

*EDI Reading Newsletter, 18 January 2021*

*The IfA Equality, Diversity and Inclusion (EDI) has the following mission statement:*

*Our goals are:*

*-Ensure that the IfA is diverse, inclusive and a welcoming space for everyone*

*-Recognise the challenge of feeling excluded*

*-Identify and improve on current problem areas*

*-Improve recruitment of minority and under-represented groups*

*-Apply lessons broadly to remove systemic barriers preventing diversity and inclusion*

*The newsletter project is a contribution toward improving our collective EDI literacy. We hope that everyone takes a few minutes to engage with the shared writing.*

Writer: Mike

What we're reading: I'm continuing through 'LGBT+ Inclusivity in Physics and Astronomy: A Best Practices Guide' (available at <https://arxiv.org/abs/1804.08406>). This time, I read Section 3, 'Promoting Quality Mentorship'.

Why we're reading it: Mentorship is crucial in academia, and the relationship between mentors and mentees at early stages can make or break a career. This section addresses many aspects of mentorship and offers concrete suggestions for supporting LGBT+ mentees.

What you should read: (in 15 minutes) either subsection; (in 30 minutes) all of Section 3.

Discussion question: How can mentors actively inspire confidence that they will take active steps when problems arise?

*The EDI Team has a planned meeting every other week this spring: our next meeting is an informal coffee discussion on **1 February, at 2.00pm** on Teams. Our next programming meeting is schedule for **15 February at 2.00pm** on Teams.*