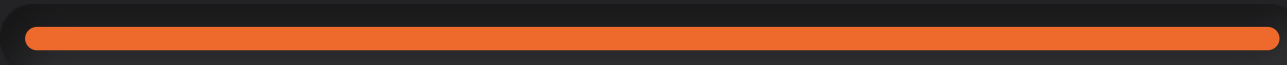


Missing narratives in discussions around DEI



DOI: [10.6084/m9.figshare.16635424](https://doi.org/10.6084/m9.figshare.16635424)



Focus on Action



We want to create inclusive communities in RSE by centering on intersectional perspectives and increase awareness of power imbalances in research.

Focus on Action



Advocate for people from one or more
marginalised groups



Redefine Merit

Why centre people from marginalised groups?



<https://www.earthday.org/ugandan-climate-activist-vanessa-nakate-provides-voice-for-the-global-south/>

Once you centre,
you can see the lack
of opportunities
and the potential
that goes to waste



Media reports have suggested the teenagers had been treated poorly for several years, with images surfacing of them being clothed in soiled nappies.

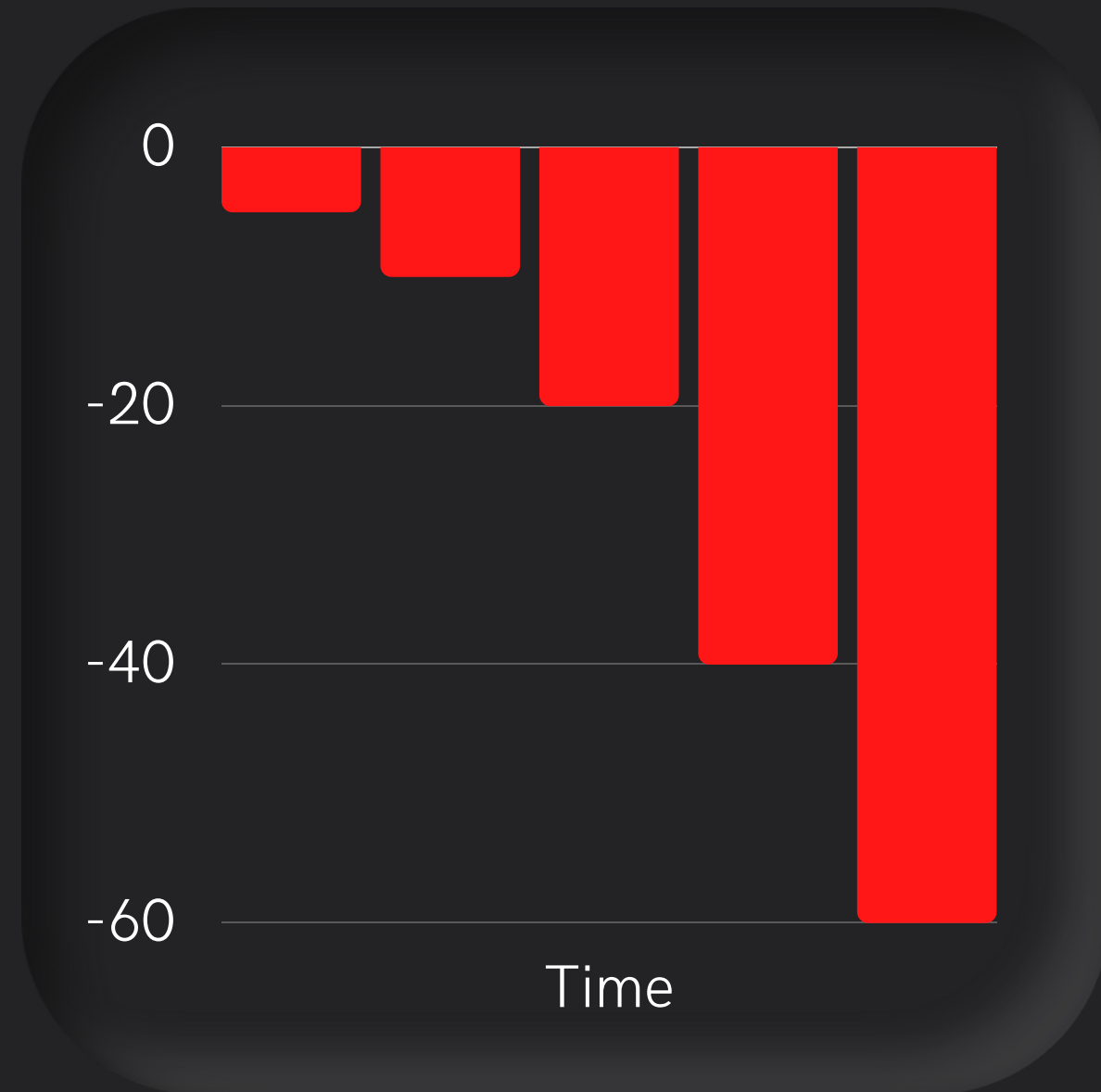
Intersectionality increases the difficulty

