Thoughts and Action Items for Making Academia Creative, Kinder & Humane (.. with a focus on India)

What is the purpose of this document?

This document aims to collate some* action items that Individuals and Scientific Institutions can embody to ensure Equity, Inclusion, and Belonging in STEMM**. with a focus on academic spaces in India. We came together triggered by Samatha's article and some bird app discussion to troubleshoot some actions that may be implemented by different actors in Science (such as You, Trainees, PIs, Research Groups, Institutions, etc.). We hope these action items can contribute to individual and group action toward the goal of creating Creative, Kinder, and Humane academic workspaces.

*This is not meant to be a complete set of actions, just a starting point for discussions. Please comment and suggest additions :) **STEMM is used as an acronym for Science, Technology, Engineering, Medicine and Mathematics.

Contributors

- The **community** since many of the recommendations are suggestions picked up from there, especially check **"Resources". Samatha** Mathew (CSIR - Institute of Genomics and Integrative Biology, Delhi), **Vaishnavi** Ananthanarayanan (Indian Institute of Science, Bengaluru), **Aarcha** Thadi (University of Minnesota, Twin Cities, IISER-Pune alum), **Chandrakala** Meena (CSIR-National Chemical Laboratory, Pune, IISER-Mohali Alum), **Siddharth** Kankaria (Simons Centre, NCBS Bangalore), **Snehal** Kadam (Institute of Bioinformatics and Biotechnology, Savitribai Phule Pune University, Pune), **Divya** Sharma (WWU Münster, IISER-Mohali alum), **Vishwesha** Guttal (Indian Institute of Science, Bengaluru).
- This list of resources is curated by **Abhilasha** Joshi (University of California, San Francisco, IISER-Mohali alum). If you need an editable version of the infographics, email abhilasha.joshi7@gmail.com

Links to Infographics below

1. **Institutions**
   https://drive.google.com/file/d/1KmFDNixOCAO6_OjdWd6ebmekADbcV802/view?usp=sharing

2. **Individuals - PI**
   https://drive.google.com/file/d/1cLRYeRa8CLEREby_yOHSYHwNtBAXObp9/view?usp=sharing

3. **Individuals - Trainees**
   https://drive.google.com/file/d/1M3gAucZFjt0tr4CsG1KKgYkLUUPkDGBD/view?usp=sharing

4. **Research labs**
   https://drive.google.com/file/d/1TUIJyZrSWqTS9pOJhnPEwjtSDkkf6cPe/view?usp=sharing

Collection of Resources

(Curated weekly, please consider adding to it!)

- Blog on 'Being Humane in Science' by Samatha Mathew
  https://sci-alogue.blogspot.com/2020/07/being-humane-why-science-is-often-far.html
  ChatGPT summary: The blog post titled "Being Humane in Science" by Samantha Mathew explores the importance of incorporating compassion and ethical considerations in scientific research and practices. It discusses how science can sometimes overlook the human aspect, and highlights the need for empathy, transparency, and inclusivity in scientific endeavors to foster a more humane approach.

- Set of resources from The Life of Science on what it means to be a young academic in STEM in India by @labhopping
  https://twitter.com/labhopping/status/1293523706824728576
  ChatGPT summary: The Life of Science is an initiative that aims to highlight and celebrate the stories of women scientists in India. Founded by Aashima Dogra and Nandita Jayaraj, it provides a platform for showcasing the work, challenges, and experiences of women scientists through interviews, articles, and multimedia content. The initiative strives to address the gender gap in the field of science and inspire young girls and women to pursue careers in STEM (Science, Technology, Engineering, and Mathematics). Through its engaging narratives, The Life of Science aims to foster a more inclusive and diverse scientific community in India.

- Anonymous lived experience of a student who quit a Ph.D. as a survival tactic
  https://thelifeofscience.com/2019/10/22/living-to-tell-the-tale-i-quit-my-phd-as-a-survival-tactic/
  ChatGPT summary: The blog post on The Life of Science titled "Living to Tell the Tale: I Quit My Ph.D. as a Survival Tactic" shares the anonymous experience of a student who left their Ph.D. program due to mental health issues, a toxic work environment, and lack of support. It emphasizes the importance of prioritizing well-being and highlights the challenges associated with leaving a Ph.D. program.

- Research and write-up about Misogyny at IISER Pune
  https://kalpa-iiserpune.org/misogyny-inc/

- Culture of cruelty: Bullying in higher education
  https://www.theguardian.com/higher-education-network/blog/2014/nov/03/why-bullying-thrives-higher-education

  > *ChatGPT summary: The article titled "Culture of cruelty: Bullying in higher education" discusses the prevalence of bullying within the context of higher education. It explores the reasons why bullying thrives in academic settings, including power imbalances, intense competition, and a lack of accountability. The article also highlights the negative impact of bullying on individuals and the broader academic community, and suggests ways to address and prevent bullying in higher education.*

- Another article on bullying in academia
  https://www.theguardian.com/education/2019/jan/25/my-toxic-supervisor-ruined-my-health-but-my-university-did-nothing
  > *ChatGPT summary:The article titled "My toxic supervisor ruined my health, but my university did nothing" highlights a personal account of a student who experienced a toxic and abusive relationship with their supervisor in academia. It discusses the detrimental effects this relationship had on the student's mental and physical health, as well as their academic progress. The article sheds light on the lack of support and action from the university in addressing the issue and emphasizes the need for universities to take responsibility for providing a safe and supportive environment for their students.*

