresented groups, but also work to ensure that they are empowered and expected to succeed in science and assume leadership roles in the scientific community.

David Asai is Senior Director for Science Education at the Howard Hughes Medical Institute, where he directs the HHMI Undergraduate and Graduate programs. Before moving to HHMI in 2008, David was on the faculty for 19 years at Purdue University where he was Head of Biological Sciences, and 5 years at Harvey Mudd College where he was Stuart Mudd Professor and Chair of Biology. David received his bachelor’s degree in chemistry and co-terminal master’s degree in biology from Stanford University, and his PhD in biology from Caltech.