

*EDI Reading Newsletter, 16 November 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: Mike

What we're reading: I chose to start reading through 'LGBT+ Inclusivity in Physics and Astronomy: A Best Practices Guide' (available at <https://arxiv.org/abs/1804.08406>)

Why we're reading it: This best practices guide "...is written for those who want to become aware of the concerns and extra burdens facing members of the LGBT+ community in their professional lives, and to provide a set of best practices to mitigate them, creating a safe and welcoming work environment." It is a good resource to both read through, and as a document to refer back to as needed.

What you should read: (in 10 minutes) the preface to the second edition -or- the glossary; (longer) Section 1.

Discussion question: Section 1 lays out steps toward creating a welcoming department. What do you think the IfA is doing well?

*The EDI Team is organising two types of meetings this fall: General EDI meetings and EDI coffees. After a small schedule change, we now have a general EDI meeting on **23 November, at 2.00pm** on Teams. We also have an EDI coffee scheduled for **30 November at 2.00pm** on Teams.*