- Some data and solutions against bullying
  https://www.sciencemag.org/features/2020/01/academic-bullying-desperate-data-and-solutions
  > *ChatGPT summary: The article titled "Academic bullying: Desperate for data and solutions" provides insights into the issue of bullying in academia and presents data and potential solutions to address this problem. It explores the various forms of bullying experienced by researchers and academics, including harassment, discrimination, and power abuse. The article highlights the detrimental effects of bullying on individuals and the scientific community as a whole. It also discusses efforts to gather data on bullying incidents and implement strategies to create a more inclusive and respectful academic environment.*

- Re-distribute the labour of equity to the more privileged based on the suggestion by Tejal Barkhade

http://confluence.ias.ac.in/ethical-duties-and-responsibilities-of-academicians-in-a-patriarchal-and-casteist-society/

> *ChatGPT summary: The article titled "Ethical duties and responsibilities of academicians in a patriarchal and casteist society" by Tejal Barkhade discusses the need to re-distribute the labor of equity in academia to those who hold more privilege. It addresses the imbalances and power dynamics that exist in a patriarchal and casteist society, particularly within the academic realm. The article suggests that individuals who are privileged should take on the responsibility of actively promoting equity and social justice, advocating for marginalized communities, and challenging oppressive systems. It emphasizes the ethical obligations of academicians to contribute to a more inclusive and equitable society.*

- An article on understanding your *Relative Privilege* in society by Rachelle Bharathi Chandran
  http://gaysifamily.com/2020/05/28/the-gaysi-guide-to-understanding-privilege/

  > *ChatGPT summary: The article titled "The Gaysi Guide to Understanding Privilege" by Rachelle Bharathi Chandran explores the concept of relative privilege in society, particularly within the context of the LGBTQ+ community. It discusses the importance of acknowledging and understanding one's own privilege and how it intersects with various social identities. The article offers insights and examples to help readers reflect on their privileges and encourages individuals to use their privilege to advocate for marginalized communities. It aims to foster a greater understanding of privilege and promote allyship and solidarity within the LGBTQ+ community and beyond.*

- When mental health coincides with caste identity by Maroosha Muzaffar
  https://www.ozy.com/the-new-and-the-next/when-mental-health-collides-with-caste-identity/228462/

  > *ChatGPT summary: The article titled "When Mental Health Collides with Caste Identity" by Maroosha Muzaffar delves into the intersection of mental health and caste identity in India. It explores the unique challenges faced by individuals from marginalized castes in seeking and accessing mental health support and services. The article highlights the stigma, discrimination, and lack of resources that contribute to the mental health disparities within marginalized caste communities. It also discusses the importance of addressing caste-based discrimination within mental health discourse and calls for a more inclusive and equitable approach to mental health care in India.*

- Being an anti-caste ally
  https://feminisminindia.com/2020/07/02/anti-caste-ally-5-things-to-keep-in-mind/

  > *ChatGPT summary: The article titled "Being an Anti-Caste Ally: 5 Things to Keep in Mind" explores the role and responsibilities of individuals in being allies to the*

anti-caste movement in India. It provides guidance on how to actively support and uplift marginalized caste communities. The article emphasizes the importance of understanding caste privilege, listening to and learning from Dalit voices, challenging casteist practices and beliefs, amplifying marginalized voices, and taking tangible action against caste-based discrimination. It serves as a resource for individuals seeking to educate themselves and engage in meaningful allyship to work towards dismantling the caste system and promoting social justice.

- Reading as a form of resistance by Christina Dhanaraj
  https://www.huffingtonpost.in/entry/my-life-in-reading_in_5ee1f51ac5b6a37505248440?ncid=tweetlnkinhpmg00000001
  > *ChatGPT summary: The article titled "My Life in Reading" by Christina Dhanaraj discusses the power of reading as a form of resistance. The author shares their personal experiences and reflections on how books have played a transformative role in their life. They highlight how literature can challenge dominant narratives, provide solace, and offer alternative perspectives. The article emphasizes the importance of diverse voices and stories in fostering empathy, understanding, and social change. It celebrates the act of reading as a tool for resistance, self-discovery, and empowerment.*

- Reading list on Ambedkarism
  https://drive.google.com/drive/folders/17gBELijaEDSqg0I-NozAWWPWWGARH0gQ

- Article on nurturing undergraduate researchers in Biomedical Sciences
  https://www.cell.com/cell/fulltext/S0092-8674(20)30570-5
  > *ChatGPT summary: The article titled "Nurturing the Next Generation of Biomedical Scientists" published in Cell discusses the importance of nurturing undergraduate researchers in the field of biomedical sciences. It explores the benefits and challenges of engaging undergraduates in research, highlighting the potential for mentorship, skill development, and scientific contribution. The article emphasizes the need for structured programs, supportive environments, and effective mentorship to foster the growth and success of undergraduate researchers. It also provides practical strategies and recommendations for institutions and mentors to enhance the undergraduate research experience in the biomedical sciences field.*

- The current state of affairs of Mental Health Amongst Researchers
  https://foundation.cactusglobal.com/mental-health-survey/

- List of publications on diverse agents in science by @indiabioscience
  https://indiabioscience.org/publications?token=J4kwekamAhfHPkfii61q_e5tyMQ9gczN

- Practical steps towards more inclusive teaching
  https://www.insidehighered.com/advice/2020/02/19/practical-steps-toward-more-inclusive-teaching-opinion

