

Enjoyed the video
of the students
critiquing the
slides.

- I'm going to see
if I can do this

What I found helpful...
I like that there are specific,
tangible things we can
implement at a small scale
(like individual workshops) &
a much bigger scale. Too
often I feel that my job
focuses on top-level
strategies. Thank you so
much.

In what way did
this workshop help
me?

- Best session of the conference so far.
thank you!
- The practical tips on how to review + amend training.
+ to really hear & understand lived experience

What will I take away?

A lot! Practices & reading for myself to become more reflective, ideas for changes in our programme + ideas for future partnership projects

Do now:

We are working at career running programmes for under-represented researchers. This will be integral to growth and development of our work.

- liked solo study time.
- highlighted why we use the word 'decolonisation'
- felt heard and important as a BAME audience member.
- And the confidence to pass on advice to colleagues who run other trainings sessions
- microchanges and cultural diversity B

Enabling abilities to have those ~~uncomfortable~~
conversations.

Ability to discuss decolonisation rather
than just inclusivity - giving these
topics an active spot to allow genuine
change - other than superficial

Topic of power dynamics - what power
do I hold and how can I use my
voice to help those who
don't want to speak at

I work for a
research funder
and am motivated
to apply decolonisation
to research
assessment.

WHAT WILL I DO — TRY TO
APPLY THIS APPROACH TO
OUR POSTDOC TRAINING
PROG-

Haiku from your
words: Sennya really...
Challenge the Content
Space for Criticality
Empowering Voice

SC

What was useful?

- open spacious environment to see how decolonisation was approached / done, and prompt to make a personal commitment to do it myself.

lock into the content of our training programme + use tips from the slides to revise.

- Useful things from the workshop
- Honest insight from PGRs
- Helpful reflections on how to improve PGR training
- Pointers to theories/guidance

(Helpful):

thought, planning, honest, clear egs and guidance - brilliant, thank you!

Decolonise myself

- read more, look outside my 'normal'
- Practice + interaction

I'd like to understand more about PGRs reaction at the end - did they expect more transformative change? How was the scope communicated...?

Questioning the assumptions we make and bringing in diverse voices, and methods) materials.

DO DIFFERENTLY:
WRITE WITH
MORE CLARITY
TAKING INTO
ACCOUNT DIFFER.
ENT.
AUDIENCES,
BACKGROUND,
HISTORY

using the right language so we do talk!!

(comfortable with being uncomfortable)

I am going to access further training and educate myself more and avert I will be uncomfortable with myself

Liked the suggestion
of more individual
reflection on sessions
we attend.

This workshop was
helpful in reminding me
that there is more work
to be done. Even though
our training is inclusive,
it can be more so
so we should continue to
prioritise improved
inclusivity.

What I will do:
consider how I
can decolonize elements
of our postdoc
development ~~programme~~
programme and bring
postdocs in from
different ethnic
minority backgrounds

I will speak
with my DC-
equivalents to
start decolonising
researcher development
laptop.

Look into student
partnerships, how
it could work
in our programme

Practical tips.
Talks about
human experience.

Helped -
think about
how INHERENTLY
INACCESSIBLE our
Programmes are and
the impact more
changes can make.

Helpful

hearing much more from
other perspectives

What next

our workshop content is due
a review; I will be leading up
at this very differently as a
consequence.

As a result of this
workshop I will be
challenging our training
to look at how we
represent differences in
equity. We have diverse
examples in our courses,
but do we adequately
show how discrimination

What will you do now?

- start writing a
reflective response
after any sessions
I run to pick
out initial issues.

useful:
Re question of
"neutrality".
Neutrality
hides
inequality and
inequity. This is
a useful and broad
principle

what next

think about training
we offer with questions
about power,
assumptions +
language at forefront
of planning.

1. Helpful

Coming up with a working definition of decolonisation in a collaborative way.

Mine was: it's a process of opening up conversations and investigating practices to empower a multiplicity of cultures and knowledges

I am going to go back through all of Workshop Stage 2, carry out further readings to help inform how I think about the research project I am currently working on

What I will do based on this session?

- keep a self-reflective diary (I do this a lot already but will focus on allyship)
- use the word decolonisation where possible! (And reflect on my experience in my diary!)

What will I take?

- talk to colleagues about developing decolonising training in my team + specific programme for researchers that I lead.

What was helpful?

- The PGR video, giving an example of what this project did in practice - thanks to the PGRs for sharing this!

useful

- Hearing the honest real feedback + insights into the language used when delivering training

What next?

Suggest decolonising
co-design
activities at my
institution

What I'll do now...

I really want to look at
how our training provision
maps onto the checklist.
Both individual workshops
& our whole offering as
a suite of training &
development options.

Use this
decolonisation to
help with creation
of new materials

HELPFUL:
INTRODUCED ME
TO THE IDEAS
AND LANGUAGE
AROUND
DECOLONISING

helpful tips on how to
organise such projects,
involve others + student
voices and examples

will use those coming
back to my institution
and dive in to do more
research on this topic

Action

Share the slides
and my thoughts
about where we
could use this
approach w/
my colleagues.

