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SCP- Inclusive research

About the project

Uses qualitative methods to investigate and develop inclusive methods for quantitative as well as qualitative research

So far:

- Religious, ethnic and racialized diversity
- Educational diversity
- Diverse levels of institutional trust/mistrust/accetal/pessimism

To do:

- Young people, gender and diversity in household forms
- People with health issues or disabilities
- People with low socioeconomic status



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10 guiding principles of inclusive research

1. Starts from the premise that society is diverse
2. Does not view this diversity by definition as a problem and takes the perspective of people in a minority position seriously
3. Is aware of unequal distribution of power and status in society and is careful not to inadvertently reproduce inequalities
4. Does not contribute to 'othering' and stigma
5. Examines its own positionality and biases
6. "Is not neutral"
7. Integrates the perspective of minorities
8. Does not use obfuscating catch-all terminology but speaks plainly
9. Uses inclusive labels and terminology
10. Is flexible and adaptive within the frameworks of good research



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Deloitte's 6 Signature Traits of Inclusive Leadership

Olson and Borker 2016



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Curiosity

"Highly inclusive leaders have an open mindset, a desire to understand how others view and experience the world, and a tolerance for ambiguity"

(Bourke 2016)

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Cultural intelligence

"Highly inclusive leaders are confident and effective in cross-cultural interactions"

(Bourke 2016)

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Collaboration

"Highly inclusive leaders empower individuals as well as create and leverage the thinking of diverse groups"

(Bourke 2016)

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Commitment

“Highly inclusive leaders are committed to diversity and inclusion because these objectives align with their personal values and because they believe in the business case”

(Bourke 2016)

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Courage

“Highly inclusive leaders speak up and challenge the status quo, and they are humble about their strengths and weaknesses”

Cognizance of bias

“Highly inclusive leaders are mindful of personal and organizational blind spots, and self-regulate to help ensure “fair play.””

(Bourke 2016)

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