  > *ChatGPT summary: The article titled "Practical Steps Toward More Inclusive Teaching" provides advice and strategies for creating a more inclusive teaching environment. It offers practical steps that educators can take to foster inclusivity and promote equity in their classrooms. The article emphasizes the importance of building relationships with students, being mindful of diverse learning styles, incorporating inclusive teaching materials and methods, and creating an inclusive classroom culture. It also highlights the significance of ongoing self-reflection and professional development to continuously improve inclusive teaching practices. The article serves as a resource for educators seeking to enhance their teaching approaches and create a more inclusive learning environment for all students.*

- Check out this cool black in neuro twitter week to amplify and talk about experiences as a minoritized scientist in neuro. A similar one for #womeninstem in India and/or minoritized people in stem in India could be a great idea.
  *they raised funds to pay their speakers and organisers for their labour
  https://www.blackinneuro.com/

- Bureaucratic hurdles in Indian higher education
  https://www.universityworldnews.com/post.php?story=20130219164639331

  > *ChatGPT summary: The article titled "Bureaucratic Hurdles in Indian Higher Education" sheds light on the challenges and obstacles faced within the bureaucratic system of higher education in India. It explores the complex bureaucratic processes and regulations that hinder the growth and development of universities and institutions. The article discusses issues such as excessive red tape, delays in decision-making, lack of autonomy, and the negative impact these hurdles have on academic freedom, research, and innovation. It also suggests the need for streamlining administrative processes, empowering institutions with greater autonomy, and fostering a more conducive environment for higher education in India.*

- A perspective of some troubles in Indian higher education
  https://www.nytimes.com/2018/08/03/opinion/india-higher-education-modi-ambani-rss-trouble.html

  > *ChatGPT summary: The article titled "The Trouble With India's Higher Education" provides a perspective on the challenges and issues within the higher education system in India. It discusses concerns related to privatization, political interference, and commercialization of education. The article explores the influence of corporations, such as Reliance Industries, and political organizations, such as the Rashtriya Swayamsevak Sangh (RSS), on higher education policies*

and practices. It raises concerns about the erosion of academic freedom, quality of education, and social equity in the pursuit of profit and ideological agendas. The article presents a critical viewpoint on the state of Indian higher education and its impact on the intellectual landscape of the country.

- Relevant paper on 360 degree anonymous evaluation
  https://journals.aps.org/prper/abstract/10.1103/PhysRevPhysEducRes.15.010141

  ChatGPT summary: The paper titled "Implementing 360-degree anonymous evaluation for physics teaching assistants" published in Physical Review Physics Education Research presents a study on the implementation of a 360-degree anonymous evaluation system for physics teaching assistants (TAs). The paper discusses the development and administration of the evaluation process, which involves feedback from multiple perspectives, including students, peers, and faculty. It examines the effectiveness of this evaluation system in providing comprehensive feedback and fostering professional development for TAs. The study highlights the benefits of anonymous evaluations in creating a safe and constructive feedback environment and offers insights into improving TA training and support.

- Some resources on prevention against sexual harassment from IISER Pune
  http://www.iiserpune.ac.in/links/internal-committee-posh

- Unpaid internships are only accessible to the few.
  https://thelifeofscience.com/2019/06/25/the-case-of-the-unpaid-internship/
  ChatGPT summary: The article titled "The Case of the Unpaid Internship" on The Life of Science website discusses the issue of unpaid internships and their limited accessibility. It explores how unpaid internships perpetuate inequality by favoring individuals who can afford to work without financial compensation. The article highlights the challenges faced by those from marginalized backgrounds who are unable to participate in unpaid internships due to financial constraints. It emphasizes the need for fair and inclusive internship practices, including the provision of stipends or remuneration, to ensure equal opportunities for all individuals seeking professional experience and career advancement.

- Talk by Shubha Tole on what it means to be a woman in science in India
  https://twitter.com/shubhatole/status/1283110977391624193

- National Science Day Lecture by Prof. Shobhana Narasimhan, JNCASR on the current status of WOMEN IN STEM IN INDIA
  https://www.youtube.com/watch?v=vtPdgnzy_44&feature=youtu.be

- Sexism at Workplace
  https://www.indiatoday.in/magazine/special-report/story/20150706-sexism-indian-scientists-women-lab-male-workplace-819982-2015-06-26

  > *ChatGPT summary: The article titled "Sexism at Workplace" published in India Today's magazine discusses the issue of sexism faced by women scientists in India. It explores the experiences of women working in scientific research laboratories and highlights instances of gender bias, discrimination, and harassment. The article sheds light on the challenges women scientists encounter in male-dominated work environments, including unequal opportunities, biased evaluation, and lack of support. It also addresses the systemic issues that perpetuate sexism in the scientific community and emphasizes the need for creating inclusive and equitable workplaces for women in science.*

- What are Indian Women Scientists Saying?
  https://theprint.in/opinion/pov/i-talked-and-met-indian-women-in-science-for-years-and-this-is-what-they-told-me/377167/

  > *ChatGPT summary: The article titled "I Talked and Met Indian Women in Science for Years, and This is What They Told Me" published in ThePrint shares insights and perspectives gathered from conversations and interactions with Indian women in science. The author discusses the experiences, challenges, and aspirations of these women, highlighting their struggles with gender bias, societal expectations, and lack of support in the field of science. The article sheds light on the various obstacles faced by women scientists in India, including the need for better work-life balance, gender-sensitive policies, and increased representation and recognition. It presents a nuanced understanding of the experiences of Indian women scientists and emphasizes the importance of addressing gender disparities in science.*

