

Ethics Application Form

Ethics Application ID: 513281

Details:

Risk:	High Human research- Discussion of sensitive or potentially sensitive subjects, Human research- Requiring 'snow-balling' or contacts from existing participants
Title:	Making Environment and health equal, diverse and inclusive: reflections from a Centre of Environment and Human Health (REACH)
Version	1.0
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Submitter:	Olivia Barnett-Naghshineh
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Student Project: Supervisor: Module Code:	No
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Project Duration:	1 Dec 2021 - 31 May 2022
Funder:	

Project Description:

The European Centre for Environment and Human Health (ECEHH; www.ecehh.org) is a WHO Collaborating Centre in the University of Exeter Medical School. It has established a strong track record of interdisciplinary research and training around the interconnections between environment and human health, working with communities locally and internationally. Although there has been a health and environment inequalities theme to the Centre's

research, and whilst some Centre members examine issues of inclusion in terms of gender and disability, (de)colonisation and (anti)racism as they pertain to both research and education activities and to the Centre culture more broadly have been lacking in focus. Without consideration of decolonisation and racism in environment and health, research is produced that reiterates Eurocentric knowledge paradigms and does not reflect less dominant knowledge frameworks. This project will allow the Centre to take stock of current and future research and training inspired by a lens of decolonisation and anti-racism. Using existing work on diversity and inclusion and decolonisation, Centre members (and partners) will reflect on their research, teaching and work culture. Best practices, existing recommendations and key exemplars will be sought in the UK and beyond. This is proposed as the beginning of an ongoing process that will live beyond this discrete 5 month project, and not the end point in itself. This project has already been awarded funding by the Natural Environments Research Council (NERC) from Dec 1st 2021 – May 31st 2022. This evidence will be used to create recommendations for how to integrate and expand upon a reflexive and anti-racist approach into Environment and Health research and training. A collaborative and iterative approach is applied through co-creation with Centre members and an external EDI-expert Advisory Board. The results and findings will be shared with other national and international institutions working on environment and human health.

Project Scope:

Does your research involve only secondary data?

No

Is your project exclusively based on published literature or library/archival materials which have been specifically curated for general public access or display?

No

Does your project require external ethical review? *Please give details of the external review route for this research.*

No

Will your research involve human participants?

Yes

Will your research involve the use of animals?

No

Does this project involve the use of sensitive or restricted materials?

No

Does the project have the potential to cause environmental damage or harm?

No

Please summarise the background to the project?

Please summarise the background to the project? This project will involve an interdisciplinary approach to identify and understand the contexts and impacts of racism and (ongoing) colonisation on our Centre research, everyday practices, and to rethink potential future training and research. We will review the wider context of racism and legacies and ongoing aspects of colonisation in environment and human health research literature, and our own Centre published literature, reports and training programmes. We will use a variety of methods to explore these areas. Firstly, we will be using ethnographic interviews and focus groups (individual and collective reflectional dialogues) (c.f. Malcom Richards and Sana Rizvi, Liverpool John Moores) conducted by Project Staff. This Ethics Application concerns this portion of the REACH research activities. Second, we will distribute an online anonymous survey co-designed with an external expert EDI consultancy, INCLUDED (<https://www.included.com>), of Centre staff and students. The survey will be used to review the approaches and perceptions of the Centre as they relate to research, training and culture. Outside Equality and Diversity agency, INCLUDED, will administer the questionnaire online and analyse the data while the REACH researchers will only see anonymised summary data in the Final Report; based on discussions with CMH Ethics Group, this activity does not require formal ethics approval. All activities will be reviewed and co-created with a board of advisors working in decolonisation and EDI within the University of Exeter. Our approach aims to provide opportunities for open reflection, connection and transformation. By having an array of seminars and events throughout the term for staff to learn and reflect upon, the inquiry and interviews will run alongside a process of education and critical and collective (un)learning. Inspired by bell hooks work on critical pedagogy, providing spaces for “collaborative dialogues” means allowing for communications that “cross boundaries, the barriers that may or may not be erected by race, gender, class, professional standing, and a host of differences” (hooks 1996: 130). These dialogues aim not just to understand the kinds of boundaries that exist (and perhaps the reluctance to raise issues about these), but also to transform them, and provide space for emerging possibilities of how breaking down these boundaries can be done. Recognising that the European Centre for Environment and Human Health has had a thriving community of researchers which have been held in esteem by many of its employees, the research process will hold space for the culture and sense of community that already exists. As decolonial and Indigenous scholar Linda Tuhi-Wai Smith explains, there is a need, within research practices, for continuous respect for a community’s ‘cultural protocols, values and behaviours’ as part of ‘an ethical and respectful approach’ (Smith 2012: 15-16). However, considering the relatively homogenous staff base of the Centre, there is also a need to challenge that which may be taken for granted within the Centre and provide space for critical reflection and for minority voices to be heard safely and respectfully. The Centre includes researchers with different specialities, including public health, geography, anthropology, ecology, psychology, epidemiology, economics, and qualitative research. The Centre’s research focuses on the many and complex connections between human health and the environment. However, when and how the boundaries around the concept of ‘human’ are drawn and who is most often considered under this concept is rarely questioned in the environmental health sciences. Inspired by Sylvia Wynter’s suggestion that it is predominantly non-disabled white European males who are considered ‘human’, the question of whose ‘human health’? is a central question asked of the Centre, as well as who gets forgotten without an intersectional lens. Paying attention both to research design (including implementation and dissemination of findings) and also hiring practices within the Centre, this project aims to prompt

