

Plan of Action (updated in 2023)

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 that the training was only held in the department once a year.

Actions

- We commit to ensuring that all group members undergo an unconscious bias seminar 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.

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 (Women into Science and Engineering, <https://www.wisecampaign.org.uk/>) and BBSTEM (Black British Professionals in Science, Technology, Engineering and Math, <https://bbstem.co.uk/>).
- The Reisner Lab will consider diversity when selecting the suitability of applicants for interviews. 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 the 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 (black, Asian, and minority ethnic), female, LGBTQ+ (lesbian, gay, bisexual, transgender, queer, and others) and disabled scientists and those from less privileged religious and socio-economic backgrounds using our social media influence. Consider the diversity of invited speakers for any conference we organize, taking particular care to ensure diversity in all panels.

Actions

- A 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 scientific groups. Digital documentation of group activities that show diversity and inclusion within the group.

- Include diversity as a selection criterion when choosing speakers to invite for a conference we organize.
- Ensure all group-organized conferences have diverse discussion panels.
- Embark on an online outreach program once a year.

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 actions) will be key to tackling injustice.

Actions

- Make an anonymous survey of the group to determine the current ethnic and gender diversity of our group and collect feedback on equity, diversity and inclusion from group members.
- The survey will also attempt to consider current group culture and inclusiveness
- Repeat the survey every year to track changes in how diverse our group is and how well we are providing equal opportunity

Equality, Diversity, and Inclusion (EDI) Team

To ensure that we follow through and keep accountable to our goals, we will introduce an equality team consisting of group members. The team will facilitate the efforts within the group to promote equality and increase awareness. The team will present once a year at the Reisner Christmas symposium on the progress of our plan of action, update the plan of action accordingly, monitor the implementation of the plan of action, and organize activities for promoting equality, diversity, and inclusion of the Reisner Lab.

Actions

- The responsibility of members of the EDI Team should be a voluntary one.
- The EDI Team will facilitate actions and review the statement and plan of action each year
- The EDI Team will undertake a yearly analysis of diversity within the group (see analysis)
- The EDI Team will draft social media posts on equality (see Influence)
- The EDI Team will promote “equality, diversity, and inclusion” activities based on daily suggestions and feedback from the annual survey.

Activities

Besides the annual survey (see analysis), we also run other activities to promote equality, diversity, and inclusion in the group.

Actions

- **“One minute for EDI”** slides. For group meeting presentations, we encourage each presenter to add one more slide beside the science content, to introduce anything related to the EDI from the view of the presenter. It could be something personal like

where you come from, your hobby, cultural activities, or anything you think is helpful to improve the EDI, such as “how to collaborate more effectively,” “how to balance your work and personal life”.

- **Day-to-day feedbacks.** The EDI team is always open to suggestions from the group members; this could be either in-person meetings, emails/slack messages, or any appropriate anonymous ways (such as dropping a letter to the officers).

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