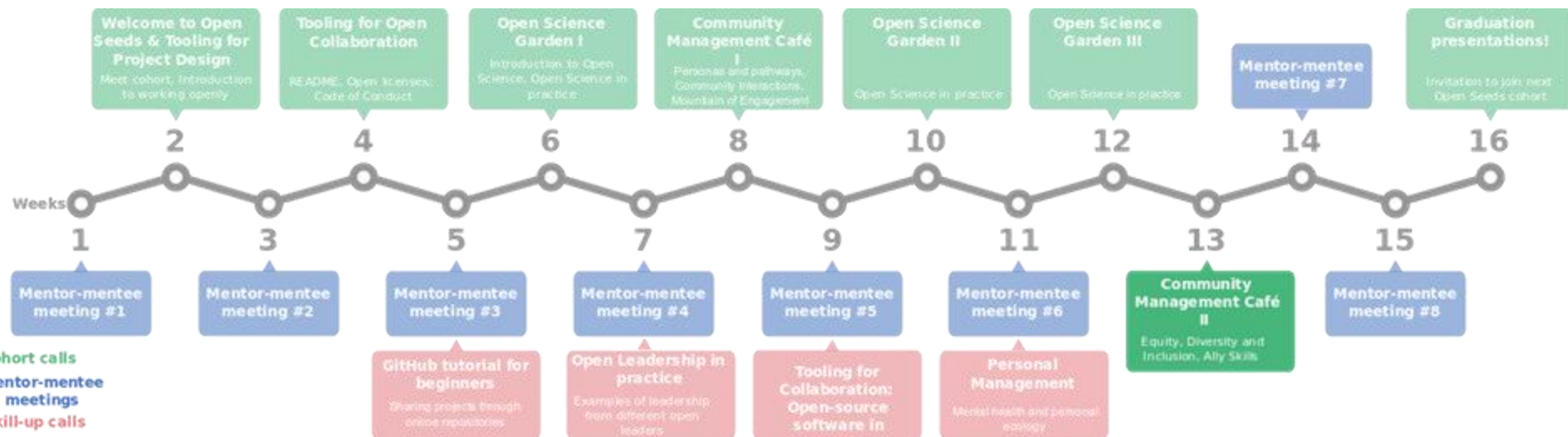




# Open Seeds by OLS

## Community Management Café II





Open Leaders design and build projects that empower others to collaborate within **inclusive communities**.

[Open Leadership Framework](#)

# Community Management Café in Open Seeds

## Learning objectives

At the end of the session, we will be able to

- Combine open science and Ally Skills practices to advance Equity, Diversity and Inclusion (EDI)
- Discuss why Ally Skills matters for leading and working openly

# Diversity, Inclusion

*Diversity is being invited to the party; Inclusion is being asked to dance.*

- Verna Myers



Diversity is about attracting different people

Inclusion is about empowering them by providing an environment that brings the best of their combined skills, backgrounds and experiences

Sharan, Malvika. (2018, September). Inclusiveness in Open Science Communities. Zenodo.  
<http://doi.org/10.5281/zenodo.4051476>



Picture on Unsplash by @aaronburden

# Inclusion can't be an afterthought

Inclusion has to be  
part of our design process

- Alex Chan



# Designing for Inclusion

Open Science aims to democratise accessibility and participation in research but it can't ensure that it will happen.

In fact it can be inaccessible and unwelcoming to many.







# Designing for Inclusion

Open Science aims to democratise accessibility and participation in research but it can't ensure that it will happen.

In fact it can be inaccessible and unwelcoming to many.

Taking diverse perspectives and privileges into account, we should strive to design our teams, projects, community and tech for inclusion.



# Our understanding of diversity is only as broad as our community

Considering diversity in terms of people with

- varying levels of technical and resource **access** (geographically, economically ...)
- with **visible/non-visible** disability, or physical and mental health needs
- experiences from **marginalised** communities (gender, nationality, ethnicity, career, culture, age, language ...)
- **background or group** that is socially elevated or stigmatised in past (experienced exclusion, harassment ...)