Intersectionality is belonging to more than one marginalised group. It means that you have more “areas” that can open you up for attack.



Dior Vargas, 32, was diagnosed with severe depression and anxiety. Witnessing domestic violence and living in poverty severely impacted the way Vargas viewed herself from an early age, but she says, "School was the only escape."

After receiving treatment, Vargas continued to excel academically.



Lack of
opportunities over
time reduces
employability

The key is to give people
from marginalised
groups more
opportunities to make
up for the ones they
have lost.



EdwardMO
@EdwardHMO

Ella Fitzgerald #botd

"I owe Marilyn Monroe a real debt. It was because of her that I played the Mocambo, a very popular nightclub in the 1950s. She called the owner and told him if he'd book me, she'd take a front table every night. I never had to play a small jazz club again."

[Traducir Tweet](#)



https://twitter.com/_BHB_/status/1386365587153055751



This is why you have to
redefine merit

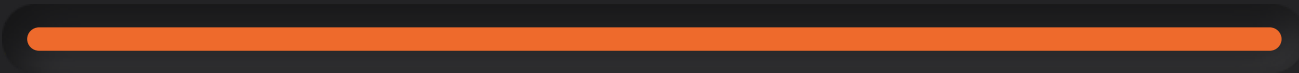


I created a model to help visualise “degree of difficulty” based off this picture so that it can be taken into account when looking at “merit”.

But the risk is that this will dehumanise and this needs to be kept in mind as we continue.

