

Inclusive Recovery Roundtable BIG 2020

Share your pledges to action here

HELEN FEATHERSTONE JUL 20, 2020 02:02PM

My pledge to contribute to an inclusive recovery for my colleagues

Be vocal about keeping remote meetings / events as an option going forward

With caveat that remote events / events are more accessible for some and less for others

Continue to push for equity and inclusivity to be a central part of what we do and what is considered in staff support and staff development - use my voice to advocate for better support, even though my own power is limited

Keep shouting about it! — ANONYMOUS

To ask the question at early planning stages of every project "how does this support where we need to be" — ANONYMOUS

Ensure to call out inappropriate comments/behaviours from colleagues

I've been guilty of not challenging at the time or at all

agreed, and feel previously i've been concerned about not having the language to do it, but not letting that personal fear from stopping me or being an excuse to not call people out — ANONYMOUS

Use my relatively secure and senior position within my organisation to advocate for junior and/or less-secure staff and call out inappropriate behaviour etc

challenge structures that perpetuate unpaid work, underpaid work, insecure jobs

As someone with privilege and a platform, I will make sure that the burden does not only fall to minoritized and marginalised groups.

Use my privileged position (still with a job, not dealing with personal grief/loss, etc.) to keep asking questions and keep pushing for change within my organisation

Challenge funders to provide longer term support

Implement mandatory training for staff to improve EDI awareness, both from perspective of identifying it in others and accepting being corrected ourselves

Pay PhD students for their time in PE events, some students, particularly those from overseas, may be using their stipend and part-time work to fund family members back home now or in future

Note that there may be visa restrictions with this — ANONYMOUS

Continue to be active in EDI work in my institution.

Being (more) proactive about challenging poor practice in eg hiring

Decolonisation

What does this mean for Sci Comm?

Work more to create inclusive networks and provide support, allyship and opportunities for a wider group

Promoting sci-comm socials to wider audiences to build bigger and more diverse networks
— ANONYMOUS

use my position to hold higher ups accountable and putting pressure on them to keep the DEI initiatives

Keep platforming discussions on diversity and inclusion to senior staff members. Never let it slide off the agenda.

Include an EDI statement in your organisations vision/corporate strategy

Create a "safe space" for marginalised people

My pledge to contribute to an inclusive recovery for my audiences / public partners...

Take this period of change as an opportunity to adapt a long-standing programme to be much more inclusive and have the opportunity to reach more people

prioritise platforming individuals from underrepresented group, and drawing from a more diverse set of role models

Avoid 'who do we know that could do this well' and look outside your existing networks
— ANONYMOUS

good comment — ANONYMOUS

And making sure it's not the same person from the underrepresented group every time!
<https://xkcd.com/896/> — ANONYMOUS

+1 to the not asking the same person every time! — ANONYMOUS

Make sure that our media releases show the full diverse teams involved in discoveries not just the (often white male) principle investigator

Question venues/location

Take this as an opportunity to change how and where content is delivered to audiences.

work on bringing the content to the audience rather than relying on the audience seeking out my content

actively seeking out and asking underrepresented groups what reduces their engagement and what changes could help e.g. engage in different settings, use different formats to reach them out etc

Pushing for decolonising STEM curriculums in my institution

I'd like BIG to...

Provide a space for differentiated support, space & advocacy around inclusive practice in our sector for groups (and bring together)

The support needed for freelancers, those employed in Universities/ public engagement, smaller companies/social enterprises, those in strategic roles in big institutions, all have (very) different levers, mechanisms and concerns. We may consider also have specific groups for those who are racialised, disabled. LGBTQ+.. These should be brought together too to get a bigger picture, but having specific safe spaces would be really helpful. It also sends a big message outwardly, and could/should link with external partners and communities (Minority in STEM, Pride in STEM)

