

Equity & Inclusion: Past, Present, Future

Equity & Inclusion Journal Club

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Equity & Inclusion: Past



1920: 19th Amendment
Women's right to vote



1972: Title IX
Sex discrimination



2015: US legalizes gay marriage

1964: Civil Rights Act
Ended segregation and banned employment discrimination



2013: #blacklivesmatter



2017: #metoo



The Plan

- Get into diverse groups of 4 (i.e., different career stages)
- Goal is to discuss how E&I issues change with time.
 - How does the past influence the present?
 - How do we expect the present to influence the future?
- We'll spend ~10 mins each on past, present, & future with quick discussion after each topic.

Equity & Inclusion: Past

- In your lifetime, what has changed? How has your world become more diverse, equitable, and inclusive?
- Based on your experiences and environment how has your perception about these issues changed?
- How has the past E&I wins/losses shaped our current climate?

Equity & Inclusion: Present

- How has society and academia become more equitable and inclusive within the last decade?
 - What programs or changes have made academia more accessible to underrepresented groups?
- How has modern platforms (i.e., the internet and social media) affected/brought more awareness to:
 - Equity and inclusion in academia and beyond
 - Access to education/information
- How has the overall demographic of academia changed? What are the generational changes?

Equity & Inclusion: Future

- What directions do you think academia must move in to develop a more equitable and inclusive workforce?