

A timeline of contributions to the EDI material on display at the Biology Department of the University of Oxford, and associated commentary

April 2, 2026

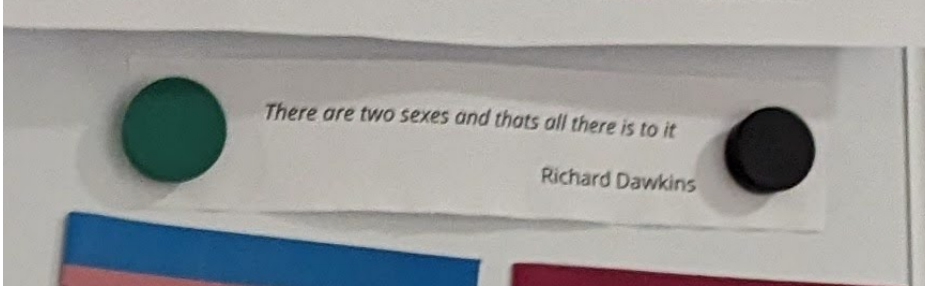
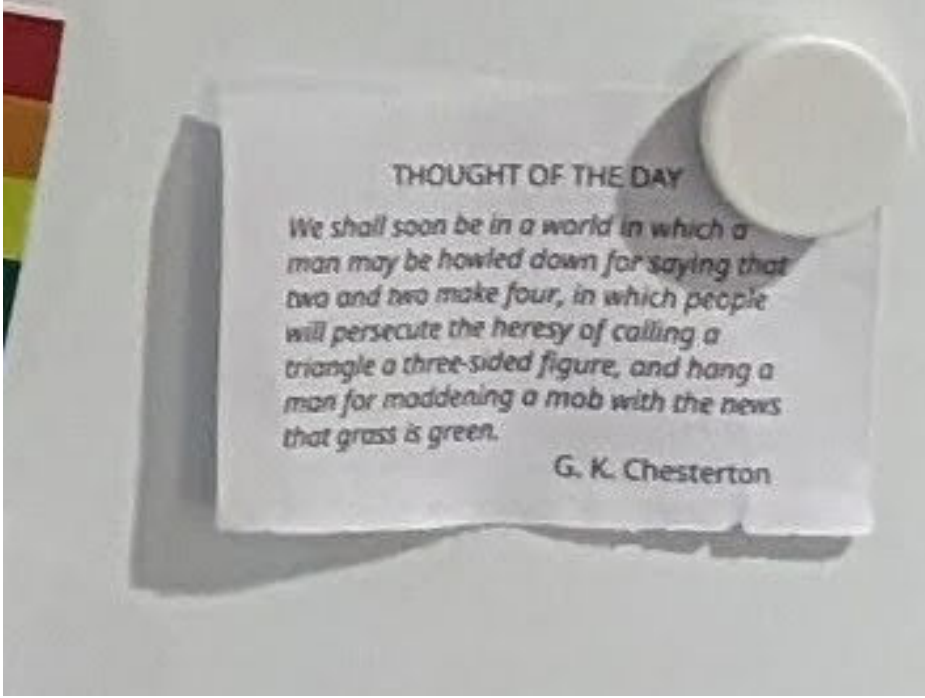
Image	Date	Comment
	<p>21-04-2023</p>	<p>EDI board (below Gender Unicorn infographic). This was up for approximately 5 weeks before removal, then replaced on 29-05-2023. It was later replaced again (after a second removal).</p>
	<p>17-06-2023</p>	<p>EDI board (bottom corner). First "THOUGHT OF THE DAY"</p>

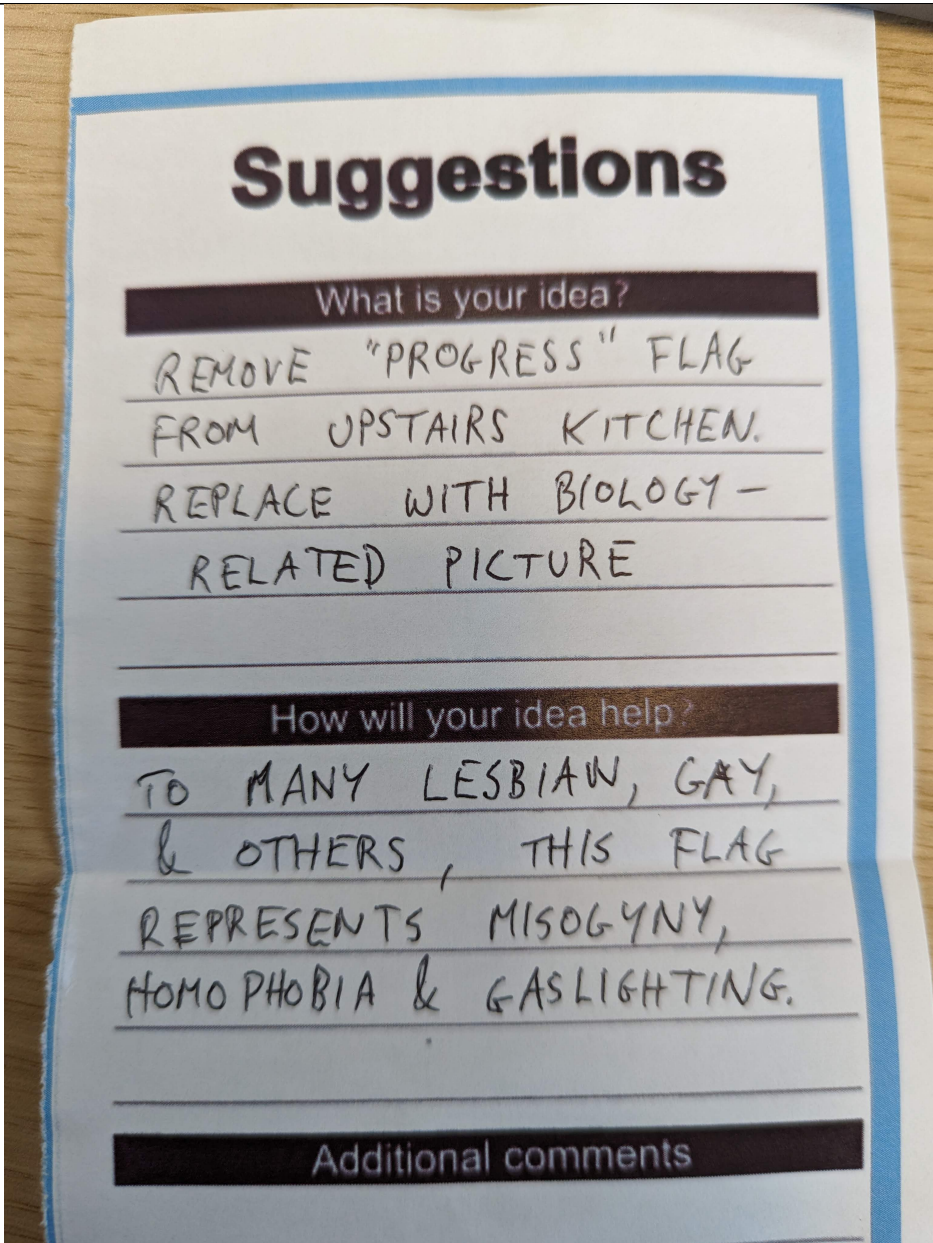
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 <p>Suggestions</p> <p>What is your idea? REMOVE "PROGRESS" FLAG FROM UPSTAIRS KITCHEN. REPLACE WITH BIOLOGY- RELATED PICTURE</p> <p>How will your idea help? TO MANY LESBIAN, GAY, & OTHERS, THIS FLAG REPRESENTS MISOGYNY, HOMOPHOBIA & GASLIGHTING.</p> <p>Additional comments</p>	<p>22-06-2023</p>	<p>Addition to a suggestions box. The suggestion was ignored. (Indeed, a second and even larger progress flag was later added in the same room).</p>

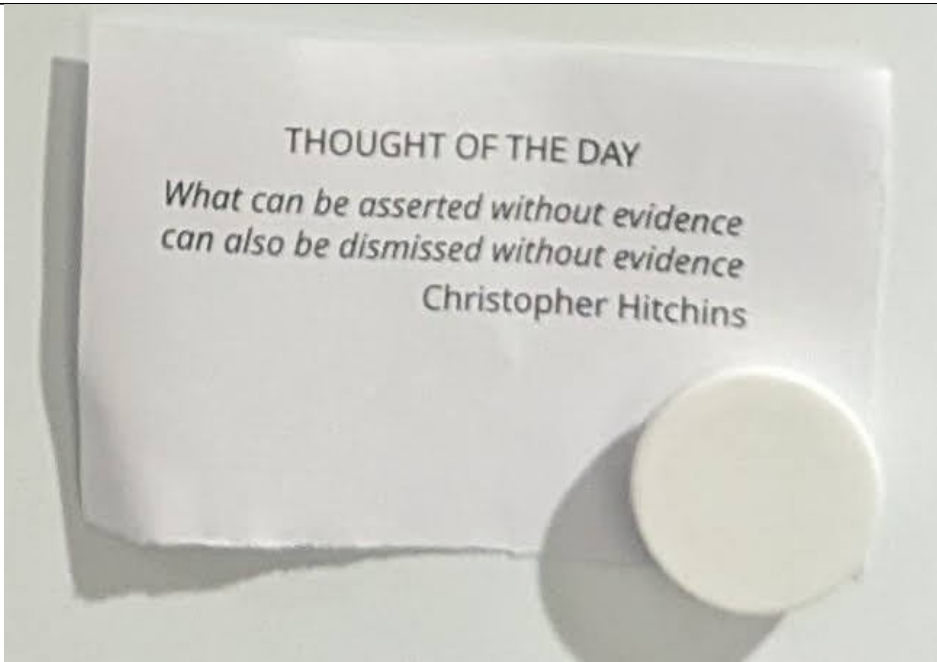
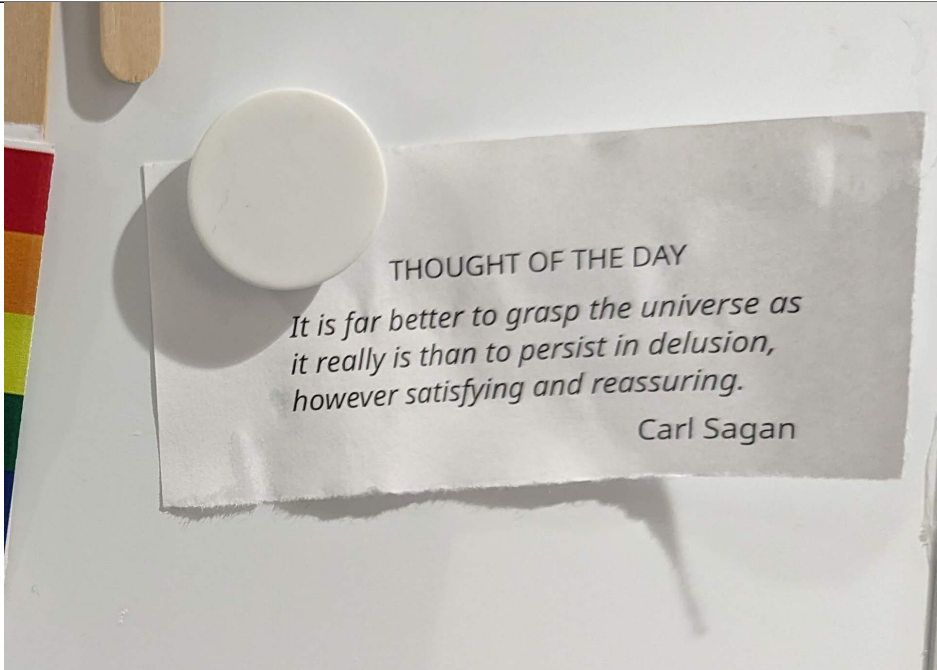
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	22-06-2023	EDI board (bottom corner). TOTD #2
	01-07-2023	EDI board (bottom corner). TOTD #3


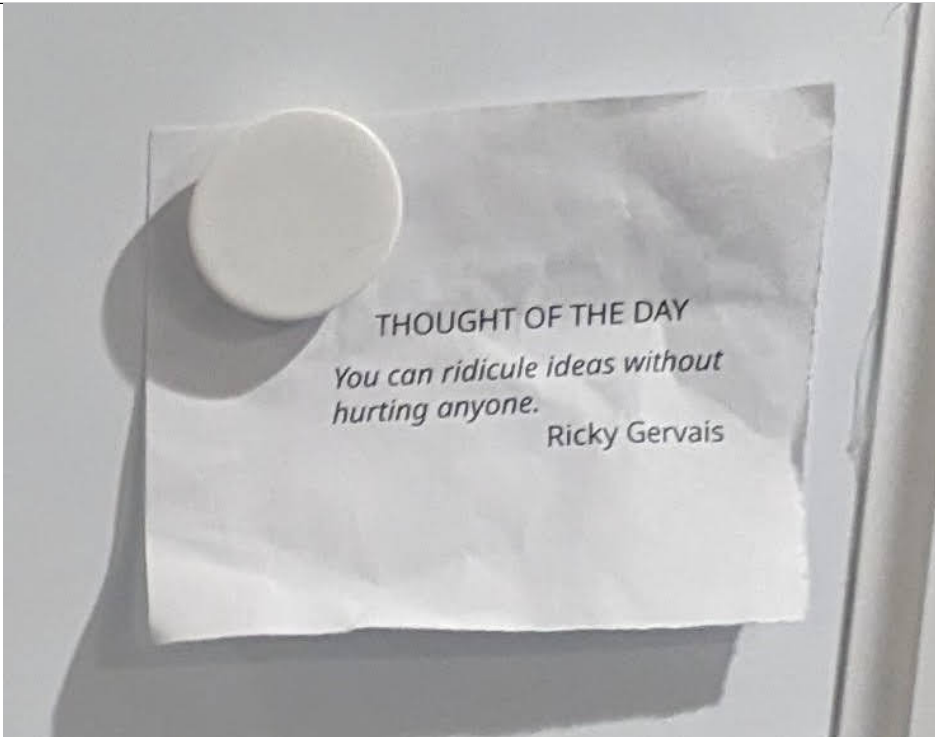
Image	Date	Comment
 <p>umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.</p> <p>Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.</p> <p>THOUGHT OF THE DAY <i>The basic tool for the manipulation of reality is the manipulation of words. If you can control the meaning of words, you can control the people who must use the words.</i> Philip K Dick</p> <p>PROGRESS FLAG The Progress flag was introduced in 2018, to be more inclusive of how people of colour and trans people are still marginalised within the LGBTQ+ community, and to celebrate the progress that has been made whilst pointing towards the work that is still to be done.</p> <p>OX.AC.UK/AGAINSTSEXUALV... OX.AC.U</p>	09-07-2023	EDI board (bottom corner). TOTD #4
 <p>THOUGHT OF THE DAY <i>You can ridicule ideas without hurting anyone.</i> Ricky Gervais</p>	17-07-2023	EDI board (bottom corner). TOTD #5

Image	Date	Comment
	21-07-2023	EDI board (bottom corner). TOTD #6
	16-08-2023	EDI board (below gender unicorn). TOTD #7

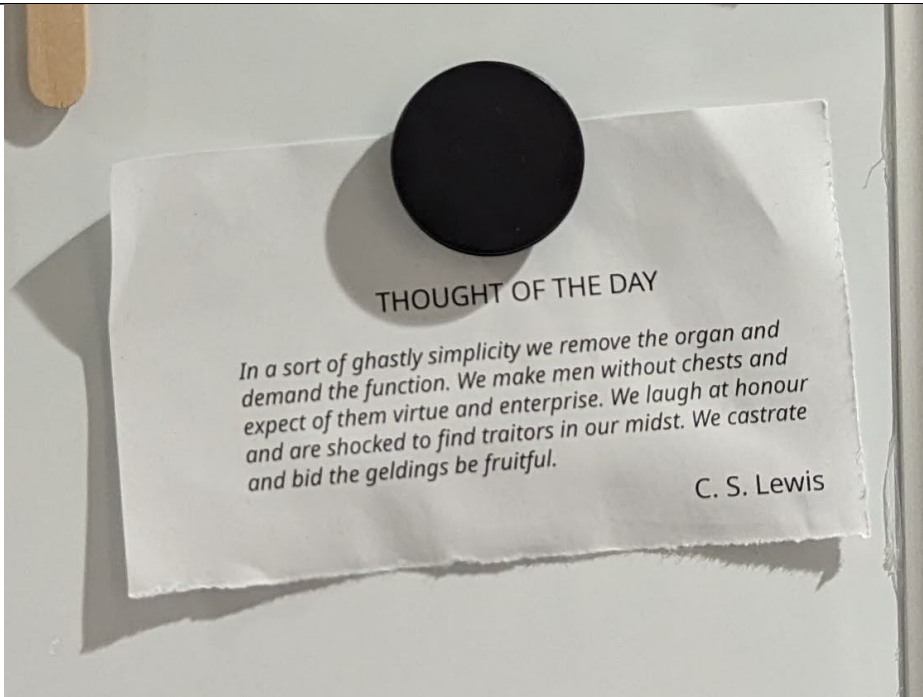
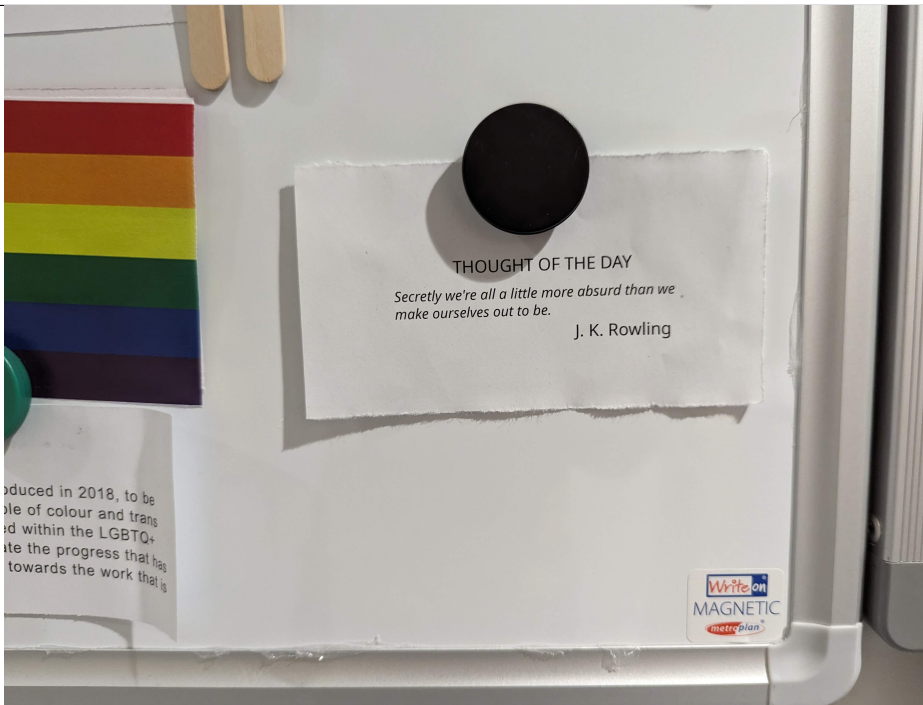
Image	Date	Comment
	25-08-2023	EDI board (bottom corner). TOTD #8
	02-09-2023	EDI board (bottom corner). TOTD #9