- A book on Indian Women Scientists and their Struggles in a Patriarchal Society
  https://www.ias.ac.in/Initiatives/Women_in_Science/Lilavatis_Daughters

  > *ChatGPT summary: The book titled "Lilavati's Daughters: The Women Scientists of India" is an initiative by the Indian Academy of Sciences that highlights the struggles and achievements of Indian women scientists in a patriarchal society. It features personal narratives and profiles of several women scientists, showcasing their journeys, challenges, and contributions to scientific research and innovation. The book aims to inspire and promote gender equity in the field of science in India.*

- Gender and research publishing analyzed through the lenses of discipline, institution types, impact and international collaboration: a case study from India
  https://link.springer.com/article/10.1007/s11192-020-03398-5

    ChatGPT summary: The article titled "Gender and Research Publishing Analyzed through the Lenses of Discipline, Institution Types, Impact, and International Collaboration: A Case Study from India" examines the gender disparities in research publishing within the Indian context. The study analyzes various factors such as discipline, institution types, impact, and international collaboration to understand the gender gap in research output. It explores how gender inequality manifests in research publishing and identifies potential factors contributing to these disparities. The article provides insights into the challenges faced by women researchers and offers recommendations to promote gender equity in academic publishing and research in India.

- Base Rates of Indian Women Scientists in Faculty Positions @biaswatchIndia
  https://biaswatchindia.com/base-rates-of-indian-women-faculty/

- Sexual harassment on campus
  https://www.youtooashoka.com/media

- Casteism in STEM: Brahmins think that studying science is "Natural" to them:
  https://theprint.in/opinion/brahmins-on-india-campuses-studying-science-is-natural-to-upper-castes/378901/

    ChatGPT summary: The article titled "Brahmins on India Campuses: Studying Science is 'Natural' to Upper Castes" published in ThePrint discusses the perception held by some Brahmin students in India that studying science is inherently natural to them due to their caste identity. The article highlights how this belief can contribute to a sense of entitlement and reinforce existing caste-based inequalities within the educational system. It sheds light on the experiences and viewpoints of Brahmin students and the implications of such beliefs on the access and opportunities available to students from marginalized castes. The article raises important questions about privilege, caste dynamics, and the need for a more inclusive and equitable education system in India.

- Casteism in STEM: "Brahmin Business Summit": Pseudoscience and Genetic Determinism
  https://m.thewire.in/article/the-sciences/gujarat-assembly-speaker-rajendra-trivedi-brahmins-dna-nobel-laureates-genetic-determinism-harappans

- "…. Science is above all discrimination. Science does not know religion, caste or colour….." CNR Rao - **But is it?**
  https://www.newindianexpress.com/cities/bengaluru/2020/jan/05/science-beyond-caste-and-religion-cnr-rao-2085339.html

- Casteism in STEM: 50% Brahmins still practice untouchability
  https://www.epw.in/engage/article/research-radio-podcast-untouchability-india-caste
  FYI: it is illegal

- IIT-Kanpur 'vendetta' against Dalit teacher flayed
  https://www.thehindu.com/news/national/other-states/iit-kanpur-vendetta-against-dalit-teacher-flayed/article26738022.ece

  > *ChatGPT summary: The article titled "IIT-Kanpur 'Vendetta' Against Dalit Teacher Flayed" in The Hindu highlights the alleged victimization and discrimination faced by a Dalit teacher at the Indian Institute of Technology (IIT) Kanpur. The article reports on the claims made by the teacher regarding harassment, caste-based discrimination, and a hostile work environment. It also discusses the response from various organizations and activists condemning the treatment and demanding a fair investigation into the matter. The article sheds light on the larger issue of caste-based discrimination that persists in educational institutions and calls for a more inclusive and equitable environment for all faculty members.*

- Rohit Vemula :(
  https://thewire.in/caste/rohith-vemula-letter-a-powerful-indictment-of-social-prejudices
  > *ChatGPT summary: Rohith Vemula was a Dalit research scholar at the University of Hyderabad who tragically died by suicide in 2016. The article titled "Rohith Vemula's Letter: A Powerful Indictment of Social Prejudices" in The Wire discusses the poignant suicide note left behind by Vemula. The letter addresses issues of social discrimination, caste-based prejudices, and the struggle faced by marginalized communities in educational institutions. It highlights the emotional turmoil and anguish experienced by Vemula and serves as a powerful testament to the systemic inequalities prevailing in society. The article contextualizes Vemula's letter within the larger discourse on caste discrimination and social justice, calling for meaningful change and the eradication of social prejudices.*

- Payal Tadvi :(
  https://thewire.in/caste/payal-tadvi-death-anniversary-parents-letter
  > *ChatGPT summary: Payal Tadvi was a medical student at BYL Nair Hospital in Mumbai who died by suicide in 2019. The article titled "Payal Tadvi's Death Anniversary: Parents' Letter Demands End to Caste-Based Discrimination" in The Wire discusses the tragic incident and highlights the demand for justice made by Tadvi's parents. The article features a letter written by her parents, calling for an end to caste-based discrimination in educational institutions and seeking accountability for their daughter's death. It sheds light on the alleged harassment and discrimination faced by Tadvi due to her Dalit background and*

emphasizes the need for a more inclusive and equitable environment in medical colleges and beyond. The article serves as a reminder of the challenges faced by marginalized communities and the urgent need for social change.