Provide space eg through Zoom — HELEN FEATHERSTONE

In return we ask for a commitment / action — HELEN FEATHERSTONE

Take a list of "groups" / themes to the Exec to support — HELEN FEATHERSTONE

Sector groupings is about action — HELEN FEATHERSTONE

Demographic groups is about creating spaces for discussion — HELEN FEATHERSTONE

Support freelancers

Contact Museum Detox about their White Privilege Clinic

Encourage organisations to pay interns/volunteers at the start of their sci-comm careers

campaign to have organisations provide funding or grants for people starting out — ANONYMOUS

I use students from U of Birmingham to help at Big Bang Fair each year. We train them up to speak and help deliver workshops and let them see how the whole thing works. Jon Wood recruits them and PAYS them an hourly rate, then we give them food and travel on top. It reduces those having to choose between paid work and work experience. — ANONYMOUS

Diversifying Routes work helps this — HELEN FEATHERSTONE

Piece of work about understanding the scope and range of volunteering - HF chat with Katherine — HELEN FEATHERSTONE

Help set an expectation that STEM communication organisations should be centralising EDI in all that they do

Keep running events like this so we can all keep learning

Share stories about what good changes are happening

So we can learn and have hope.

Start a conversation about the ways in which short term contracts and volunteering to get into the scicomm/public engagement sector is inherently exclusionary

Collate any actions taken across the sector that remove inclusive practice so we have a record when funding etc goes more back to 'normal'

HA talk to people who raised this re collating info - possibly Google Form? — ANONYMOUS

HA to chat with Jen and David re google doc for being an anonymous repository — HELEN FEATHERSTONE

Set up alumni type scheme for sci-com practitioners further along their career to financially assist those at the beginning of theirs

While acknowledging that further along in their career does not usually go with financial success.
— ANONYMOUS

Mentoring (not cash!) — HELEN FEATHERSTONE

Help to promote/signal boost a wide range/list of speakers, presenters and trainers to help those looking for someone to speak at an event make better decisions and not just rely on existing networks

Tackling harassment and lack of diversity within our own institutions being honest about exclusionary practices that we uphold

I'd like BIG to influence funders into recognising that reaching underrepresented audiences often means reaching small audiences, or reaching them with many low-level messages, rather than one big message. This is expensive per audience member so is never very tasty for funders.

I was just going to say this. I would just put a slightly different twist in terms of helping put together an argument/compile evidence of the value of these programmes for participants. That is, to be able to convince funders, we need to present a compelling argument for the value of these programmes, beyond just 'they're really valuable'. If BIG can make connections with some funders (or if BIG members have connections) – to explore what kinds of arguments might be convincing (and to whom)? There will always be some funders, sadly, who just care about numbers but others are more enlightened (I hope!) – so who are they and what kinds of arguments/evidence do they find convincing? — ANONYMOUS

I've found Royal Society of Chemistry to be understanding about small reach but high quality engagement in SEN Schools. — ANONYMOUS

This is a massive issue. See other thoughts section. — ANONYMOUS

Lobby funders!

How about, in addition to the Beetlestone & Josh awards, a new award specifically for recipients from a minoritized or non-privileged background?

Commit to inclusivity in how sessions are accepted

Put on networking session specifically for new members, so everyone has a voice and it isn't just about who shouts loudest/is more gregarious

Resources I'd like to share

<https://equityandeverydayscience.files.wordpress.com/2019/05/3e-zine-2019.pdf>

Black Lives Matter Charter for the UK heritage sector

<https://www.cultureand.org/news/black-lives-matter-charter-for-the-uk-heritage-sector/>

Black Lives Matter Charter for the UK heritage sector

Culture&'s Board of Trustees, staff and New Museum School trainees therefore call on our partners and the wider arts and heritage sectors to make clear their position on Black Lives Matter by committing to make the following changes in order to decolonise their relationship with the UK Black community and

CULTUREAND



<https://www.ecsite.eu/activities-and-services/news-and-publications/digital-spokes/issue-63>

Anti-racist science communication starts with recognising its globally diverse historical footprint

Science Communication is often presented as a unique response to and offshoot of the prevalence of western science in modern societies. Lindy Orthia and Elizabeth Rasekoala argue against this notion, suggesting that a temporally and culturally limited understanding of science communication, in turn promotes a limited discipline of science communication and serves to perpetuate a singular idea of how and for whom science is communicated.

