

# What is Equality Diversity Inclusivity ?

EDI (also called DEI) are efforts to make spaces more inclusive and accessible to marginalised groups (e.g. racial and gender minorities). EDI issues span a broad range, from tackling casual racism to hiring and recruitment policies. They can be industry specific (e.g. gender disparities are a bigger problem for physical sciences compared to life sciences) as well. But any efforts to remove barriers to success for minority and marginalised groups will fall under the EDI umbrella.

# EDI in Law

EDI is an important value in institutions, and the government makes it illegal to discriminate against you. In particular, the **Equality Act 2010** has highlighted **9 protected characteristics** which include race, gender, age and sexual orientation

<https://www.gov.uk/discrimination-your-rights>

# What are Your Rights?

If you feel you might be being discriminated against, it can be quite an overwhelming and difficult experience. It is important that you look after yourself and **prioritise what is best for YOU**. This might mean cutting contact with a person, leaving the organisation or confronting it directly. You might feel like you are 'over-sensitive' or 'making a fuss', but **your feelings are entirely valid**. It might help to talk to others in your organisation who have had similar experiences, both to **support each other** and gather evidence to build your case (should you choose to take direct action).

Here are some resources for taking direct action

<https://www.citizensadvice.org.uk/work/discrimination-at-work/discrimination-at-work/>

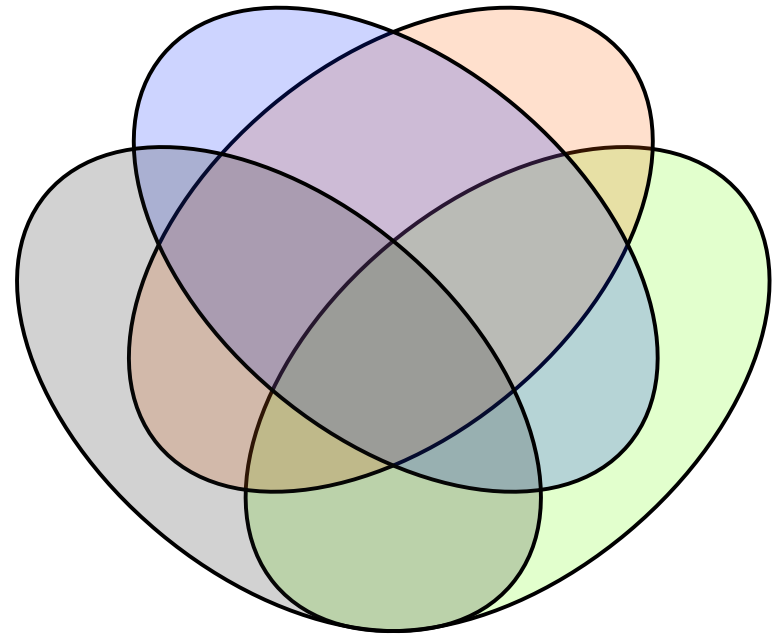
<https://www.gov.uk/discrimination-your-rights/how-you-can-be-discriminated-against>

# Intersectionality

Intersectionality describes how **different parts of your identity** might confound and affect how you are treated by society. For example, a Black woman might be treated worse than a black man and a white woman combined, precisely because she is both black **AND** a woman. Intersectionality argues that legal structures only consider the protected characteristics in isolation, ignoring the **compounding effect of intersectionality**.

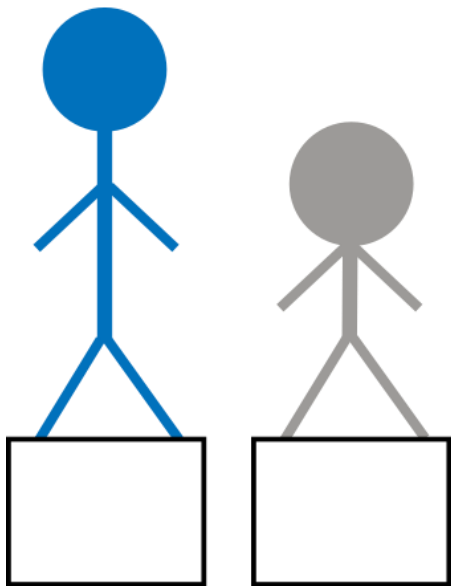
<https://time.com/5560575/intersectionality-theory/>

<https://en.wikipedia.org/wiki/Intersectionality>

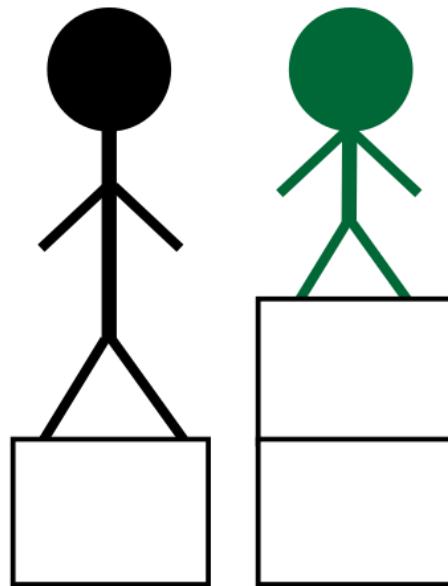


# Equity or Equality?

Equality



Equity



Equality and equity are both important concepts in EDI, with subtle differences. In brief, equality describes how you are treating people and equity focuses on equal outcomes.

<https://www.globalcitizen.org/en/content/equality-equality-whats-the-difference-global-goals/>

# Who are my Allies?

An ally is a person with relative privilege, **who works with marginalised people to end oppressive systems.**

Allies can help reduce the burden of self-advocacy for the marginalised person and, often times, their privilege means that they can be heard by others more effectively. However, it's important for allies to work **WITH** and be guided by the marginalised community, as they don't necessarily know what the community's needs are.

<https://en.wikipedia.org/wiki/Allyship>

<https://hbr.org/2022/11/7-ways-to-practice-active-allyship>



# What is Diversity Washing?

COMPANY X:

“Diversity is important to us...”

“Look at this black person we hired!”

“We are committed to EDI...”

Minorities are bullied and harassed constantly.

Similar to green washing, diversity washing is a disingenuous engagement with EDI values to create the perception of diversity while not doing anything meaningful to improve the material experiences of marginalised groups.

<https://diversityq.com/are-companies-dei-washing/>

# Be an Active Bystander

An active bystander is someone who **notices and interrupts** harmful situations. By being an active bystander, you can call out bad behaviour or support others. It might be a case of offering your perspective, pointing out oversights in planning events and experiments, or supporting someone to achieve their goals.



# Join an EDI group!

Often, organisations will have **EDI groups and committees** who discuss and try to tackle EDI issues which are specific to their organisation. This may involve running initiatives to improve the gender pay gap, host events for Black History Month, or applying for funding to host internships specifically for first generation / working class students. A lot of these committees have **spots for student and early career representatives**. You can get involved by becoming a member of your department EDI committee.

# Look After Yourself

While EDI is important and your engagement with it is valuable, it is more important that you **look after yourself**. Especially if you are from a minoritised group, EDI work can be incredibly draining and you may find yourself in toxic situations. Therefore, it's very important for you to **know and enforce your boundaries**, as well as have a **support network**. Looking after yourself means that you will **prevent burnout**, allowing you to be involved in EDI work in the longterm.