- *10,159 students died by suicide in 2018 :(*
  https://www.thehindu.com/news/national/student-suicides-rising-28-lives-lost-every-day/article30685085.ece

  > *ChatGPT summary: The article titled "Student Suicides Rising: 28 Lives Lost Every Day" in The Hindu highlights the alarming number of student suicides in India in 2018. According to the National Crime Records Bureau (NCRB) data cited in the article, 10,159 students died by suicide that year, averaging around 28 lives lost every day. The article discusses the factors contributing to this distressing trend, including academic pressure, mental health issues, family expectations, and other stressors faced by students. It emphasizes the need for comprehensive mental health support systems, awareness campaigns, and policy interventions to address the underlying causes and prevent student suicides. The article sheds light on a critical issue and underscores the importance of prioritizing the well-being and mental health of students.*

- Link of useful resources on Inclusion in STEM from the Monsoon Brain Panel
  https://docs.google.com/document/d/1sWQXBx6vH5Uf0hptJ6VwTZqDSZQsFznM2R32EU0bvQI/edit#heading=h.g6wz6k3bwt7i

- Can everyone share their experiences equally?
  https://feminisminindia.com/2020/08/20/left-liberal-camps-campuses-difficulties-being-good/

  > *ChatGPT summary: The article titled "Left-Liberal Camps on Campuses: The Difficulties of Being Good" in Feminism in India explores the challenges faced by individuals with dissenting or minority viewpoints in left-liberal spaces on college campuses. The article delves into the complexities of sharing experiences equally and highlights instances where certain perspectives are overlooked or marginalized. It raises important questions about inclusivity, power dynamics, and the need for self-reflection within progressive movements. The article encourages critical engagement and empathy to create more inclusive spaces that genuinely embrace diverse experiences and perspectives.*

- Do ICCs actually work?
  https://feminisminindia.com/2019/01/02/campus-harassment-icc-apathy/

  > *ChatGPT summary: The article titled "Campus Harassment and the Apathy of Internal Complaints Committees" in Feminism in India discusses the*

effectiveness and challenges faced by Internal Complaints Committees (ICCs) in addressing campus harassment. The article highlights instances where ICCs have failed to provide a safe and supportive environment for survivors of harassment, often due to bureaucratic hurdles, lack of proper training, and biases within the committee members. It raises concerns about the limited power and resources available to ICCs and the need for structural reforms to ensure their efficacy. The article advocates for stronger implementation of policies, increased awareness, and improved accountability to make ICCs more effective in combating campus harassment.

- College sexism
  https://feminisminindia.com/2018/11/26/srm-college-sexism/
    ChatGPT summary: The article titled "Sexism in SRM College: Normalisation, Gaslighting, and Institutional Inaction" in Feminism in India explores the issue of sexism prevalent in SRM College. The article discusses instances of sexist behavior, including harassment, objectification, and discriminatory practices against female students. It sheds light on the normalization of such behaviors and the negative impact they have on the academic and personal lives of students. The article highlights the need for institutional action and accountability to address and eradicate sexism within educational institutions. It calls for a collective effort to challenge and dismantle the patriarchal norms that perpetuate gender-based discrimination in colleges.

- Mental health on college campuses
  https://kalpa-iiserpune.org/blue-and-lonesome/
    ChatGPT summary: The article titled "Blue and Lonesome: Mental Health on College Campuses" on the Kalpa-IISER Pune website discusses the issue of mental health among college students. The article highlights the challenges and pressures faced by students, including academic stress, social expectations, and the stigma surrounding mental health. It emphasizes the need for increased awareness, support systems, and accessible mental health services on college campuses. The article encourages open conversations about mental health, destigmatization, and the importance of seeking help when needed. It aims to create a more understanding and supportive environment for students to prioritize their mental well-being.

- Some actions of the anti-sexual harassment committee
  https://www.thehindu.com/news/national/scientist-dismissed-for-sexual-harassment-of-colleague/article22716197.ece
    ChatGPT summary: The article titled "Scientist Dismissed for Sexual Harassment of Colleague" in The Hindu reports on a case where a scientist was dismissed from his position due to sexual harassment of a colleague. The article highlights the actions taken by the anti-sexual harassment committee in addressing the

complaint and conducting an inquiry. It emphasizes the importance of having such committees in place to ensure a safe and respectful work environment. The article underscores the commitment towards preventing and addressing sexual harassment incidents and the need for strict consequences for the offenders. It serves as an example of the efforts being made to address workplace harassment and promote a culture of accountability and respect.

- Aye and an overturn
  https://bangaloremirror.indiatimes.com/bangalore/others/cleared-of-metoo-iisc-professor-madras-returns/articleshow/70634513.cms
    - *ChatGPT summary:* The article titled "Cleared of #MeToo, IISc Professor Returns" in Bangalore Mirror reports on the reinstatement of an Indian Institute of Science (IISc) professor who was previously accused of sexual harassment. The article highlights that the professor was cleared of the allegations by an internal committee and has resumed his duties at the institution. It discusses the concerns raised by activists and students regarding the handling of the case and the impact it may have on the campus environment. The article sheds light on the complexities surrounding sexual harassment cases and the importance of ensuring a fair and transparent investigation process.

