


**The
Alan Turing
Institute**

**Open and transparent
leadership in
academia**

Kirstie Whitaker
Pronouns: she/her



#CurateYourStory @kirstie_j
<https://doi.org/10.5281/zenodo.3532649>

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I have no idea what I'm doing:

Open and transparent
leadership in
academia

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<https://doi.org/10.5281/zenodo.3532649>

Thank you to
my incredible
colleagues

- Konrad Adler-
Wagstyl
- Sophie Adler-
Wagstyl
- Georgia
Aitkenhead

- Louise Bowler
- Elizabeth DuPre
- Sarah Gibson
- Yini He
- Patricia Herterich
- Ang Li
- Malvika Sharan
- Isla Staden
- Yo Yehudi

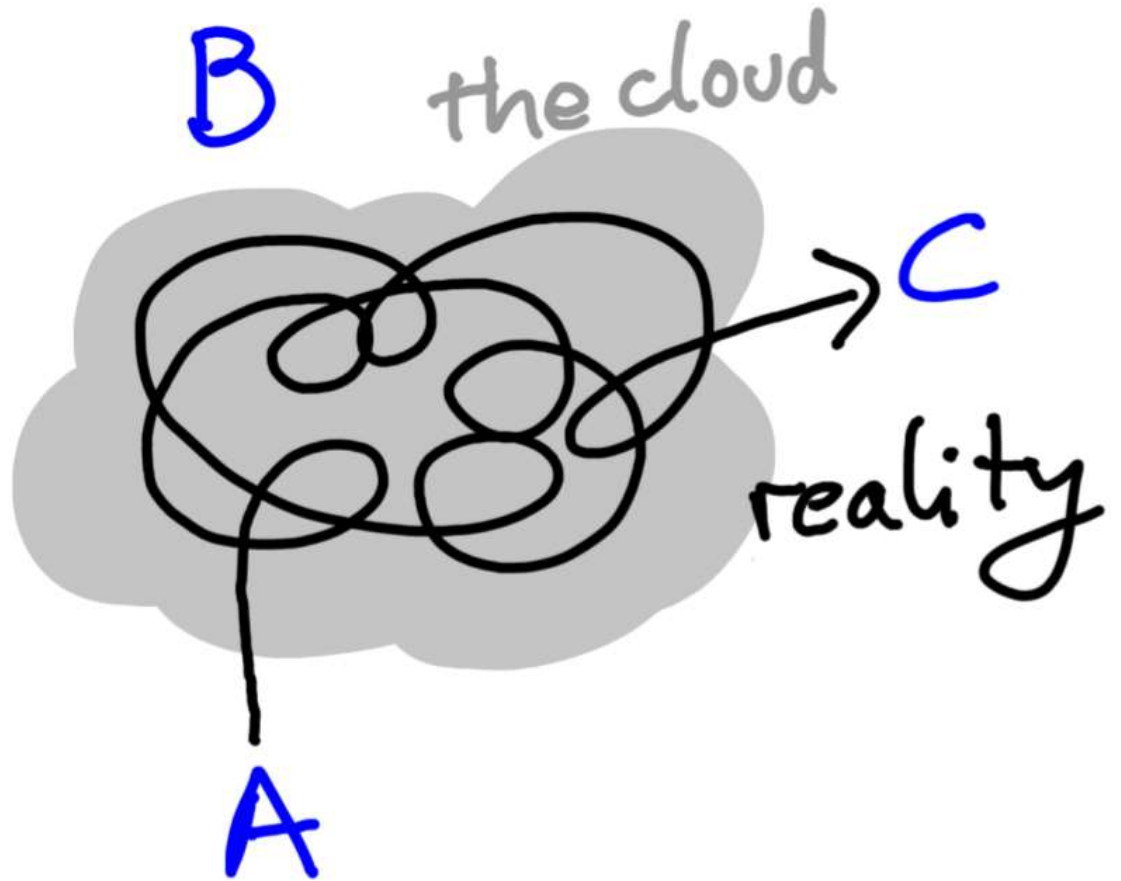


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<https://doi.org/10.5281/zenodo.3532649>



desired goal



<https://www.ted.com/talks/>

[uri_alon_why_truly_innovative_science_demands_a_leap_into_the_unknown](https://www.ted.com/talks/uri_alon_why_truly_innovative_science_demands_a_leap_into_the_unknown)