researchers and administrators within the ECEHH to reflect upon and explain how they aim to be 'inclusive' and what this looks like to them. Collectively thinking through what topics and perspectives get overlooked or how conclusions are generalised to people and places, where instead they should be particular and not universal is part of this process of questioning and unpacking. There has never been a systematic process of considering why the Centre is not more diverse or the extent to which the research focus has actively sought to challenge colonial epistemologies or research agendas. Although many people working at the Centre have expressed how welcoming they feel it to be, the proposed research project will try to understand how the Centre could be made more inclusive, equal and diverse going forward by asking the researchers themselves through a generous, open and critical reflectional practice. Through an anonymous and externally administered questionnaire (by INCLUDED), this process will allow people to share their views and perspectives both anonymously and in one-to-one interviews with an ethnographic interviewer from within the Centre (with potential for an outside interviewer also) on this project. This aims to create a space for open and honest critical reflection in a way that can be transformative and exploratory – with the main aim of encouraging a more diverse and critical perspectives within environmental and health sciences research and teaching. This research design also includes focus groups/workshops in case there could be benefit for group dialogues and reflections between people of similar academic position to allow for potential mutual reflections and sharing of experiences. Considering the nature of existing work and collegial relationships, power dynamics and intersectionality between the researchers within the Centre and on the research team of this project is a key concern and ensuring the safety and well-being of all involved is critical (<https://www.ukri.org/wp-content/uploads/2022/01/UKRI-110122-PreventingHarmSafeguardingInResearchAndInnovationPolicy.pdf>).

Please explain the aims of the project and what you intend to achieve

The aim of this project is to consider how and what could lead to a change in the culture, research and training in Environment and Human Health at the ECEHH and broader research community as a result of these initial conversations and reflections. We hope to move towards building an increasing awareness of an intersectional and anti-racist perspective, improving diversity and inclusion, and addressing coloniality within the Centre. All activities are co-created with a Decolonial Advisory Board and key Centre members with a commitment to this process. This is initiating the beginnings of a process which begins with reflexivity and understanding of how our positionalities as researchers may affect the science that is being produced and who our results are relevant for. Furthermore, we aim to initiate a space for researchers to reflect on their praxis and the relationships they form within research collaborations, especially those which are international. The evidence gained from the project will be used to create recommendations for how to integrate an ongoing reflexive intersectional approach into Environment and Health research and training. The findings and recommendations will be applied iteratively within the Centre, and shared with similar environment and human health research and training organisations (e.g. WHO Collaborating Centres, ISEE network, EuroHealthNet, US/UK/EU/APAPCH Public Health networks). Ultimately, we hope to create a more inclusive, diverse, engaged and informed Centre in environment and human health, so crucial in the face of the global migration, rapid climate change and global crises.

Key Aims

- To understand how the European Centre for Environment and Human Health has until now considered the relevance of colonisation, race, racism and intersectionality in research, teaching and practice
- To consider and learn from existing protocols and practices in institutes of environmental sciences and health sciences in terms of how they are (de)colonising and ensuring they are anti-racist and inclusive
- To produce a 'living document' code of conduct and other protocol to help change research agendas, curriculum and processes
- To have an open and evolving process that privileges input from people with lived experience and expertise in intersectionality, decolonising and anti-racism and allows space for reflection,

learning/unlearning and dialogue whilst also maintaining values of love, compassion and kindness
Key Values•To see the whole person in their complexities•Kindness and compassion (for ourselves and others)•Deep commitment to critical thought and continuous reflexivity •Reflection leading to action (should be at the forefront of antiracist and/or decolonial practice). •Non-horizontal organisation as much as possible; challenging power dynamics through democratisation of decision making
Key Methods -Ethnographic interviews with Primary Investigators on international and national projects; with Post-doctoral researchers on said projects; with PhD students within the Centre (and possibly academic partners from collaborators in post-colonial contexts)-Focus Groups – With groups of researchers depending on their role (so not to create unfair power dynamics within group conversations)-INCLUDED anonymised Questionnaire – administered to everyone working at the Centre, with co-created questions by the research team; data gathering and analysis by INCLUDED -Scoping of literature (including non-peer reviewed articles, policy reports, briefings, press releases)– Analysis of what kinds of research has been produced by the Centre, with which authors and International partners, and whether the research has considered the possible range of social groups its findings are related to or might affect and ensure it takes care to ensure the effects are equitable.- Reflection on research and teaching practices – through reflexive interviews and dialogues (with support for the interviewer from the Expert Advisors in EDI and decolonising) -Discussion of hiring practices with research staff and HR based on review of studies of hiring processes to consider hiring biases- Bearing in mind the peer review comment:-“It is also important to devise methods for checking the process of research design, especially to ensure that the relevance of the research for all possible social groups potentially affected is taken into account, and if a limitation is made, there is full acknowledgement of this so as not to universalise findings that are in fact particular.”