Picture on Unsplash by @timmossholder

# Building [insert your research ideas] that are inclusive by design

## ORCID

5. Add **Also known as** names by clicking on **+Add another name** (not required)

### Also known as

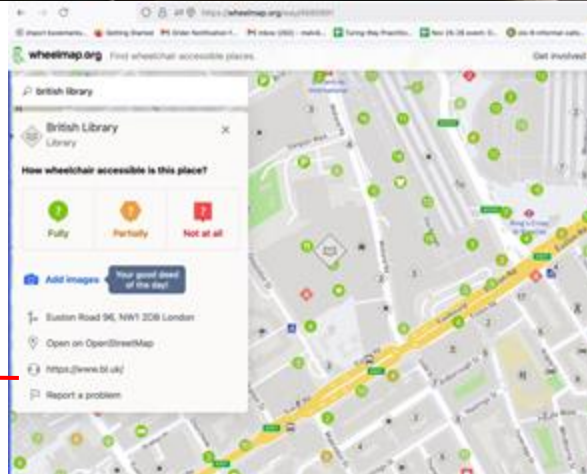
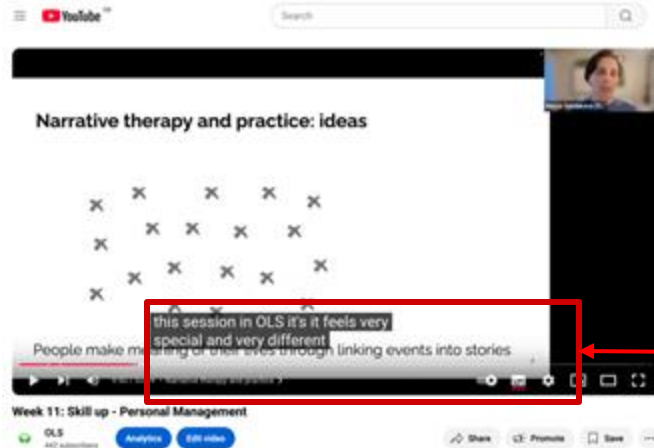
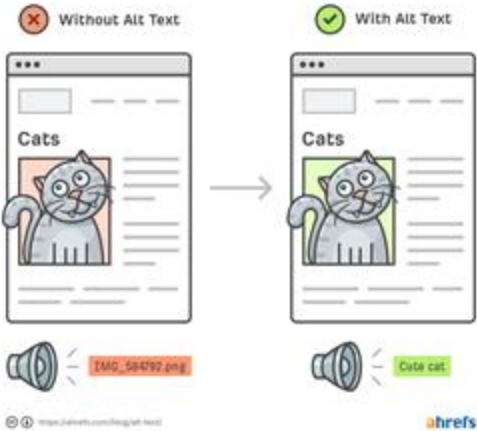
Add other names you may be known by. These can include abbreviated names, middle names, former names or names in a different character set or language. Adding other names can help people find your record when they search the ORCID registry.

<div><div></div><div>S. M. Garcia</div><div>Source: Sofia Maria Hernandez Garcia, Created: 2015-01-27</div></div>	<div><div></div><div>Everyone</div><div></div></div>	<div><div></div></div>
<div><div></div><div>Sofia Maria Garcia</div><div>Source: Sofia Maria Hernandez Garcia, Created: 2015-01-27</div></div>	<div><div></div><div>Everyone</div><div></div></div>	<div><div></div></div>

[+ Add another name](#)



### Screen Readers May Read Out Ugly Filenames for Images Without Alt Text



1. [Updating names in ORCID](#)
2. [Video with Closed Captioning](#)
3. [Tech for left handed people](#)
4. [wheelmap.org/way/4680891](https://www.wheelmap.org/way/4680891)
5. [Alt-text for screen readers](#)

# Designing for Inclusion and Participation

- Make your work easy to find
- Pathways to get involved and access **support and mentorship**
- Create opportunities for **diverse perspectives** (user, feedback, involvements, leadership)
- Recognise members and create **visible and well-supported roles**
- Develop community-led process for **transparent decision-making and fair reward/credits**



Picture on Unsplash by @timmossholder

Diversity and inclusion  
without substantive  
change, without *radical*  
change, accomplishes  
nothing.

**Angela Davis**

Political activist, philosopher, academic, author



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