Alon, 2009, 10.1016/j.molcel.2009.09.013

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Success



what people think
it looks like

Success



what it really
looks like

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Kirstie Whitaker
@kirstie_j

I'm going to #GrootGif every time I see or hear of a project where:

1: I wish they'd have asked/listened to me.

2: I am asked to do the heavy lifting to teach the leaders why what they're doing is problematic.

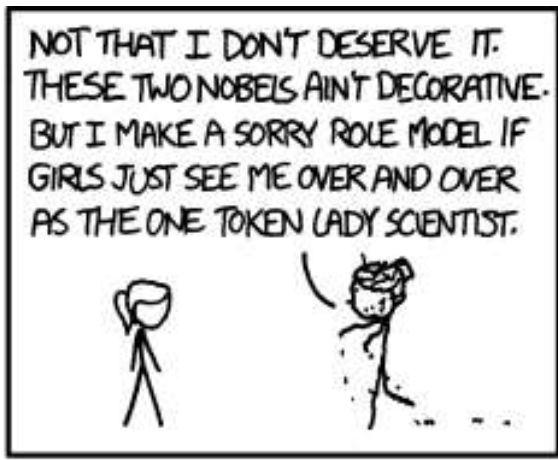
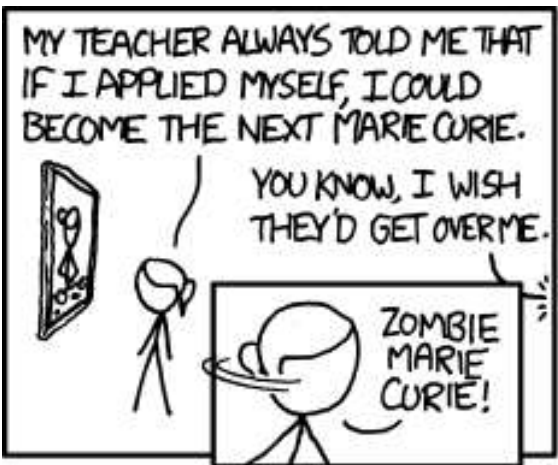
I'm pledging to you now, I'm going to focus on doing MY WORK WELL.



#GrootGif

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MY TEACHER ALWAYS TOLD ME THAT IF I APPLIED MYSELF, I COULD BECOME THE NEXT MARIE CURIE.



YOU KNOW, I WISH THEY'D GET OVER ME.



NOT THAT I DON'T DESERVE IT. THESE TWO NOBELS AIN'T DECORATIVE. BUT I MAKE A SORRY ROLE MODEL IF GIRLS JUST SEE ME OVER AND OVER AS THE ONE TOKEN LADY SCIENTIST.



BUT YOU DON'T BECOME GREAT BY TRYING TO BE GREAT. YOU BECOME GREAT BY WANTING TO DO SOMETHING, AND THEN DOING IT SO HARD THAT YOU BECOME GREAT IN THE PROCESS.



SO DON'T TRY TO BE THE NEXT ME, NOETHER, OR MEITNER. JUST REMEMBER THAT IF YOU WANT TO DO THIS STUFF, YOU'RE NOT ALONE.



THANKS.

ALSO, AVOID RADIUM. TURNS OUT IT KILLS YOU.

I'LL TRY.