Has the project been peer reviewed?

Yes

Please describe the peer review process and outcome

Sent to Professor Nandini Chatterjee on 15th February for review We have received peer review during week of 20th February and discussed the feedback and are incorporating it in the research moving forward.

Please explain why your project has not been peer-reviewed

Please describe how the research will be conducted in a way that ensures its quality and integrity

To address the fact that the current Centre members are predominantly white, we have formed a Decolonial Advisory Board of people with expertise in decolonisation and lived experience of racialisation to offer critical support with creating our research questions and methodologies. The expertise of the Advisory Boards can be found below in the Appendix (the proposal funded by NERC). Another way we are ensuring that our research questions, methods and practices are created and carried out in a high-quality way, maintaining strong integrity is through working with Dr Kath Maguire and the Health and Public Engagement Group (HEPE; <http://www.ecehh.org/about-us/engagement/HEPE>). HEPE is a group made up of members of different communities from across Cornwall who have a shared interest in how human beings interact with the environment, both positively and negatively. Members of HEPE have diverse backgrounds and experiences which they use to inform and enrich the research undertaken by the European Centre for Environment and Human Health. HEPE provide consultation on researchers’ projects, helping to co-create research that is shaped by the people it impacts. HEPE will be involved in creating their own materials as a partner in REACH; we also presented the Ethics Proposal to HEPE via zoom and email, with feedback

provided online. Furthermore, we have engaged with Gail Seymour and Chris Lindsay to discuss the safeguarding aspects of our project, particularly as we are working with small groups of staff members from a specific Centre. They stated that statutory Safeguarding is not relevant but rather a duty of care towards the researchers and our Center colleagues <https://www.ukri.org/wp-content/uploads/2022/01/UKRI-110122-PreventingHarmSafeguardingInResearchAndInnovationPolicy.pdf>. Alongside our external advisors, the research team is made up of academics with a variety of research experiences in both environmental sciences and human health, some of whom have also undergone training and research related to Equality, Diversity and Inclusion. Information about the researchers and their backgrounds can be found below:

- Professor Lora Fleming • (PI) ECEHH Previous Centre Director, physician/epidemiologist in EHH/inequalities, Athena Swan Silver Co-Chair Extensive research experience in the field of Environment and Human Health • Previously Head of the ECEHH • REACH tasks: PI, literature searcher (assisting) Dr Olivia Barnett-Naghshineh (OBN) • ECEHH feminist anthropologist in decolonising anthropology, intersectionality, critical race theory <https://www.ecehh.org/people/olivia-barnett-naghshineh/>: leading literature/publication review, ethnographic interviews, focus groups
- Dr Daniel Derbyshire • behavioural economist, inclusive workplaces, unconscious bias, ECR EDI Advocate <https://www.ecehh.org/people/daniel-derbyshire/>: leading Best practice, Centre meetings • Postdoctoral researcher on the Inclusivity Project, exploring how disabilities and ageing act as barriers in the workplace • Awarded £1,000 funding through Researcher Led-Initiative for DICE training for ECRs and PGRs
- Dr Bethany Roberts • ECEHH environmental scientist big data analyst in health wellbeing, ECR EDI Advocate <https://www.ecehh.org/people/beth-roberts/>: leading Code of practice, online resources • PhD in bumblebee ecology (relevant field to environmental sciences) in the College of Life and Environmental Sciences, University of Exeter • Postdoctoral research in Oceans and Human Health within ECEHH • Diversity, Inclusion, Cohesion and Equality (DICE™) Advocate (trained through BCohCo Ltd) • Awarded £1,000 funding through Researcher Led-Initiative for DICE training for ECRs and PGRs • Member of the University of Exeter Race Equality Charter Self-Assessment Team • REACH tasks: code of conduct, resources review, literature review (assisting)
- Dr Kath Maguire • ECEHH social scientist in public/community engagement <https://www.ecehh.org/people/dr-kath-maguire/>: leading Work with HEPERiadh Ghemmour (FTE 1 month) • decolonising research, teaching and knowledge production <https://eprofile.exeter.ac.uk/riadhghemmour/>: leading Training/curricula review
- Malcolm Richards (FTE 1 month) • dialogues in race, identity, cultures in education and training <https://eprofile.exeter.ac.uk/malcolmrichards/>: leading Training/curricula review

Advisory Board includes decolonial and anti-racist practitioners working throughout the university (details in the NERC Application attached) Through these multiple avenues, and through working as a group with multiple research and EDI-related expertise we believe that we have put the relevant practices into place which ensures that the research will be conducted with a high level of quality and integrity.