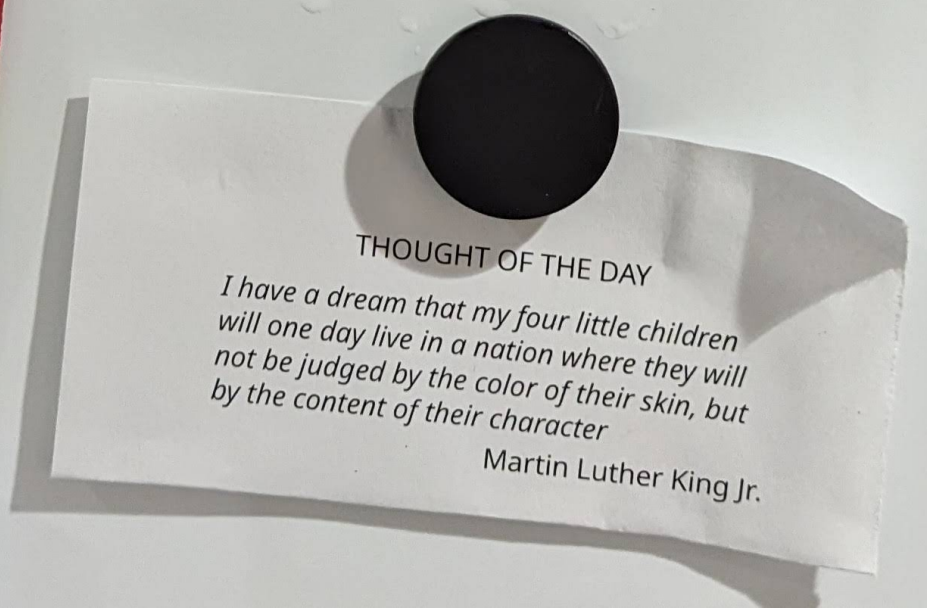
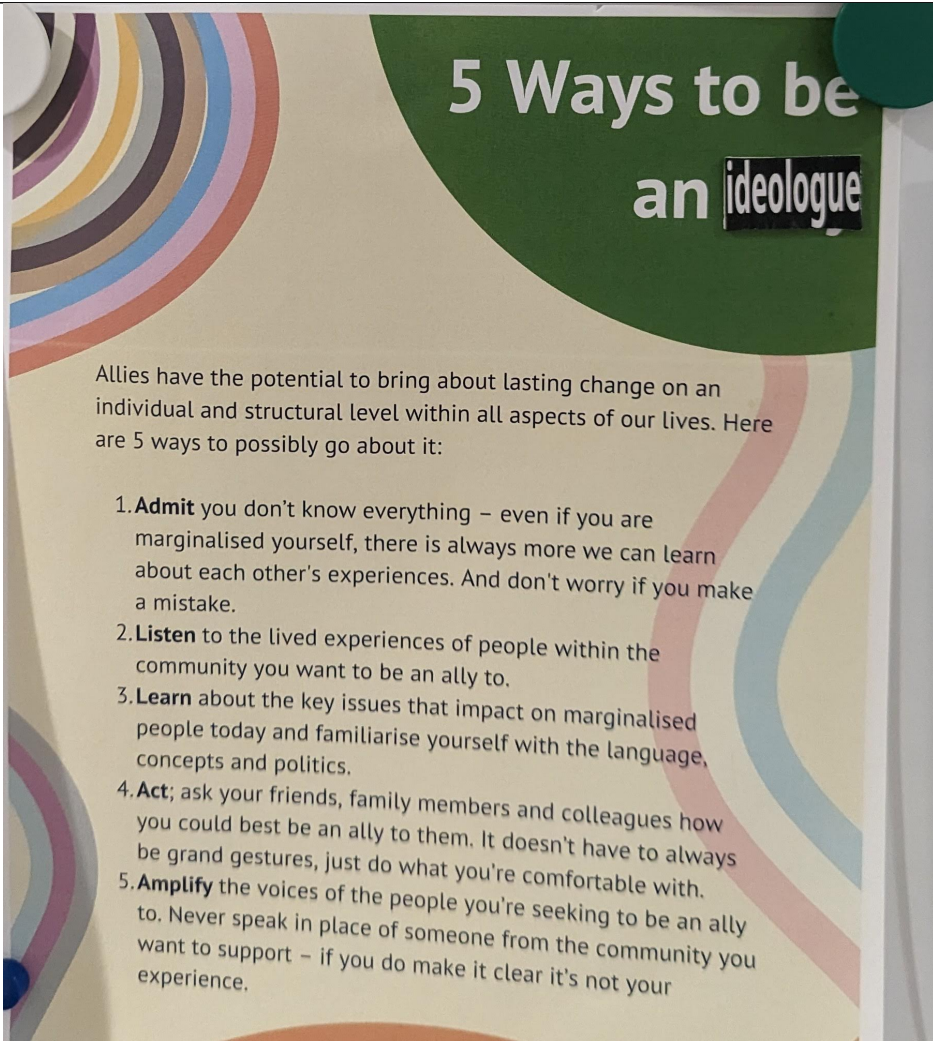
Image	Date	Comment
	09-10-2023	EDI board (bottom corner). TOTD #10
	22-10-2023	EDI board (Ally information).

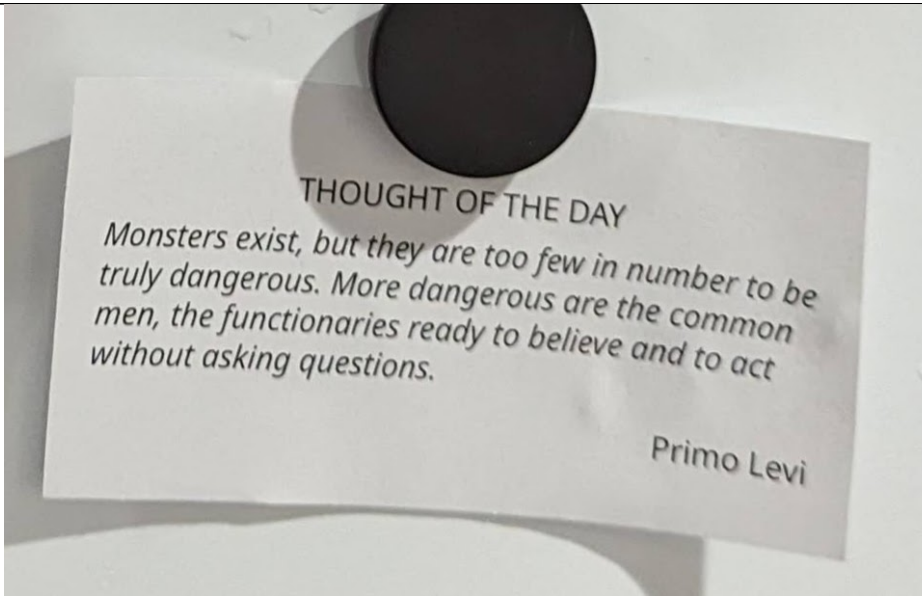
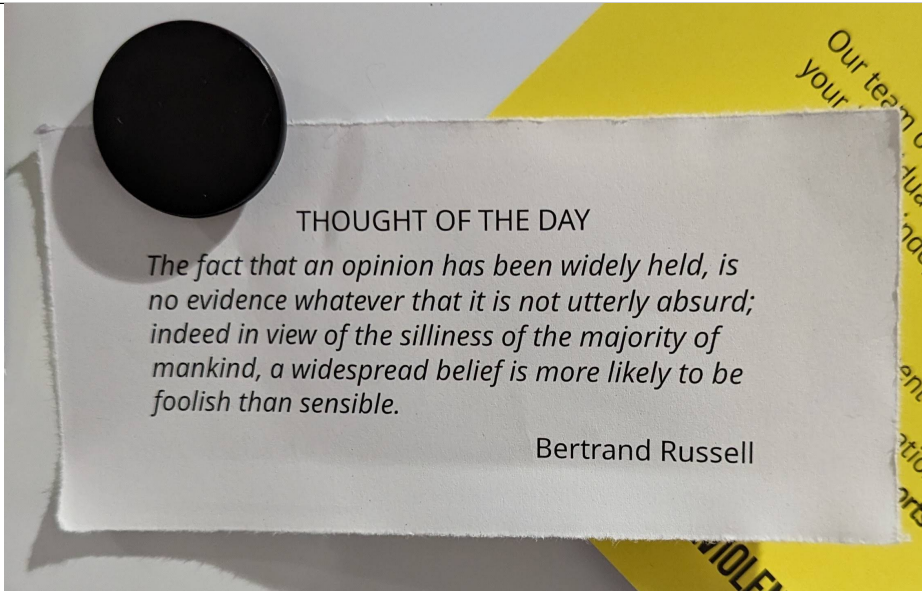
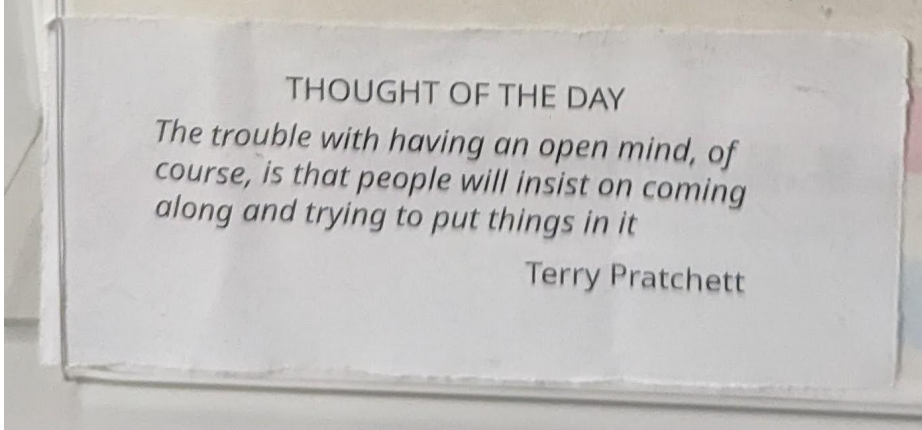
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 <p>THOUGHT OF THE DAY</p> <p><i>Monsters exist, but they are too few in number to be truly dangerous. More dangerous are the common men, the functionaries ready to believe and to act without asking questions.</i></p> <p>Primo Levi</p>	22-10-2023	EDI board (bottom corner). TOTD #11
 <p>THOUGHT OF THE DAY</p> <p><i>The fact that an opinion has been widely held, is no evidence whatever that it is not utterly absurd; indeed in view of the silliness of the majority of mankind, a widespread belief is more likely to be foolish than sensible.</i></p> <p>Bertrand Russell</p>	08-11-2023	EDI board (bottom corner). TOTD #12
 <p>THOUGHT OF THE DAY</p> <p><i>The trouble with having an open mind, of course, is that people will insist on coming along and trying to put things in it</i></p> <p>Terry Pratchett</p>	21-11-2023	Reception (Pronouns & Inclusive Language infographic) TOTD #13

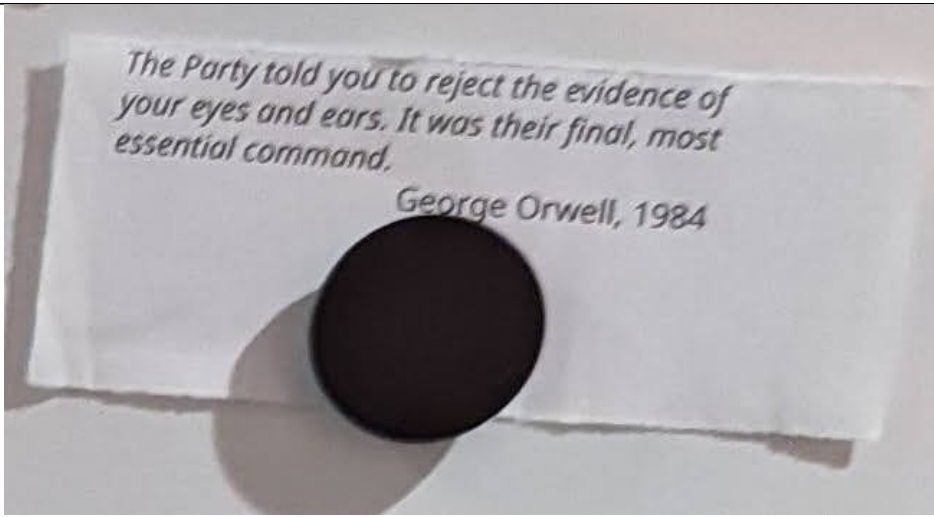
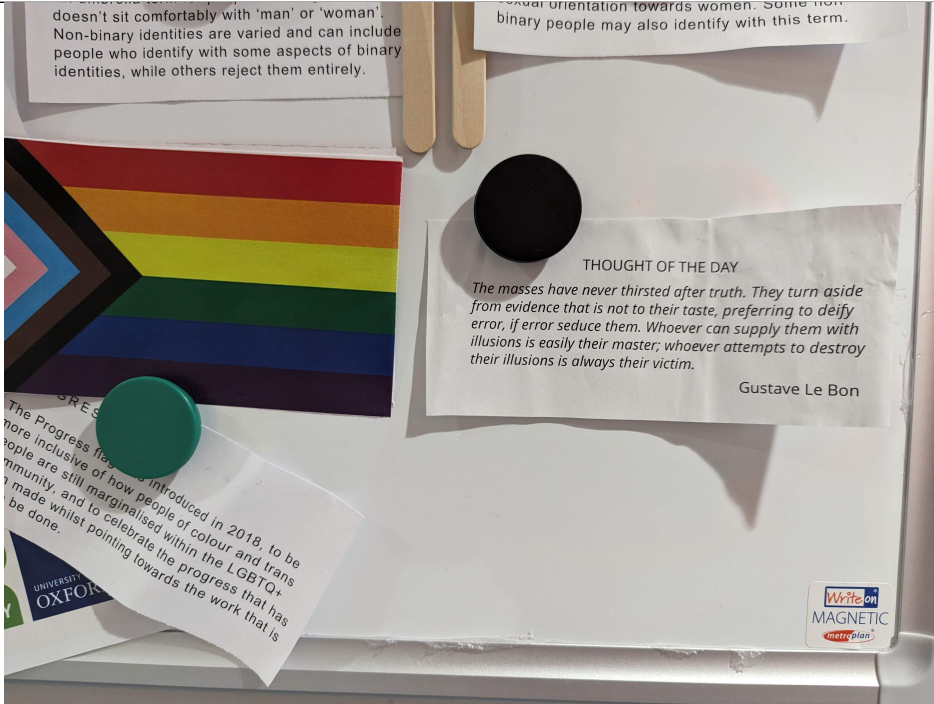
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	23-11-2023	EDI board (bottom corner).
	05-12-2023	EDI board (bottom corner). TOTD #14

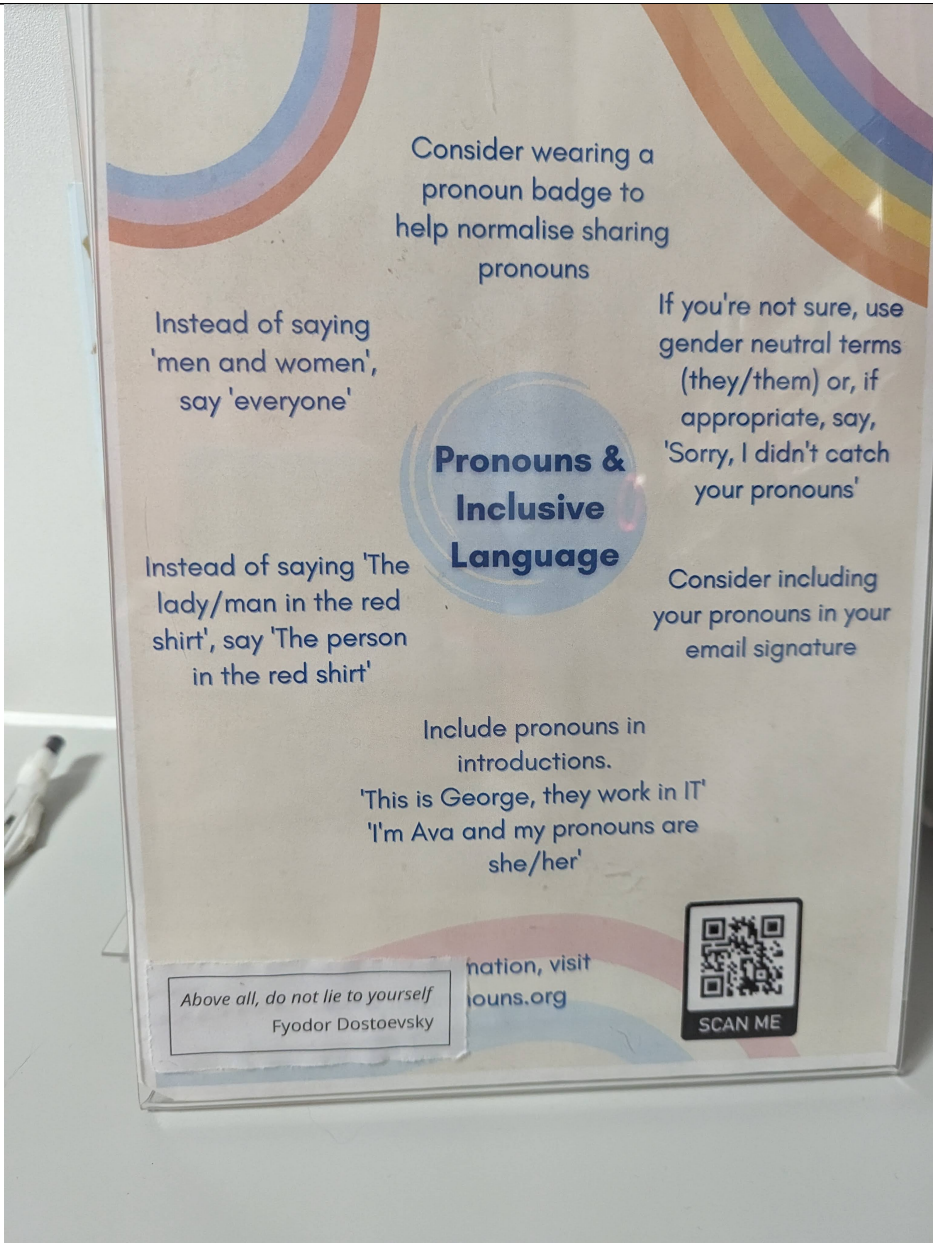
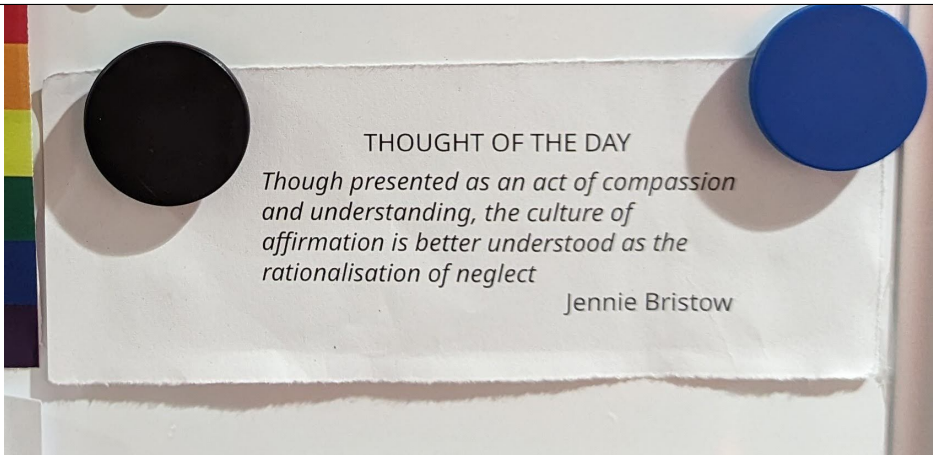
Image	Date	Comment
 <p>Consider wearing a pronoun badge to help normalise sharing pronouns</p> <p>Instead of saying 'men and women', say 'everyone'</p> <p>Instead of saying 'The lady/man in the red shirt', say 'The person in the red shirt'</p> <p>Include pronouns in introductions. 'This is George, they work in IT' 'I'm Ava and my pronouns are she/her'</p> <p>Consider including your pronouns in your email signature</p> <p>If you're not sure, use gender neutral terms (they/them) or, if appropriate, say, 'Sorry, I didn't catch your pronouns'</p> <p>Above all, do not lie to yourself Fyodor Dostoevsky</p> <p>nation, visit ouns.org</p> <p>SCAN ME</p>	05-12-2023	Reception (Pronouns & Inclusive Language infographic)
 <p>THOUGHT OF THE DAY</p> <p><i>Though presented as an act of compassion and understanding, the culture of affirmation is better understood as the rationalisation of neglect</i></p> <p>Jennie Bristow</p>	11-12-2023	EDI board (bottom corner). TOTD #15

