

Implementing EDI Across A Large Formal Research Network: Protocols and Practice In Water Research

Dr. Andrea May Rowe and Dr. Corinne Schuster-Wallace
Global Water Futures (GWF) University of Saskatchewan



#GWFEDI 2021-2023

VISION

To achieve excellence in water research in ways that challenge social, economic, and environmental inequities and embed the principles of equity, diversity, and inclusion in our work.

Global Water Futures introduced an EDI strategy and implementation framework in 2021. The implementation framework gives structure to the organization's EDI vision.

The core pillars of the strategy are:

- Institutional relationships
- Research impact
- Knowledge mobilization

The cross-cutting themes are:

- People
- Education and Training
- Operations
- Practice

EDI in Fieldwork is an extension of the culture within the research network and is connected to all three of the pillars and four cross-cutting themes. When everyone works together it accelerates knowledge sharing and implementing EDI practices, especially within the context of the climate emergency and achievement of the UN Sustainable Development Goals where water plays a critical role.

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Women +Water Lecture Series

The Women and Water Lecture Series is an inclusive community hosted by Global Water Futures (GWF), the GWF Young Professionals, and the Global Institute for Water Security at the University of Saskatchewan. The series explore water-related challenges, roles of women in water, gendered water-related impacts, and challenges and opportunities facing women in water research.

In 2020, 1000 + people registered from 26 countries

2022

WOMEN + WATER

lecture series

SAVE THE DATES

12:30 CST / 1:30 EDT

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January 13
Transborder Collaboration: Women and High Mountain Water
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• Women + Water opens a dialogue about inclusive fieldwork and demonstrated inclusive practices (e.g., live closed captioning & French interpretation).

• Annual discussions on Women in the Field have brought forward challenges people face, including:

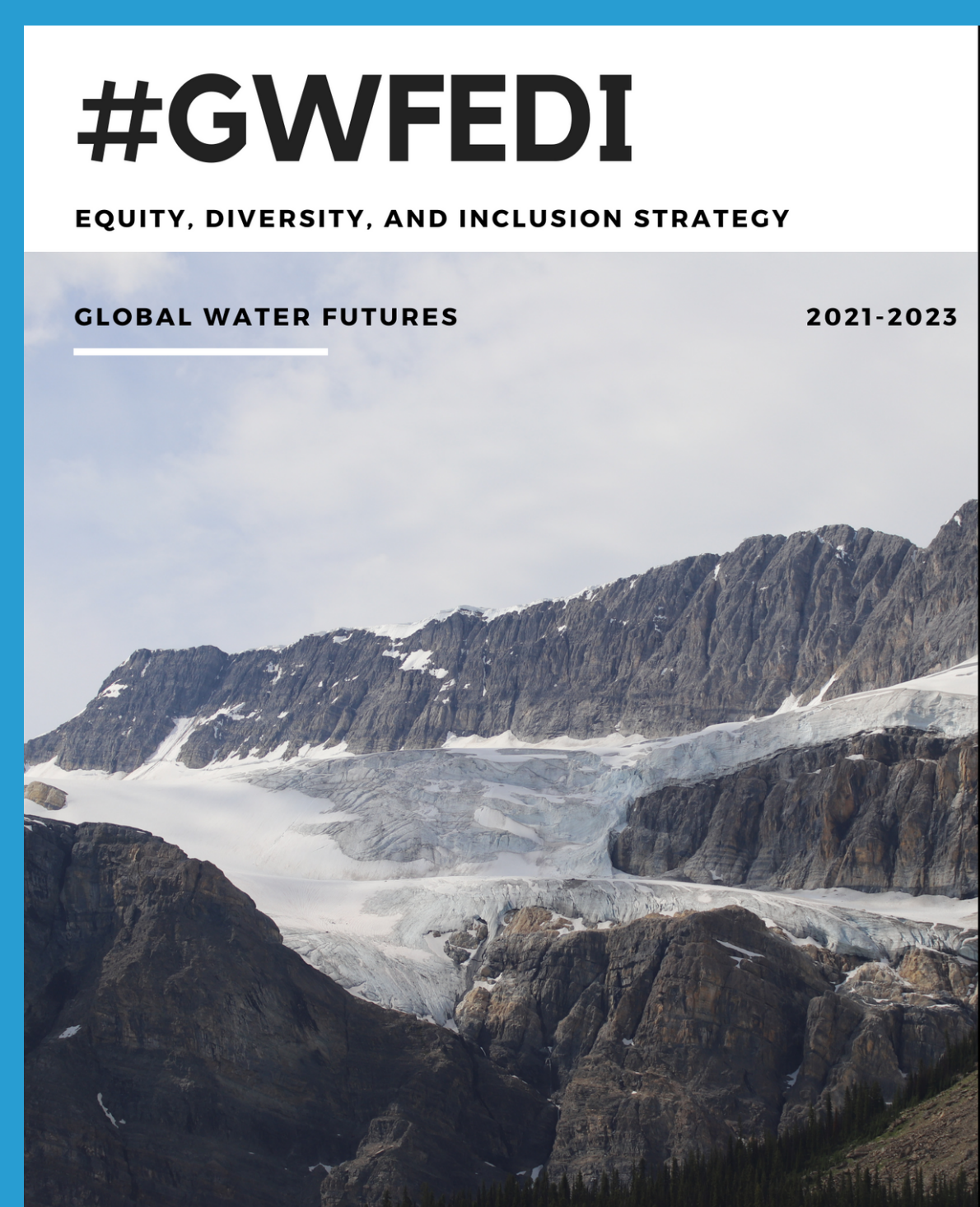
- Accessibility of equipment (including safety equipment),
- Managing mental and physical health, menstruation, pregnancy, and childcare.

