

EDI Reading Newsletter, 1 February 2021

*Please take this **5 minute** survey regarding the EDI team and initiatives at the IfA. Your feedback will help set agendas and goals! <https://forms.gle/S6cJyHPEvj4r1SNj7>*

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: Sarah

What we're reading this fortnight: 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 4, 'Hiring and promotions'.

Why we're reading it: This section gives suggestions for avoiding bias and creating a welcoming environment for recruitment and retention of LGBT+ astronomers. February is the first day of LGBT+ history month in the UK, and today marks 40 years since homosexual activity was legalised in Scotland.

What you should read: (in 15 minutes) either subsection; (in 30 minutes) all of Section 4.

Discussion question: One recommendation from the document is to avoid assumptions (e.g. ask 'How would you prefer to be addressed?'). What questions would you like to be asked in an interview setting to help the interviewers avoid assumptions?

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