Open Science Student Support Group – Initiative description

**Purpose of initiative**

The purpose of this initiative is to help each other (as graduate students and research assistants) implement open science practices in our research projects. This initiative aims to provide information and resources to learn about open science practices and their importance, practical steps to start implementing these practices and support in dealing with difficulties and pressure from the current academic system that might go contrary to open science practices

**Who is this for?**

This initiative is created by and for graduate students, research assistants and honours students in the department of Psychology. Other undergraduate students are welcome, but as this initiative aims to provide practical information and support for implementing open science practices in student’s research projects, it will be most relevant and beneficial to students who are actively working on research. The department of Psychology is only a starting point: if this initiative goes well and there is broader interest, this format can be expanded to include students from other disciplines, as open science is a universal topic in research.

**Group structure**

This group will be built on two basic elements: biweekly online sessions on Zoom and a Slack workspace where participants can discuss issues, ask questions, exchange resources and support each other in between meetings. In addition, an OSF (open science framework) project linked to a GitHub organization are used to collect and share resources and materials. Depending on interest and capacity, we will also organize and/or facilitate workshops and support groups around specific topics (see *Organizational structure*).

**Format of sessions**

The biweekly online (Zoom) meetings will last about 2 hours. The format of the online meetings aims to encourage and facilitate lively, inclusive discussion, and will follow the following structure:

* + Welcome & land acknowledgement (~5 min)
  + 1st Round: Check-ins (~15-30 min)
    - Space for everyone to share who they are, how they are doing that day, and what’s currently on their minds
  + Introduction of the topic (~10-20 min)
    - One of the participants prepares and delivers a brief introduction to the topic
    - The presenter, in collaboration with the organizers of this initiative, will come up with three challenges related to implementing the discussed open science practice that students can take on. These challenges should differ in difficulty: one should be easy (doable in a couple of hours, aimed to get a taste of the practice), one intermediate (**criteria**), and one difficult (**criteria**), so students can choose one based on their familiarity with the practice, relevance to their project, the amount of time they have and personal priorities.
  + Q&A with the presenter (~10 min)
  + 2nd Round: Thoughts on topic (~20 min, random assignment to breakout room)
    - Everyone can share their thoughts and questions related to the presentation and the topic in general.
  + 3rd Round: Updates on projects/concerns related to work (~30 min, assigned to break out room based on experience/challenge level?)
    - Everyone can share how this practice relates to their own projects, and the way they have/haven’t implemented it, and barriers to implementing this practice in their own work
    - If people want, they can share which challenge they would like to take on, or how their work on previous challenges they chose is going
  + Closing:
    - Announcement of next session/topic/presenter
    - Something silly/fun to end the week (Positive example of open science being good??)

NOTE: split into smaller groups (max. 6) for round 2 & 3, if there are more than 6 people, so everyone has a chance to speak

**Online platforms**

Communication, organizing, sharing resources and materials will go through GitHub, OSF (open science framework), Zoom and Slack.

**Roles & expectations**

Everyone participating in this initiative is expected to follow the community guidelines, as outlined below. In addition, we have the following roles:

* + *Participant*: Shares as much of their experiences, thoughts and questions as they are comfortable with. Although everyone will get three turns to share, there is no pressure to share, anyone can pass at any turn. Participants are also encouraged to share outside of these turns, but be mindful of giving others the space to share as well.
  + *Facilitator*: Gives welcome and land acknowledgement, guides the rounds, introduces presenter and facilitates conversations.
  + *Presenter*: Prepares short presentation on topic (~15 min, does not have to be formal with slides, any format is welcome, interactivity/raising critical issues is encouraged).

If you are interested in presenting a topic related to open science or helping out with facilitation or other organizational work, email Gwen at [gwen.vanderwijk@ucalgary.ca](mailto:gwen.vanderwijk@ucalgary.ca).