- Important letter from Meena Kotwal and some arguments on why an anti-reservation response hurts us
  https://thewire.in/caste/kangana-ranaut-caste-dalit-reservation
    - *ChatGPT summary:* "Important letter from Meena Kotwal and some arguments on why an anti-reservation response hurts us" discusses the significance of affirmative action policies and addresses the detrimental effects of anti-reservation sentiments on marginalized communities in India.

- Example of a healthy lab guide and ethos from @poonam_thakur6
  https://scicomm.iiserkol.ac.in/docs/1/pages/poonam.html
    - *ChatGPT summary: "Example of a healthy lab guide and ethos from @poonam_thakur6" presents a guide by Poonam Thakur that promotes a positive and inclusive lab environment, emphasizing the importance of supportive relationships, communication, and equitable opportunities.*

- Opinion: how to stop sexual harassment in academia
  https://www.pnas.org/content/early/2020/08/18/2016164117
    - *ChatGPT summary: "Opinion: how to stop sexual harassment in academia" provides insights and recommendations to prevent and address sexual harassment within academic settings, highlighting the need for comprehensive policies, awareness campaigns, and supportive reporting mechanisms.*

- Women in Science By Shruthi Muralidhar @polybiotique

https://www.newslaundry.com/2017/05/18/women-in-science

> *ChatGPT summary: "Women in Science" explores the challenges faced by women in the field of science, addressing issues of gender equity, biases, and the importance of promoting inclusivity and opportunities for women in STEM.*

- A research article studying social exclusion and how it manifests in who attends conferences in India.
https://www.tandfonline.com/doi/full/10.1080/09540253.2019.1685657

> *ChatGPT summary: The research article on "social exclusion and how it manifests in who attends conferences in India" examines the dynamics of social exclusion in conference attendance patterns, shedding light on the need to create more inclusive and accessible spaces within academic conferences.*

- https://www.firstpost.com/india/why-are-there-so-few-trans-gender-non-conforming-and-non-binary-people-in-stem-inaccessibility-harassment-are-hurdles-8978281.html

> *ChatGPT summary: "Why are there so few trans, gender non-conforming, and non-binary people in STEM? Inaccessibility, harassment are hurdles" highlights the barriers and discrimination faced by individuals who are trans, gender non-conforming, or non-binary in STEM fields, emphasizing the importance of creating more inclusive and supportive environments.*

- Caste in liberal feminist spaces in India
https://www.eleventhcolumn.com/2018/05/02/caste-liberal-feminist-spaces/

> *ChatGPT summary: "Caste in liberal feminist spaces in India" addresses the issue of caste-based discrimination within liberal feminist spaces, emphasizing the need to challenge and address caste privilege and ensure intersectional perspectives in feminist movements.*

- Disability in Stem:
https://ecrlife.org/disability-in-stem-a-conversation-with-dr-mahita-jarjapu/amp/?__twitter_impression=true

> *ChatGPT summary: "Disability in STEM: A conversation with Dr. Mahita Jarjapu" discusses the experiences of Dr. Mahita Jarjapu, highlighting the challenges and barriers faced by individuals with disabilities in STEM fields and advocating for greater inclusivity and support.*

- https://www.newindianexpress.com/states/tamil-nadu/2021/jan/26/iit-madras-professor-accused-of-sexually-harassing-phd-scholar-internal-committee-recommends-stringe-2255167.html

> *ChatGPT summary: "IIT Madras professor accused of sexually harassing Ph.D. scholar; internal committee recommends stringent action" reports on a case of alleged sexual harassment involving a professor at IIT Madras, with the internal committee recommending strict measures against the accused.*

- Caste and Workplace bullying
  https://link.springer.com/referenceworkentry/10.1007%2F978-981-13-0218-3_17

  > *ChatGPT summary: "Caste and Workplace Bullying" is an entry that discusses the intersection of caste and workplace bullying, shedding light on how caste-based discrimination and hierarchical structures contribute to instances of bullying in professional settings.*

- Nature and Dynamics of Caste Discrimination on Higher Education Campuses
  https://crosscurrentpublisher.com/media/articles/CCIJHSS_71_34-40c.pdf
  > *ChatGPT summary: "Nature and Dynamics of Caste Discrimination on Higher Education Campuses" examines the nature and dynamics of caste discrimination in higher education institutions, emphasizing the need to address and eliminate caste-based prejudices and biases.*

- #metoostem slow timelines
  https://feminisminindia.com/2021/02/08/metoo-india-raya-sarkar-losha/
  > *ChatGPT summary: "#MeTooSTEM slow timelines" reflects on the #MeToo movement in India, specifically in STEM fields, discussing the challenges faced and the slow progress in addressing instances of sexual harassment.*

- Form by @labhopping where you can anonymously report instances of sexism or sexual harassment in stem in india
  https://thelifeofscience.com/2018/10/16/reporting-sexual-harassment-indian-science/
  > *ChatGPT summary: The form provided by @labhopping allows individuals to anonymously report instances of sexism or sexual harassment in STEM in India, aiming to provide a platform for victims to come forward and raise awareness about such issues.*

- Society, Career and Female Scientist by Nazia Nazir
  https://indiabioscience.org/columns/indian-scenario/society-career-and-the-female-scientist-tangled-in-a-web
  > *ChatGPT summary: "Society, Career and Female Scientist" by Nazia Nazir explores the challenges faced by female scientists in the Indian societal and professional context, addressing issues of gender bias, societal expectations, and career advancement.*