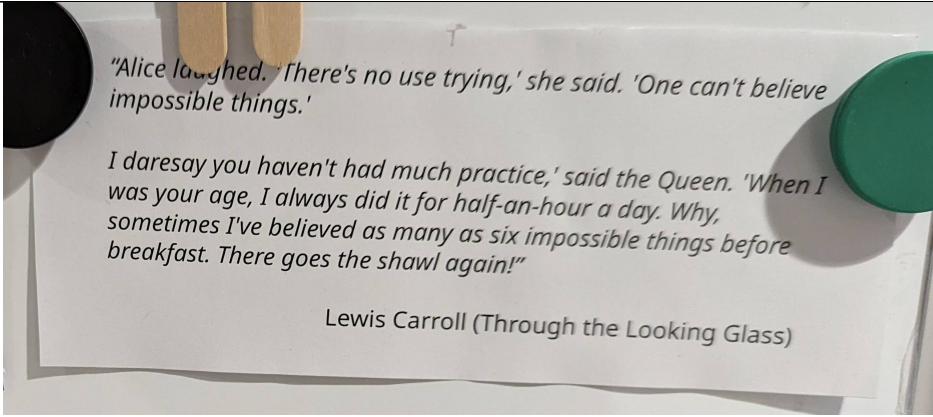
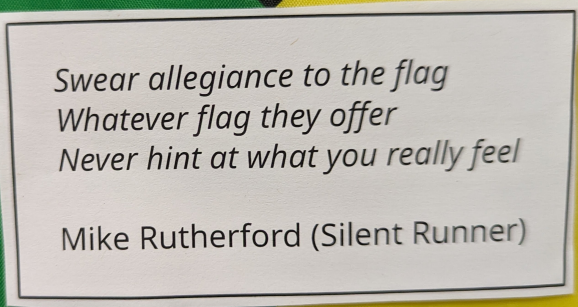
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 <p><i>"Alice laughed. 'There's no use trying,' she said. 'One can't believe impossible things.'</i></p> <p><i>I daresay you haven't had much practice,' said the Queen. 'When I was your age, I always did it for half-an-hour a day. Why, sometimes I've believed as many as six impossible things before breakfast. There goes the shawl again!"</i></p> <p>Lewis Carroll (Through the Looking Glass)</p>	14-01-2024	EDI board (bottom corner).
 <p><i>Swear allegiance to the flag Whatever flag they offer Never hint at what you really feel</i></p> <p>Mike Rutherford (Silent Runner)</p>	11-02-2024	Progress flag (center). First adornment of progress flag. From a song heard on Absolute 80s radio station.

Image	Date	Comment
	<p>11-02-2024</p>	<p>ED&I board (below each flag). The Jabbawocky by Lewis Carroll</p>

Image	Date	Comment
	13-02-2024	Progress flag (center). TOTD #16
	18-02-2024	Progress flag (center). TOTD #17
	19-02-2024	Progress flag (center). TOTD #18

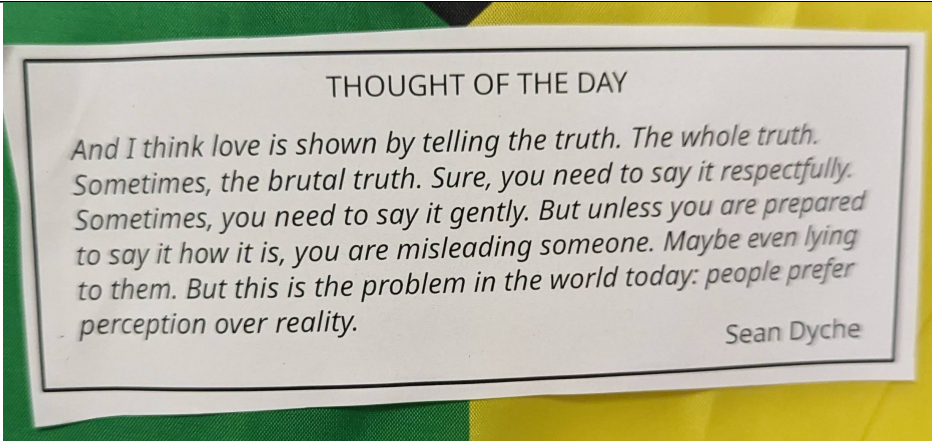
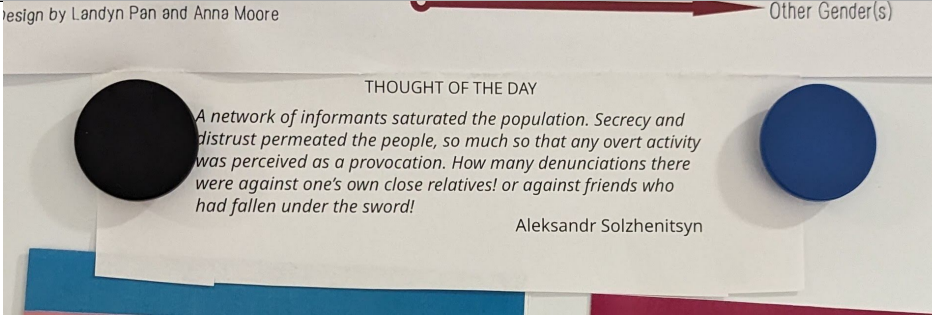
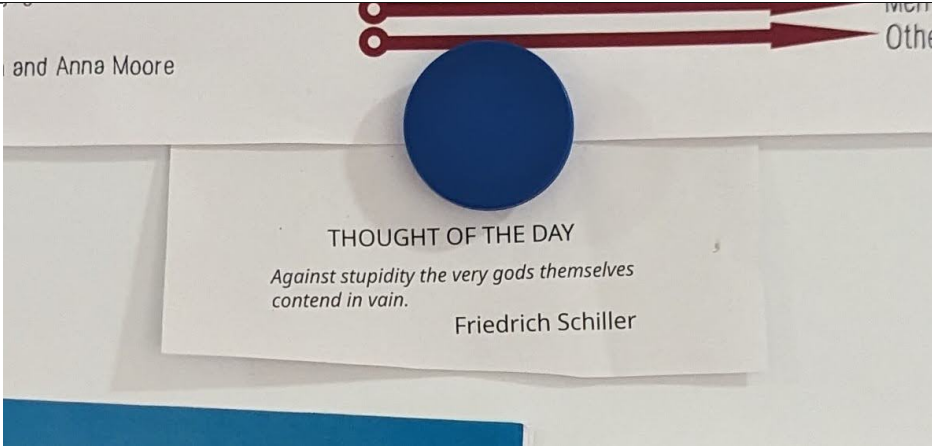
Image	Date	Comment
 <p style="text-align: center;">THOUGHT OF THE DAY</p> <p><i>And I think love is shown by telling the truth. The whole truth. Sometimes, the brutal truth. Sure, you need to say it respectfully. Sometimes, you need to say it gently. But unless you are prepared to say it how it is, you are misleading someone. Maybe even lying to them. But this is the problem in the world today: people prefer perception over reality.</i></p> <p style="text-align: right;">Sean Dyche</p>	24-02-2024	Progress flag (center). TOTD #19
 <p>design by Landyn Pan and Anna Moore</p> <p style="text-align: center;">THOUGHT OF THE DAY</p> <p><i>A network of informants saturated the population. Secrecy and distrust permeated the people, so much so that any overt activity was perceived as a provocation. How many denunciations there were against one's own close relatives! or against friends who had fallen under the sword!</i></p> <p style="text-align: right;">Aleksandr Solzhenitsyn</p>	27-02-2024	EDI board (below Gender Unicorn infographic). TOTD #20
 <p>and Anna Moore</p> <p style="text-align: center;">THOUGHT OF THE DAY</p> <p><i>Against stupidity the very gods themselves contend in vain.</i></p> <p style="text-align: right;">Friedrich Schiller</p>	28-02-2024	EDI board (below Gender Unicorn infographic). TOTD #21



Image	Date	Comment
<p>From Biology HoD <hod@biology.ox.ac.uk> </p> <p>To biology-all@maillist.ox.ac.uk 01/03/2024, 13:29 <biology-all@maillist.ox.ac.uk> </p> <p>Subject Unacceptable behaviour</p> <hr/> <p>Dear all,</p> <p>We have been made aware that the Progress and Pride flags in the ZRAB building have been defaced. This is entirely unacceptable, and we consider this hateful behaviour. We are currently trying to identify the people/person that is responsible, and disciplinary action will follow.</p> <p>We pride ourselves on being an inclusive Department that welcomes everyone, irrespective of gender or sexuality, and we will not tolerate any incidence of hateful, harassing or intimidating conduct.</p> <p>Tim and Mark</p>	01-03-2024	Signed by both Heads of Department
<p>Comment from the <u>HoD</u> (MR) at a <u>Department</u> weekly meeting</p> <ul style="list-style-type: none"> • Expression of “disappointment” and “surprise” that someone in this community has been defacing pride flags, an act he finds “unacceptable” and “unexpected” given the community’s values. • He hopes the behavior stops but also suggest that if the individual has underlying issues or a message, he/she should reach out to HR or the head of EDI for support, balancing condemnation with a call for understanding. 	08-03-2024	Announcement by HOD (MR) at a Department weekly meeting

Image	Date	Comment
 <p>THOUGHT OF THE DAY</p> <p><i>Don't listen to the person who has the answers; listen to the person who has the questions.</i></p> <p>Albert Einstein</p>	11-03-2024	Progress flag (center). TOTD #22
 <p>THOUGHT OF THE DAY</p> <p><i>The first principle is not to fool yourself - and you are the easiest person to fool</i></p> <p>Richard Feynman</p>	17-03-2024	Progress flag (center). TOTD #23
 <p>THOUGHT OF THE DAY</p> <p><i>Inspect every piece of pseudoscience and you will find a security blanket.</i></p> <p>Isaac Asimov</p>	25-03-2024	EDI board (below Trans flag). TOTD #24

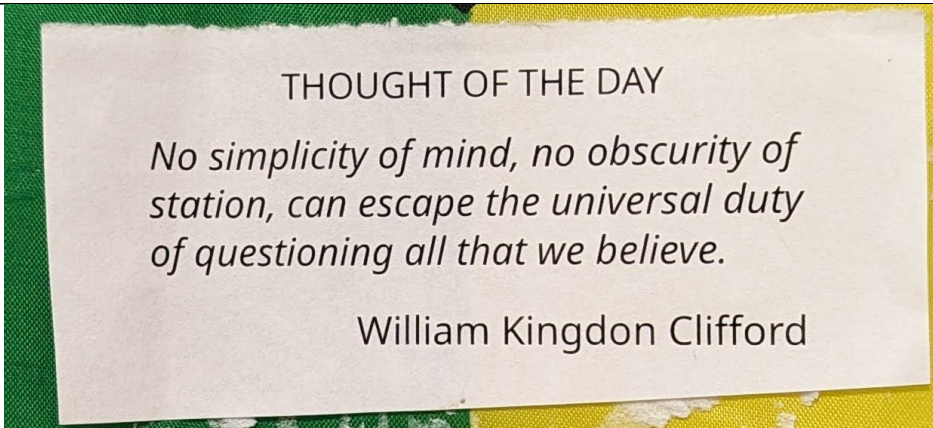
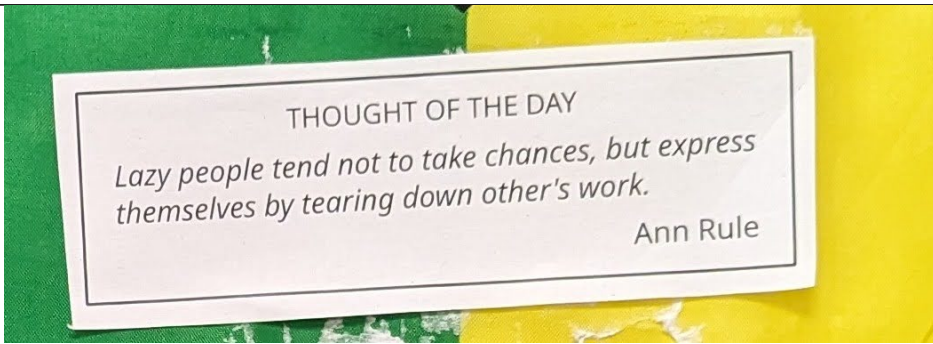
Image	Date	Comment
 <p style="text-align: center;">THOUGHT OF THE DAY</p> <p style="text-align: center;"><i>No simplicity of mind, no obscurity of station, can escape the universal duty of questioning all that we believe.</i></p> <p style="text-align: center;">William Kingdon Clifford</p>	01-04-2024	Progress flag (center). TOTD #25
 <p style="text-align: center;">THOUGHT OF THE DAY</p> <p style="text-align: center;"><i>Lazy people tend not to take chances, but express themselves by tearing down other's work.</i></p> <p style="text-align: right;">Ann Rule</p>	09-04-2024	Progress flag (center). TOTD #26



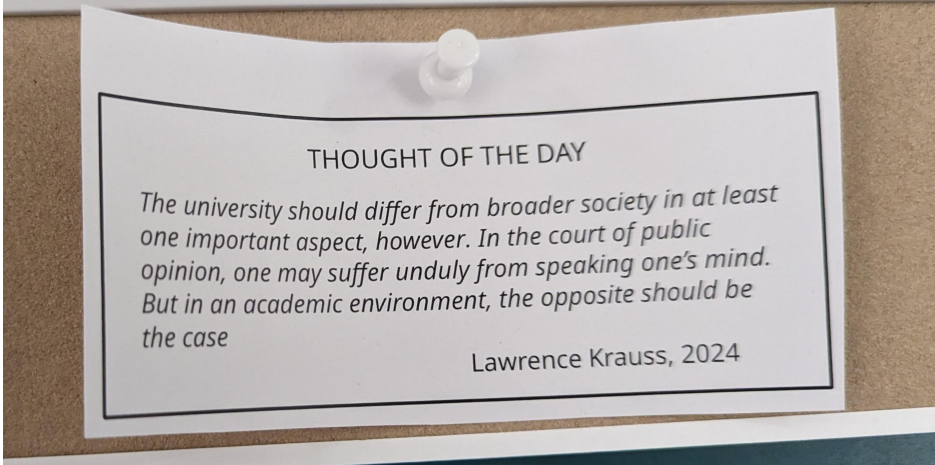
Image	Date	Comment
<p>From Biology HoD <hod@biology.ox.ac.uk> </p> <p>To biology-all@maillist.ox.ac.uk <biology-all@maillist.ox.ac.uk>  10/04/2024, 10:45</p> <p>Subject Defacing of E, D and I noticeboard and flags</p> <hr/> <p> </p> <p>Dear all,</p> <p>We are sorry to report further instances of defacing of the E, D and I noticeboard and the flags. This behaviour is frustrating and upsetting.</p> <p>We want to do two things in this email. First, offer those responsible a confidential meeting to try and understand their motives and to offer support. It may be possible that those responsible do not realise how hurtful and harmful their behaviour is. If you are involved and would like a completely confidential discussion, please do reach out by coming to see Jorgelina Marino, our E, D and I lead, or one of the HoDs. We would prefer to stop this unacceptable behaviour by working together and we appreciate that those responsible may need help and support.</p> <p>If our preferred option of confidential mediation does not work, we will need to find another way to stop the behaviour. Given this, we have begun an investigation to identify those responsible. Once we have identified those responsible, and assuming confidential mediation has not begun, we will begin a formal investigation. The reason for this is that defacing flags and notice boards is a form of harassment, a behaviour that neither the department nor the university finds acceptable. The university has wide-ranging powers to act against those who are found guilty of it, and we will follow university policy and procedures. In extreme cases, the university can decide to discontinue students from their course of study or terminate the employment of staff, with lesser punishments including removing responsibilities and formal warnings.</p> <p>We try to foster a diverse, accepting, and supportive culture in the department. We want to create an environment where a diverse range of views can be expressed and discussed respectfully. We don't expect everyone to agree with one another on all aspects of society, or science, but we do require that people respect other people's views and do not harass those that they disagree with. We very much hope we can resolve this issue without recourse to a formal investigation and do hope that those responsible seek a confidential consultation.</p> <p>With best wishes,</p> <p>Tim Coulson, Mark Fricker and Theresa Burt</p>	09-04-2024	
	30-04-2024	Miscellaneous notice board (top corner). TOTD #27

Image	Date	Comment
<p>THOUGHT OF THE DAY</p> <p><i>It's easier to fool people than to convince them that they have been fooled.</i></p> <p>Mark Twain</p>	19-05-2024	EDI board (bottom corner) TOTD #28
<p>THOUGHT OF THE DAY</p> <p><i>Reality is that which, when you stop believing in it, doesn't go away</i></p> <p>Phillip K. Dick</p>	24-05-2024	EDI board (bottom corner). TOTD #29
<p>THOUGHT OF THE DAY</p> <p><i>Polite fictions are almost always harmful to the individual, and there are no circumstances under which you should be able to enforce someone's individual polite fiction on all of society.</i></p> <p>Heather Heying</p>	28-05-2024	EDI board (bottom corner). TOTD #30

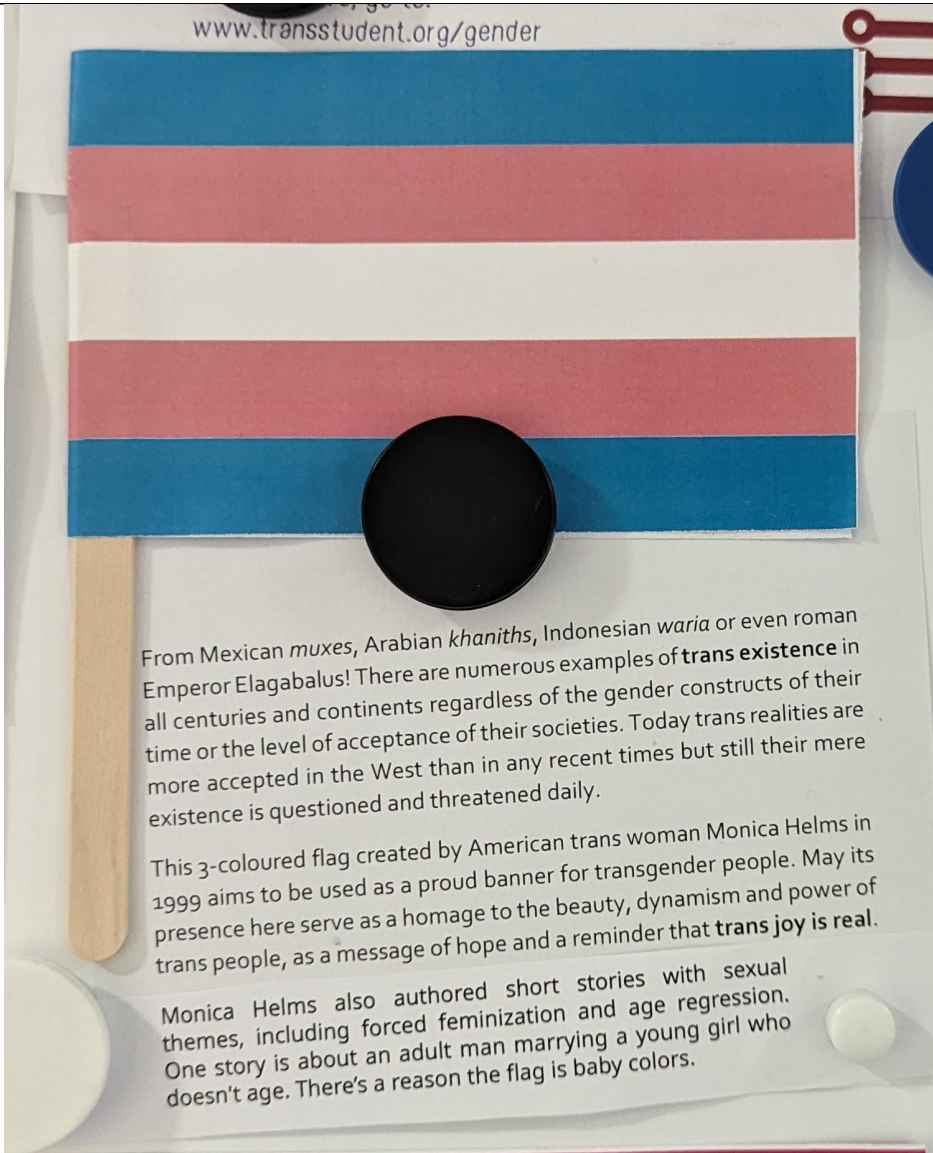
Image	Date	Comment
 <p>www.transstudent.org/gender</p> <p>From Mexican <i>muxes</i>, Arabian <i>khaniths</i>, Indonesian <i>waria</i> or even roman Emperor Elagabalus! There are numerous examples of trans existence in all centuries and continents regardless of the gender constructs of their time or the level of acceptance of their societies. Today trans realities are more accepted in the West than in any recent times but still their mere existence is questioned and threatened daily.</p> <p>This 3-coloured flag created by American trans woman Monica Helms in 1999 aims to be used as a proud banner for transgender people. May its presence here serve as a homage to the beauty, dynamism and power of trans people, as a message of hope and a reminder that trans joy is real.</p> <p>Monica Helms also authored short stories with sexual themes, including forced feminization and age regression. One story is about an adult man marrying a young girl who doesn't age. There's a reason the flag is baby colors.</p>	<p>02-06-2024</p>	<p>EDI board (below Trans flag legend). After this was removed it was reprinted and re-affixed using double-sided tape, to blank paper below the legend. The latter was removed using scissors</p>

