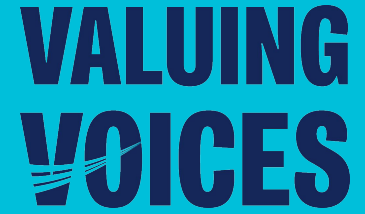


The Valuing Voices project

A quick-overview



- Break down inhibiting and inequitable hierarchies within research culture (e.g. Junior/Senior, Global North/Global South, PI/research team).
- Create and embody practical models to improve research culture and make research more impactful and fundable.
- Co-design a globally-applicable tool to embed at York and provide training to international partners in the Global South.

Outcomes and outputs

Questions 1 & 2

**VALUING
VOICES**

1. OUTCOME

What does successful equity and diversity in teams look like in your project?

Thinking about the big picture, what effects do you want to achieve by applying this principle to your project?

Diverse research teams generate fresh perspectives on complex problems, address unfair hierarchies and promote global equity.

- Recruit an interdisciplinary team across professional and research backgrounds and create conditions that enable all members to thrive.
- Implement and model best practices for collaborative, reflective team-building and share experiences.
- Establish equitable ways of working that enhance skills through learnership and peer learning.

2. OUTPUTS

How will you deliver your outcome?

What processes will you need to incorporate to reach your outcome? How will each contribute to – and demonstrate progress towards – your outcome?

What will your team look like? Will ECRs and Global South researchers be given empowering responsibilities? How will everyone's professional development be supported?

- Devise and formalise a set of team values and set how how we will work at our best together.
- Become a 'living lab' and deliver training sessions to colleagues on practical techniques for equitable team-working.
- Experiment with and reflect on different leadership and decision-making models as a team.

Activities and resources

Questions 3 & 4

VALUING VOICES

3. ACTIVITIES

What actions are needed to deliver your outputs?

What day-to-day activities will get you to your outputs? How will you ensure they are equitable and responsible in practice?

What leadership style and decision-making models will you use? Which work packages will be led by researchers other than the PI? When will you establish core team values?

- Develop a dynamic lab handbook detailing team workflow and supporting new member onboarding.
- Design and lead facilitation skills training for equitable meetings and stakeholder workshops.
- Work within a distributed leadership model to foster task ownership and professional development for junior members; share experiences as living lab.

4. INPUTS

What financial, human and material resources will you need to deliver your activities?

Who, what, where, when?

How will you support your team adequately? Will researchers in the Global South get extra resources to fulfil their roles? What support will you need to ensure you can recruit and upskill team members fairly?

- HR officer on the team to provide expertise and link to possible policy changes within the institution.
- Set aside budget for external train-the-trainer on facilitation skills.
- Ensure enough budget for role/pay changes if team members take on new responsibilities.
- Allocate resources for equitable travel and presentation opportunities between the team.