Research Methodology:

Please provide a summary of the research methodology using the table below. For each method, please describe how it has been selected and how the data will be analysed.

Method	Description of Participants	Why method was selected	Data Analysis
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Semi-structured, ethnographic interviews/dialogic conversations	Researchers and employees either currently employed or previously employed at the ECEHH	Because the research is qualitatively driven based on lived experience and perceptions, this method allows for cultivating understanding and new praxis. Dialogic conversations capture this and enable the potential for open reflections and dialogue as well as an evolving research process.	Transcripts will be analysed using discourse analysis and thematic analysis (Braun and Clarke 2006) but are broadly for the sake of feeding back recommendations and challenges to the Centre that can lead to new initiatives and systems being put into place.
Anonymised Questionnaire administered and analysed by INCLUDED	All present employees and students at the ECEHH and potentially previous employees if they are still in contact (request to share with previous colleagues in email with questionnaire sent out).	A neutral outside organisation chosen to issue this so that participants remain anonymous and their data is protected.	INCLUDED will share a report with the research team
Literature review	Of publications by researchers at the European Centre	To enable some initial scoping of what has been published, with whom and on what topics and what has been omitted.	Using different search methodologies, the research to date will be analysed for its consideration of intersections of race, gender, sexualities, disabilities and also considered for its inclusion of colonial contexts and histories in its analysis.
Focus groups	Groups of researchers of equivalent position	To enable collective and mutual reflections and sharing of experiences (will only be used if deemed necessary or useful after interviews)	Transcripts will be analysed using discourse analysis and thematic analysis (Braun and Clarke 2006) but are broadly for the sake of feeding back recommendations and challenges to the Centre that can lead to new initiatives and systems being put into place.

Where will the project be undertaken?

Online using Zoom unless Teams or a phonecall is preferred by the interlocutor. Zoom's privacy statement: <https://explore.zoom.us/en/privacy/>

Please describe details of any permissions required to use the location(s) specified

Research will be conducted online or over the phone if preferred. No response required. The Co-Directors of the research centre have given approval for this research to be conducted.

Will the research involve International travel and/or travel to a potentially risky environment?

No

Please describe the risk to researchers

Please provide details of the actions to be taken to reduce risks to researchers and procedures to deal with potential problems

Will the research involve the use of hazardous or controlled substances?

No

Please describe the risk to researchers

Please provide details of the actions to be taken to reduce risks to researchers and procedures to deal with potential problems

Does the research have potential to cause distress or discomfort to any member of the research team?

Yes

Please describe the risk to researchers

There may be an unequal power dynamic between the researcher and those being engaged in dialogue; this may mean it is hard to have honest and open conversation, however as the researcher will be employed by another university in the near future, any potential issues with this will be limited by the fact there is not an ongoing collegial relationship. Furthermore, the main researcher is an anthropologist and not located in the disciplines of most of the researchers within the Centre limiting professional risk of relational issues. Additionally, she has a good existing relationship with many in the Centre and a distant relationship with most. However, there is risk of emotional burn out from listening to personal and potentially heavy conversations. However, the researcher is well trained in ethnography and interviews that pertain to delicate issues and has experience of conducting research in challenging circumstances including online interviews with people in social positions ranging from policy makers and academics to sugar cane farmers in Jamaica in 2021 and people across political settings in Papua New Guinea about marriage, domestic violence, rape and gender related issues in 2014. She has also worked on decolonisation teaching public education courses and editing a special issue for Teaching Anthropology journal in 2021. She also lived and worked in Aotearoa New Zealand where she was immersed in decolonial and environmental justice politics. As added support and back up for OBN,

Riadh Ghemmour (Advisor from Exeter Decolonising Network) will be a supportive person for the researcher to debrief with as well alongside other members of the research team and will also be a stand-by interviewer if for any reason the interviews become overwhelming or if there is anyone who expresses that they would prefer to talk with a researcher outside of the Centre. However due to limited time and resources, the priority will be for the primary researcher (OBN) to conduct interviews with people who are interested and willing to speak.

Please provide details of the actions to be taken to reduce risks to researchers and procedures to deal with potential problems.