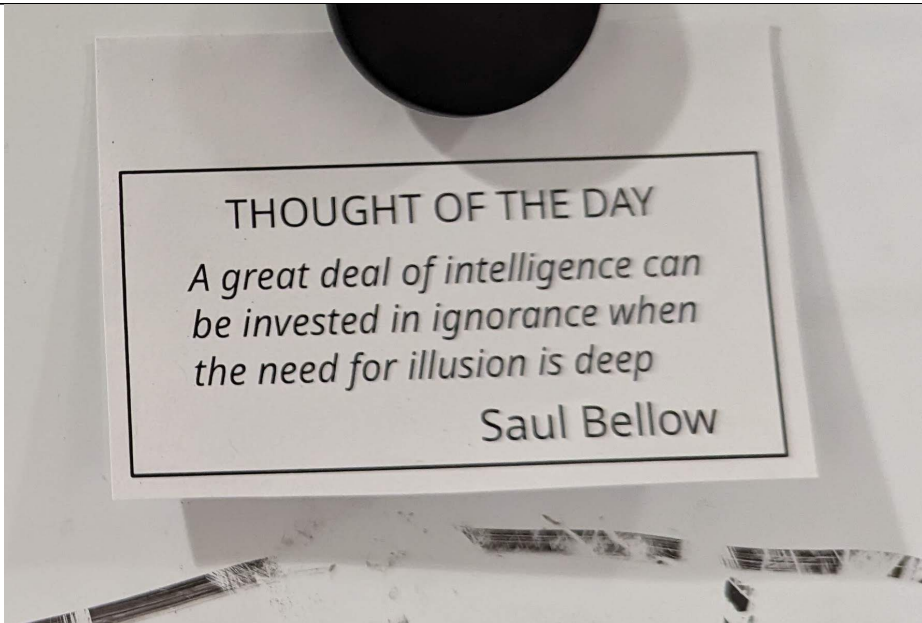
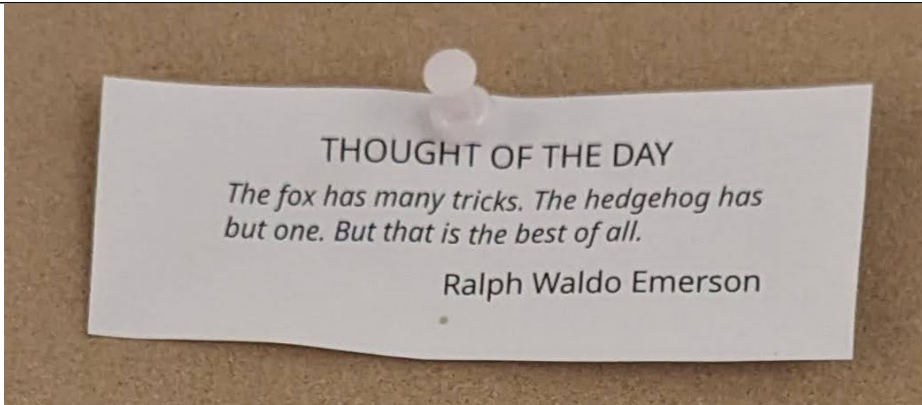
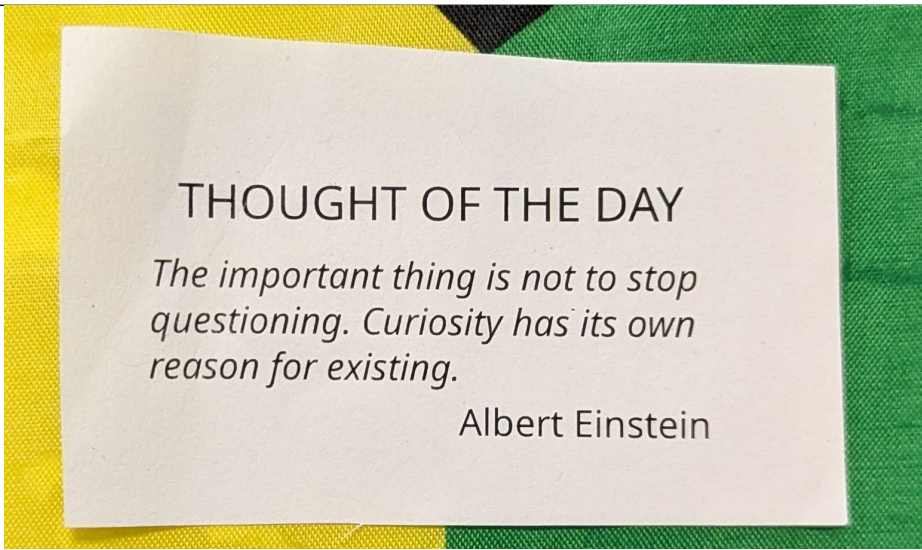
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 <p>THOUGHT OF THE DAY</p> <p><i>A great deal of intelligence can be invested in ignorance when the need for illusion is deep</i></p> <p>Saul Bellow</p>	11-06-2024	EDI board (bottom corner). TOTD #31
 <p>THOUGHT OF THE DAY</p> <p><i>The fox has many tricks. The hedgehog has but one. But that is the best of all.</i></p> <p>Ralph Waldo Emerson</p>	13-06-2024	Progress flag (center). Miscellaneous notice board (top corner). TOTD #32
 <p>THOUGHT OF THE DAY</p> <p><i>The important thing is not to stop questioning. Curiosity has its own reason for existing.</i></p> <p>Albert Einstein</p>	16-06-2024	Progress flag (center). TOTD #33

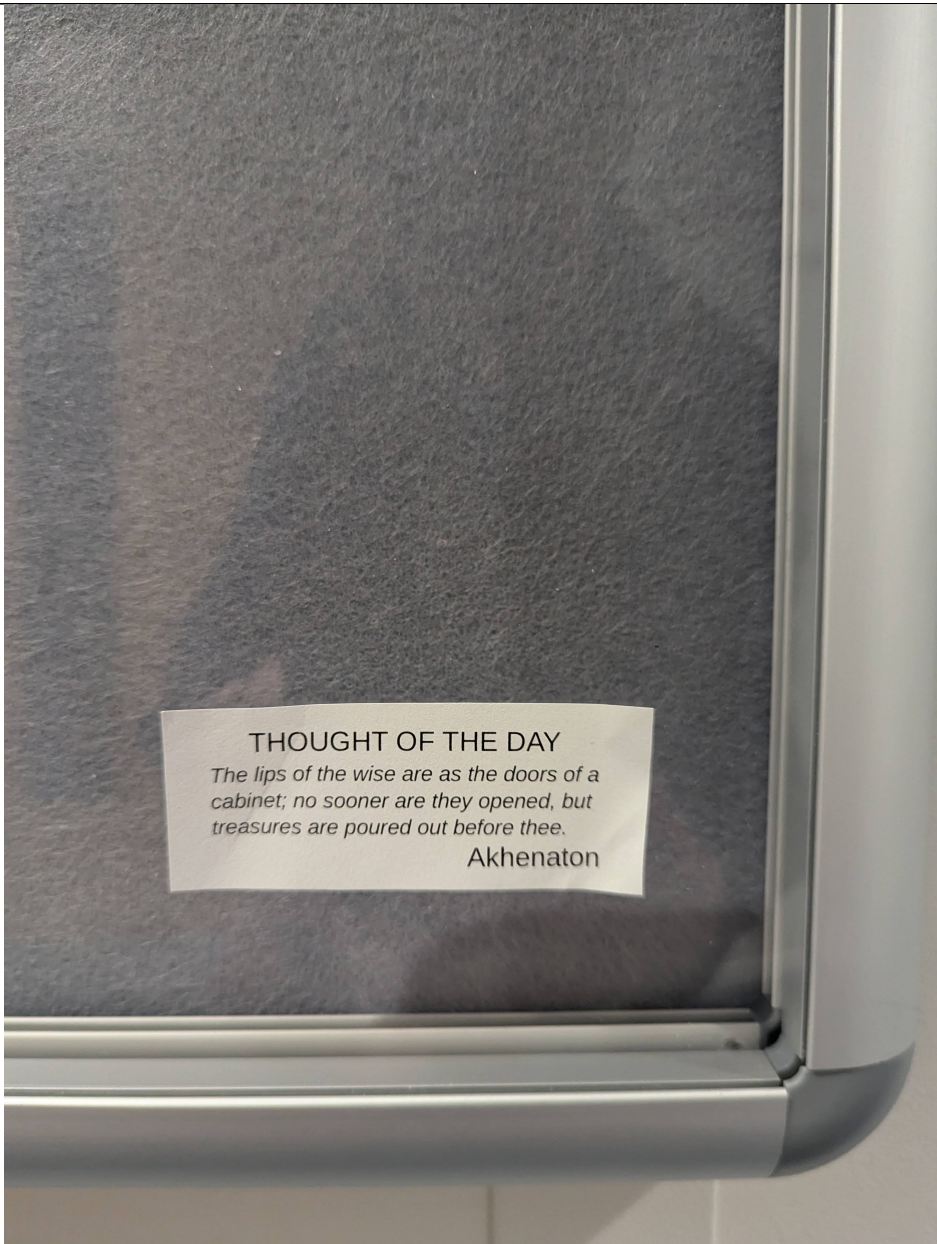
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	<p>18-06-2024</p>	<p>EDI cabinet (lower corner). The EDI magnet board was moved into a locked display cabinet on this day. TOTD #34</p>

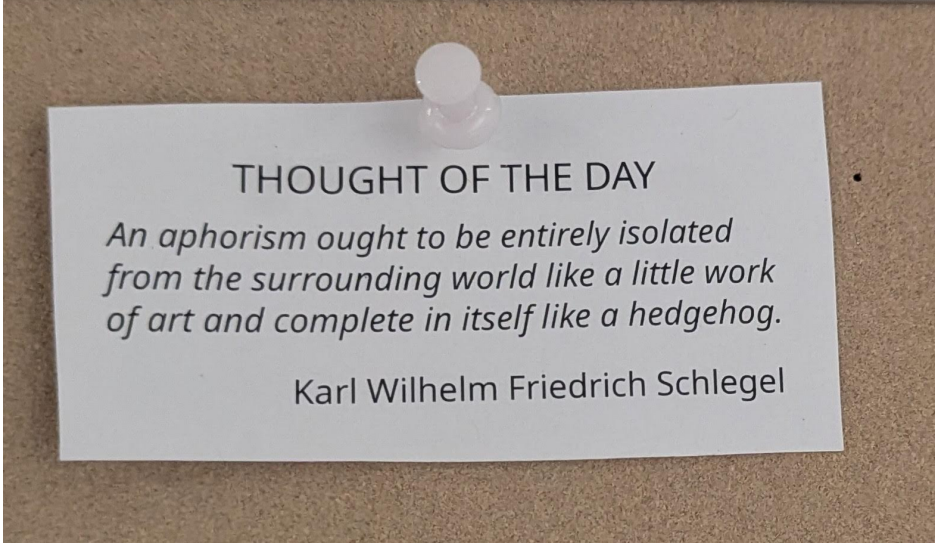
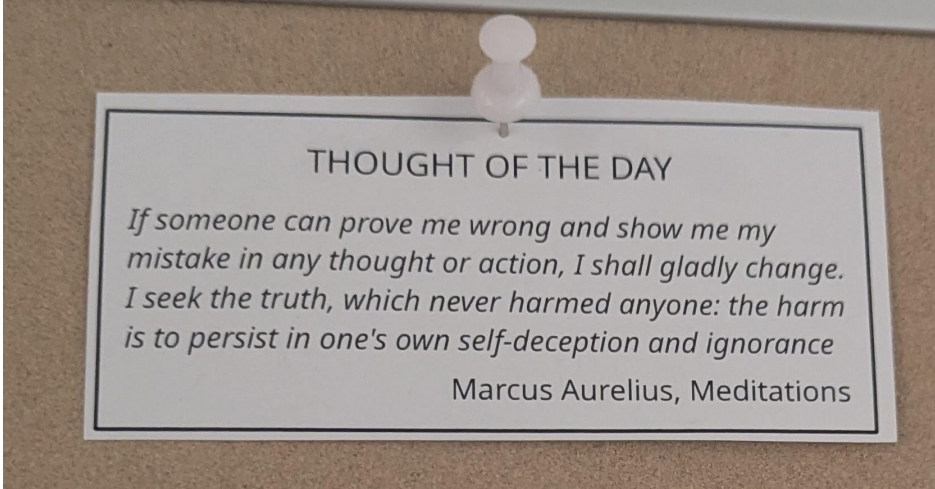
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<p style="text-align: center;">Image</p> <p> ↩ Reply 📧 Reply List ➦ Forward 🗄 Archive 🗑 Junk 🗑 Delete More ☆ </p> <p> B Biology HoD hod@biology.ox.ac.uk </p> <p> To biology-all@maillist.ox.ac.uk <biology-all@maillist.ox.ac.uk> @ 19/06/2024, 15:34 </p> <p> Unacceptable behaviour List-ID <biology-all.maillist.ox.ac.uk> </p> <p>Dear all,</p> <p> <i>Unfortunately, the defacing of the Pride flags and EDI noticeboards continues. Defacing LGBTQ+ symbols is avery clearly a hateful behaviour. It is also upsetting and something i find utterly unacceptable and objectionable. I strive to make Biology a place in which all members are valued, listened to and empowered to participate fully in the life of the department and to foster freedom of speech within the law.</i> </p> <p> <i>We have agreed a new policy on notice board management (see the intranet), and I have asked Jorgelina Marino, EDI Lead, to look into what this will mean for EDI communications. I am hoping to share more information in the upcoming days.</i> </p> <p> <i>I am determined to stop unacceptable behaviour. I will continue to respond to events until the culprit is caught or the behaviour stops.</i> </p> <p> With best wishes, Tim </p>	18-06-2024	Signed by one of the two HODs (TC)
	24-06-2024	Miscellaneous notice board (top corner). TOTD #35
	26-06-2024	Miscellaneous notice board (top corner). TOTD #36

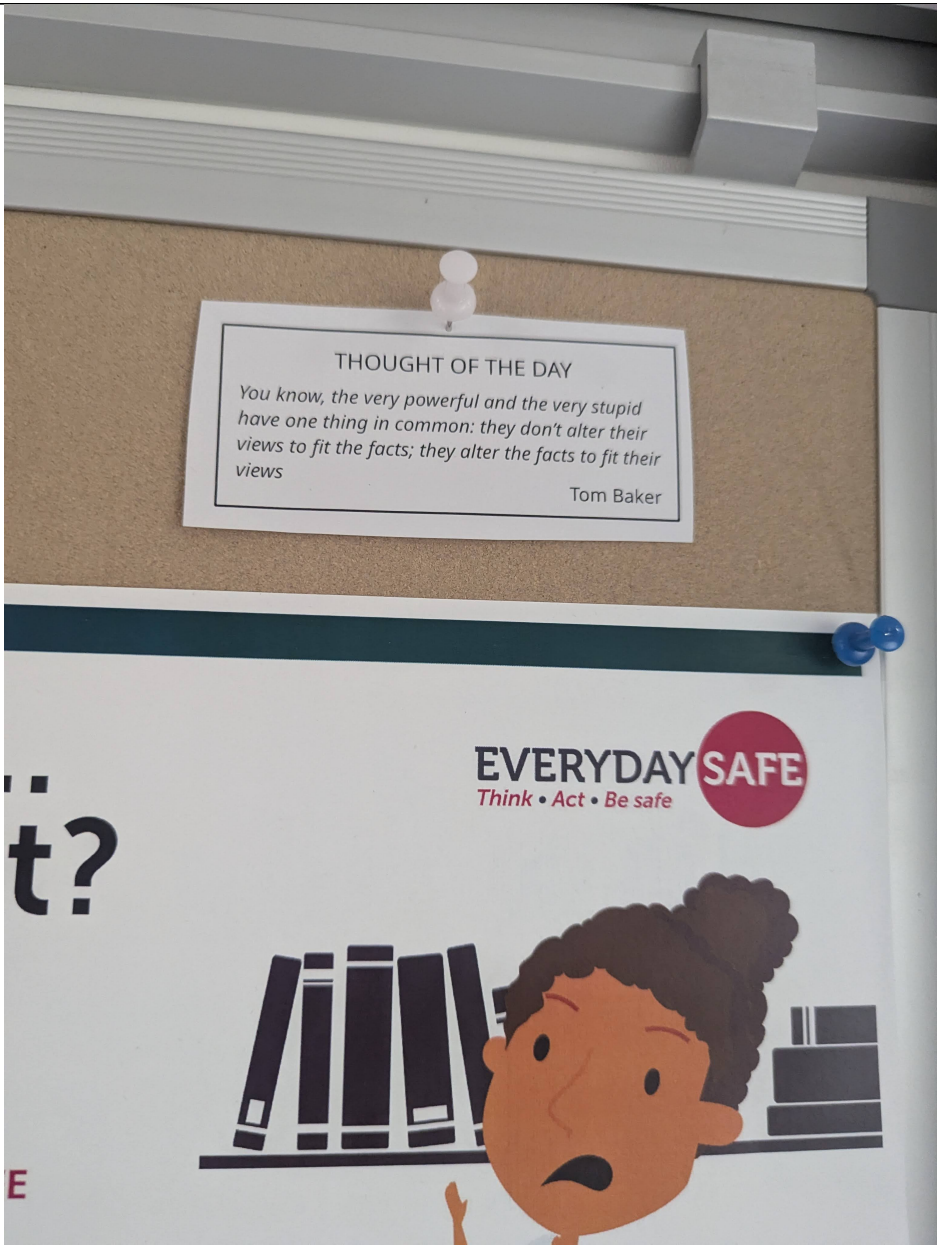
Image	Date	Comment
 <p>The image shows a corkboard with two items pinned to it. The top item is a white card with a black border, titled "THOUGHT OF THE DAY". The text on the card reads: "You know, the very powerful and the very stupid have one thing in common: they don't alter their views to fit the facts; they alter the facts to fit their views" followed by "Tom Baker". The bottom item is a poster for "EVERYDAY SAFE" with the tagline "Think • Act • Be safe". The poster features a cartoon illustration of a person with curly hair looking at a bookshelf. The text "t?" is visible on the left side of the poster, and a red letter "E" is in the bottom left corner.</p>	<p>03-07-2024</p>	<p>Miscellaneous notice board (top corner). TOTD #37</p>

