**Science Policy Reading Group:  Intersectionality within the Sciences Tentative Reading Schedule**

Meet at 5:30-6:30 pm every Tuesday of the Second and Fourth week of the month.

Be sure to ask Aastha or David to be added to the Slack team: SPGReadingGroup

UIUC Resources:

[Office of Inclusion and Diversity, UIUC](https://oiir.illinois.edu/)

**September**

Sept 12 – What is intersectionality, why is it important? Why is Diversity Important?  - What is Diversity?  The different meanings of Diversity.

[Article 1](https://mobile.nytimes.com/2008/01/08/science/08conv.html)

[Article 2](%20https://www.wired.com/2014/12/empzeal-parable-polygons/)   [Game with article 2](%20http://ncase.me/polygons/%20)

[Article 3](https://www.wired.com/brandlab/2015/05/5-numbers-explain-stem-diversity-matters-us/%20)

Additional reading:

[Gender vs. Biological Sex](https://courses.lumenlearning.com/wmreadinganthology/chapter/teaching-diversity-the-science-you-need-to-know-to-explain-why-race-is-not-biological/%20)

[Understanding Gender](https://www.genderspectrum.org/quick-links/understanding-gender/)

[What is Intersectionality](https://www.washingtonpost.com/news/in-theory/wp/2015/09/24/why-intersectionality-cant-wait/?utm_term=.e59ffefbb35e)

[FAQs on Affirmative Action](http://www.mit.edu/~thistle/v9/9.08/1affam.html)

[STEM Index:  Gender Gap is growing](https://www.usnews.com/news/stem-index/articles/2015/06/29/gender-racial-gaps-widen-in-stem-fields%20) :

[Follow up on Article 1](http://www.news.cornell.edu/stories/2015/04/diversity-leads-stronger-outcomes-says-lecturer)

Policies:

[US Affirmative Action facts](http://www.cnn.com/2013/11/12/us/affirmative-action-fast-facts/)

Sept 26  - **Begin Gender**

[Article 1](http://www.aei.org/publication/whats-your-major-another-blow-to-the-so-called-gender-pay-gap/?utm_source=facebook&utm_medium=social&utm_campaign=buffer&utm_content=buffera8982)   Response to [Article 1](http://genderandset.open.ac.uk/index.php/genderandset/article/view/445%20)

[Article 2](http://www.nature.com/news/science-and-gender-scientists-must-work-harder-on-equality-1.19064)

[Article 3](http://www.straight.com/news/937181/jennifer-berdahl-crazybitch-narrative-about-senior-academic-women)

Policies:

[Key policies related to sex and gender research](http://genderedinnovations.stanford.edu/policy/timeline.html)

Additional Reading:

[Understanding Female experiences](https://krex.k-state.edu/dspace/bitstream/handle/2097/32941/understanding-female-stem-faculty-experiences-of-subtle-gender-bias-from-microaggressions-perspective.pdf?sequence=1)

[Gender Microaggressions](http://trace.tennessee.edu/cgi/viewcontent.cgi?article=5053&context=utk_graddiss)

[Reflections on workshops](http://www.synberc.org/sites/default/files/EP%20Reflection_vf.pdf%20)

[Science's Sexual Assault Problem](https://www.nytimes.com/2014/09/20/opinion/science-has-a-sexual-assault-problem.html?_r=0)

[If Men could menstruate](http://www.mylittleredbook.net/imcm_orig.pdf)

**October**

Oct. 10

[Article 1](http://www.ifweassume.com/2014/03/report-gender-in-aas-talks.html)

[Article 2](https://blogs.microsoft.com/firehose/2017/03/01/microsoft-study-in-europe-reveals-when-and-why-girls-interest-in-stem-fields-begins-to-wane/#sm.00008b8tl21626dk6ta37t96se06x)   [Response to Article 2](https://monicacatherine.com/2017/04/05/dear-microsoft-no/%20)

[Article 3](http://link.springer.com/article/10.1007/s11199-016-0586-1)

Programs:

[Engineering Initiative in Elementary School](http://changetheequation.org/blog/guest-blog-conversation-dr-christine-m-cunningham-engineering-elementary%20)

[Math Initiative for Elementary School](https://www.beammath.org/outcomes/%20)

Policies:

[STEM: Education for Global Leadership](https://www.ed.gov/stem)

Additional reading

[Is this brilliant individual a woman?](http://www.sciencemag.org/news/2017/01/young-girls-are-less-likely-believe-their-gender-brilliant-they-age%20%20)

Oct 24

[Article 1](http://everydayfeminism.com/2015/09/microaggressions-tech-industry/)

[Article 2](https://newrepublic.com/article/119239/transgender-people-can-explain-why-women-dont-advance-work%20)

[Article 3](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2427376/)

Policies:

[Harvard STEM](http://genderinharvardstem.tumblr.com)

Additional reading

[Concealing Femininity](https://www.vox.com/first-person/2017/5/4/15536932/women-stem-science-feminism)

[Struggle of Trans Scientists](https://www.wired.com/2015/12/science-needs-to-do-a-better-supporting-trans-scientists/)

[How Women are Harassed Out of Science](https://www.theatlantic.com/science/archive/2016/07/how-women-are-harassed-out-of-science/492521/)

**November - Sexuality**

Nov 14 -

[Article 1](http://www.sciencemag.org/careers/features/2010/10/closeted-discoverers-lesbian-gay-bisexual-and-transgender-scientists)

[Article 2](https://www.chemistryworld.com/opinion/no-sexuality-please-were-scientists/7197.article)

[Article 3](https://www.theguardian.com/science/political-science/2015/jun/29/queer-laboratory-life-recognising-the-work-of-lgbt-scientists)

Policies:

[NSF INCLUDES](http://www.sciencemag.org/news/2016/02/nsf-launches-long-awaited-diversity-initiative)

[NSF Broadening Participation](https://www.nsf.gov/od/broadeningparticipation/bp.jsp)

Additional Reading:

Please be sure to have read the Additional Reading from the first meeting

[Additional Nature article](http://www.nature.com/news/diversity-pride-in-science-1.15924)

Nov. 28

[Article 1](https://www.nytimes.com/2015/09/05/opinion/manil-suri-why-is-science-so-straight.html)

[Article 2](https://www.nature.com/naturejobs/science/articles/10.1038/nj7482-249a%20)

[Article 3](https://othersociologist.com/2014/12/01/transgender-women-inequality-work/%20)

Policies:

[OSTEM Public Policy](https://www.ostem.org/about)

[NOGLSTP Goals](http://www.noglstp.org/about/goals/)

**December**

Feel free to send us articles and post in the Slack Group!  Happy Holidays!!

**January – Race/Ethnicity**

Jan 9

[Article 1](http://www.sciencemag.org/careers/2015/02/barriers-women-color-science)

[Article 2](https://www.theatlantic.com/education/archive/2016/02/oscars-so-white-academia-stereotypes/471291/%20)

[Article 3](%20http://issues.org/28-1/realnumbers-29/%20)

Policies:  UIUC Diversity Review

[US Dept. Education - Hispanics in STEM](https://www2.ed.gov/about/inits/list/hispanic-initiative/stem-factsheet.pdf)

Additional Reading:

Please be sure to have read the Additional Reading from the First meeting

[How the East and West think differently](http://www.bbc.com/future/story/20170118-how-east-and-west-think-in-profoundly-different-wayshttp://www.bbc.com/future/story/20170118-how-east-and-west-think-in-profoundly-different-ways)

[Implicit Bias among White people in America](https://www.washingtonpost.com/news/wonk/wp/2014/12/08/across-america-whites-are-biased-and-they-dont-even-know-it/?utm_term=.91c1badf9207)

Jan. 23

[Article 1](https://academic.oup.com/sf/article/93/4/1451/2332119/Discrimination-in-the-Credential-Society-An-Audit)

[Article 2](https://www.insidehighered.com/news/2015/03/06/elite-college-degrees-give-black-graduates-little-advantage-job-market)

Policies:

[How STEM led to a large shift in immigration](https://www.washingtonpost.com/business/on-small-business/asian-arrival-how-stem-demand-led-to-a-massive-shift-in-immigration/2012/06/21/gJQAaShLtV_story.html?utm_term=.8f73fdce16fa%20)

Additional Reading:

[Women of Color face harassment](http://fortune.com/2015/01/26/study-100-of-women-of-color-in-stem-experience-bias/)

