

## Creating Inclusive Research Spaces

Diversity and inclusion are not just conceptual values, but is also goals to work toward that will only be achieved when operationalized via concrete strategies.

What are key decision-making opportunities that can influence outcomes such as a greater sense of belonging and inclusion in recruitment/hiring, organizational structure, and research design?

### Recruitment, Hiring, and Promotion

- Develop job descriptions, set minimum qualifications, review resumes, conduct interviews and make hiring decisions
- Focus job descriptions on the traits and skills required for a job. Resume review and interviews should hone in on those traits and skills. Job descriptions can also include specific skills that will help to promote diversity and inclusion, such as **"Experience conducting outreach and engagement with racially diverse groups"** or **"Ability to speak a second language"**
- Integrate equity into job descriptions and use interview questions to help assess a candidate's understanding of the opportunities to advance equity: **"Please describe a situation in which you worked on a project with people who were from backgrounds other than your own.** What was challenging for you in this work? What did you do to make your work together successful? **(Listen to see if the candidate has reflected on the opportunities and challenges of creating inclusive workplace cultures)."**
- Are research team members provided with mentors? What does mentoring or mentorship look like in the space?
- What are the basic skills that one needs to be successful in the position? What groups could be disproportionately impacted by these requirements and what you will do to mitigate the impact?
- Where is the job posting listed? How are people recruited? Could there be intentional efforts or direct outreach to particular groups?
- What kinds of skills and experiences are important for the research that you do? Are there groups who can bring new or unique perspectives to enrich this work?

*Blueprints for Belonging: Stories and Strategies for Creating Inclusive Research Spaces*

UB Food Systems Planning and Healthy Communities Lab

Professional Staff Senate Inclusion and Diversity Conference 2017

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## Organizational Structure and Partnerships

- Build relationships with university or community programs for people of diverse backgrounds for ongoing recruitment efforts
- Do you provide translators or translations for research tools and/or recruit and compensate people from the community to conduct interviews or do data collection? Are study subjects or interviewees compensated for their time?
- In what ways do research team members contribute to the design, implementation, and coordination of research projects? Are there opportunities to contribute ideas or perspectives?
- How are tasks assigned? How are supervisors assigned?
- How are new research team members oriented to the research space? Are there protocols and procedures? Are they written down or informally shared?
- Do team members have a sense of leadership structures and who to approach with ideas, concerns or challenges? Are there regularly scheduled or expected meetings to check in with the rest of the team and/or supervisors?

## Research Design

- **Research Question** -- Are research questions connected to issues of inequity and injustice? Are there opportunities to connect or refocus research to pressing issues affecting opportunity and health?
- **Research Methods** -- Are there opportunities to incorporate qualitative research methods or demographic sources of data into the work? Is qualitative data valued?
- **Data collection** -- Are you collecting data on demographics of research participants?
- **Collaborators** -- What groups or organizations on campus, in the local community, in the world, in your field do you collaborate with? Can community partnerships with organizers policymakers, or communicators be incorporated into your work?
- **Dissemination** -- How are research findings shared and with what stakeholders?