To learn more about Women + Water in the Field watch on YouTube - March 2021 Lecture Featuring Stephanie Pow, Loreli Ford and Lindsay Langs.

Women + Water supports a fieldwork culture where EDI is a priority, safety is a shared responsibility, and everyone has the right to belong!

WOMEN + WATER TOP TIPS FOR SUCCESS IN THE FIELD:

1. **Identify Your Strengths** – Identify how you contribute to the team to get the work done. No one does it alone.
2. **Ask for Help** – Be direct and ask for help when you need it. Tell your supervisor and coworkers precisely what you need so they can support you in getting the work done.
3. **Build a Network** - Acknowledge the support you have from your employer, coworkers, mentor, family, and friends. Lean on it when you need a boost of motivation or advice to navigate issues or problems that come up.
4. **Advocate for Yourself** – Speak up if situations at work or resources provided do not provide the level of safety you require and suggest solutions. You are not weak or uncommitted if you ask for flexibility to accommodate your family or health. Remember that you can refuse unsafe work!
5. **Embrace Change** - Your personal life and work goals may change over time, and you might find yourself wanting to move from field to office work.
6. **Trust your instincts** – If you find yourself in situations where you do not feel safe or you are being unfairly treated, then that is your experience, and it is accurate. Work to make it safer or communicate your concerns to address the problem. Do not brush it aside or minimize issues as you may be solving them for yourself and many others to come!
7. **Never Pack Light** - Unless you are limited by weight, fieldwork is the one time you shouldn't pack light. Bring extra food, clothes and items that will ensure you are comfortable (as much as you can be) in the field.