Please provide details of the actions to be taken to reduce risks to researchers and procedures to deal with potential problems. There will be debrief meetings between the researcher and advisory board members in case of any discomfort or challenging moments that come up during the interviews and clear information of well-being services available to the researchers. Discussion with the research ethics and the safeguarding/duty of care bodies of the university also ensure thorough consideration of all potential problems are discussed prior to the research beginning. HEPE have also been consulted for their thoughts on the research design and process. Well-being services have been sought out by the research team to support the researchers as well as to offer to any interlocutors who need support. There is an Index of Wellbeing resources provided by the University (<https://www.exeter.ac.uk/staff/wellbeing/index/>). There are additional university resources for the primary researcher as well as the interviewees:

- Recognising And Controlling Fatigue - understand physical and psychological fatigue, causes (including the ones where we should consult our doctor), symptoms, strategies we can all use to reduce our susceptibility to fatigue, and break any cycles that could be causing any fatigue.
- Controlled Responding To Challenging Situations And People – learn how to create a balance between being thoughtful and considerate to diffuse the situation, and knowing when the time is right to courageously state your own boundaries of what is acceptable and unacceptable in the way the other person speaks to you.
- The Importance of Building Our Own Support Network - we will explore levels of maturity we go through in life from being dependent, to independence through to interdependence, the benefits of proactively building a support network, the type of support we all need from time to time, the massive positive impact it can have if we ever experience trauma, the impacts of poor social support, the 6 key people we may want to invite depending on where we are in our life and career.
- Preventing And Resolving Conflict - explore seeing conflict as an opportunity to strengthen a relationship with another person, the common causes of conflict, the positive aspects of conflict, the importance of early intervention, the 5 conflict styles, how to structure a conflict conversation, then conduct it and follow up professionally.
- Stress: Real Causes, Signs & Symptoms and Coping Strategy - The design of this masterclass is specifically around changing in ways of working. Since the pandemic, for many of us we have had the worry and anxiety for ourselves, family and colleagues over the potential implications of the pandemic and then a need to change not just the way we work but our working environment. Although working from home can sound appealing, the practicalities are often somewhat different with more distractions and for many, less social interaction - it has been a contraction of life and an almost parallel contraction of our mental capacity.
- Dealing with Anxieties, Worries and Concerns - The design of this masterclass is specifically around the natural anxiety we can be experiencing due to the pandemic, changing ways of working and the current uncertainty of life.

Does the research involve lone working?

Yes

Please describe the risk to researchers

Yes, to a limited degree, as the ethnographic interviews will be conducted by a single interviewer on Zoom or via a phonecall if that is deemed more comfortable for the participant (however in this case the interviews would be transcribed manually), but researchers outside of the ECEHH will be available to help conduct interviews if need be (Riadh Ghemmour, Tina Versaeghe, Malcolm Richards) as he is less involved with the research centre as a space and therefore people may prefer to speak to rather than an individual from within the Centre. Riadh Ghemmour is also experienced in teaching decolonial theory and hosting trainings and conversations on topics of racism and decolonisation. Dr. Bethany Roberts and Dr. Daniel Derbyshire are also available to support in focus groups if required and to offer emotional support.

Please provide details of the actions to be taken to reduce risks to researchers and procedures to deal with potential problems

Researchers will be made aware of the free wellbeing services offered by the University. The project team will also have weekly de-briefs where they can share their concerns through collective care and solidarity. If during any of the data collection processes the researchers wish to stop the process, they are able to do so by informing the participant that the session is over. They may decide whether they would like to continue the session at a later date. Due to the nature of our open-ended questions, stopping the interviews part way through will not restrict the quality of the information we collect or the overall outputs and findings for the project, as all information gathered will contain important insights.

Does the research involve visiting participants in their home or other non-public space?

No

Please describe the risk to researchers

Please provide details of the actions to be taken to reduce risks to researchers and procedures to deal with potential problems

Please describe the training which will provided to researchers in relation to the risks identified above

Please describe the training which will provided to researchers in relation to the risks identified aboveThe primary researcher is an experienced ethnographer who has worked in fraught and complex situations on sensitive issues. She is well placed to carry out these interviews as an anthropologist that is familiar with decolonial and anti-racist theory and praxis through activism and education. She is a mixed-race researcher with an Iranian and English background and has lived in Black majority settings (Togo, Papua New Guinea) and has worked extensively with colleagues from South Asia, Indigenous Aotearoa New Zealand and the Caribbean across Europe, the US and the Pacific. She will be supported by the decolonial advisory board and has had discussions with the HEPE (Health and environment public engagement) communities and discussed the project with the University's safeguarding advisors. Significant discussion has been carried out to consider how the research process can keep the researchers safe and the participants; the solution has been to always ensure the relationships are respected and care and compassion are centred in the research process. She is also an experienced ethnographic interviewer. Example of relevant experience: •Taught Anthropology of Race and Racism in 2019 at Goldsmiths •Taught Decolonising Anthropology in 2019-2020 at Goldsmiths•Primary interviewer in GCRF project in 2021 focused on non-communicable diseases and histories of the sugar economy in JamaicaIn case of researcher burn-out, or illness, or if another issue arises which means it would be good to have a second interview, Riadh Ghemmour is an experienced PhD researcher in Education with expertise in decolonisation and Indigenous methodologies who will step

in if need be. He works across the university and is experienced in speaking with academics across disciplines. Other members of the Advisory board have also offered to support if necessary.

