ACTION

Brainstorming Inclusion

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Workshop Topics

- Mapping Assumptions and Bias

- Stakeholder Mapping

- Project Design for Diversity and Inclusion

Workshop Aims

- Work together to strengthen diversity and inclusion in ACTION projects

  - Understand what is important for diversity in citizen science projects working with pollution

  - Formulate concrete strategies to which to commit

  - Agree on follow-up strategy

Diversity - internal and external stakeholders

- Organisational
  - Within the project team
  - Within the citizen science cohort
- Economic
  - Funders
  - Competitors
  - Suppliers / distributors
- Societal
  - NGOs
  - Communities
  - Environment / non-humans

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Assumptions and Bias - citizen participation

Everyone can use a smartphone

Communicating through our website will reach everyone we need

Do I prefer to engage with people who are like me?

Chemicals are bad

Being out in nature feels great

The data we collect will allow us to lobby for change

Engaging in Citizen Science is empowering

Assumptions and Bias Exercise (10 mins)

- Write down some Assumptions you have about your project

- Map them to a Bias in who can participate

- There's a starter sheet you need it

- Each project feeds back one assumption and bias to the group (3 mins)

Diversity - Mapping Stakeholders

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**Activity
(10 minutes)**

1) Work in your Project to List the stakeholders who are currently involved (5 mins)

2) Work in Groups to List stakeholders who are missing (5 mins)

Designing for Diversity and Inclusion

Activity (15 minutes)

1) In Groups: Use the Diversity and Inclusion Worksheet to come up with strategies for expanding the diversity of your own project and addressing barriers to inclusion

2) Decide on two concrete strategies you can implement during the ACTION Accelerator

Designing for Diversity and Inclusion

Feed Back

Tell us your strategies!

How can we follow up?

Acknowledgement

Duration: 01/02/2019 – 31/12/2022

Assumptions and Bias[1]

Can anyone participate?

- Does my project actively address differences in experience, power, resources?
  eg: my project has a co-designed policy for facilitating discussions between community members who are non-native language speakers and those who are native speakers.

What are the barriers?

- What does someone need to be able to participate? Will it affect which data is collected if certain groups are excluded?
  eg: We collect water quality observational data through an app. The elderly may not contribute meaning we lose the perspective of generations who grew up with far less plastic pollution.

What is the cost of participating?

- Is there a financial cost to participating? Is there a time cost? Is there a danger?
  eg: Each workshop we run is 3 hours a day for 2 days. Participants need to buy equipment to make measurements.

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[1] Adapted from Fiske A, Prainsack B, Buyx A. J Med Ethics 2019;45:617–622.

Assumptions and Bias

Assumption	Bias

Stakeholder Mapping

Position	Included	Missing
Organisational		
Economic		
Societal		

Designing for Diversity and Inclusion²

Trustworthiness?

- Who is likely to 'opt-in' to the project, and who is not? What role does trust play in this process?

Strategy:

Context?

- What are the existing power structures within which my project operates? How does the project interact with this power structure?

Strategy:

Inclusion of marginalised groups?

- Are marginalised groups included in the project? If so are they collaborators or subjects of data collection?

Strategy:

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² Adapted from Fiske A, Prainsack B, Buyx A. J Med Ethics 2019;45:617–622.

Who should benefit?

- Who is empowered / facilitated or disempowered in the process of the project? What specific benefits are there?

Strategy:

Are participants represented?

- Are participants able to use the data they gather? Are they compensated for their time and labour? Are they / will they be represented in outcomes?

Strategy: