

Diversity Statement — Alexander Bradley

18th December 2023

I strongly believe in diversity, equity, inclusion and access (DEIA) and I have demonstrated this through research, teaching, and service. As a white, middle class male, I recognise the privilege I have and, with that, the responsibility to shape culture, affect change, and call out poor behaviours without consequence. I understand that good intentions alone are not enough and strive to lead by example.

In 2022, I initiated a regular discussion series at the British Antarctic Survey (BAS) called "Privilege Conversations", where participants openly examine and expose how our intersectional privileges affect experiences in academia and beyond. In each session, the discussion focused around either a resource (paper, lecture etc.) or a talk by an invited speaker. Senior management praised the sessions as 'desperately needed to start changing culture and to get people to listen and participate'. I acknowledge that my own privilege allowed me to initiate these discussions, particularly since many of the resources were challenging. I have brought ideas discussed in these sessions to meetings of the Diversity in Polar Science initiative and used the platform to lobby for change at a structural level.

Motivated by my desire to inclusion and access to university education, I have been heavily involved in outreach activities. During my PhD at the University of Oxford, I was a college ambassador with Lincoln college, and regularly visited schools in the North-East of England, my home region, which is highly under-represented region in Oxford admissions. I acted as point of contact for many of these students, connecting over a shared working class background and helping to dispel fears about the Oxford experience. I regularly tutored summer schools as part of the UNIQ programme, Oxford's flagship access program for state school students. My PhD supervisor, Dominic Vella, strongly encouraged participations in these activities and fostered open DEIA discussions within the group (I credit Dominic, who was rewarded for diversity initiatives within his group, for nurturing my views on DEIA). In my current position, I've hosted underrepresented students through the Polar Horizons program and served on the committee of the UK Polar Network, supporting diversity initiatives in UK Polar Science.

I am committed to equity and diversity in recruitment. Despite limited experience (I Masters and I PhD student), each of those I have supervised have been from underrepresented groups within science. With each, I openly discuss DEIA issues and connect them with resources and networks. I am proud to have been part of the admissions process at Worcester College, University of Oxford between 2017 and 2020; during that time, the college achieved equity with the expected proportion of state school students and Black, Asian and minority ethnic admissions (this was previously unheard of in any Oxbridge college).

I strongly believe in providing a platform for researchers from underrepresented groups. In my role as organiser of departmental seminars between 2020 and 2022, and more recently the Maths on Ice Forum, it has been important to ensure gender and minority representation. This is also true of conference session organising, where I have been vocal about giving invited positions to those from underrepresented groups and fought for the right to invite 'virtual' participants, who most commonly are from underrepresented groups, as speakers.

More generally, I am committed to social justice in the wider community. I have been involved in numerous activist campaigns, particularly those fighting for climate justice, which posits that solutions to climate change cannot be found without also solving relating intersectional problems such as gender and racial equality. I am fortunate that my own work is able to contribute towards climate justice, working to establish causality for Antarctic ice loss. I hope this work will ultimately lead to loss and damage funding resulting from sea level rise, which primarily affect marginalised communities. I make the climate justice message a key part of my scientific outreach work. In 2022, I organised an event at the Cambridge University Climate Change Festival, which brought together lawyers, climate scientists and activists to discuss how climate science and the law can ensure that minority voices and those most impacted by climate change are represented, heard, and empowered to effect change.

I am aware that DEIA work is never done, and one cannot rest on their laurels. In 2024, I hope to continue the work started in the Privilege Conversations series within BAS, and expand the reach to other institutions. I will

also examine my own practices, such as who I cite in my research; minority researchers are disproportionately under-cited, which has been identified as an under-reported but important mechanism for minority oppression within science. I will continue to use my position as one of the most privileged members of society to actively push for change.