**Promotion**

To reach as many students in the department of Psychology as possible, we’ll promote our initiative through the following channels:

* + Department email/Monday Memo
  + Facebook groups: Graduate Pan-Psychology Partnership & Psychology Graduate Students’ Association (also undergrad groups?)
  + Honours thesis seminar course
  + Personal connections/lab meetings/supervisors

Personal outreach to students from all areas of research (Clinical Psychology, Social and Theoretical Psychology, industrial organizational Psychology and Brain and Cognitive Science) and different demographics (race, gender, sexual orientation, ability, …) will be used to ensure that a diverse range of students are invited and feel welcome to engage with this initiative.

**Organizational structure**

* + *Core organizer*: Responsible for creating and maintaining the basic structure of the group, which includes making sure each session is organized, that all essential elements are present: a facilitator, presenter, challenges, any preparatory materials are sent out a week in advance, and keeps the online platforms up to date. Small time commitment required. Core organizers are expected to make an effort to be present at organizing meetings.
  + *Contributor:* Part of a pool of active participants who are interested in organizing, but are not able to make a commitment. Their role is to provide support to the core organizers when they need help and give feedback. Examples of tasks they could fulfill are preparing a presentation, fulfilling a facilitator role, help maintain the online platforms and develop/evaluate documents and procedures created for this initiative. Involvement is based on a case by case basis, depending on their current availability, and no commitment is required. Contributors are invited to organizer meetings, but not expected to be present each time.
  + *Member:*
  + *Visitor:*

**Community guidelines**

Briefly, we aim to create an open, inclusive and non-judgemental space where everyone can participate in discussions on open science and sharing of experiences and struggles. Open science is not binary: Everyone comes into this group from different backgrounds and circumstances, which can either make it easier or more difficult to engage with open science practices compared to others. Everyone does what they can, every step taken towards more openness is great, and we appreciate and celebrate that. In a similar vein, our group is not a competition of who ‘is the most open’, instead, we would like to foster a culture of collaboration, where we help each other learn and grow together. To be able to create such an inclusive environment, it is essential that we take a proactive and explicit approach to counteract the systemic inequalities that are present throughout our society. As a start, by holding ourselves and each other accountable when noticing forms of sexism, racism, and ableism, and other ‘isms’, and acknowledging our privileges, including those specific to open science (e.g. having a supportive supervisor). Lastly, this group does not have to be about open science only. Grad school is stressful, and it is normal to not feel okay some days. We aim to create space for such feelings, and be a place where you can share and find support, whether the things on your mind are about open science or not.

In more detail, we intend to uphold the following values and principles in this community:

* + **We hold a non-judgemental space:** Talking about open science practices often brings up weaknesses, mistakes or neglect not only in science in general, but in our own research practices. Making science more transparent and open requires us to be honest and humble about the ways our research practices are less than optimal. This is not something to be ashamed of, or to shame others for. We are all in this space to learn and find better ways to conduct our projects.
  + **We encourage curiosity and discussion:** Many issues in academia are grey, rather than black-and-white, and sometimes common research practices are actually problematic, so we would like to encourage everyone taking part in this project to share their perspectives and question anything, even if it seems well accepted or normal. Ask questions when you don't understand something or are not familiar with a concept that is being discussed. Sometimes people with less experience notice issues that experts have become used to.
  + **We share the discussion space:** Try to express your thoughts and questions concisely, so everyone can have the chance to share and be heard. Avoid interrupting others when they speak.
  + **We value diversity and aim to create an inclusive environment:** A diverse group of participants is essential for getting a complete picture of a topic, and therefore for the critical discussion of it that includes multiple angles and perspectives. We encourage everyone to share their experiences, especially when they diverge from what has already been contributed, and expect participants to welcome perspectives different from their own. We acknowledge that systemic inequalities are present throughout our everyday environments, and that some of us hold unearned privilege due to our race, gender, ability, sexual orientation, gender identity, socio-economic status and/or other personal characteristics, while others are underprivileged. We aim to actively counteract these inequalities by raising and making space for issues of systemic inequalities in our discussions as they relate to both open science specifically and our society in general, keeping track of and actively seeking out resources, participants and presenters of a diverse range of backgrounds, including race, gender and ability. At the same time, we recognize our limitations in identifying, preventing and addressing such inequalities, and welcome feedback on how to improve our practices.
  + **We use inclusive, respectful language:** Be considerate of how the language you use may impact others. Violent language, threats, demeaning jokes, intimidation and exclusionary comments involving, but not limited to race, sex, gender, ability, sexual orientation, gender identity, socio-economic status and/or other personal characteristics have no place in our space.
  + **We hold ourselves and others accountable:** We follow the accountable spaces guidelines put forth by the AROC. In brief, we are open to critical self-reflection, avoid making assumptions about other people, consider our privilege and potential power dynamics that might be present, and apologize, listen and adjust our behaviour when we say something problematic. When we see something inappropriate happening, we speak up, or, if we don't feel comfortable intervening, we find other ways to address the situation (for example by contacting the Conflict Resolution response team).
  + **We prioritize health and mental well-being:** We welcome everyone into our spaces as they are.Too often we are encouraged or required to hide away how we are feeling or what is going on with us, leaving many of us feeling isolated or alone in our struggles. We recognize that grad schoolis intense, life is complex and unpredictable, and there are times we just don’t feel good or happy, and that is okay. When participating in our group, feel free to engage as much or as little as you feel comfortable with in the moment, and don’t hesitate to share what is on your mind with the group if you’d like to or reach out for one-on-one support.
  + **We do not tolerate harassment:** All forms of harassment, includingunwanted social and physical contact, sexual attention and inappropriate or hostile comments are unacceptable. Please remember that consent has to be given explicitly, consciously and continuously, implicit and implied signals do not count. When you are uncertain if your behaviour towards someone else is welcome or not, please don’t hesitate to ask them. Stop when someone tells you to stop. All reports of harassment will be looked into by the Conflict Resolution response team, and continued harassment can lead to expulsion from the group.
  + **We respect the privacy and safety of others:** The information shared in this group (both written and verbal) should not be shared without permission. Also refrain from taking pictures of others without their agreement. Posting or threatening to post personal, private or identifying information from someone else without their consent (i.e. doxing) is a type of harassment, and engaging in such behaviour can have serious consequences for your participation in this group.
  + **We value collaboration over competition:** We are all capable human beings, with our own strengths and limitations. This space is not about who is ‘the best at open science’, but a place to find and give support to each other, and to learn to be more open together.
  + **We give credit where credit is due:** Open science is all about sharing information, code and data, and we encourage all materials created for and through the open science student support group to be shared for public use as well. However, this should not mean you don’t get credit for your work. On the contrary, if you add a license to your creations, you can get credit for it and make sure that others can benefit from your work. Similarly, when creating materials for our group, you should cite/give credit to the creators of all the sources and materials you use as described in the licence, if one is included. For more information on copy right and licensing, see this guide.

Sources used in writing up Community guidelines:

* [NeuroHackadamy 2020 Code of Conduct](https://docs.google.com/document/d/18ae1FNDib9fTEgm_qk2eZRw8UMjthGjqB_AEMsELJfo/edit) by Kirstie Whitaker and the Neurohackademy organising committee (licensed under a Creative Commons Attribution 4.0 International (CC BY 4.0 CA) license)
  + Attributions:
    - * This code is adapted (lightly) from the [Alan Turing Institute Data Study Group Code of Conduct](http://bit.ly/DSGCodeOfConduct) which was itself heavily adapted from the [Citizen Lab Summer Institute 2017 Code of Conduct](https://citizenlab.ca/summerinstitute/codeofconduct.html) and used under a [CC BY 2.5 CA license](https://creativecommons.org/licenses/by/2.5/ca/). We really appreciate the work that they put into creating such a well-considered process.
      * Parts of this Code are based on [the xvzf Code of Conduct](http://xvzf.io/), [the Contributor Covenant](http://contributor-covenant.org/), [the Django Code of Conduct and Reporting Guide](https://www.djangoproject.com/conduct/) and we are also grateful for [this guidance from Ada Initiative](https://adainitiative.org/2014/02/18/howto-design-a-code-of-conduct-for-your-community/).
* CommunityWise Anti-racist Organizational Change: Resources & Tools for Nonprofits – Accountable spaces guidelines
  + This work is licensed under the Creative Commons Attribution-ShareAlike 4.0 International License.
* University of Calgary, department of Psychology, department values
  + <https://arts.ucalgary.ca/psychology/about>