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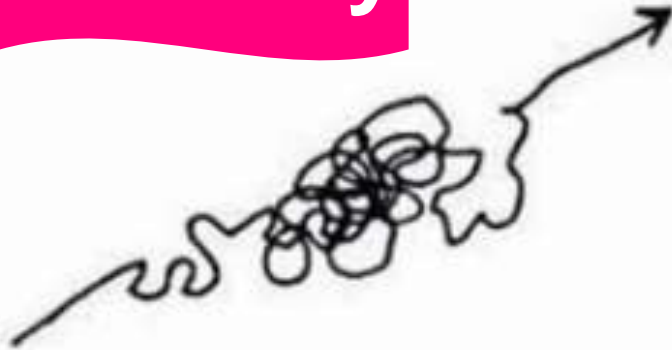
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<https://xkcd.com/896>

Success

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Curate your story



what people think
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the healers

PETRA VERTES AND KIRSTIE WHITAKER

NEUROSCIENTISTS / UNITED KINGDOM

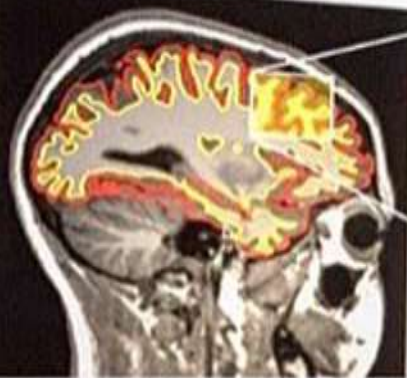
For mapping the origins of
schizophrenia.



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<https://2016globalthinkers.foreignpolicy.com/2016/profile/petra-vertes-and-kirstie-whitaker>



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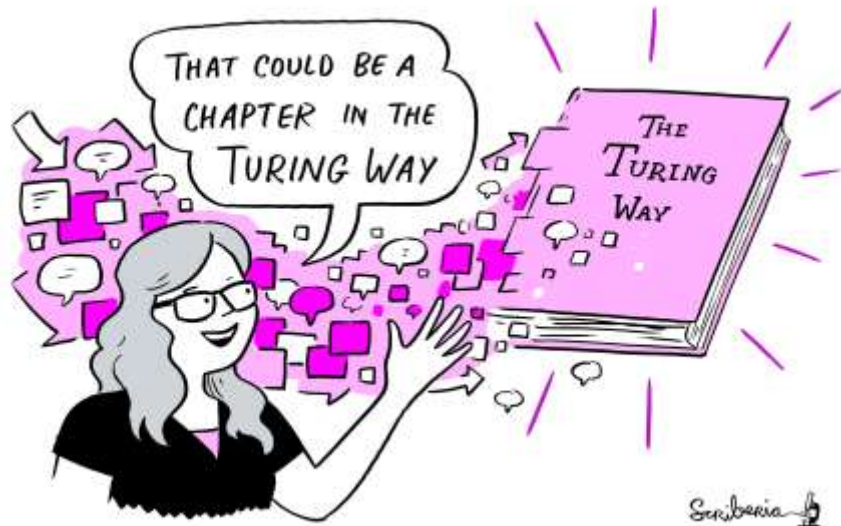
I'm a neuroscientist frustrated by the publication bias in my field who builds data standards and training materials to make it easier for others to share their hard work.



Picture credit: Chris Gorgolewski

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Welcome to the BIDS Starter Kit

How to get started with the Brain Imaging Data Structure
A community-created collection of tutorials, wikis, and templates to get you started with creating BIDS-compliant data

[BIDS Homepage](#) | [Wiki](#) | [Standard](#) | [Tutorials](#) | [Chat](#) | [Forum](#)

[Click to view the intro video!](#)



I'm an advocate for equity and inclusion who wants everyone to have the opportunity to do what they love, be paid appropriately, and to live long, happy, healthy lives.



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 Lewis Hou
 @lehou
 Follow

Privilege to be part of @STEMGamechange & meet so many brilliant folks making #STEM more diverse & inclusive! 🌈 Lots of actions, reflections & collaborations moving forward - this is just the start! 🙌🙌 Thanks to all organisers, our evidence-based #scicomm team & #STEMGamechangers!



