

Plan of Action

Training

Diversity and unconscious bias training are key to promoting equality, and we strive that every group member undertakes the training provided by the department. The key impediment to attendance was indicated to be that the training was only held in the department once a year.

Actions

- We commit to ensuring an unconscious bias seminar is undertaken by all group members by introducing a training confirmation at our Year End meetings.
- We commit to encouraging all group members to attend the online Race Awareness sessions regularly delivered by the University Equality and Diversity team.
- We will ask our department whether the unconscious bias seminar can be run more than once a year as PhDs and Postdocs arrive throughout the year.

Hiring

Diversity will be considered throughout the hiring process, including during job advertisement, selection of interviewees and interviews.

Actions

- Job/funding descriptions will include the above Equality statement and a link to our current Plan of Action on the website.
- Jobs/funding will also be posted on sites which are likely to increase the diversity of applicants such as the WISE campaign and BBSTEM.
- The Reisner Lab will consider diversity when selecting the suitability of applicants for interview. How to successfully achieve this goal will be held under constant review.
- Reisner Lab will aim to have a visibly diverse interview panel, where possible reflecting our group's diversity.
- The Reisner Lab will follow the University Diverse Recruitment Framework and all interviewers will be familiar with its content. (https://www.race-equality.admin.cam.ac.uk/files/diverse_recruitment_framework.pdf)

Influence

Actively follow and promote underrepresented groups such as BAME, female, LGBTQ+ and disabled scientists and those from less privileged religious and socio-economic backgrounds using our social media influence. Consider diversity of invited speakers for any conference we organise, taking particular care to ensure diversity in all panels.

Actions

- Monthly highlight of a scientist from an underrepresented group on our social media and/or a call to action / progress post / information post on the advancement of under-represented groups in science

- Include diversity as a selection criterion when choosing speakers to invite for a conference we organise.
- Ensure all group-organised conferences have diverse discussion panels.

Analysis

Without understanding the ethnic, racial, religious, socio-economic background, gender, sexuality, neuro & physical diversity of our group we cannot begin to understand inequality in our environment and support those from disadvantaged groups. Data gathering in our specific culture (in conjunction with other progressive action) will be key to tackling injustice.

Actions

- Make an anonymous survey of the group to determine the current ethnic, racial, religious, socio-economic, gender and neuro & physical disability diversity of our group.
- Survey will also attempt to consider current group culture and inclusiveness
- Repeat survey every year to track changes in how diverse our group is and how well we are providing equal opportunity

Unlearning

We are each responsible for noticing and unlearning our conscious and unconscious biases. To help our collective learning we will start an Equality Media Club, facilitated by the Equality Officer (see below). It will meet once a month and will use articles, videos, films etc to prompt our discussions. The aim of the club shall be to create a safe space to voluntarily educate ourselves about social injustice and discuss potentially uncomfortable topics without judgement.

Actions

- Plan the first meeting and facilitate discussions
- Continue to run the club each month using the discussions of each session to drive the next month's topic

Equality Officer

To ensure that we follow through and keep accountable to our goals we will introduce the role of Equality Officer as a responsibility to be held by a group member. The officer will facilitate the efforts within the group to promote equality and increase awareness. The officer will present once a year at the Reisner Christmas symposium on the progress of our plan of action, update the plan of action accordingly and monitor the implementation of the plan of action.

Actions

- The responsibility of Equality Officer should be a voluntary one.
- The Equality Officer will facilitate actions and review the statement and plan of action each year
- The Equality Officer will undertake a yearly analysis of diversity within the group (see Analysis)
- The Equality Officer will organise the monthly Equality Media Club (see Unlearning)

- The Equality Officer will draft social media posts on equality (see Influence)

Relevant Research

Nature 582, 147 (2020). doi: 10.1038/d41586-020-01678-x

Collaborating with People Like Me: Ethnic Coauthorship within the United States. Freeman and Huang. Journal of Labor Economics, 2015, 33, S289-S318 doi.org/10.1086/678973

A framework for action in scientific publishing Improving inclusion and diversity in the chemical sciences Royal Society of Chemistry. <https://www.rsc.org/new-perspectives/talent/framework-for-action/>

Angew. Chem. Int. Ed. 59, 18306 (2020). doi: 10.1002/anie.202009834