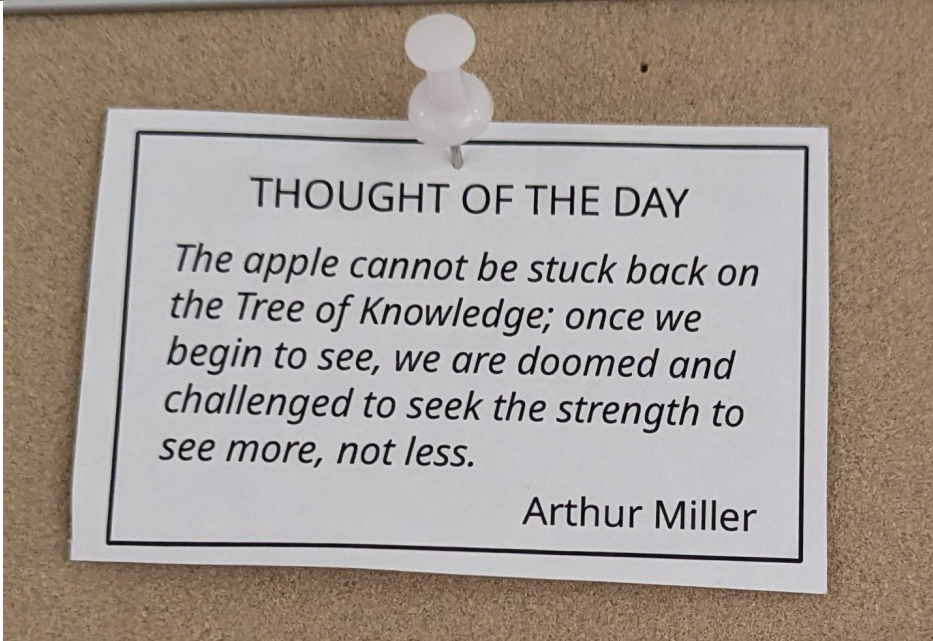
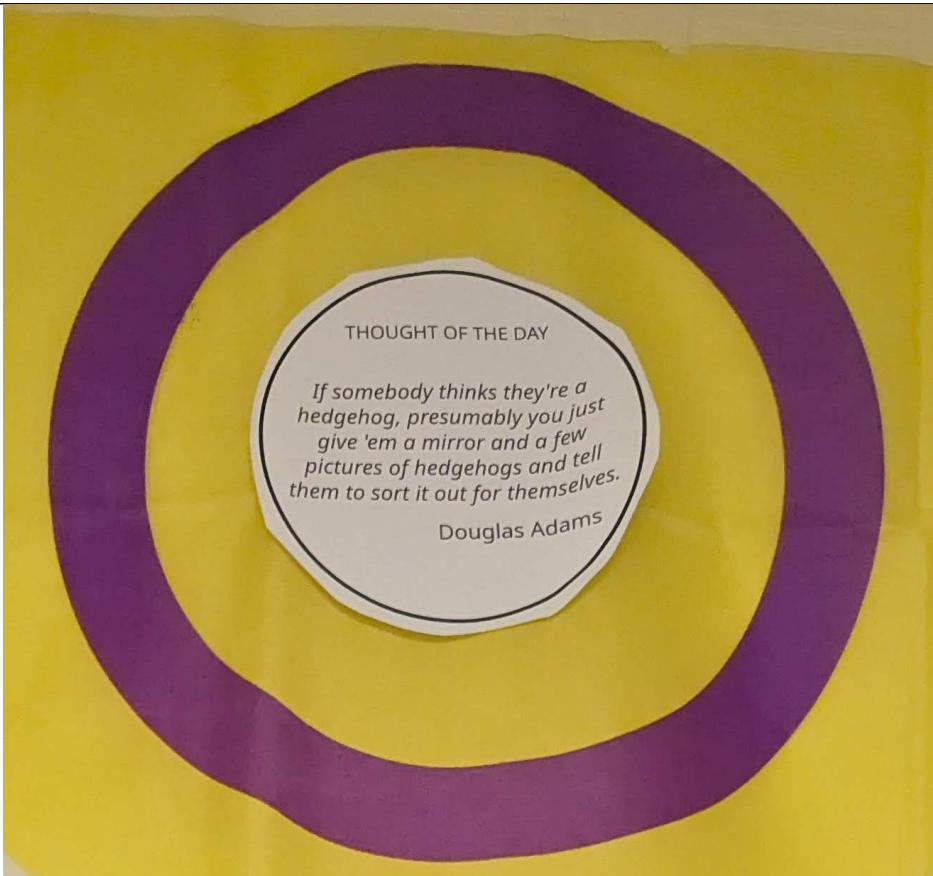
Image	Date	Comment
	08-07-2024	Miscellaneous notice board (top corner). TOTD #38
	09-07-2024	2nd Progress flag (circle). TOTD #39

Image	Date	Comment
	15-07-2024	EDI cabinet (gender unicorn).
	17-07-2024	Miscellaneous notice board (bottom corner). TOTD #40
	24-07-2024	EDI cabinet (gender unicorn).

Image	Date	Comment
<p>The Gender Unicorn</p> <p>Graphic by: TSER Trans Student Educational Resources</p> <p>Gender Identity Female/Woman/Girl Male/Man/Boy Other Gender(s)</p> <p>Gender Expression Feminine Masculine Other</p> <p>Sex Assigned at Birth Female Male Other/Intersex There are exactly two sexes Geoffrey Parker FRS</p> <p>Physically Attracted to Women Men Other Gender(s)</p> <p>Emotionally Attracted to Women Men Other Gender(s)</p> <p>To learn more, go to: www.transstudent.org/gender</p> <p>Design by Landyn Pan and Anna Moore</p>	18-08-2024	EDI cabinet (gender unicorn).
<p>THOUGHT OF THE DAY There is simple ignorance, not knowing, and willful ignorance that refuses to know, that covers the light of knowledge with the dark blanket of bias. Elizabeth Moon</p>	03-09-2024	2nd Progress flag (upper white stripe).

Image	Date	Comment
<p>THOUGHT OF THE DAY <i>The true definition of a snob is one who craves for what separates men rather than for what unites them.</i> John Buchan</p>	05-09-2024	2nd Progress flag (upper white stripe). TOTD #41
<p>THOUGHT OF THE DAY <i>No rational argument will have a rational effect on a man who does not want to adopt a rational attitude.</i> Karl Popper</p>	13-09-2024	Miscellaneous notice board (central gap). TOTD #42

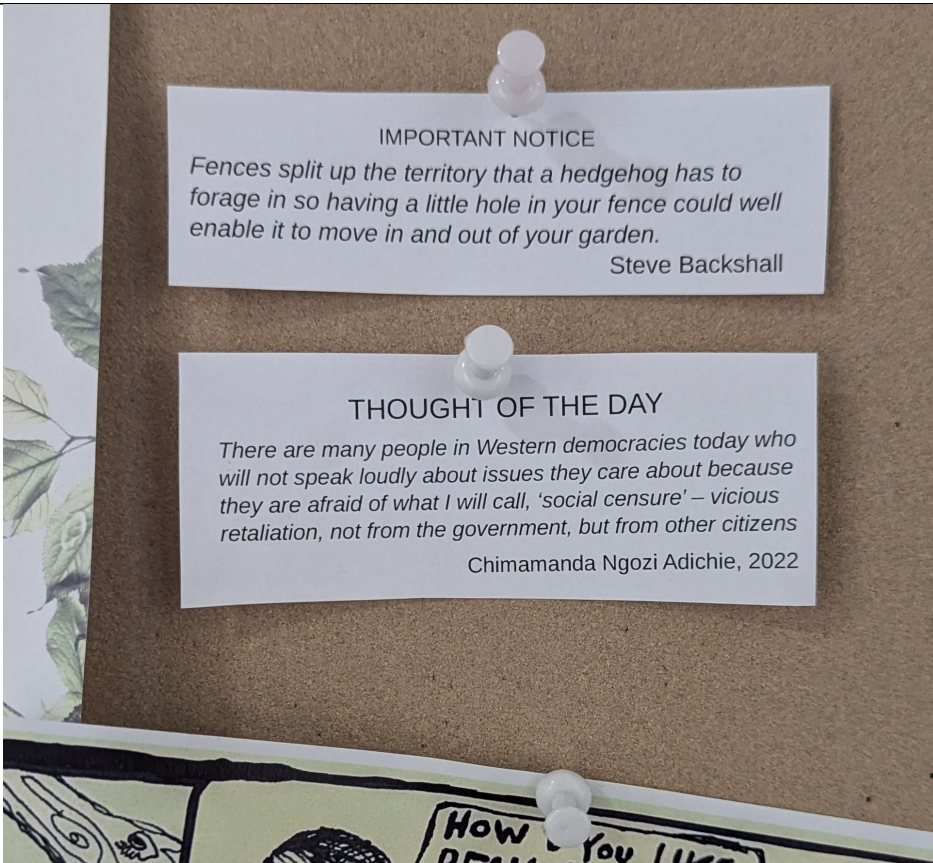
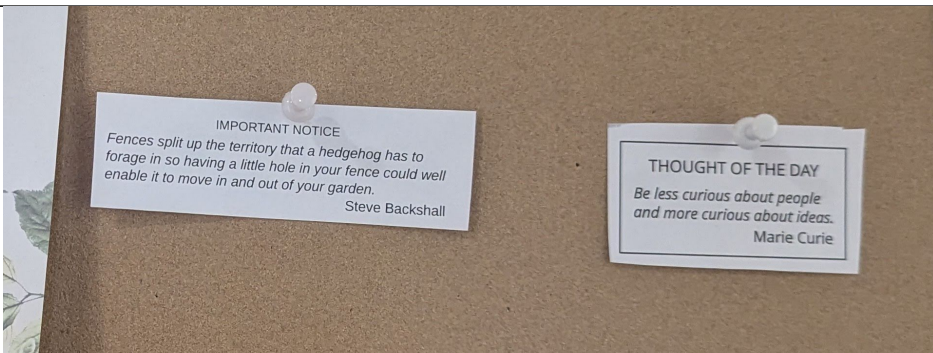
Image	Date	Comment
	18-09-2024	<p>Miscellaneous notice board (central gap). The lower quote was removed within 24hrs, the upper was permitted at this time. TOTD #43</p>
	19-09-2024	<p>Miscellaneous notice board (central gap). Both were removed. TOTD #44</p>

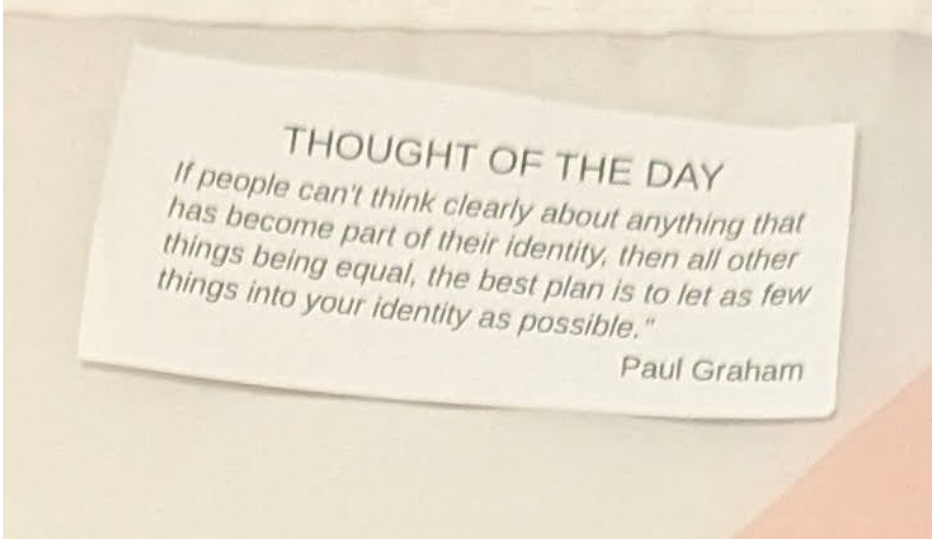
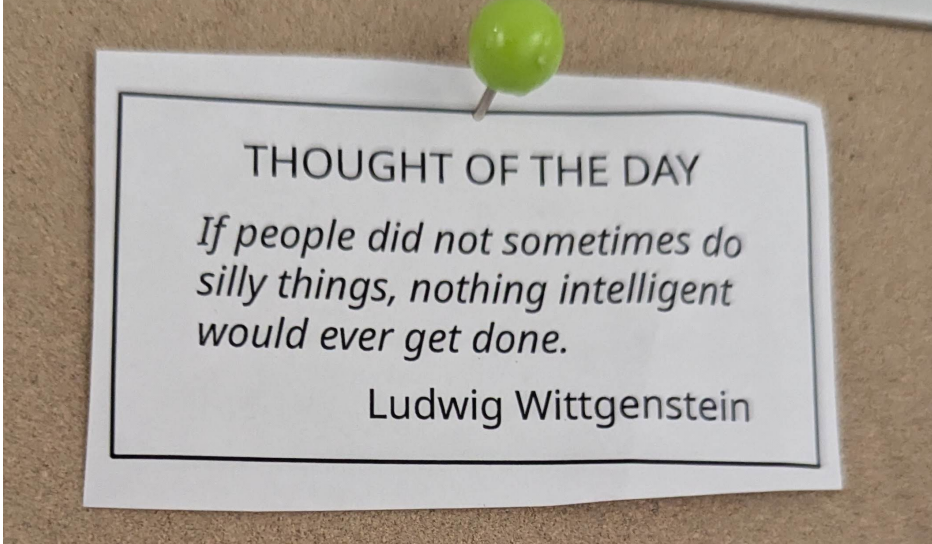
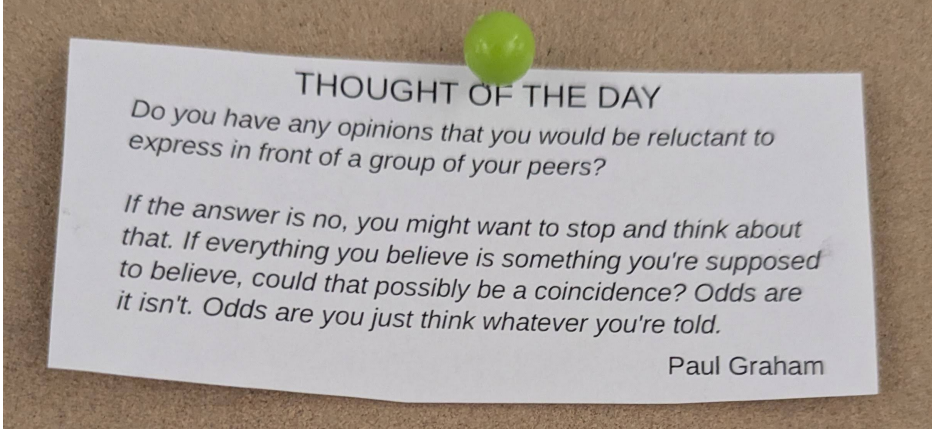
Image	Date	Comment
 <p>THOUGHT OF THE DAY</p> <p><i>If people can't think clearly about anything that has become part of their identity, then all other things being equal, the best plan is to let as few things into your identity as possible.</i></p> <p>Paul Graham</p>	29-09-2024	Progress flag (upper white section). TOTD #45
 <p>THOUGHT OF THE DAY</p> <p><i>If people did not sometimes do silly things, nothing intelligent would ever get done.</i></p> <p>Ludwig Wittgenstein</p>	02-10-2024	Miscellaneous notice board (upper corner). TOTD #46
 <p>THOUGHT OF THE DAY</p> <p><i>Do you have any opinions that you would be reluctant to express in front of a group of your peers?</i></p> <p><i>If the answer is no, you might want to stop and think about that. If everything you believe is something you're supposed to believe, could that possibly be a coincidence? Odds are it isn't. Odds are you just think whatever you're told.</i></p> <p>Paul Graham</p>	03-10-2024	Miscellaneous notice board (upper corner). TOTD #47

Image	Date	Comment
<p>is and grey-78.</p> <p>PROGRESS FLAG</p> <p>The Progress flag was introduced in 2018, to be more inclusive of how people of colour and trans people are still marginalised within the LGBTQ+ Community, and to celebrate the progress that has been made whilst pointing towards the work that is yet to be done.</p> <p><i>There are some ideas so absurd that only an intellectual could believe them.</i></p> <p>George Orwell</p>	06-10-2024	EDI cabinet (below Progress flag legend)

Image	Date	Comment
	<p>11-10-2024</p>	<p>EDI cabinet (Pronoun badge information). TOTD #48</p>

Image	Date	Comment
	21-10-2024	EDI cabinet (gender unicorn)
	03-11-2024	Reception (Trans flag)