Go through the slide deck / reading list / inclusive trainings Playbook & change/improve my practice!

I found that showcasing the true feelings of PGRs & taking their feedback to change even the phrasing of slides shows the growth & care for the community

Take back and use:

Take the devolution model and apply it on our doctoral training program

Workshop: really practical, great to hear details, leaves me wanting more - I'd love to see your Before-And-After versions of the workshops (with comments) Great intro to a huge topic, & would love a peer network to do this process collectively?

Helpful as a framework for a similar project we're developing for disabled PGRs.

workshop helpful? What will I do?

⇒ co-creation partnership model
↳ get community involved/engaged from start - LISTEN

⇒ holistic team - PSS from variety of areas academic buy-in

What was useful?

real & practical examples of how to decentralise and co-create in partnerships that I can directly translate into own contexts (was very powerful)

I hope to use some of this in our Supervisor Development work. Will first follow up 10% of the stuff you shared.

It was really helpful workshop. Provides a way of thinking & framework. Definitely left feeling more aware

Make a start by using the playbook to make changes to my own training materials.

①

This workshop v. useful - definitely echo the point about not using colloquial language if want to be understood.

DO DIFFERENTLY:

HAVE THE
DIFFICULT
CONVERSATIONS.

BE BRAVE AND
DON'T SHY AWAY
FROM 'IT.'

Helpful

Useful to discuss
what decolonising
is and means. And
to think about
our training offerings
through this lens.

will check out the
resources suggested on
the slides - thank you!

Helpful

- it takes a big team to make this work.
- motivated me to be brave and have the difficult conversations.

What Next?

Look at what I can do now.

Review RDP descriptions

Review Communication.

What now?

Find out more
Explore ways
this can
2 develop 1.

What do moving ahead

^{project}
Using resources to
design training +
resource for staff.

Helps support
work we are
doing anti-rac
actions

What was
helpful?
Decolonising
Co-design
principles
and
examples

• useful to
be reminded of
the importance
of positionality
• embed
Decolonisation
in the RDT
Programme.

Actions

- Educate myself on relevant theories/guidance
- Bring reflections to the team in the hope of changing PGR training!

Vicchi

Making clear the process
of how you have conducted
the project + being
honest about all of the
feedback received.
Signposting to resources
Sharing practice.

Thought
provoking +
inspiring.

Be more
aware of
equity and
inclusivity

Learned a bit more about what decolonisation means and how it can be ~~more~~ used meaningfully learned about the power of co-creation / allowing critique's of user group

Helpful

Inspiring session, generously shared - lots of practical tools to take away.

I knew nothing about decolonisation so it was a real eye opener and gave me lots to think about, personally and within my work.

I liked being enthused to co-create / co-renew materials about PAR experience + the value for them + me

(Re) Review my training materials + build de colonising-related question into evaluation in sessions

Presented in a really practical way forward

TAKE AWAY - PREPARE FOR SOME DIFFICULT DISCUSSIONS
WHAT AND - EXCUSENT PRACTISING USE IT

More confident that there are approaches to take.

Validated existing choice + value of these approaches

Helpful to have a tried and tested model to be able to follow.

Really useful going through the background thinking about what it means to decolonise the training & the practical tips & examples ESPECIALLY what didn't work.

2. What are next steps

Be more explicit about including your own voice in your academic endeavours and pursuing an understanding of how to make workshop spaces more equitable

listening to diverse voices

(i.e. not white people)

How does this relate to deficit Model -> Students/ PGPs the thing to be fixed.

Learned that there was plenty of further reading pointed to

Learnt:

Value of self reflection and challenge in driving change

reversing colonisation

HELPFUL:

THIS IDEA ABOUT CHALLENGING THE (UNIVERSAL) THERE IS NO SUCH THING!

Create more challenge.

Get reading some of the recommendations.

can impact researchers lived experience?

understanding experience.

DO - reading!
(using the reading list)

Made me consider my unconscious bias

I will think more about power imbalances.

To Do -
Review LARNS in Context Article

- ① 5★ - super helpful
The video shows PGPs critiquing the training was A
- ② Look at and ↓!

Will explore the resources and make a case for this work to be incorporated into the PGPR Strategic plan for Training.

I will take back to my institution a responsibility to point out that people who aren't minoritized (especially racially) will not be aware of the real challenges - we must engage with our racially minoritized communities more and listen more, plus then act on it to elicit real change! And be bold + disruptive!

Very informative and thought-stimulating workshop that highlighted to me just how different things are for ethnically minoritized researchers - I feel like this only scraped the surface and I now want to know more. Short session on my own gaps, concerns, anxieties with conversations with minoritized researchers; very useful!

I am going to access further training and educate myself more and avert I will be uncomfortable with myself