

*EDI Reading Newsletter, 17 February 2021*

*The newsletter project is a contribution toward improving our collective EDI (Equality, Diversity and Inclusion) literacy. We hope that everyone takes a few minutes to engage with the shared writing. We welcome any and all contributions or recommendations for readings! Please send any contributions or suggestions to [michael.petersen@roe.ac.uk](mailto:michael.petersen@roe.ac.uk).*

Writer: Sarah

What we're reading this fortnight: I picked 'The Nonbinary Fraction: Looking Towards the Future of Gender Equity in Astronomy' (available at <https://arxiv.org/abs/1907.04893>)

Why we're reading it: Gender equality in astronomy is often framed in terms of binary 'male' and 'female' categories. Although well-meaning, this framework is harmful and exclusionary to those with nonbinary genders. This white paper gives suggestions for best practices that are more inclusive of nonbinary people.

What you should read: (in 10 minutes): the abstract and section 3, 'Recommendations'; (in 30 minutes): the whole paper.

Discussion question: How can we at the IfA be more inclusive of nonbinary people?

*The EDI Team has a planned meeting every other week this spring: Our next informal coffee discussion on **1 March, at 2.00pm** on Teams, and will discuss the 1 February and 17 February newsletters. Our next programming meeting is schedule for **15 March at 2.00pm** on Teams. Please email [michael.petersen@roe.ac.uk](mailto:michael.petersen@roe.ac.uk) if you would like to be added to the email reminder list.*