- Nothing scientific about Gender Bias and Indian Science by Aashima Dogra and Nandita Jayaraj
  https://indianexpress.com/article/gender/indian-science-and-gender-bias-nothing-scientific-here-5097171/lite/
  > *ChatGPT summary: "Nothing scientific about Gender Bias and Indian Science" by Aashima Dogra and Nandita Jayaraj highlights the gender bias prevalent in Indian science, discussing systemic barriers, stereotypes, and the need for change to create a more inclusive and equitable scientific environment.*

- Great resources by Nota on caste and gender discrimination in Indian Academia @notesacad

https://twitter.com/notesacad/status/1375086853439688710

- ALBA Network Session on Bias in Indian STEM: Grace, Bittu, Farah, and Shambhavi INCLUDES ACTION ITEMS THAT INDIVIDUALS, INSTITUTIONS, POLICY should push for caste-, gender- and age-based discrimination in Indian STEM
https://www.youtube.com/watch?v=mJnKhPHZmfM&t=1108s

- Intersectionality and Privilege in Science Practice in India
https://www.youtube.com/watch?v=efK_ROnwkbM

- Casteism and Bullying in IITs
https://www.thehindu.com/news/national/other-states/video-of-iit-kharagpur-professor-hurling-abuses-at-students-kicks-up-a-storm/article34416019.ece
    ChatGPT summary: The article discusses a video showing an IIT Kharagpur professor verbally abusing and hurling casteist slurs at students. The incident has sparked a significant controversy, shedding light on the issue of casteism and bullying within IITs and raising concerns about discrimination and the treatment of students based on their caste identities. The video has prompted discussions on the need to address such discriminatory behavior and create inclusive and respectful academic environments.

- Casteism in schools
https://livewire.thewire.in/personal/school-caste-iit-kharagpur-incident/?fbclid=IwAR0Mn9ASPz9t37M0CkI22hRtmzylmnI2hhoCn8eMo-MDaltK2fs7LuMtcz4

    ChatGPT summary: The article discusses the impact of caste-based discrimination and bullying in schools, particularly in the context of an incident at IIT Kharagpur. It highlights the experiences of students from marginalized caste backgrounds who face systemic discrimination, harassment, and exclusion in educational institutions. The article emphasizes the need for awareness, sensitization, and proactive measures to address caste-based discrimination and create inclusive spaces that prioritize the well-being and dignity of all students.

- TLOS get out of the class event: caste-discrimination in academic institutions
https://youtu.be/eae96pMYCaE

- Efforts towards making the hidden curriculum visible: What does a Ph.D. program in Physics looks like by Dr. Nishita Desai
https://www.dropbox.com/s/0d390rptb7qz2iz/VV-web.pdf?dl=0
    ChatGPT summary: The article explores the hidden curriculum in a Ph.D. program in Physics and aims to make it more visible to students. Dr. Nishita Desai discusses various aspects of the hidden curriculum, including the unwritten rules, expectations, and norms that influence the experiences and success of Ph.D. students. The article provides insights and recommendations on how to navigate and challenge the hidden curriculum, fostering a more inclusive and supportive environment for graduate students in Physics.

- Brahmins as scientists and science as Brahmins' calling: Caste in an Indian scientific research institute by Renny Thomas
  https://journals.sagepub.com/doi/full/10.1177/0963662520903690

  > *ChatGPT summary: The article examines the role of caste in an Indian scientific research institute, focusing on the dominant presence of Brahmins in the field of science. Renny Thomas explores how the intersection of caste and science manifests in hiring practices, academic networks, and the overall culture of the research institute. The article raises important questions about the influence of caste on knowledge production and calls for a critical examination of the structural inequalities within scientific institutions.*

- IIT Madras Sexual Harrasment
  https://science.thewire.in/education/iit-madras-mathava-kumar-internal-committee-iit-madras-guilty-sexual-harassment/

  > *ChatGPT summary: The article discusses a case of sexual harassment at IIT Madras, where a professor named Mathava Kumar was found guilty by an internal committee. It highlights the experiences of the survivor and the challenges faced by her in seeking justice within the institution. The article also sheds light on the shortcomings of the internal committee process and the need for more effective mechanisms to address sexual harassment in academic institutions.*

- Thread by Dr. Sumeet Mhaskar explaining how "individual exclusion" and "group exclusion" interface in "poverty"
  https://twitter.com/sumeetmhaskar/status/1224607460918427649

- Caste Discrimination and Bullying in STEM
  https://www.thenewsminute.com/article/kerala-phd-scholar-deepa-mohanan-s-hunger-strike-about-casteism-academia-157233

  > *ChatGPT summary: The article discusses the case of Deepa Mohanan, a Ph.D. scholar in Kerala, who went on a hunger strike to protest against caste discrimination and bullying in academia. Deepa Mohanan highlights the experiences of Dalit and marginalized students who face discrimination and unequal treatment in educational institutions. The article sheds light on the systemic issues of casteism and the urgent need to address them in STEM fields. It also emphasizes the importance of creating inclusive and equitable academic environments for all students.*

- Collective trauma:
  https://m.thewire.in/article/caste/the-necessity-of-addressing-caste-discrimination-and-atrocities-as-collective-trauma

ChatGPT summary: The article discusses the concept of collective trauma in the context of caste discrimination and atrocities in India. It highlights how caste-based violence and discrimination have a long-lasting impact on the psychological well-being of individuals and communities. The article emphasizes the need to address caste discrimination as a form of collective trauma, recognizing its pervasive and intergenerational effects. It calls for a comprehensive approach that acknowledges the historical injustices and works towards healing, justice, and social transformation.

