

How to be an ally for diversity & inclusion in eResearch

Tuesday 18 October

More info on Session Page:

<https://conference.ersearch.edu.au/2022/08/how-to-be-an-ally-for-diversity-inclusion-in-ersearch/>

37 in-person attendance | 5 online attendance

Resources for this session (link supplementary docs or presentations here)

- Women of Colour Australia survey results - we will share a link here
- Data skills training - reach out to John from Curtin (libraries)
- <https://twitter.com/ragamouf/status/1582198642714193920?t=Wd-0UY1LYFkavSKcSaKcMA&s=19>
- <https://twitter.com/burkemplou/status/1582284252246220800?t=wEpUhsgGZo62kfoDDT7NrA&s=19>

Key presentation points

- What is allyship?
 - An active and consistent effort to use your privilege and power to support and advocate for people with less privileges (source)
 - Active consistent support advocate
 - To show up as allies we HAVE to take action - walk the talk
 - This can be uncomfortable to do - but this is the most important time to stand up and speak up
 - What are you doing to dismantle inequities
 - Society isn't a level playing field
 - Be cognizant that we don't all start at the same starting point - in work and in personal life
 - How do we break these gaps?
 - Support and mentor those minorities/ left behind
 - Be aware of your consciousness and biases
 - Speak up to discrimination, interruptions, attacks, racism, sexism etc.
- Diversity
 - Diversity is about what makes each of us unique, including our backgrounds, personality, life experiences and beliefs. All of the things that make us who we are (only skin deep, Deloitte 2011)
 - We need to make it intersectional
 - Intersectionality - Kimberle Crenshaw
- Equity

- The fairness and justice achieved through systematically assessing disparities in opportunities, outcomes and representation and redressing those disparities through targeted actions (Urban Strategies Council)
 - Instead of asking "Whose voice are we missing?" we should ask: "Why is there over representation of a particular group?"
 - Systems are designed by people - therefore we can redesign the systems as people
- How do we build a radically inclusive and equity-minded organisation?
 - Intersectional justice
 - We're all responsible for each other - personally and professionally

Questions for Brenda:

- It can be difficult to stand up and speak up - do you have some words on what we can say in a situation that we should stand up in?
 - Think about what happens if you don't speak up?
 - If you're nervous, don't think about just protecting yourself, think about protecting the others in the room as well
 - Sometimes a "joke" can be death by a thousand cuts
 - Best way to ally and advocate is to just call it out - "HR says no" if you can't think of anything else to say
 - Shut it down
- What's an example of tackling inequalities, thinking about intersectional justice
 - Acknowledging the many layers of a person, not just one "thing" that defines them
 - I.e. An Aboriginal woman working in tech. They're the only Aboriginal PERSON let alone woman
 - People from low socio economic backgrounds may not know hiring processes, negotiations, etc. There are expectations that you "just get it"
 - How do you help navigate systems?
- Accessibility:
 - Ableism, language accessibility,
- Inclusion:
 - "Othering" i.e. if you're catholic or protestant
 - Put yourself in the other person's shoes before "othering" them
 - Inclusion is not about you - it's about bringing your whole self to others
 - The agency to self disclose
- How do you apply intersectional justice to the eResearch community?
 - Is it about creating different spaces? How do we know what change we can make and the direction we're going and the gains we're making?
 - The higher in leadership you are, the more likely you've benefitted from the oppressive system - therefore you have more of a moral obligation to make change and be an ally
 - Leaders
- What do we want to get out of a change in the eResearch community?

- Microchanges - getting called out on the wrong and then fixing that issue for the future
 - I.e. paper presented by 5 caucasian males - great paper but got called out and now changes are made and openly addressed to make change and build awareness of issue
- WOCA survey with Murdoch - outcomes? Frequency?
 - New survey will be out again this year - we will share links
 - Survey results downloadable on WOCA website - we will share in the resources section
- How do you put yourself out there as a mentor with humility instead of savourism?
 - Let your groups lead it
 - As a mentor you can still make mistakes - own it
- How do you have a safe environment where you can still make mistakes? We all have microaggressions
 - Owning up to the mistakes and learning to make personal change
 - We're all works in progress - forgive yourself if you're growing, learning and changing
 - The Carpentries training and support researchers for technical skills, but also helping students not feel like the idiot in the room
 - Looking at the impacts of what we do and manage the positive learning environment - recognise the social interactions that veer into the realm of intersectional justice - ultimately about how we treat each other and who is in the room with us
- 'Diversity tax' - how can we avoid that happening, where the load is getting put onto people to be the champions and the drivers of change
 - Have open conversations. If you feel part of "the tax", discuss why you're a part of this, and make recommendations on better presenters, suitors etc.
- There's a lot of good will around D&I - where do we start? Practical guidance on things we can do every day?
 - in a meeting, if you notice someone hasn't spoken, give them the floor - encourage them to contribute
 - acknowledging that what happens to each of us affects each of us – don't throw folks under the bus
 - need to train people, fill the pipeline at the beginning – start early, in primary school, when young people are deciding what to do when they grow up
 - How do we show the younger ones the future vision - this is what you can be?
 - in online meetings, give people chance to have their camera off or type in their comment, having breaks btwn meetings
 - closed captioning & transcripts for materials
 - say 'no' - 'No is a complete sentence' - stop doing stuff for free & be okay with that
 - share your knowledge with others to bring others along