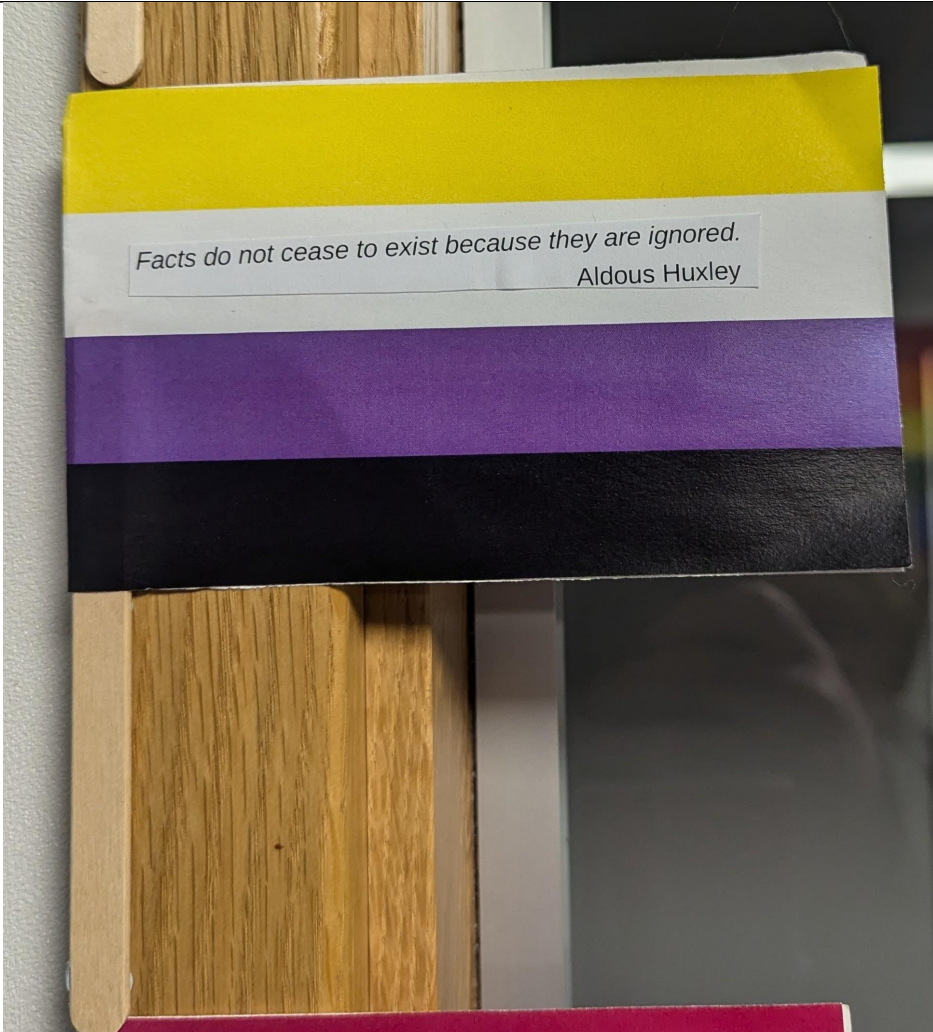
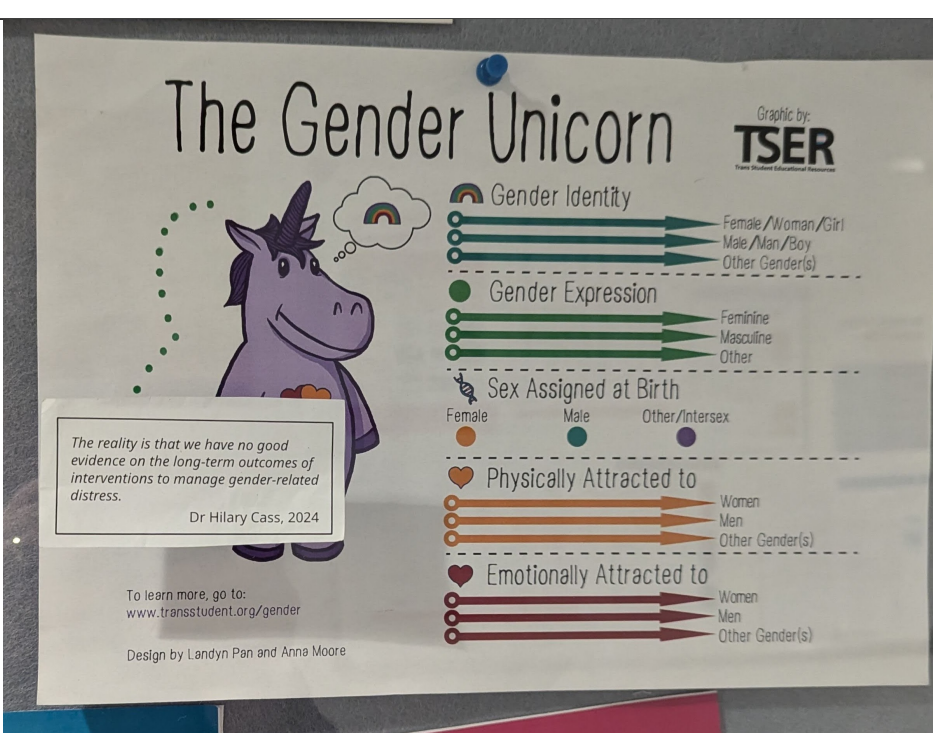
Image	Date	Comment
	05-11-2024	Reception (Non-binary flag)
	07-11-2024	EDI cabinet (gender unicorn)

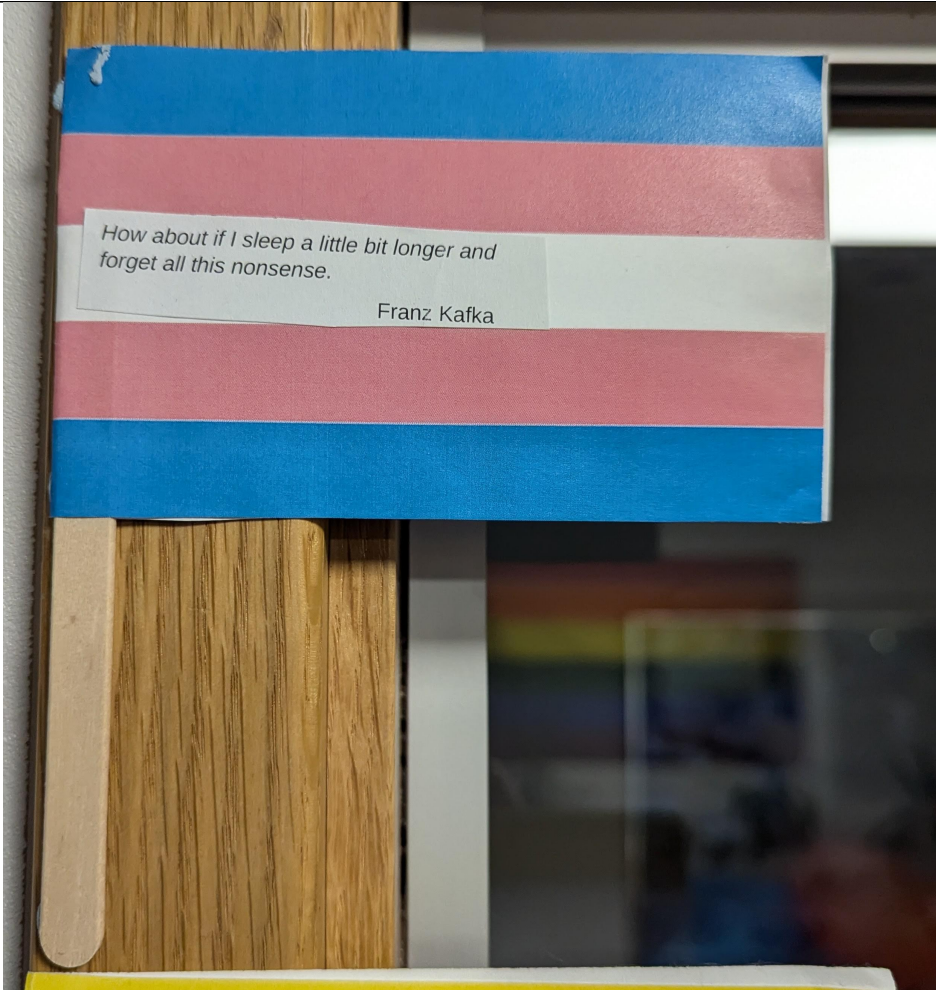
Image	Date	Comment
	07-11-2024	Reception (Trans flag)


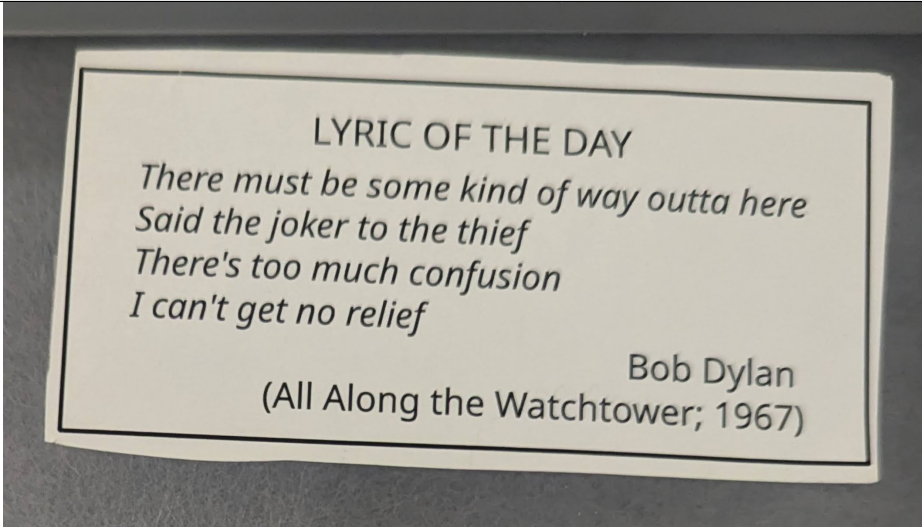
Image	Date	Comment
	07-11-2024	Reception (Asexual (?) flag). TOTD #49
	13-11-2024	EDI cabinet (upper corner)

Image	Date	Comment
	15-11-2024	
	21-11-2024	Miscellaneous notice board (upper corner). TOTD #50

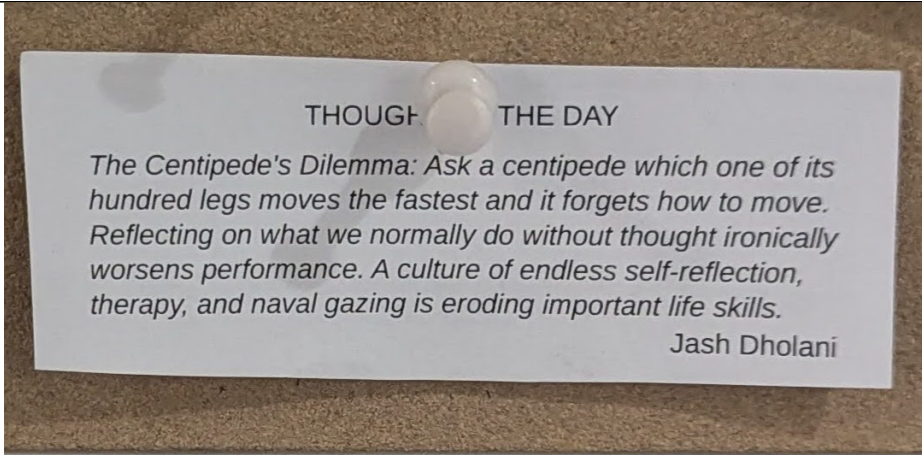
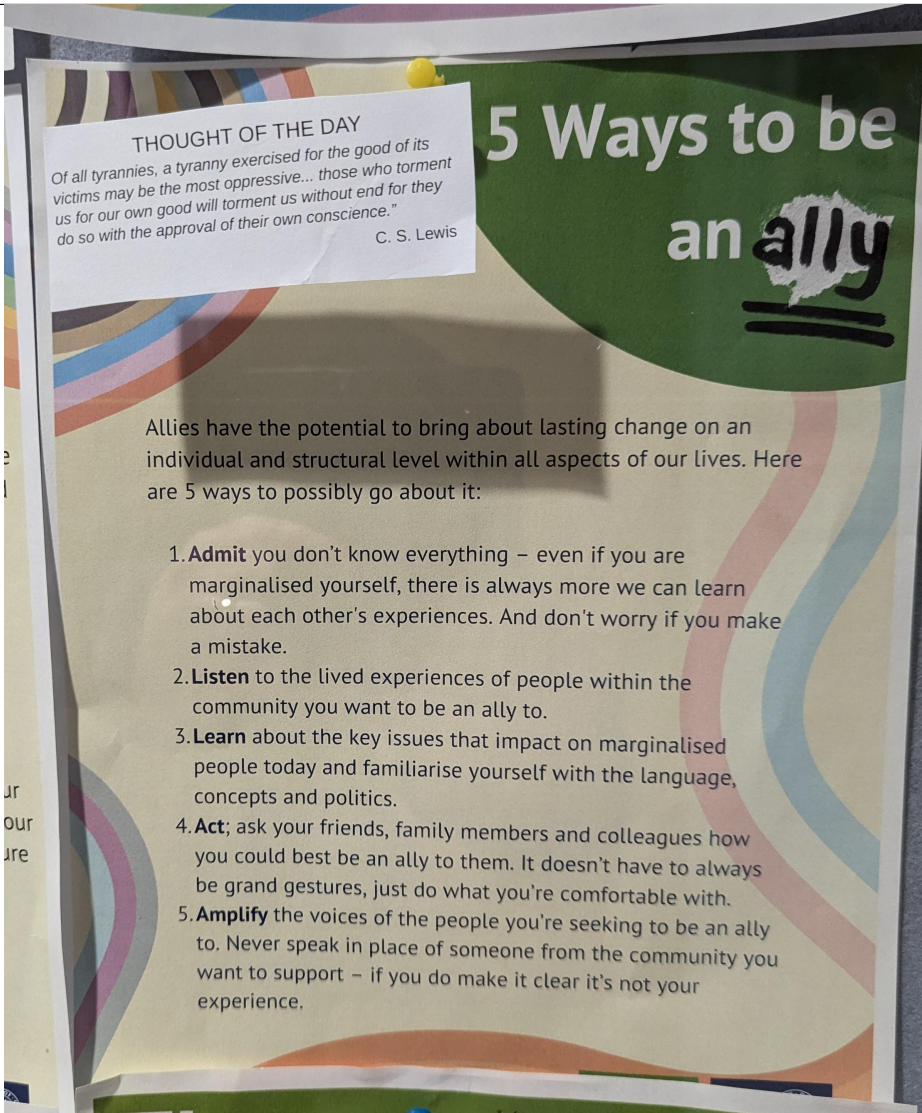
Image	Date	Comment
	25-11-2024	Miscellaneous notice board (upper corner). TOTD #51
	27-11-2024	EDI cabinet (Ally information). TOTD #52

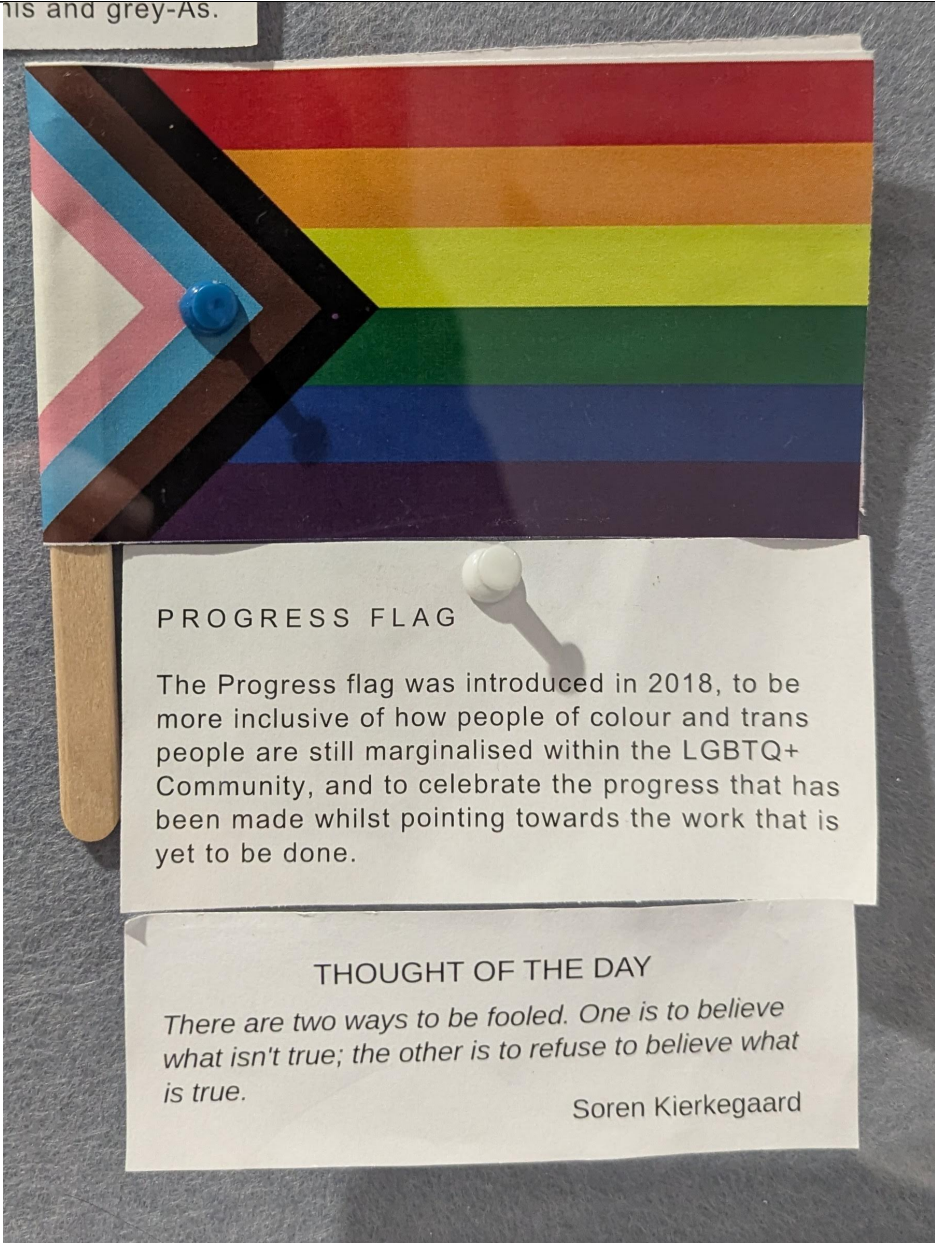
Image	Date	Comment
<p>nis and grey-As.</p>  <p>PROGRESS FLAG</p> <p>The Progress flag was introduced in 2018, to be more inclusive of how people of colour and trans people are still marginalised within the LGBTQ+ Community, and to celebrate the progress that has been made whilst pointing towards the work that is yet to be done.</p> <p>THOUGHT OF THE DAY</p> <p><i>There are two ways to be fooled. One is to believe what isn't true; the other is to refuse to believe what is true.</i></p> <p>Soren Kierkegaard</p>	<p>01-12-2024</p>	<p>EDI cabinet (below progress flag). TOTD #53</p>

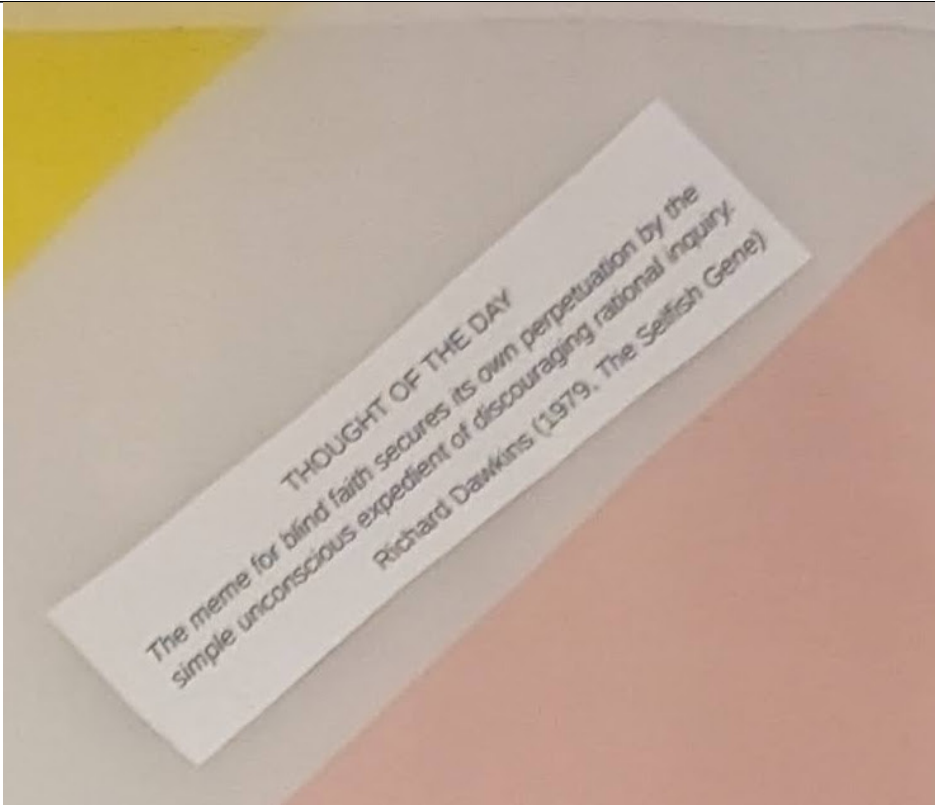
Image	Date	Comment
	<p>10-12-2024</p>	<p>2nd Progress flag (upper white stripe). TOTD #54</p>

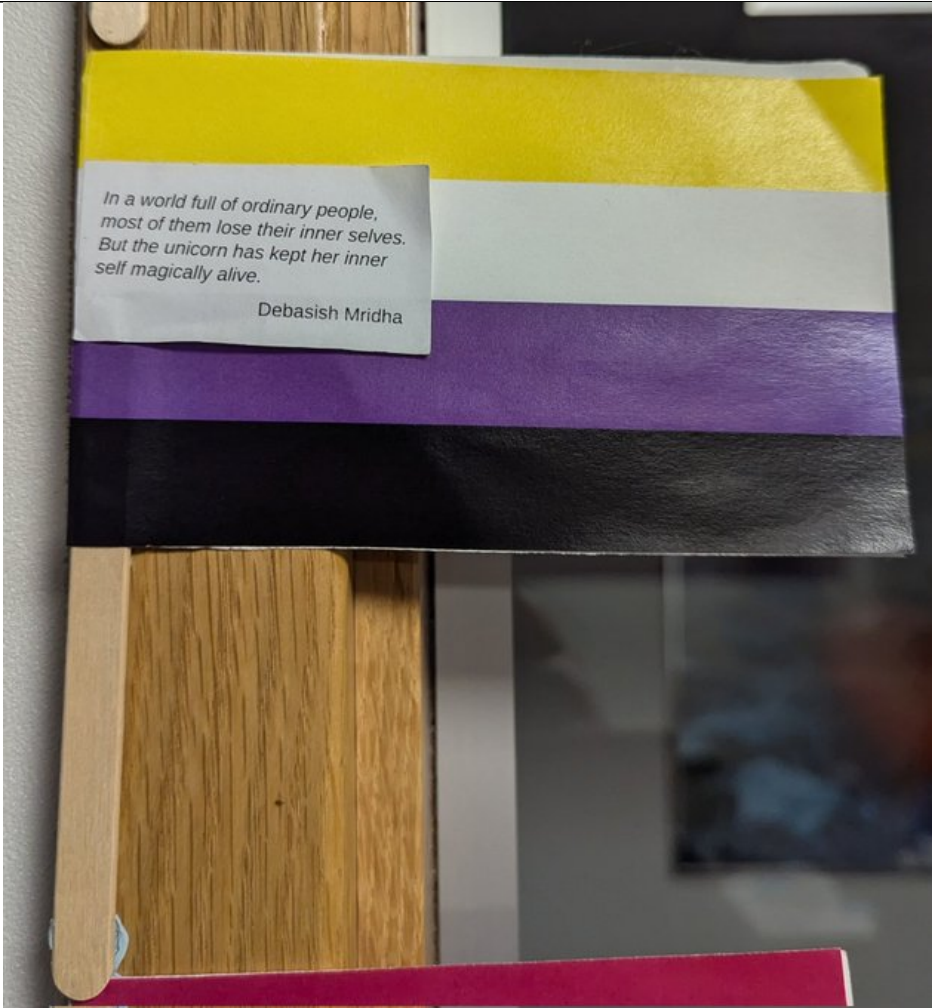
Image	Date	Comment
	19-12-2024	Reception (non-binary flag).

