

EDI Reading Newsletter, 12 October 2020

As part of the Equality, Diversity and Inclusion team here at the IfA, we're introducing a newsletter to share readings that we've found inspirational and informative. Our hope (and expectation!) is that everyone takes a few minutes to engage with the shared writing. Agree or disagree with what's written, it is valuable to increase our literacy for informed discussions and decisions.

Writer: Sarah Appleby

What we're reading this fortnight: I picked '#BlackInAstro: Black Women in Astronomy and Physics' by Kate Storey-Fisher at Astrobites:

<https://astrobites.org/2020/06/25/blackinastro-black-women-in-astronomy-and-physics/>

Why we're reading it: The article gives insight into the lived experiences of Black women in Astronomy by discussing two papers on the experiences and identities of Black women physicists. These papers discuss common obstacles faced and how departments can better support these physicists.

What you should read: (In 5 minutes): the section on 'Lived Experiences of Black Women Physicists'; (in 20 minutes) the whole article; (longer) the two papers discussed in the article: "Educational pathways of Black women physicists: Stories of experiencing and overcoming obstacles in life," and "#BlackGirlMagic: The identity conceptualization of Black women in undergraduate STEM education"

Discussion question: How does being marginalised in terms of both gender and race affect someone's path in astronomy? How different/similar is the picture in the UK?

*The EDI Team is organising two types of meetings this fall: General EDI meetings and EDI coffees. We have an EDI coffee scheduled for **26 October at 2.00pm** on Teams. The EDI Team will soon also circulate a survey to seek input on efficacy and future directions. We also have a general EDI meeting of the fall **16 November, at 2.00pm** on Teams.*