IMPACT OF SOCIAL SCIENCES



Anti-Racist Education

Scotland network - more specific science decolonising and ARE work upcoming

<https://www.theantiracisteducator.com/>

<https://www.equalityhumanrights.com/sites/default/files/tackling-racial-harassment-universities-challenged.pdf>

Diversity

<https://diversily.thinkific.com/courses/The-Change-Canvas>

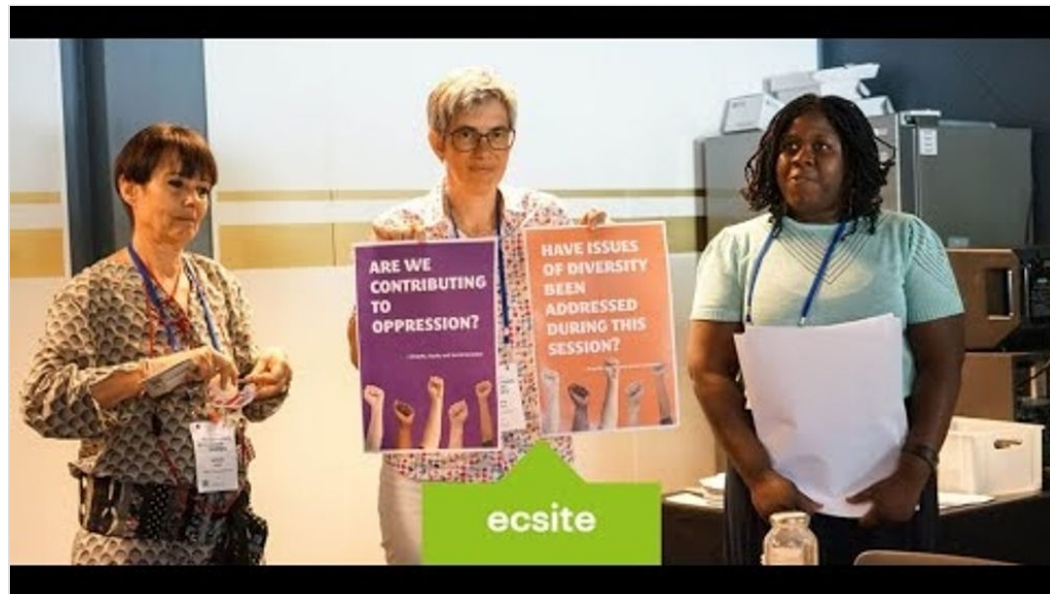
Pass the Mic - Women of Colour Commentators

<https://passthemicscotland.wordpress.com/>

Equity and inclusion

How can science engagement be truly inclusive? This Spokes collection brings together articles exploring different paradigms of equity and inclusion, as well as pieces dealing with specific issues or audiences, from teenage girls to visually impaired people, LGBTQ+ STEM professionals to refugees. You might also be interested in this related collection on participation and co-creation.

ECSITE



#EcsiteOnline webinar (3/6) - Equity & diversity: an inclusive response to the corona crisis
by Ecsite Executive Office

YOUTUBE

Shut Down STEM

Lots of useful anti-racism resources <https://www.shutdownstem.com/>

Inclusion Wheel - a reflective tool for organisations working towards greater equity, diversity and inclusion

us - <https://www.linkedin.com/groups/8903108/>

Lots of useful resource sharing at this, there are several BIG people at it who you'll recognise!

— ANONYMOUS

Museum Detox <https://www.museumdetox.org/>

Any other comments or thoughts you'd like to share

Recovery rather than inclusion issue

Please could BIG look at making their activities as climate-friendly as possible? The climate crisis is a huge issue and every person and organisation can do their best to minimise emissions.

