



# Building a Foundation for Inclusive Research

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## Outline

- What is Inclusion? What is Inclusive Research?
- Cultural Wealth of Researcher and Participant
- Types of Inclusive Research
- Inclusion and Group Dynamics on Research Projects





## DIVERSITY

Differences



## EQUITY

Access, opportunity, and  
support



## INCLUSION

Genuine involvement,  
engagement, and  
acceptance

# Benefits of Diversity in Research

1. New topics and approaches are introduced or discovered
2. People with different backgrounds can bring unique experiences and perspectives
3. A more diverse team can outperform a homogenous team
  - Because they approach problems differently
  - Ask different questions that challenges others to think differently
  - Develop innovative or uncommon solutions

## What is Inclusion? What is Inclusive Research?

**Inclusion**: The *active, intentional and ongoing* engagement with diversity across the curriculum, outside of the classroom and within work environments that increase self-awareness, accountability, and content knowledge. **A diverse environment or grouping of people doesn't necessarily mean its inclusive.**

**Inclusive Research**: **1)** how researchers collaborate with people with learning and intellectual disabilities as co-researchers and **2)** approaching research with a critical analysis and data-gathering strategies to ensure representation, productive interactions and accurate portrayals of studied cultures or environments.



# Small Groups: Research and Culture

1. How might you describe the common way research is approached in your field or career? Who might benefit most from this approach?
2. If you work in research teams, how are teams selected? Does identity play a role? What identities are missing or underrepresented? What value does it add to your project?
3. If participants are involved, what strategies are used to ensure diverse, inclusive and equitable representation?

## A SPECTRUM OF INVOLVEMENT IN RESEARCH



With acknowledgments to Nind 2014 p. 11

# Types of Inclusive Research

- **Emancipatory:** producing knowledge that can be of benefit to less privileged or marginalized people.
- **Participatory (Action):** prioritizes direct and local involvement of those most impacted by research to ensure the application of findings. Their participation can influence the questions, design methods and analysis.
  - Also known as user-led, peer or community research
- **Activist scholarship:** researchers and activists collaborate in politically engaged research where creating change in people or environment is centered
- **Decolonizing:** centering concerns and world views of non-Western individuals. In addition, challenges funding flows, promotion of interdisciplinary work and consider new methodologies. Often associated with indigenous communities.



# Cultural Wealth vs. Epistemic Violence

- Epistemic violence: to ensure a way of knowing is more important or accurate, a researcher(s) can use their social power and privilege to minimize or erase the contributions and ways of knowing of others they deem inferior
- Cultural wealth: an array of knowledge, skills, strengths and experiences that are learned, shared and considered valuable.
  - **Types**: Familial, social, aspirational, navigational, linguistic and resistant

# Small Groups: Cultural Wealth as Researcher

- Traditional U.S. research says don't include yourself as subject or in conversation with what you are studying. Why?
  - Objective rather than subjective
  - Trustworthiness/credibility of findings
  - Implicit or explicit bias, stereotypes and prejudices
  - Individualistic and collectivist values
- What cultural wealth do you bring to your field of study or career?

# Cultural Wealth as Participant

- What cultural wealth might the involvement of participants add to your research?
- What would participants **advising** in the research look or feel like?
- What would participants **serving as partners** in the research look or feel like?
- What would participants **leading** the research look or feel like? What would they bring?

# Seven Steps for Effective Group Dynamics with Participative Leadership



# Use?

- <https://medium.com/inclusive-research/introduction-a-practical-guide-to-inclusive-research-8a3c87375b0e>
- [https://www.youtube.com/watch?v=3Jjr6eAy\\_gQ](https://www.youtube.com/watch?v=3Jjr6eAy_gQ)
- Who determines ways of knowing? Epistemology?
- Listen to to further inform  
[https://www.youtube.com/watch?v=cJbFbrH7C\\_s](https://www.youtube.com/watch?v=cJbFbrH7C_s)