#GWFEDI EDUCATION AND TRAINING



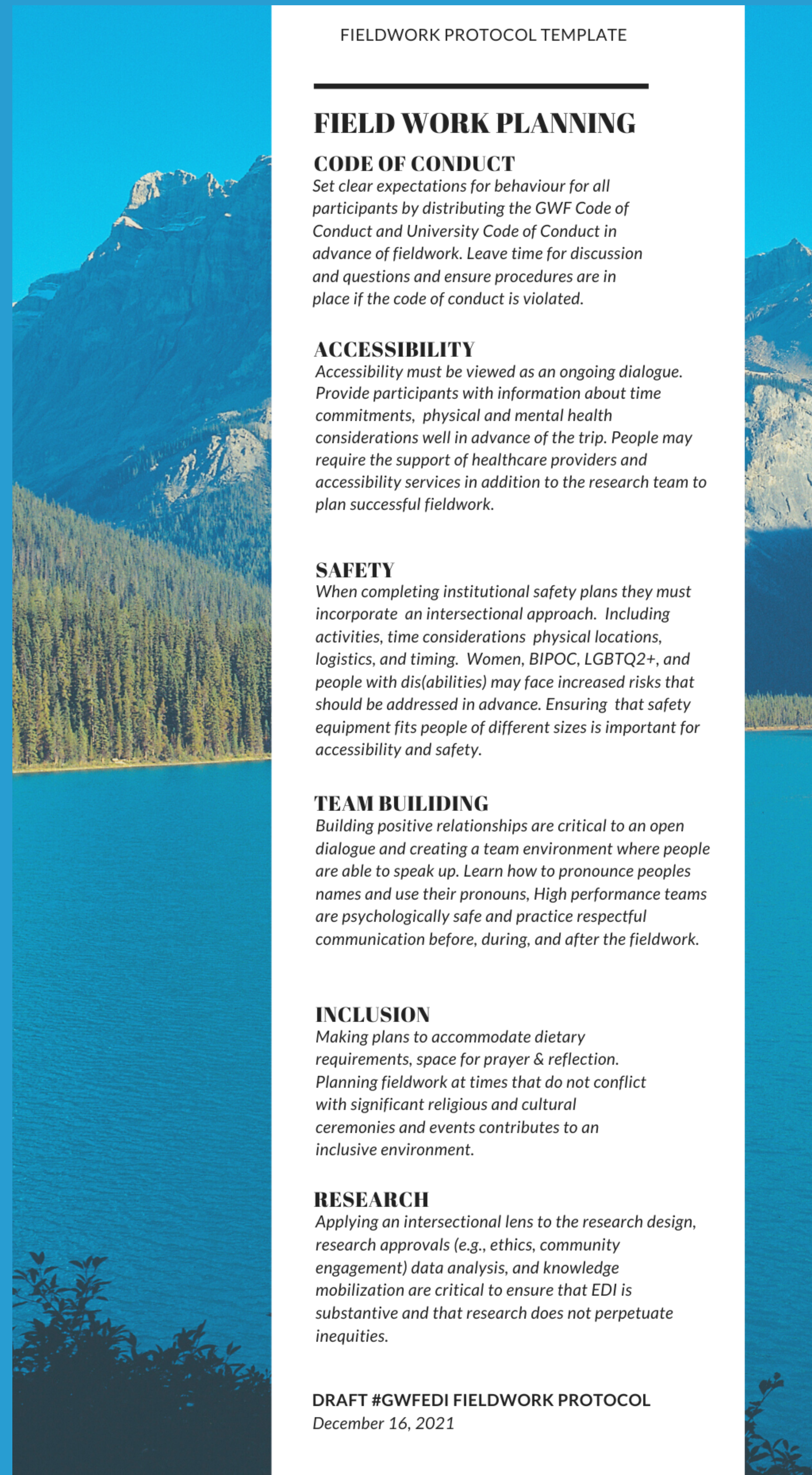
#GWFEDI EDUCATION AND TRAINING

Education and training opportunities help people keep pace with evidence-based approaches to EDI and evolve individual and organizational beliefs.

Shifting attitudes, policies and practices specific to the fieldwork environment requires ongoing education and training.

- Examples of training offered in 2021 include:
 - Speaking Up: How Bystanders Can Change the Conversation about Social Bias;
 - PowerPlay Interactive Development;
 - Picture a Scientist Film Screening;
 - EDI Debrief and Discussion Group
- Future training in 2022 will focus on:
 - Inclusive leadership;
 - Conducting inclusive meetings (psychological safety);
 - Intercultural communication.