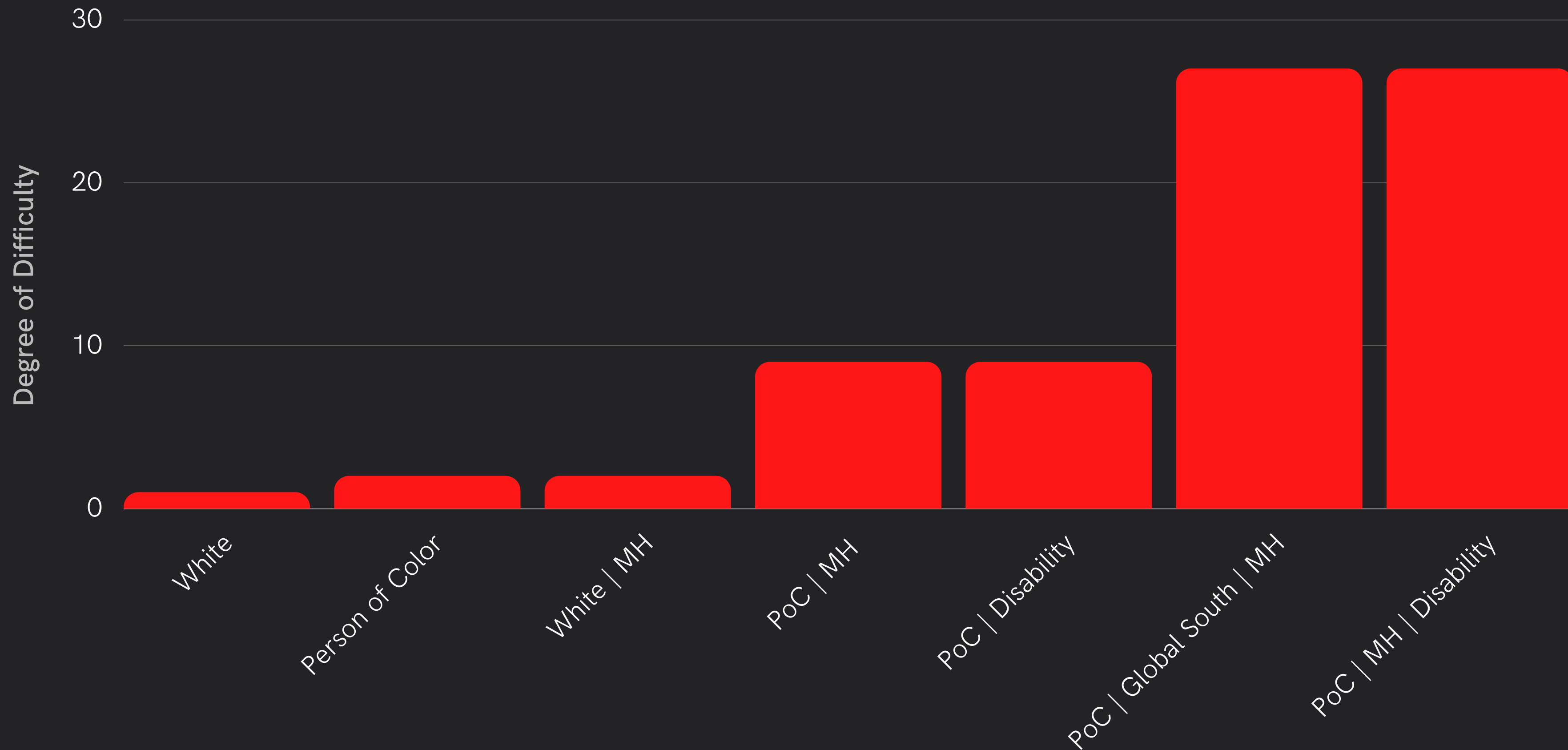
All models are wrong but some are useful