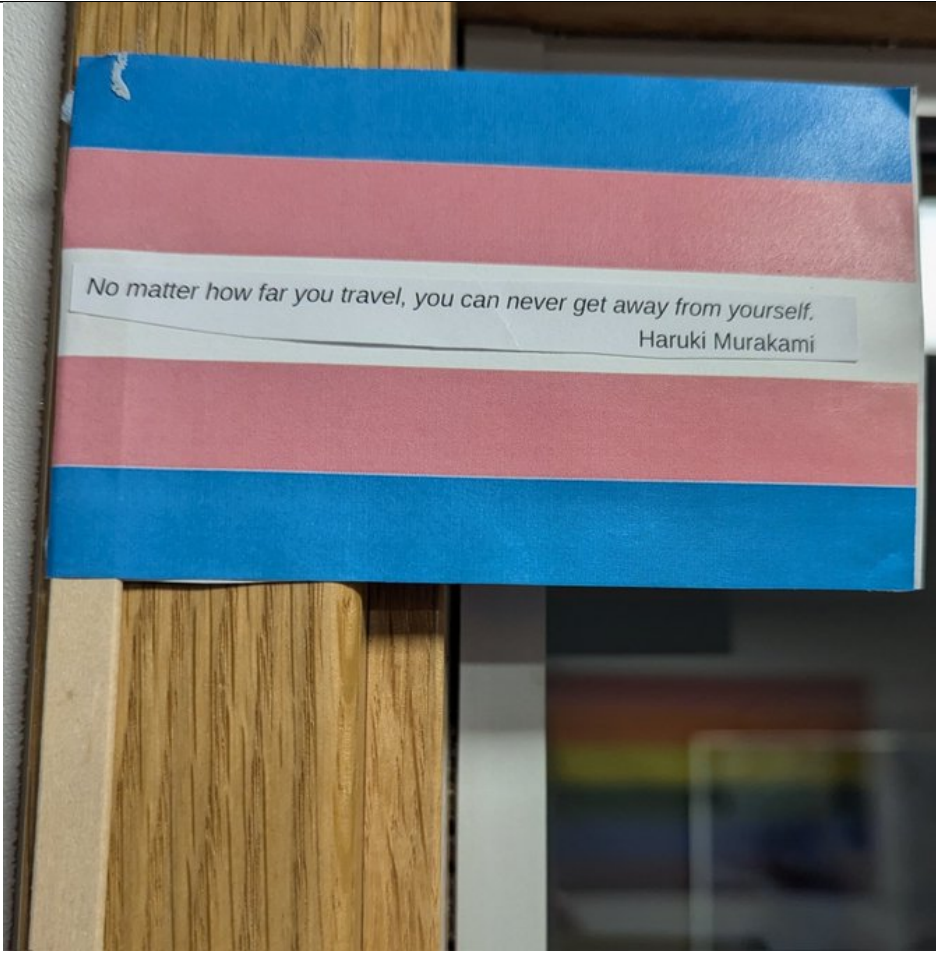
Image	Date	Comment
	19-12-2024	Reception (trans flag).

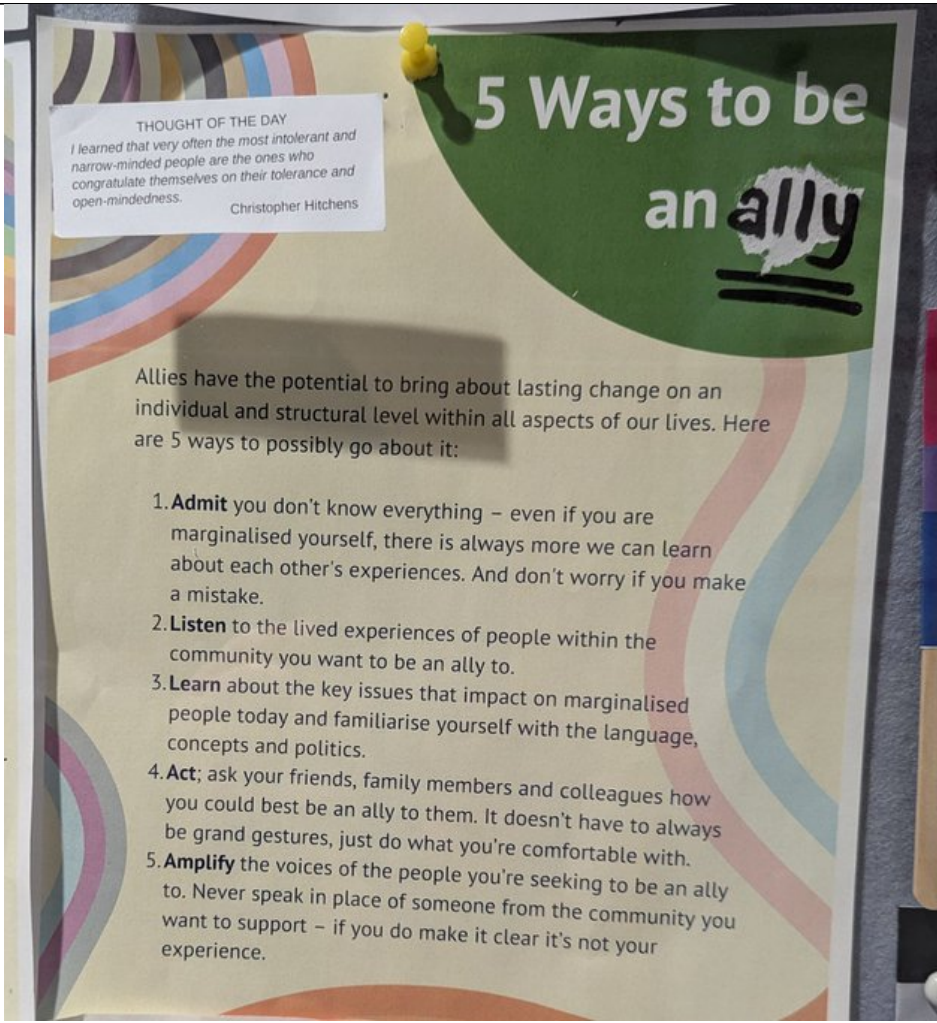
Image	Date	Comment
 <p>THOUGHT OF THE DAY <i>I learned that very often the most intolerant and narrow-minded people are the ones who congratulate themselves on their tolerance and open-mindedness.</i> Christopher Hitchens</p> <h2>5 Ways to be an ally</h2> <p>Allies have the potential to bring about lasting change on an individual and structural level within all aspects of our lives. Here are 5 ways to possibly go about it:</p> <ol style="list-style-type: none"> 1. Admit you don't know everything – even if you are marginalised yourself, there is always more we can learn about each other's experiences. And don't worry if you make a mistake. 2. Listen to the lived experiences of people within the community you want to be an ally to. 3. Learn about the key issues that impact on marginalised people today and familiarise yourself with the language, concepts and politics. 4. Act; ask your friends, family members and colleagues how you could best be an ally to them. It doesn't have to always be grand gestures, just do what you're comfortable with. 5. Amplify the voices of the people you're seeking to be an ally to. Never speak in place of someone from the community you want to support – if you do make it clear it's not your experience. 	<p>12-01-2025</p>	<p>EDI board (Ally information). TOTD #55</p>

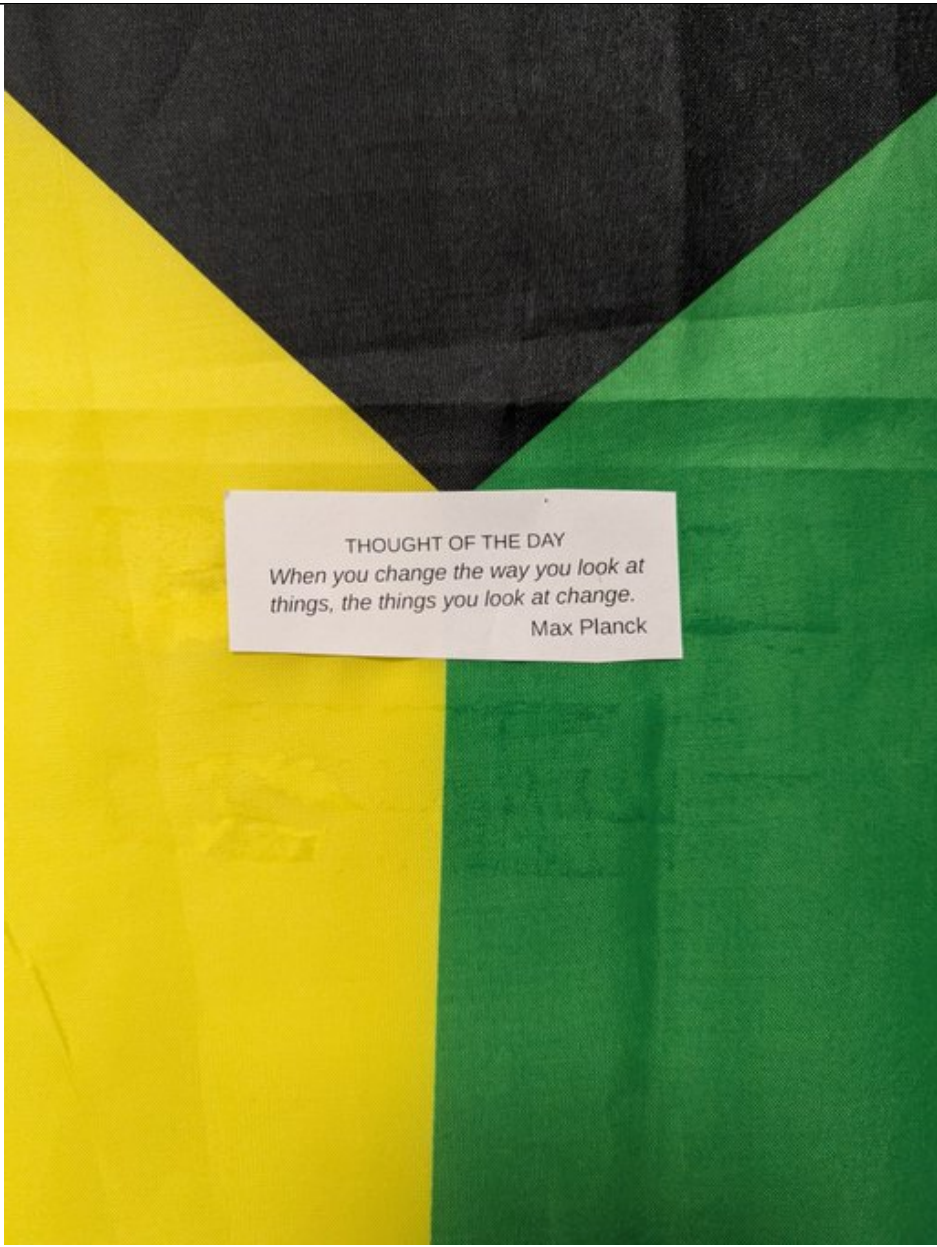
Image	Date	Comment
 <p>THOUGHT OF THE DAY <i>When you change the way you look at things, the things you look at change.</i> Max Planck</p>	16-01-2025	Progress flag (center). TOTD #56

Image	Date	Comment
<p data-bbox="566 280 949 660">Please feel free to take a pronoun badge</p> <p data-bbox="183 560 430 638">THOUGHT OF THE DAY If you tell the truth, you don't have to remember anything Mark Twain</p> <p data-bbox="167 728 877 761">The Equality & Diversity Unit runs the following initiatives:</p> <ul data-bbox="167 772 558 907" style="list-style-type: none"> • University LGBT+ Network • LGBT+ Allies Network • LGBT+ Role Models programme • University wide Networks <p data-bbox="167 952 726 1019">For more info on workshops and networks, visit edu.admin.ox.ac.uk/networks</p> <p data-bbox="167 1064 821 1131">Sign up to the Equality and Diversity Unit newsletter at edu.admin.ox.ac.uk/news</p> <p data-bbox="167 1176 821 1254">To join our Biology LGBTQ+ Network mailing list, email sympa@maillist.ox.ac.uk</p> <p data-bbox="686 1299 965 1433">Department of BIOLOGY UNIVERSITY OF OXFORD</p>	<p data-bbox="1069 1512 1197 1534">23-01-2025</p>	<p data-bbox="1220 1512 1500 1601">EDI cabinet (Pronoun badge information). TOTD #57</p>

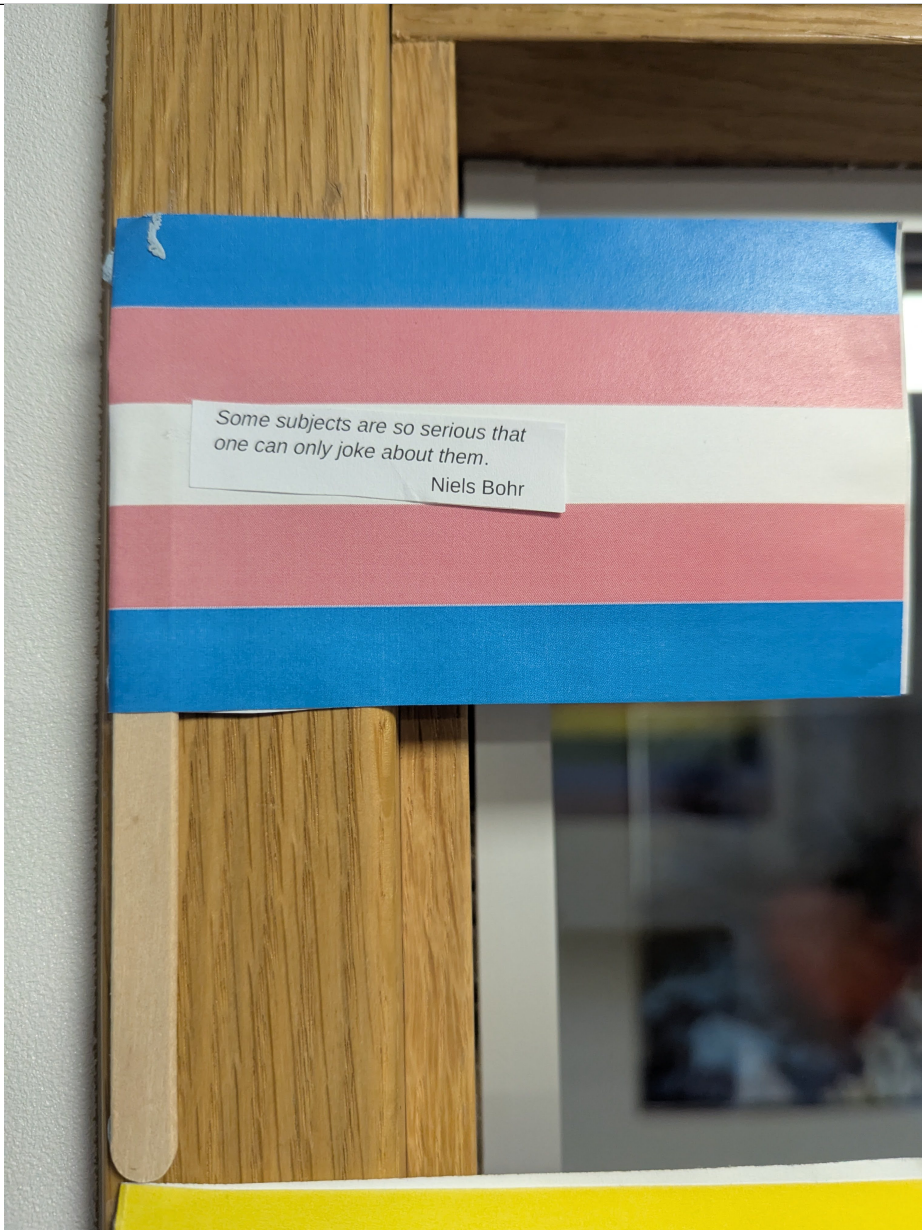
Image	Date	Comment
 <p>A white, cloud-shaped sticker with a scalloped edge is pasted on a yellow background. The text on the sticker reads: "THOUGHT OF THE DAY", "A reigning ideology is a little like the weather: all pervasive and virtually inescapable.", and "Michael Pollan".</p>	<p>26-01-2025</p>	<p>2nd Progress flag (circle). TOTD #58</p>
 <p>A Transgender flag (blue, pink, white, pink, blue horizontal stripes) is displayed on a wooden surface. A small white rectangular sticker is placed over the white stripe, containing the text: "Some subjects are so serious that one can only joke about them." and "Niels Bohr".</p>	<p>26-01-2025</p>	<p>Reception (Trans flag)</p>