Science
 and
 Everyday Life
 Cannot & Should
 Not Be
 Separated
 -Rosalind Franklin



The Alan Turing Institute


Out and About in STEM
 Legal information to support global mobility of LGBT+ individuals in STEM




Kirstie Whitaker 00:58

Open science must break down:

- Patriarchy
- White supremacy
- Capitalism



<https://www.forbes.com/sites/guymartin/2018/12/31/clues-and-legal-liabilities-what-happened-after-banks-shredded-his-own-1-4-million-artwork>

#CurateYourStory @kirstie_j
<https://doi.org/10.5281/zenodo.3532649>

I'm an aunt, a partner, a dog owner, a sister, a daughter, an ex-ex-pat (an ex-immigrant), a rider, a runner, a feminist, a learner and a leader.



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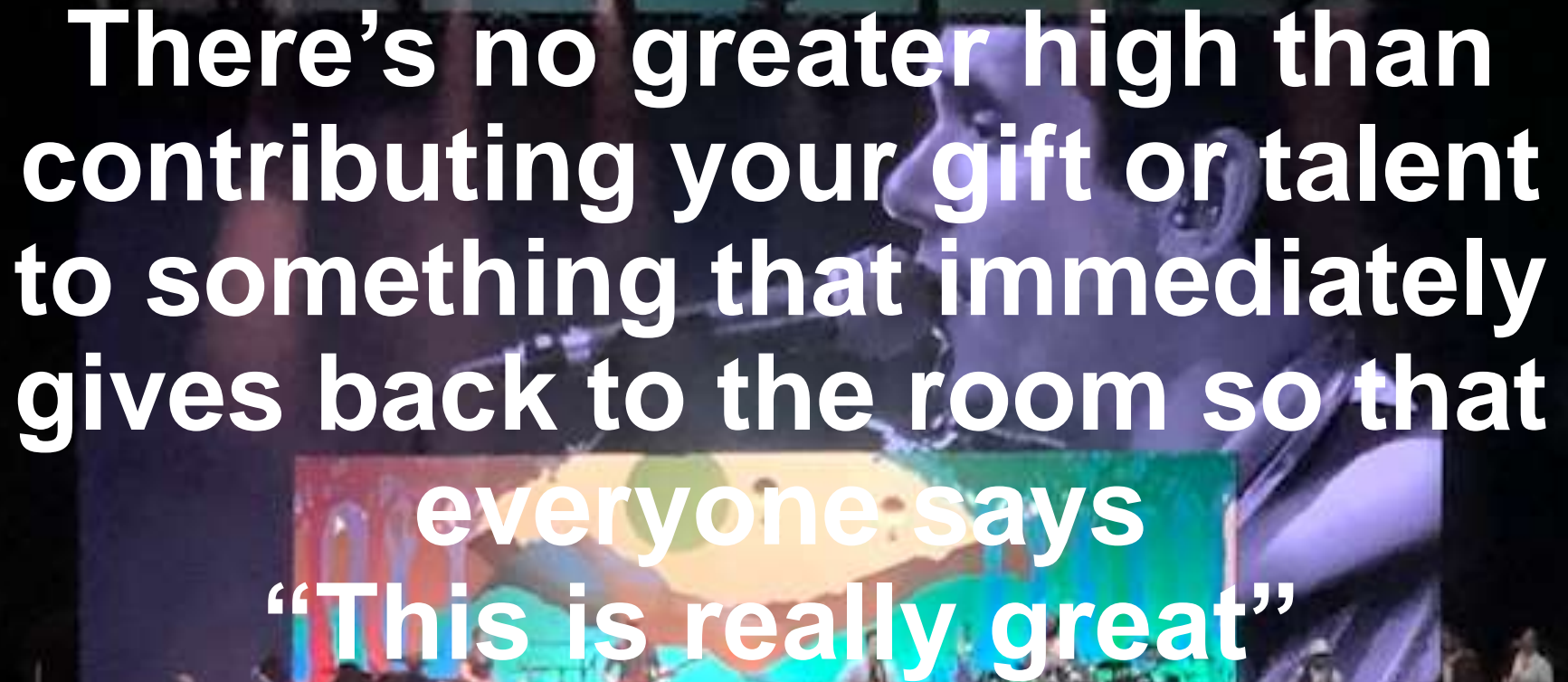


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**There's no greater high than
contributing your gift or talent
to something that immediately
gives back to the room so that
everyone says
“This is really great”**

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Lewis Hou @ldedran

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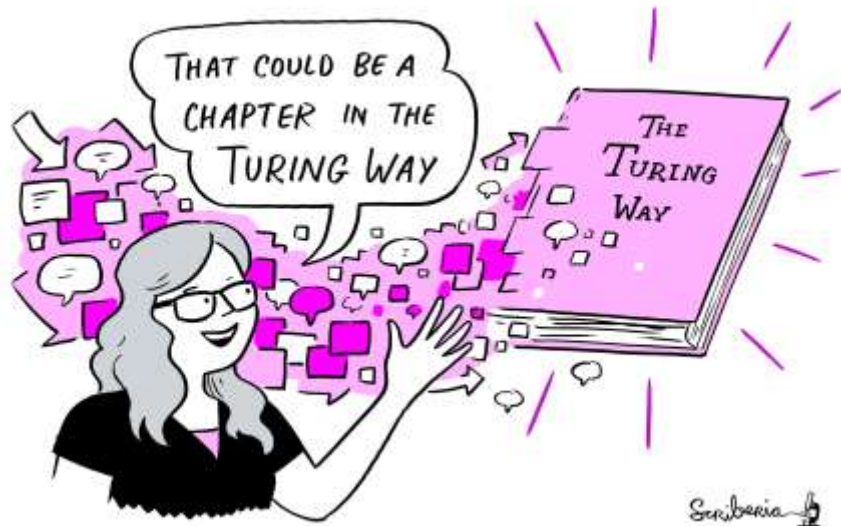
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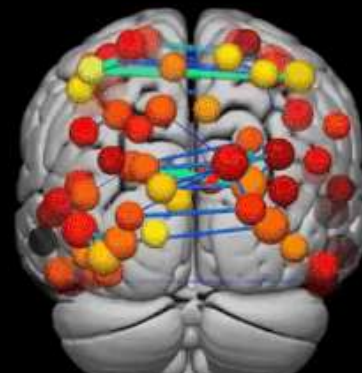


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Picture credit: Chris Gorgolewski

I'm an advocate for equity and inclusion who wants everyone to have the opportunity to do what they love, be paid appropriately, and to live long, happy, healthy lives.



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Curate your story

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**You are not the
leaders of tomorrow,
you are the leaders
of today**

Quote: Heather Joseph, Washington DC, OpenCon 2017

<https://twitter.com/hjoseph>

https://twitter.com/open_con

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Tell your story to change the world

Inspire young people (and the young at heart) to learn to code, conduct experiments, follow the scientific method

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Educate current researchers (early & late – no one knows what they're doing) with the skills to make research more efficient

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Advise policy makers on the best way to spend tax payer or donor money – they only have published papers to go on

In academia we do not reward collaboration

- Who gets money?
- Who chooses how it is spent?
- Who sets the agenda?



© Bianca Milla

The three least
useful words.

Not.
Technical.
Enough.



