

EDI Reading Newsletter #16, 30 June 2021

*Our next informal coffee discussion will take place on **Monday 5 July, at 2.00pm** on Teams.*

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.

Writer: Mike Petersen

What we're reading this fortnight: I read “Tackling systemic racism requires the system of science to change”, an editorial from *Nature*, available here: <https://www.nature.com/articles/d41586-021-01312-4>.

Why we're reading it: We don't just participate in science at our universities – we're part of a broader community that has many entrenched norms. It's been just over a year since we participated in #ShutDownSTEM as a chance to start educating ourselves on the systemic shortcomings of our field. Universities and journals issued statements; this editorial describes some progress, but also renews goals for how a strong institution such as Nature can contribute in a push towards equity.

What you should read: (In 10 minutes): the editorial; (in 30 minutes): two additional links: “Black scientist network celebrates successes — but calls for more support” (<https://www.nature.com/articles/d41586-021-01734-0>) and “The continued fight for equity” (<https://www.nature.com/articles/s41550-021-01412-1>). The latter link also referenced a new book by Chanda Prescod-Weinstein that I am interested in reading. If anyone would like to book club it over the next two months or so, I'm happy to pick up copies!

Discussion question: From the editorial: “Too often, conventional metrics — citations, publication, profits — reward those in positions of power, rather than helping to shift the balance of power.” How can we help to shift the balance of power by moving beyond quantifying scientific success with ‘easy’ numbers?

*Our next EDI programming meeting is schedule for **Monday 19 July at 2.00pm** on Teams. Please email michael.petersen@roe.ac.uk if you would like to be added to the email reminder list.*