HOW TO INCLUDE
DIVERSITY IN RESEARCH PROPOSALS

THE FLOW OF INCLUDING DIVERSITY IN RESEARCH PROPOSALS

FORMING
THE BASE

LINKING
THE BUILDING BLOCKS TO THE PROJECT

ORGANISING
YOUR PROPOSAL

WORKING
WITH DIVERSITY WHEN FUNDED

1. Aim and dimensions
How can diversity contribute to the aim of your project? Which dimensions of diversity are most important in your project? (Gender, sexuality, race, physical ability, age, ethnicity etc.)

2. Funder
What does the funder say about diversity?

3. Internal resources
Which organisational resources are at your disposal?
(Policies, HR, networks, etc.)

4. Building blocks
What are the building blocks and which ones should you work with in your project? (See following pages for building blocks)

5. Evaluation
How will you monitor and evaluate diversity during the project?

6. Application form
Where does your aim, resources and building blocks fit in the application form and how do they support your research goals?

7. Ethics
How can you flip the ethics section to support working with diversity in a positive way?

8. Implementation
How will you implement and manage the diversity strategy, and who can help you?

9. Future work
What were the benefits and lessons learnt from working with diversity in your project? How can you build on it in the future?

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THE BUILDING BLOCKS OF DIVERSITY

RESEARCH AND YOUR GROUP

METHOD
Does the method target and engage with all relevant minority groups? Does it consider differences in values, behavior etc. across borders and among groups?

PARTNERS AND COLLABORATORS
Do you have the right partners, network, and credibility in these networks?

RECRUITMENT
Do you and your team reflect the diversity of the subjects of the research? Of society? If not, how can you recruit to diversify your team through advertising and adopting open processes that move beyond biases and stereotypes?

TALENT DEVELOPMENT
Should special training for junior researchers be planned? Are they skilled in the area of diversity and internationalization? Should special attention be paid to talents With a minority background for training, mentorship etc.?

TRAINING
Do you and your team need training to ensure the set up and kick off the project goes well, for example, a workshop in a kick-off seminar? Should courses be built into the project plan? Do minority members of your group need targeted training to support their career development?

TRAVEL

TRAVEL ADVICE
Does the project require travel to countries where cultural differences might pose challenges for members of your group? How will you prepare for travel and who can advise you and your team?

HOSTING
Will you be hosting guest researchers from countries with different attitudes towards gender, sexuality, race, ability, ethnicity etc.? How will you prepare your guests and your team to have a fruitful collaboration during the stay?

CONFERENCE PARTICIPATION
Who do you contact and work with when attending conferences? Are there biased patterns in your network? Should you be looking to expand your network and invite others to participate in your conference presentations or to attend conferences? See also above regarding travel advice.

CONFERENCE HOSTING
How can you run an inclusive conference as part of your project? Are you vocal about your approach to diversity and being inclusive when advertising, programming, and running the conference? Are you enabling voices to minority groups in the research community? If you think you can improve this where can you go for advice?

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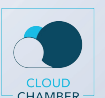
STRATEGY AND TOOLS FOR PREPARING

STRATEGY

What is your approach to diversity in the project and project group? How will you work with it and include others? How will you tell everybody to make sure they know that you're running an inclusive research project? How will you learn from feedback? How willing are you to change the way you work?

PROJECT MANAGEMENT

Is your project management approach geared towards diversity and inclusivity? Is the group of managers (PI, WP leaders etc.) diverse? Can you give space to minority members to move into management positions? Can you mentor them? Do you and your team need support to develop the skills to work with diversity and internationalization? How will you overcome biases and stereotypes? Do you need coaching to develop your own skills? Have you set up a clear approach to Monitoring and Evaluation to support your project and to ensure diversity is achieved?

ALLYSHIP

If you are not part of a minority group, could you become an ally? Is there, for example, a gay-straight alliance you could join and become a visible ally? Are there other groups or internal strategies and initiatives that allow you to become an ally and support minority groups? Are there groups representing relevant minority groups where you could become and ally?

THE EVERYDAY TOOLS

MEETINGS

How do you run meetings? What is the purpose (discussion, information on already made decisions)? Does everybody know the purpose of the meetings? Does the approach to the meeting take cultural differences into account? Who can talk in meetings and in which order? Do you rely on non-verbal communication that changes with culture?

COMMUNICATION

How explicit are you in your communications about diversity and cultural differences? Is your language inclusive and respectful to minority groups? Is there a shared language in the project? Is it possible for minority groups to correct the shared language? How do you ensure that communication is accountable, and excuses aren't made when it goes wrong? Is it clear that you want to be corrected to develop a more inclusive language?

DECISION MAKING

How are decisions made? In consensus? By all or a small group? Professors only? How do you handle conflicts around decisions? Does your approach take cultural differences into account? Are minority groups involved in decision making?

HIERARCHIES

Who can talk and who is involved in decision making? Does this reflect the different cultural approaches to hierarchies in the group?

THE EVERYDAY TOOLS

CONFLICT/DISAGREEMENTS

How do you deal with conflicts and disagreements based on cultural differences or harassment? Who can people go to? What weight is given to conflicts? How can you turn these challenges into an opportunity to learn and find new solutions?

FEEDBACK

Is the tone of feedback respectful of the cultural differences and hierarches among all those involved? Is the language inclusive? Is feedback based on biases and stereotypes?

SOCIAL EVENTS

Do they include everyone? Could you try something different to explore the cultures of the participants? Could you use them as a way to learn about each other?

IMPACT

PUBLICATION

Considering the diverse scope of your project, are you publishing in the right journals? Are there other places you should be publishing including making results of the research available online?

ACCESSIBILITY

Will any minority groups who are interested in your results have access to them? How will you make sure this happens?

OUTREACH

Do the relevant groups read academic published articles, or should you reach them in other ways? How can you engage most effectively with all groups who may be interested in your research?

If you want to know more about our online course "How to include diversity in research proposals"

VISIT
www.diversiunity.simplero.com/researchproposals

For information about our work with diversity and internationalisation in the world of research and research management

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