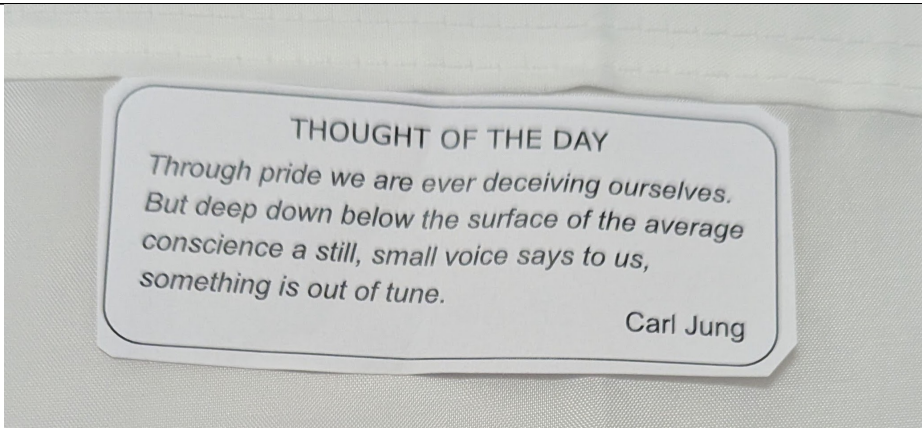
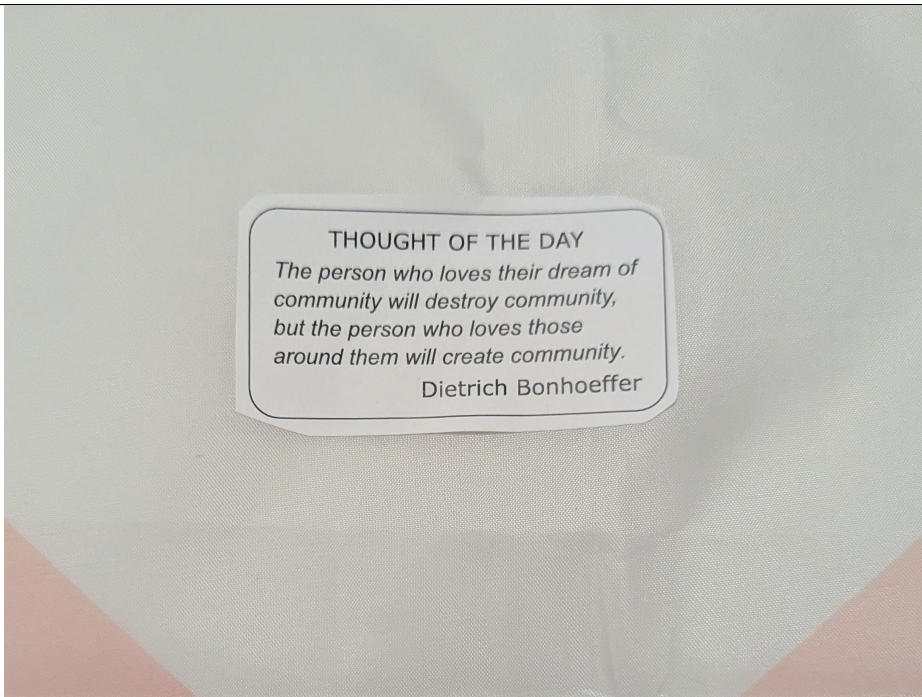
Image	Date	Comment
 <p>THOUGHT OF THE DAY</p> <p><i>Through pride we are ever deceiving ourselves. But deep down below the surface of the average conscience a still, small voice says to us, something is out of tune.</i></p> <p>Carl Jung</p>	02-02-2025	Progress flag (upper white section). Also 2nd progress flag (white section). TOTD #59
 <p>THOUGHT OF THE DAY</p> <p><i>The person who loves their dream of community will destroy community, but the person who loves those around them will create community.</i></p> <p>Dietrich Bonhoeffer</p>	06-02-2025	Progress flag (upper white section). TOTD #60

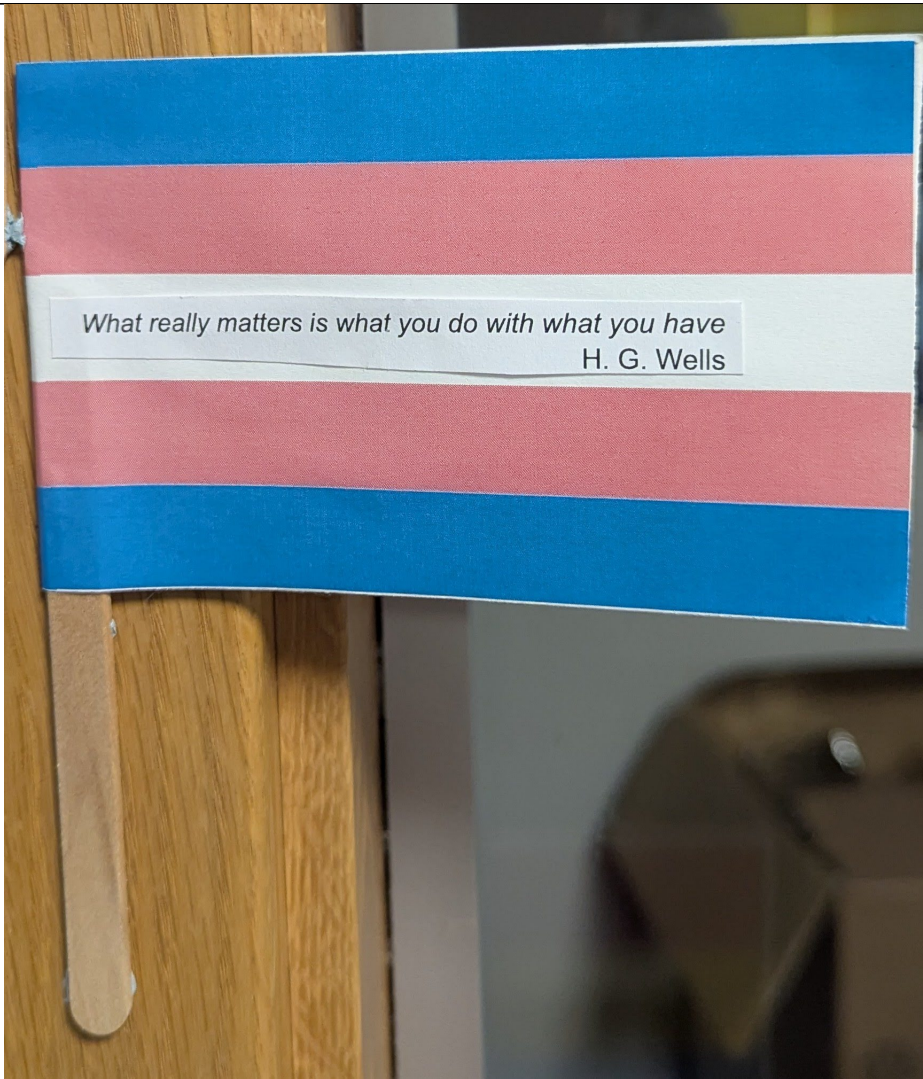
Image	Date	Comment
	06-02-2025	Reception (Trans flag)

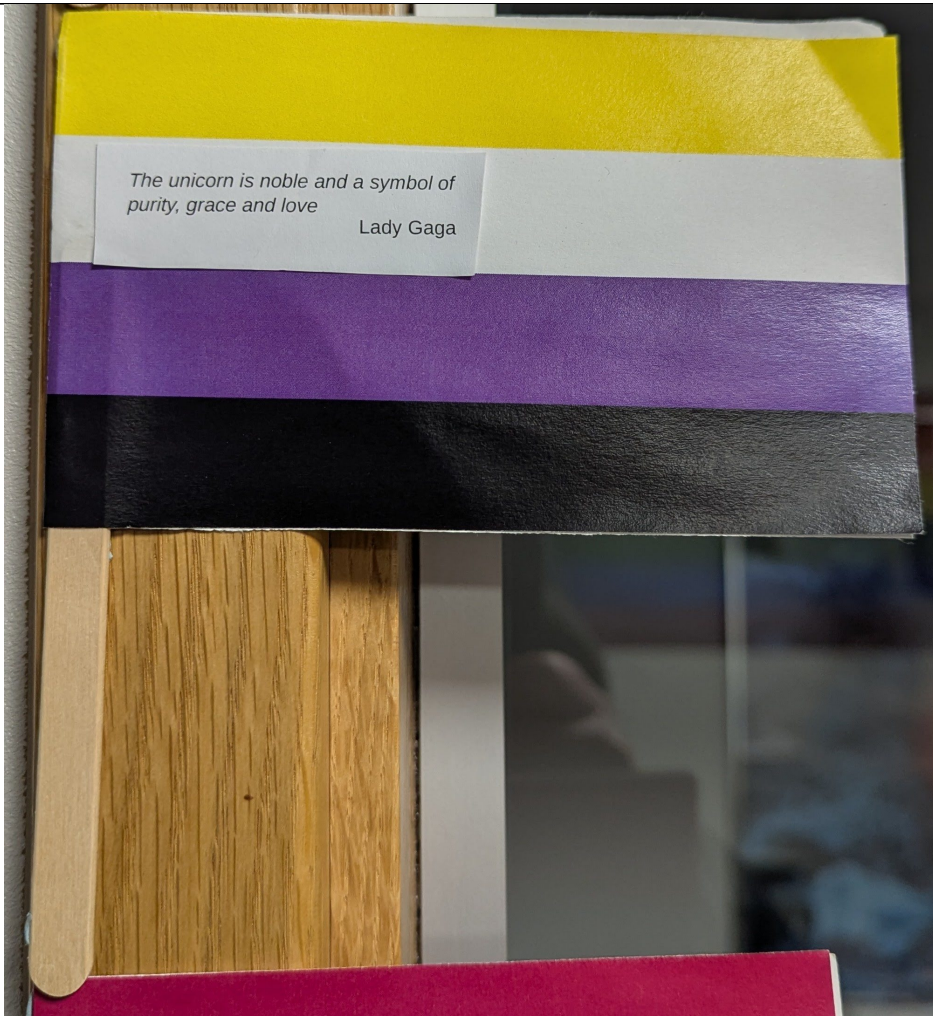
Image	Date	Comment
 <p>The unicorn is noble and a symbol of purity, grace and love Lady Gaga</p>	06-02-2025	Reception (Non-binary flag)

Image	Date	Comment
<p>A photograph of a trans flag (blue, pink, white, pink, blue horizontal stripes) mounted on a wooden stick. A white speech bubble sticker is attached to the flag with the text: "How about if I sleep a little bit longer and forget all this nonsense. Franz Kafka". The flag is pinned to a wooden beam on a wall. A red sign with the word "ctor" is partially visible in the bottom left corner.</p>	<p>10-02-2025</p>	<p>Reception (trans flag)</p>
<p>A photograph of a trans flag (blue, pink, white, pink, blue horizontal stripes) mounted on a wooden stick. A white speech bubble sticker is attached to the flag with the text: "THOUGHT OF THE DAY: Those who know do not speak. Those who speak do not know. Lao Tsu". The flag is pinned to a wooden beam on a wall. A red sign with the word "ntractor" is partially visible in the bottom left corner.</p>	<p>11-02-2025</p>	<p>Reception (trans flag). TOTD #61</p>

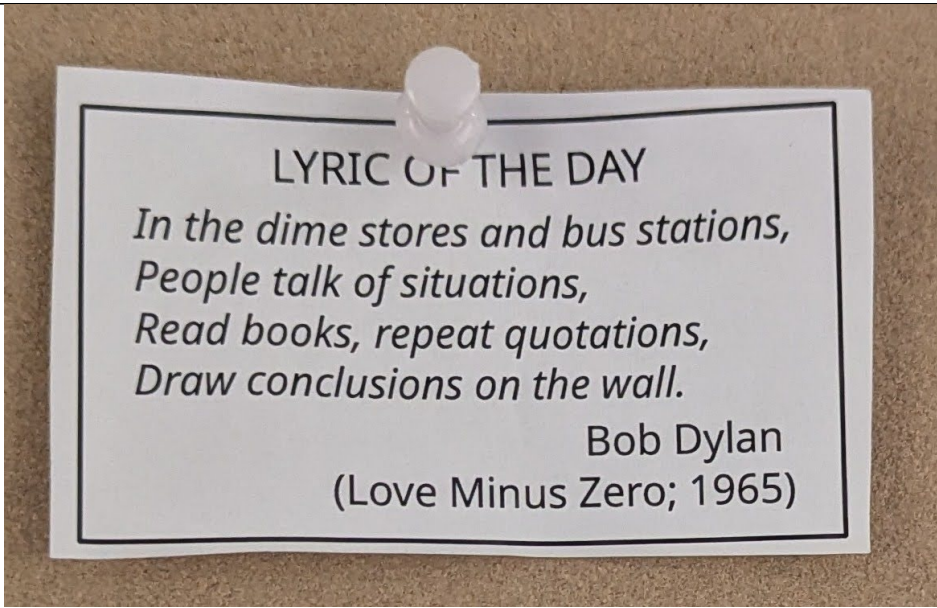
Image	Date	Comment
	23-02-2025	Miscellaneous notice board (upper corner)
<p>From Biology EDI committee <edi.committee@biology.ox.ac.uk> @</p> <p>To biology-all@maillist.ox.ac.uk <biology-all@maillist.ox.ac.uk> @ 12/08/2025, 15:07</p> <p>Subject EDI Committee update on the defacing of LGBTQ+ flags.</p> <p>Dear all,</p> <p>The Biology Department has completed its investigation into the defacing of LGBTQ+ flags. There have been no further incidents since February 2025, and the Department is confident that the steps taken have brought this activity to an end.</p> <p>We understand that these events have caused concern or distress. The EDI Committee and the Department remain committed to supporting any member of our community who has been affected.</p> <p>Feel free to contact the EDI Co-Leads, Jorgelina Marino and Lucy Radford, at edi.committee@biology.ox.ac.uk.</p> <p>With best wishes,</p> <p>Jorgelina and Lucy.</p>	21-04-2023	

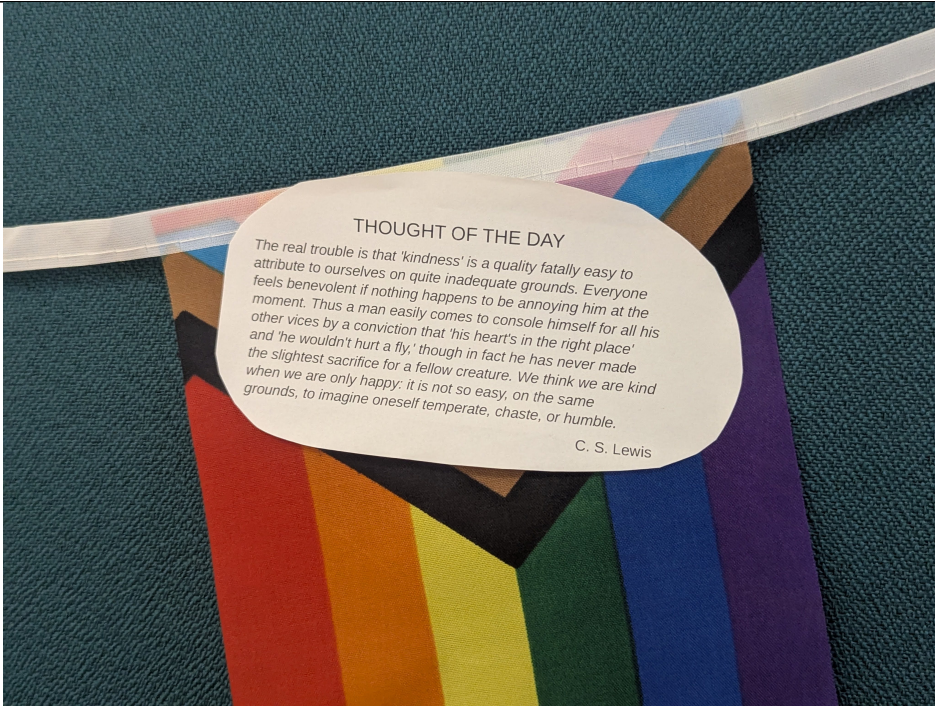
Image	Date	Comment
	25-10-2025	Hot desk bunting in the LaMB. TOTD #62


Image	Date	Comment
	<p>2-11-2025</p>	<p>Hot desk bunting in the LaMB</p>


Image	Date	Comment
 <p>A hot desk bunting is displayed against a dark green textured background. The bunting consists of a white ribbon at the top, followed by a series of colorful triangular flags. The flags are arranged in a sequence of colors: pink, light blue, brown, black, purple, blue, green, yellow, orange, and red. A small white card is attached to the ribbon, containing the following text:</p> <p>THOUGHT OF THE DAY The man who asks a question is a fool for a minute, the man who does not ask is a fool for life. Confucius</p>	2-11-2025	Hot desk bunting in the LaMB. TODD #63

Image	Date	Comment
<p>The poster features a circular portrait of Charles Darwin with a white beard. A rainbow arches behind the portrait. To the right is a flag with a rainbow and a yellow circle. Below the flag is a colorful parrot. A speech bubble from Darwin's portrait contains the text: "A man who dares to waste one hour of time has not discovered the value of life". The title "Darwin and the Queer Origins of Life" is in a large, dark serif font. Below the title is a paragraph of text: "A seminar given by Dr Ross Brooks (he/him), Associate Lecturer in history at Oxford Brookes University and curator of the Queer Oxford project. In this talk, Ross will give us a sneak preview of his forthcoming book, <i>Darwin and the Queer Origins of Life</i>, and outline some of Darwin's encounters with queer creatures and how they continually modified his thinking about the origins and evolution of sex." A QR code is on the left. Text below the QR code says: "4-5pm, Tuesday 2nd December 2025", "Lecture theatre 2, Life and Mind Building", "Open to all members of the university", and "To register, scan the QR code". At the bottom, a speech bubble says: "I believe I'm a unicorn. Unicorns are very magical and powerful and strong." followed by "Justine Skye". To the right of this is "Questions? Email:" followed by a redacted email address.</p>	<p>10-12-2025</p>	<p>Poster promoting Queer Biology talk.</p>




Image	Date	Comment
 <p>THOUGHT OF THE DAY <i>Censorship reflects a society's lack of confidence in itself.</i> Potter Stewart</p>	1-12-2025	Hot desk bunting in the LaMB. TOTD #64

Image	Date	Comment
<p>Remove the anti-reflex cover. Anti-reflex-Schutzfolie abheben. Anti-reflex korumayı kaldırın.</p> <p>2. Locate the metal brackets on the back of your frame near the gap and loosen the screws.</p> <p>3. Push the frame sides together and retighten the screws.</p> <p>4. The frame corners will be better aligned.</p> <p>THOUGHT OF THE DAY A man is a sperm's way of producing another sperm Philip K. Dick</p>	18-1-2026	Empty poster frame in a "town centre" within the LaMB. TOTD #65

Image	Date	Comment
	<p>18-1-2026</p>	<p>Hot desk bunting in the LaMB. TODD #66</p>

Image	Date	Comment
<div data-bbox="118 197 185 264">  </div> <div data-bbox="193 197 485 259"> <p>the red headed hedgehog @hedgehognothog</p> </div> <div data-bbox="932 197 1002 230">  ... </div> <p>Dear Oxford Biology,</p> <p>These quotes from the singers Róisín Murphy and Chrissie Hynde, two of the greats in my book, will be the final contributions to the EDI material on display in the Biology Department at the University of Oxford. The first contribution was a quote from Richard Dawkins, “There are two sexes and that is all there is to it”, placed beneath the Gender Unicorn poster on April 21st, 2023 (see banner picture). Since then, over 60 “Thoughts” and numerous other comments have appeared on the EDI/identity flag display board, the progress flags, and various other notice boards.</p> <p>These were intended as optional prompts to encourage reflection on the materials being displayed. Each one inspired me and in sum they featured a wide range of interesting figures from the past and present, including scientists, writers, and musicians. Some of them were challenging, yet none of them were hateful.</p> <p>In the past two years, each of them has been removed on discovery. They have been critiqued in department communications, but their contents have never been shared. This has limited their potential to raise interesting discussions.</p> <p>The final Thought from Róisín Murphy offers a perspective on the idea that people can change sex and its potential real-world implications. She critiques the belief itself, not those who hold it. The final Lyric from Chrissie Hynde conveys a sense of constraint, “force us to live like we do”, yet the tune is upbeat and I find it hopeful.</p> <p>The department has an illustrious history and a promising future. As a science institution, it would do well to keep in mind these words from Albert Einstein (Thought of the day #51): “Science can only flourish in an atmosphere of free speech”.</p>	<p>18-1-2026</p>	<p>Posted on X alongside the picture above</p>