The future should be a blending of online and not-online

Disabled people have been disproportionately affected by Covid and lockdown (ONS)

Yet the services and support networks for the disabled community are often the first to be cut. A study into the effects of lockdown on disabled children and their family by The Disabled Children's Partnership - <https://disabledchildrenspartnership.org.uk/left-in-lockdown/>

It was hard enough to get funding for the community before lockdown - you have to work with small numbers to get decent engagement (but it can be really high quality!) but funders see little reach for their investment. With less funding available, I can see this becoming a greater problem at a time when it is really needed by the community. They didn't get a zillion free lockdown resources which they could easily access and use. Yes I feel very passionately about this! — ANONYMOUS

I realise that comment looks anonymous. Not my intention! It was Sarah Bearchell who wrote "It was hard enough..." — ANONYMOUS

We also need to look at these pesky "entry level" jobs which need at least a degree to get in to.

Q.1 IS EQUITY, INCLUSION AND/OR PARTICIPATORY PRACTICE REFERRED TO IN YOUR TOP-LEVEL STATEMENTS (E.G. VISION AND MISSION) OR STRATEGIC OBJECTIVES?

Q.2 DOES YOUR SCIENCE CENTRE LEADERSHIP CHAMPION EQUITY, INCLUSION AND YOUR WORK WITH LOCAL AND / OR DIVERSE COMMUNITIES?

Q.12 WHAT MECHANISMS ARE IN PLACE TO SHARE THE LEARNING FROM EVENTS AND ACTIVITIES WITHIN YOUR ORGANISATION?

Q.3 HOW DO YOU KNOW YOUR ORGANISATION IS MAKING AN IMPACT WITH THIS WORK?

Q.11 IS THERE STAFF TRAINING AND STAFF DEVELOPMENT AVAILABLE THAT ADDRESSES WORKING WITH NEW COMMUNITIES AND EQUITABLE COMMUNITY PARTICIPATION?

Q.4 HOW IS YOUR WORK PARTNERING WITH LOCAL COMMUNITIES FUNDED (INTERNAL OR EXTERNAL FUNDING)?

Q.10 WHOSE RESPONSIBILITY IS IT TO PROMOTE DIVERSITY, EQUITY AND INCLUSION IN YOUR ORGANISATION?

Q.5 WHO DECIDES ON THE CONTENT OF YOUR EVENTS, ACTIVITIES AND EXHIBITS?

Q.9 HOW DOES YOUR RECRUITMENT PROCESS ENCOURAGE DIVERSE APPLICATIONS FROM UNDER-REPRESENTED COMMUNITIES?

Q.6 DOES YOUR CONTENT REFLECT THE DIVERSITY OF YOUR ORGANISATION'S CATCHMENT?

Q.8 DO YOUR STAFF AND GOVERNING BODY REFLECT YOUR LOCAL COMMUNITY DIVERSITY IN TERMS OF GENDERS, ETHNIC AND SOCIAL BACKGROUNDS AND ABILITIES?

Q.7 HOW DO YOU REACH OUT TO INCLUDE MINORITISED OR DISADVANTAGED COMMUNITIES IN YOUR ACTIVITIES?

THE INCLUSION WHEEL: REFLECTING ACROSS YOUR ORGANISATION

UK Association for Science and Discovery Centres

The_ASDC_Inclusion_Wheel.pdf

PDF document

WWW.SCIENCECENTRES.ORG.UK

Cross-cultural history of science communication

<https://blogs.lse.ac.uk/impactofsocialsciences/2020/07/01/anti-racist-science-communication-starts-with-recognising-its-globally-diverse-historical-footprint/>

Left in Lockdown

<https://disabledchildrenspartnership.org.uk/left-in-lockdown/>

SEN in STEM network

A network run by Lightyear Foundation that brings together over 50 STEM organisations and individuals in the UK, to collectively tackle barriers to inclusion in the STEM sector. Please join

Lots of school leavers can't see the value of paying massive uni fees for a science course when they don't know if they'll get classes or do any practical work. explainer be a thing?

We need to ensure the industry accepts you don't need a degree/masters/doctorate to explain science. There needs to be a job path for people who can't afford to do unpaid internships or degrees, or don't have the time due to caring needs. Can apprentice science