Source: Tania Reilly, Being Glue

<https://twitter.com/whereistanya>

<https://www.youtube.com/watch?v=KCIAPipnKqw>

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Open Leadership Principles



Understanding

You make the work accessible and clear

Read more

<https://mozilla.github.io/olm-whitepaper>

moz://a



Sharing

You make the work easy to adapt, reproduce, and spread



Participation & Inclusion

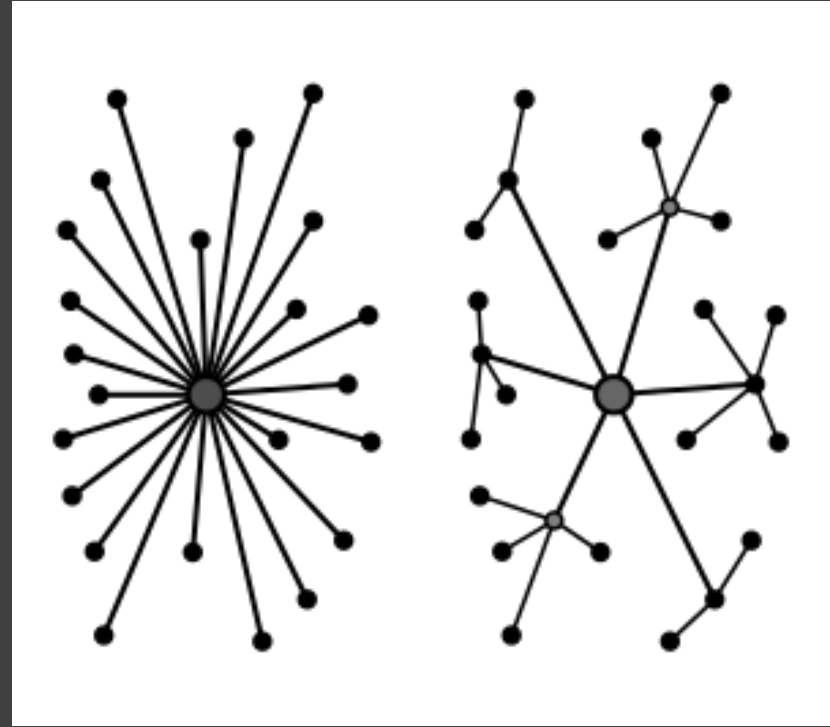
You build shared ownership and agency to make the work inviting and sustainable for all.

#CurateYourStory @kirstie_j

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Build trust to build capacity

- Everyone has something to learn
- Everyone has something to share
- Decentralise
- Listen



Don't be afraid

- There's a difference between being kind and never saying anything bad
- Surprise criticism is awful: don't do it
- If you never give any feedback, no one can learn from you

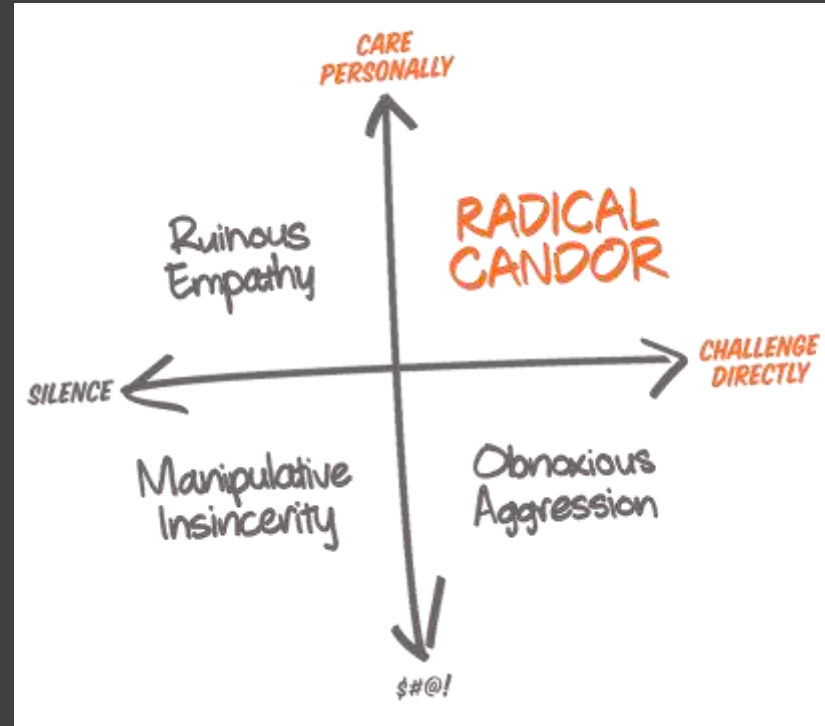





Image credit: Paul Mckenzie
<https://www.nhm.ac.uk/visit/wpy/gallery/2018/images/earth-s-environments/5368/delta-design.html>