Does the research involve the use of genetically modified organisms?

No

Please describe the use of GMOs in the research

Human Participants:

Identifying participants

Currently and previously employed Researchers in the European Centre for Environment and Human Health; Primary Investigators, Professional Service and Administration, Post-Doctoral researchers and (potentially)PhDs . Between 10-20 participants for interviews. Between 50-80 participants for the Questionnaire.

Please list any inclusion criteria to be used

Previous and current employment or education within the ECEHH and/or collaboration with researchers within the Centre

Please list any exclusion criteria to be used

Not employed by the ECEHH or working with people in the ECEHH

Please specify if you are using any of the protected characteristics as defined in the Equality Act 2010 as an exclusion criteria

no

Please specify how potential participants, records or samples will be identified and by whom

Overall we aim to conduct 10-15 interviews covering a range of positions within the Centre, academic career trajectories, genders, ethnicity and disciplines/research paradigms. The interview schedules will be adapted and contained accordingly. A sample matrix will be constructed to cover this and snowballing technique used from interviews. Key people recommended by our research team based on experience and positionality will be approached. The INCLUDED questionnaire will be sent out to everyone in the Centre with reminder that it is optional. A personal invitation to individual Primary Investigators of major research projects (especially those which have involved collaborations with partners in post-colonial contexts and/or outside of Europe) will be issued by the primary researcher. A public announcement to offer for anyone else to come and have a conversation on the topics at hand will be sent around the Centre. A personal invitation to Post-Doctoral researchers on individual research projects will be issued, especially if recommended by colleagues. An invitation to post-doctoral researchers and PIs for focus groups if deemed appropriate. A personal invitation to administration staff who have demonstrated an interest in the topics and have worked on matters relevant to the Centre's EDI and decolonisation agenda. If time permits and it is deemed low risk to the participants, and not too much of a time burden upon them, partners from international partnerships will be considered for interview to gain perspectives from collaborators on the experience of collaborating with researchers within the Centre. However, this is not a priority at

this stage partly due to resource and time limitations but also due to potential inequalities that mean it could be risky for them to speak honestly. Having an option for this is considered worthwhile at this stage as some conversations could still help support build systems (within the Centre and university) that limit the dynamics of the unequal colonial structures of the global academic economy. Decisions about research progression will be made collaboratively by the research team and the advisory committee.

Does your research involve participants who are in a potentially vulnerable situation?

Yes

Please describe why the participants may be in a potentially vulnerable situation

Some early career and/or employees who experience being racialised and/or being discriminated against along lines of gender, age, class, disability may feel concerned discussing their experiences with a researcher from their own research institute. More senior staff may feel potentially criticised with the reflections. If staff are on precarious contracts, they may worry that they are at risk from talking about any matters that have come up during their time as employees. More senior staff may worry about reputational risk. People who are racialised may feel particularly vulnerable and under pressure. Risk of reputational damage may be a concern to participants and power dynamics between researcher and participants may make for difficult dialogues in some cases. Participants will be given a number of avenues to reflect or discuss the interview process with people outside of the research centre including the advisory board members, the centre directors or a neutral third party including CMH or Cornwall EDI committees.

Please describe how the participants will be protected

By ensuring only one person is in the interviews, there is no chance of what people say in the interviews being shared with other colleagues unless they are totally unidentifiable. What is said in interviews will be generalised into actionable outcomes and suggestions rather than used as specifics to justify actions. Any future publications will be used with the consent of the participants of specific quotes or if the transcript has been suitably anonymised in their opinion. Confidentiality and anonymity will be maintained at all costs due to the participants having a shared work environment (in the future, in person, currently online). Confidentiality and anonymity will be maintained in the process of storing and collecting data and the researcher will not share stories or details with anyone outside of the conversations; this will be ensured by reminding participants they can express themselves “off the record” and clarify what they don’t mind being shared more widely – their identities and names will never be shared beyond the interview itself and all data will be anonymised. It may feel uncomfortable for people to share their personal experiences; it will be made clear that nothing is compulsory and spaces for informal dialogue will be created, or the possibility of not being part of the process at all. Participants will be reminded that the transcripts will be anonymised and data redacted, and they can choose what might be redacted during the discussion and also discuss in the interviews what they would like to see come out of their observations.

Approaching participants

Participants will be approached by the primary researcher, Dr Olivia Barnett-Naghshineh via email and through suggestions of the research team. If possible, discussions will also be approached through in person meetings but mostly the process will be conducted online and via email. Phonecalls will also be offered to enable a pre-interview dialogue to explain the project and desired outcomes. If necessary, a Zoom meeting will be set up to discuss the project prior to a formal interview. Services and avenues for debrief and discussion after the interview will also be offered as well as invites to continue the conversations in group settings to help support actionable outcomes and collective brainstorming.

