

*This is a special double-feature newsletter from the EDI (Equality, Diversity and Inclusion) team. 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. 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).*

*EDI Reading Newsletter #14, 17 May 2021*

*Our next informal coffee discussion will take place on **7 June, at 2.00pm** on Teams.*

Writer: Anna Lisa Varri

What we're watching this fortnight: 'Ethnicity STEM data for students and academic staff in higher education 2007/08 to 2018/19'

A report conducted on behalf of the Royal Society and published on 25 March 2021 (available at <https://royalsociety.org/-/media/policy/Publications/2021/trends-ethnic-minorities-stem/Ethnicity-STEM-data-for-students-and-academic-staff-in-higher-education.pdf>)

Why we're reading it: The report shows that there is significant variation in rates of progression and outcomes across ethnic minority groups, though Black staff and students have consistently poorer outcomes than white and Asian students. The proportion of Black students entering undergraduate and postgraduate education has increased over the past decade, as it has for other minority ethnic groups, but they are leaving STEM in greater numbers at all stages of the career pipeline.

What you should read: (in 5 minutes) the Executive Summary on 'Students' and 'Staff', presented at pp. 4-5.

If you have time, the whole report is worthwhile. If you have *\*even more\** time, there are two additional reports: 'Profile of postdoctoral researchers in UK eligible for RS early career fellowship programmes' and 'Diversity application data for UK Early Career Fellowship Programmes' - both available at <https://royalsociety.org/topics-policy/publications/2021/trends-ethnic-minorities-stem/>

Discussion question: Which practical actions could be taken to make a tangible difference, locally and nationally?

*Our next EDI programming meeting is scheduled for **21 June 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.*