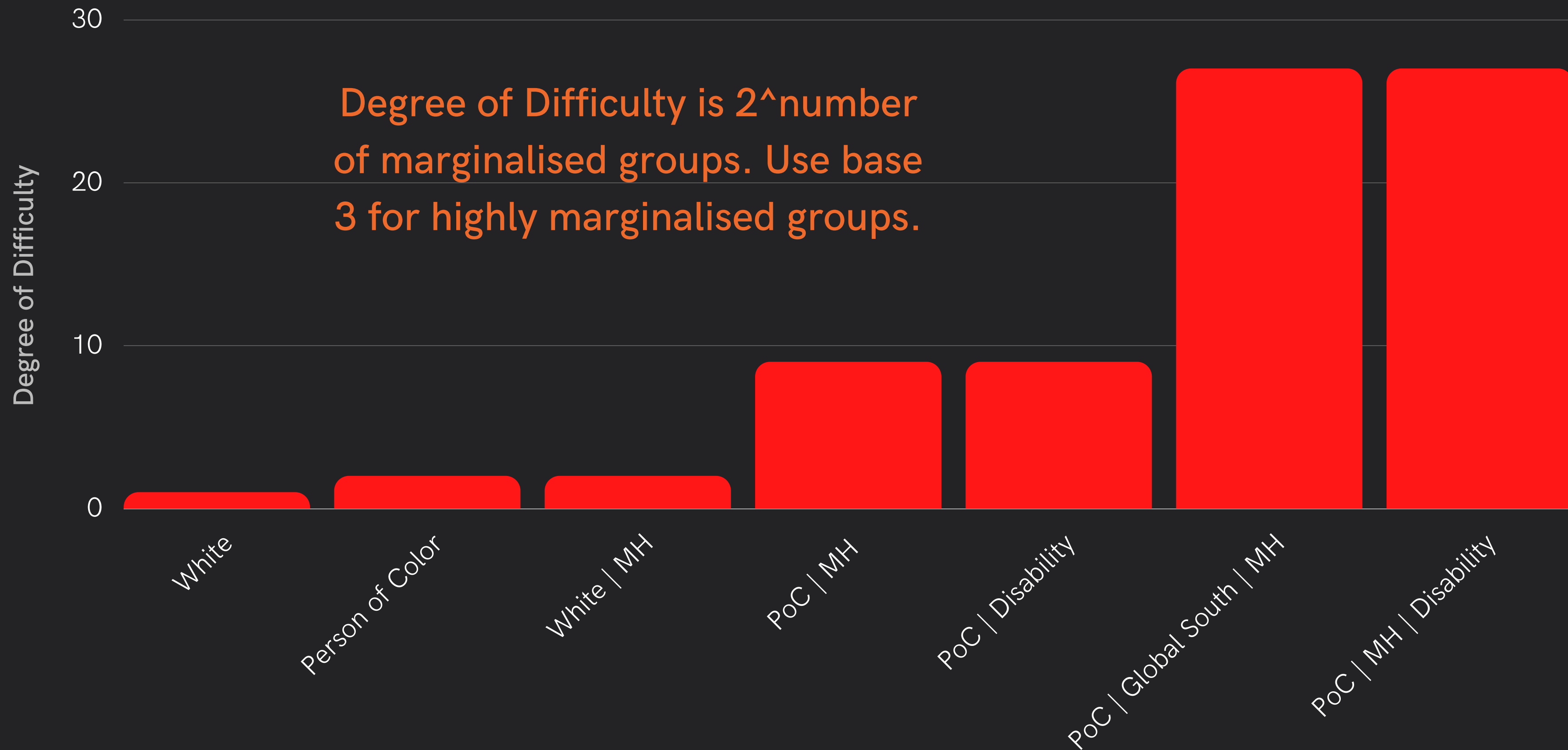
George Box



¹Box, G. E. P. (1979), "Robustness in the strategy of scientific model building", in Launer, R. L.; Wilkinson, G. N. (eds.), Robustness in Statistics, Academic Press, pp. 201-236, doi:10.1016/B978-0-12-438150-6.50018-2, ISBN 9781483263366.

Intersectionality Spectrum





Degree of Difficulty

30
20
10
0

Triaging to help those who
need it most, similar to a
hospital setting

White

Person of Color

White | MH

PoC | MH

PoC | Disability

PoC | Global South | MH

PoC | MH | Disability





How can you help as an individual?



Centre people who are marginalised in your social media and use your privilege to give others opportunities



Redefine merit by taking into account people's degree of difficulty and always look to "Help people to your right"





How can you help as an
organisation?



Aim for a 50% target of people from marginalised groups on the selection committee, reviewing resumes and doing interviews.



Redefine merit by increasing the emphasis on ability and potential while de-emphasising experience, as experience can be correlated with opportunity, not ability.





Find out more

Mosbergen, Rowland (2021): Improving Diversity and Inclusion in Senior Leadership: A workshop to help recruit diverse senior leaders.

<https://doi.org/10.6084/m9.figshare.14315846.v10>

More open and free resources at
<https://www.rowlandm.com>

Questions for panelists and audience



How did someone center and advocate for intersectionally marginalised voices, and how did that make a positive impact?



When did someone redefine merit and how did that make a positive impact?