If applicable, describe any existing relationship between the investigator(s) and participant(s) (e.g. teacher-student or employer-employee). Please explain how this will be managed to reduce the risk to participants

The primary researcher has existing collegial relationships with some of the participants but not all. The way in which their data will be anonymised and protected will be explained and the opportunity to speak off the record during interviews will be offered for anything that is sensitive or personal. The primary researcher will maintain confidentiality of the participants and not share any identifiable qualities. She is a junior and temporary staff member and will not be at risk to colleagues. Maintaining care and compassion is paramount to this project, and ensuring people are kept safe and respected is a primary goal.

Recruiting participants

Information regarding the research project will be shared during a Centre wide meeting once Ethics has been granted. An ethical consent form and participant information sheet will also be circulated along with some examples of the kinds of questions and themes that will be discussed during the one-to-one interviews. Examples of questions are included on the interview schedules attached. Note: not all of these questions will be asked - but some of them will be chosen depending on who the participant is and to help structure more dialogic conversations.

Please describe how long you will allow participants to decide whether to take part

2 weeks from invite, to initial phone-call or meeting and then planning for an interview.

Will informed consent be obtained from the research participants?

Please describe the process that will be used to obtain and record valid consent. Remember to upload copies of any consent forms to the application.

Yes Consent forms and participant information sheets will be emailed to participants and in person explanations of the project will also be offered so that participants can ask questions and raise any concerns they may have. Verbal consent will be taken at the beginning of the interview and a brief overview of the projects purpose explained again. Information sheets and consent forms will also be emailed in advance. Informing people about the research project in multiple settings will give participants opportunity to enquire about the research and decide if they would like to participate. (Centre seminar series, Centre meetings, via email and Blind copy emails to people in particular groups (e.g. PhDs, Post-docs, PIs) There will also be detailed participant information sheets and consent forms. A summarised consent form and information sheet will be verbally presented at the beginning of the interview as well. These communications will be framed as an opportunity for staff to share their thoughts, experiences, reflections on their own careers and what they think are barriers to themselves and others in their field and in the Centre, which will be channelled into future change and evolution for the research centre and perhaps the wider medical school context of the Centre.

How will feedback be provided to participants either during or at the end of the project?

Feedback will be provided during Centre wide workshops and Centre meetings as well as presentation during the seminar series. Actionable outcomes and a strategic plan will also be discussed during Centre meetings. A final report will be produced for the funders and this will also be shared with participants. Throughout the project and at the end, there will be feedback sessions, drop-in sessions and dialogues about the process.

Withdrawal of participation

Please describe the arrangements that will be made for participants to withdraw their participation and data (either in part or in full) both during and after the research project

Participants will be given a unique number which will enable them to remain anonymous but have their data found and deleted if requested. If an individual requests that their data, linked to a specific Participant Number, be deleted then we will do so as long as it has not already been used in analysis or publications. Participants will be provided with the transcripts of their interviews and able to state any parts they would like redacted. If we cannot be certain that they are the individual who participated in the interview/focus group then we will not delete their data. We will not collect information such as the contact details, or addresses of any participants.

Please explain any consequences for the participant of withdrawing from the study and indicate what will be done with the participant's data if they withdraw

There will be no consequences and the data will be deleted.

Please describe whether and how participants will be able to withdraw their data after the results have been published

If results have been published in articles in the form of anonymous quotes, they will not be able to have their data withdrawn.

Will the research involve actively deceiving participants? *Please describe the nature of the deception and how any associated risks will be mitigated.*

No

Does the project involve study or participation in social media activity? *How will social media sites be used?*

No

Will the research involve discussion or collection of information on potentially sensitive, embarrassing or distressing topics? *Please provide more information about the sensitive topics involved.*

Yes Yes reflection on past and current research, training and other practices within the European Centre with respect to EDI

Does the research involve investigation or possible disclosure of illegal activities or behaviours? *Please describe the potential illegal activities or behaviours involved. Describe the potential nature and risk of disclosure, how participants will be informed of the potential disclosure and how the risks will be mitigated.*

No

Is it possible that this research will lead to awareness or the disclosure of actual or intended harm to a participant or other individual? *Please describe the procedures to be followed by members of the research team in the event of disclosure, including any training to be provided for researchers before the research starts and information to be provided to participants*

Yes Well-being services at the university will be provided during the interview and any intention or risk for harm to themselves or others will be passed on to the well-being service. If someone appears to be distressed in the interviews, they will be offered well-being services and offered to speak to someone else on the research team about their experience, including the decolonial advisory board who have offered themselves as potential listening ears (Sabiha Allouche, Malcolm Richards, Riadh Ghemmour).

Is there a risk of physical harm, psychological harm or discomfort for participants, or prolonged or repetitive testing which may be a burden to participants?