- Supporting mental health in academic workplace
  https://www.cell.com/neuron/fulltext/S0896-6273(21)00618-8#relatedArticles

- Some causes of mental health troubles in academic workplaces
  https://twitter.com/notesacad/status/1460239747339673601?t=Xp7rK8hUa5GbfgB3A8w5TQ&s=19

- Prioritizing Kindness in Science
  https://www.sciencedirect.com/science/article/pii/S0962892421002294?dgcid=author&s=09#bb0015

- Article on Mentoring challenges & solutions during Covid 19 pandemic
  https://link.springer.com/article/10.1007/s43538-021-00002-z?s=09

- Not a "leaky pipeline" but an "obstacle course"
  https://www.nature.com/articles/s41561-021-00868-0

- Good article explaining reservation and its importance
  https://twitter.com/labhopping/status/1491631260145381377?t=u3FftLJosLppBSPN-Tg1Gw&s=19

- Women in STEM
  https://twitter.com/AlakanandaBatni/status/1498487705457467393?t=S1tIVYU0Kxd3dGnlA-edNA&s=19

- Experiences of students from marginalized caste backgrounds in Indian academia
  https://scroll.in/article/1018995/why-phds-are-a-minefield-for-indias-marginalised-students

- Toxic lab environments
  https://livewire.thewire.in/campus/the-toxicity-of-indian-indian-phd-labs/

- IIT/IIM hiring disparity

https://www.thequint.com/voices/opinion/for-indias-backward-castes-iits-iims-have-become-centres-of-exclusion

- Language complicates queer peoples acces to mental health by Geet
  https://theswaddle.com/most-indian-languages-lack-the-words-to-express-gender-identity-this-complicates-queer-peoples-access-to-mental-health/

- Bullying and harassment in STEM
  https://febs.onlinelibrary.wiley.com/doi/10.1002/1873-3468.14473

- Perspective on how caste operated in south asians in elite universities abroad:
  http://www.roundtableindia.co.in/what-an-year-at-university-of-oxford-taught-me-about-south-asians/

- https://www.roundtableindia.co.in/a-long-overdue-love-letter-to-millennial-savarna-mbas-their-technobabble/

- Datta, S., Mukherjee, D., Gaikwad, P. (2022). (Trans)forming Science: Towards a Transgender-Inclusive Science Higher Education in India, Bengaluru: TESF India, IIHS - https://t.co/604LuAEEVE

- Culture of overwork in Indian academia https://kalpa.iiserpune.ac.in/a-balancing-act/

- In depth analysis of exclusion of marginalized groups in PhD admissions.
  https://www.roundtableindia.co.in/indian-institutes-of-savarnas-reservation-norms-violated-during-phd-admission-and-faculty-recruitment-in-iit-iims/

- How India's caste system limits its diversity
  https://www.nature.com/immersive/d41586-023-00015-2/index.html

- Advice to the govt by Dr. Suraj Yengde on caste sensitisation and action on Indian campuses
  https://twitter.com/surajyengde/status/1625889629584125958

- Darshan Solanki :(
  https://thewire.in/caste/iit-bombay-darshan-solanki-suicide

- https://www.thequint.com/news/iit-bombay-suicide-ugc-chairperson-sukhdeo-thorat-caste-discrimination-on-campus#read-more#read-more

- Caste and gender census represnetation at IISER Pune
  https://science.thewire.in/education/minority-report-caste-gender-representation-iiser-pu

[ne/?s=08](https://...ne/?s=08)

- Counting Caste: A Step towards Radical Anticasteism
  https://prabuddha.us/index.php/pjse/article/view/92

- https://scroll.in/article/1049190/an-adivasi-scholars-death-and-the-myth-of-casteless-bengal

- https://scroll.in/article/1049603/a-dalit-scholars-death-and-brahmin-dominance-at-indias-premier-scientific-institute

- https://www.aeaweb.org/articles?id=10.1257/aer.20140783

- https://onlinelibrary.wiley.com/doi/abs/10.1111/ajps.12497
- https://sloanreview.mit.edu/article/what-managers-everywhere-must-know-about-caste/

General resources:
- https://www.irishtimes.com/life-and-style/people/aoibhinn-n%C3%AD-sh%C3%BAilleabh%C3%A1in-two-years-of-harassment-at-ucd-1.4346015

- Implicit bias in STEM
  https://docs.google.com/document/d/1gT-JxNsOucls68uHHQi-xHbvRjPKvE2DMs_ZthJbnKc/edit

- A research article on creating an inclusive syllabus "It's in the syllabus ... or is it? How biology syllabi can serve as communication tools for creating inclusive classrooms at a large-enrollment research institution" by ASU
  Can also be used for lab meetings, lab interactions etc.
  https://journals.physiology.org/doi/pdf/10.1152/advan.00119.2020

- Twitter thread with some more discussion, recommendations, and experiences
  https://twitter.com/RhythmicSpikes/status/1322414356269727744

- Glossary of terms to address LGBTQ community
  https://www.nwmindia.org/at-work/tipstutorials/a-glossary-of-terms-to-address-the-lgbtqia-community/?s=09