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*EDI-positive programming: a perspective*

The need for equity, diversity and inclusion (EDI for short) is not new. Most of us would agree that they are critical to the well-being of any individual and of society.

What is new is the erasure of boundaries that historically separated the discourse on EDI from academic practices, debunking the long-held belief that academia is "immune" to the inequities that plague the rest of society. This has led to a critical rethinking of our daily professional activities - how we conduct research, teaching, service and recruitment. Scholarly societies, funding agencies, hiring bodies nowadays routinely put out calls for action in support of EDI. The specifics of these proposed actions have led in many cases to controversy, polarization of communities, and vigorous debates over the meanings of these terms in the context of our discipline. But they have also led to change.

This talk is not going to be about the philosophy of EDI - something that I am hardly equipped to handle. Rather, I will try to describe what EDI has meant to me personally in my professional journey, and the efforts that I have been part of.