A fieldwork protocol in tandem with training develops the capacity to have difficult conversations and address inequities.



FIELDWORK PROTOCOL TEMPLATE

FIELD WORK PLANNING

CODE OF CONDUCT

Set clear expectations for behaviour for all participants by distributing the GWF Code of Conduct and University Code of Conduct in advance of fieldwork. Leave time for discussion and questions and ensure procedures are in place if the code of conduct is violated.

ACCESSIBILITY

Accessibility must be viewed as an ongoing dialogue. Provide participants with information about time commitments, physical and mental health considerations well in advance of the trip. People may require the support of healthcare providers and accessibility services in addition to the research team to plan successful fieldwork.

SAFETY

When completing institutional safety plans they must incorporate an intersectional approach. Including activities, time considerations physical locations, logistics, and timing. Women, BIPOC, LGBTQ2+, and people with dis(abilities) may face increased risks that should be addressed in advance. Ensuring that safety equipment fits people of different sizes is important for accessibility and safety.

TEAM BUILDING

Building positive relationships are critical to an open dialogue and creating a team environment where people are able to speak up. Learn how to pronounce peoples names and use their pronouns, High performance teams are psychologically safe and practice respectful communication before, during, and after the fieldwork.

INCLUSION

Making plans to accommodate dietary requirements, space for prayer & reflection. Planning fieldwork at times that do not conflict with significant religious and cultural ceremonies and events contributes to an inclusive environment.

RESEARCH

Applying an intersectional lens to the research design, research approvals (e.g., ethics, community engagement) data analysis, and knowledge mobilization are critical to ensure that EDI is substantive and that research does not perpetuate inequities.

DRAFT #GWFEDI FIELDWORK PROTOCOL
December 16, 2021

#GWFEDI FIELDWORK PROTOCOL TEMPLATE

EDI in fieldwork is a co-creation process between organizers and participants that must begin well before the work occurs.

- Global Water Futures (GWF) includes 18 partner universities with individual policies and practices.
- The #GWFEDI Fieldwork Protocol Template will be designed to complement existing procedures.
- The complexity of systems, policies, and human relationships that impact EDI work means that step-by-step EDI protocols are unlikely to be practical change agents.
- Developing a protocol template supports new ways of working together through prompts that:
 - Pose Critical Questions
 - Links to Resources
 - Provides Evidence-based Recommendations

An intersectional approach is vital to planning accessible, safe, inclusive, and productive fieldwork.

FROM WOMEN + WATER TO WOMEN IN WATER

- Women + Water catalyzed a dialogue about the lack of women water field technicians in Canada's National Hydrological Service (NHS).
- Prior to 2019, women only accounted for 15% of the technical staff even though NHS had achieved gender balance with the professional staff (engineers and scientists)
- Subsequent conversations fundamentally shaped the Women in Water initiative which focused on targeted recruitment of women.
- The goal is for greater than 30% of technical staff to identify as women by 2030.
- In just two years the NHS Women in Water Initiative has substantially changed the representation of women as water technologists.
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GLOBAL WATER FUTURES
SOLUTIONS TO WATER THREATS
IN AN ERA OF GLOBAL CHANGE

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EQUITY, DIVERSITY, AND INCLUSION STRATEGY

GLOBAL WATER FUTURES

2021-2023



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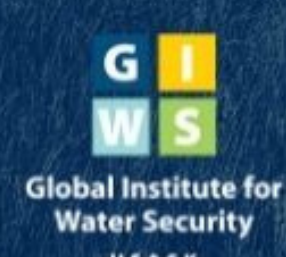
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Photo
Lindsay

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DR. CORINNE SCHUSTER-WALLACE AND DR. ANDREA MAY ROWE

EQUITY, DIVERSITY, AND INCLUSION IN WATER RESEARCH

University of Saskatchewan
November 26, 2020



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