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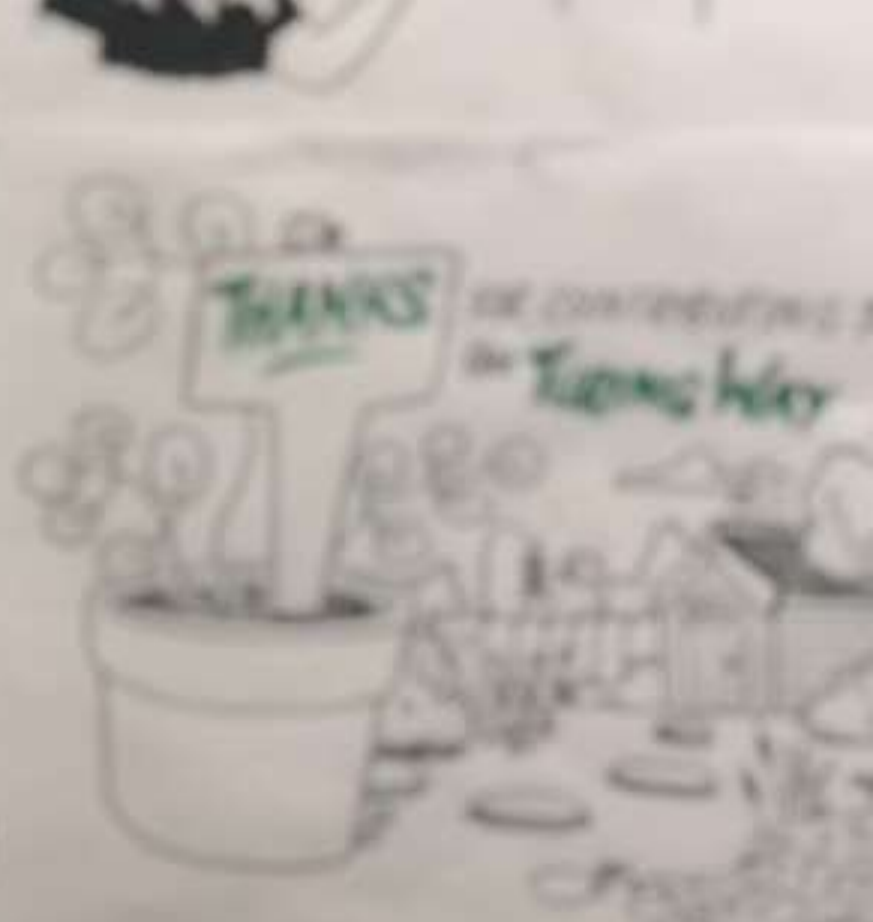
Small is good, small is all
(The large is a reflection of
the small)

Change is constant
(Be like water)

Image credit: Paul Mckenzie
<https://www.nhm.ac.uk/visit/wpy/gallery/2018/images/earth-s-environments/5368/delta-design.html>
Emergent Strategy, adrienne maree brown
<https://www.akpress.org/emergentstrategy.html>

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- If you are not kind to yourself, you can not be kind to others
- And if you are not kind, none of the other stuff matters



#GrootGif

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Incredible card from Elizabeth DuPre

Thank you to
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colleagues,
family & friends

– Konrad Adler-
Wagstyl

– Sophie Adler-
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– Georgia
Aitkenhead

- Louise Bowler
- Elizabeth DuPre
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