**February**

Feb 13

[Article 1](http://www.pbs.org/wgbh/nova/next/body/stem-diversity/%20)

[Article 2](https://www.theatlantic.com/science/archive/2016/11/the-minority-talent-pool-in-science-is-growing-and-draining-away/508481/)

[Article 3](http://www.sciencemag.org/careers/2015/04/minority-phd-students-where-do-they-go)

Policies:

[Building a Diverse Workforce](https://www.insidehighered.com/views/2016/11/22/how-colleges-can-increase-diversity-stem-fields-essay%20)

Additional Readings:

[How do we solve diversity in STEM](https://www.usnews.com/news/stem-index/articles/2015/06/29/time-to-build-a-stem-workforce-as-diverse-as-america)

Feb 27

[Article 1](https://www.theatlantic.com/education/archive/2016/11/what-is-faculty-diversity-worth-to-a-university/508334/)

[Article 2](http://www.higheredtoday.org/2016/02/10/reconsidering-the-pipeline-problem-increasing-faculty-diversity/%20)

**March**

March 13

[Article 1](https://www.nature.com/news/us-postdocs-face-steep-challenges-when-starting-families-1.22200)

[Article 2](https://thetempest.co/2016/07/16/now-beyond/science/stereotypes-are-driving-women-and-poc-out-of-math-and-science/)

**March 27 - Disabilities in STEM**

[Article 1](https://medium.com/stem-and-culture-chronicle/embracing-physical-disability-in-stem-edef8f87303f%20)

[Article 2](http://www.asee.org/file_server/papers/attachment/file/0003/4069/WhatBody_final.pdf)

Policies:

[Institute of Physics](http://www.iop.org/policy/diversity/initiatives/disability/page_56402.html%20)

[NSF](http://www.catea.gatech.edu/scitrain/accommodating.pdf%20)

[Program Initiative: AccessSTEM](http://www.insightintodiversity.com/accessstem-aims-to-make-stem-careers-a-reality-for-students-of-all-abilities/%20)

Additional Readings:

[People First Language](%20https://www.disabilityisnatural.com/people-first-language.html)

[CDC People First Language](https://www.cdc.gov/ncbddd/disabilityandhealth/pdf/disabilityposter_photos.pdf%20)

[More from Prof. Amy Slaton](http://stemequity.com)

Resource:

[Office of Inclusion and Intercultural Relations](https://oiir.illinois.edu/)

**April**

April 10

[Article 1](http://www.xojane.com/issues/disabled-people-in-science-technology-math-engineering-fields%20)

[Article 2](http://www.asbmb.org/asbmbtoday/201503/Minorities/STEM/)

April 24 – Challenge week

[Article 1](%20https://www.nature.com/news/no-researcher-is-too-junior-to-fix-science-1.21928%20)

[Article 2](http://www.pnas.org/content/109/41/16474.abstract)

Reading Group and Slack Discussion Decorum and Policies:

As a group of interested, motivated, and questioning individuals we all agree to first listen to understand and ask questions inspired to learn and grow as individuals and as a group.  We invite and encourage vivid discussion and questions, but we ask everyone to remember that we all come from different backgrounds and education on various matters. The topics that we will be discussing can sometimes be a challenge to discuss, but that makes it all the more necessary for these conversations to take place.  Aastha and David will be acting as facilitators for discussion and growth to take place both during the Reading Group meetings and on Slack. Only people who have attended at least one session of the Reading Group may be added to the Slack discussion team. By attending the reading group we all agree that 1. The space of this workshop will be safe, but it may not always be comfortable.  2. We will respect the confidentiality of the workshop and not share what others say. 3. We will abide by basic rules of professional and ethical conduct in our treatment of all reading group members.  By participating within this group, you agree to not degrade others on the basis of gender, race, class, ethnicity, national origin, religion, sexual orientation, disability, or other classification.  In addition you agree to not act in a predatory, hateful, or intend to intimidate or harass, or name-calling in a derogatory manner.  At any time should a person feel offended or challenged by an idea, we ask that one come to Aastha or David in private to discuss the matter, so we can discuss how to best resolve the issue.  In conclusion, we created this reading group because we both are passionate about these topics and we felt the need to create discourse within our community.