Yes

Please describe each potential risk and the likelihood of the risk occurring

There may be some stress caused by the process, but this will be mitigated through a thoughtful, caring and emotionally attentive research approach with the possibility of a complaints procedure to the Ethics committee. If someone appears to be distressed in the interviews, they will be offered well-being services and offered to speak to someone else on the research team about their experience, including the decolonial advisory board who have offered themselves as potential listening ears (Sabiha Allouche, Malcolm Richards, Riadh Ghemmour).

Please describe how each potential risk will be monitored and mitigated

Participants will be offered contact details by the ethics committee if in need to complain and offered contact details of the advisory board if desiring to speak to someone outside of the Centre and have opportunity to reflect or seek advice. Well-being services at the university are all provided on information sheets.

Does the research involve invasive or potentially intrusive procedures?

No

Procedure	Description of Participants	Location	Number of occasions Estimated Completion Time	Frequency and Duration	Researcher(s) carrying out procedure

Does the research involve the administration of substances?

No

Substance and Method of Administration	Description of Participants	Location	Number of occasions Estimated Completion Time	Frequency and Duration	Researcher(s) administering substance

Will your research involve collecting, storing or processing human tissue samples?

No
What types of human tissue samples are involved?
Please describe how each type of sample will be a) Collected b) Processed and c) Stored
Please describe what will happen to the samples at the end of the study, including how they will be destroyed, transferred or retained
Please advise the latest sample storage end-date.
If the samples are to be retained for use in your future research or by other researchers, please describe the process that will be followed to store the samples and to provide access to them at a later date
Does your research require you to have a DBS check?
No
Will the participants receive financial compensation or other rewards?
No
Please describe the financial compensation or other rewards
Please describe how you will deal with compensation if participants choose to withdraw

Animals:

Does your research involve live animals?

Species	Number	Life Stage
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How many live animals will be used?
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How and where will the animals be sourced?

Indicate if the source is within the UK, within EU/EEA, or in the rest of world

Please include information on how and where you will obtain the animals, including any suppliers involved and how you are assured that the suppliers are meeting appropriate welfare standards

Are wild animals involved?

Indicate where these are obtained, if they are captured for this project and if so, how they are captured

Please explain how each capture method is the most refined for the species and purpose of the study. Include details on the positioning of traps, frequency of checking and the potential for non-target species to be captured

How will you examine and assess any animals that are found to be ill or injured at the time of capture?

How will you ensure the competence of the person responsible for making this assessment?

If sick or injured animals are to be treated, how will you transport them for treatment?

If sick or injured animals are to be humanely killed, which methods will you use?

If animals are to be transported, please describe how, by whom and how welfare standards will be maintained during transport (e.g. environmental conditions, frequency of checking)

Does your research involve tissues obtained from animals?

What type of samples?

How many samples?

How and where will the samples be sourced? Please describe the sources of the animal tissue. Describe any permissions and transfer agreements which may be required

Please indicate if the source is within the UK, within EU/EEA, or in the rest of world

Please include information on how and where you will obtain the tissue samples, including details of any suppliers involved and how you are assured that the suppliers meet appropriate animal welfare standards

If tissue samples are to be transported, please describe how and by whom. Describe how the sample integrity will be maintained

Explain why you need to use animals and/or animal tissue in this project

Explain how you have considered the principles of the 3Rs (Replacement, Reduction, Refinement)

Replacement:

Reduction:

Refinement:

Does your project involve observation without intervention? *Please describe the observations.*

Does your project involve any interventions or invasive procedures? *Please describe the interventions or invasive procedures.*

Is the research regulated under the Animals Scientific Procedures Act 1986 (ASPA)?

Is the animal research to be conducted outside the UK?

Would the research be regulated under the Animals (Scientific Procedures) Act 1986 as if it were to be conducted in the UK?

Does this research require another licence or site permissions for conducting the research or for transporting animals or samples? *Please describe the license or site permissions required.*

What arrangements are in place to protect the welfare of the animals concerned
Describe any potential harms or adverse effects that will be experienced by the animals
Describe how the potential harms and adverse effects will be monitored and mitigated
How long will the animals be kept?
What will happen to the animals at the end of the research?
What training will be provided for the research team?

Security:

Describe the use of sensitive or restricted materials
Please describe any associated risks and how they will be mitigated

Environmental Impact:

Describe the potential environmental impact of the research or its results
Please describe how any potential impacts will be monitored and minimised

Data Management:

What data will be collected and used during the project?

Data collected by individuals as part of this project will only be stored on password-protected University laptops, and will be backed up using the University OneDrive and on project specific external hard drives. It will not be available to any members of the Centre, so not to risk any issues for future work relationships. Personal data will be eliminated and recordings will be kept by Olivia only on password protected drives. If information is identifiable then it will not be shared more widely. Data collected by the external company INCLUDED will not be readily available to the research team so to protect the identity of colleagues. Only analysis will be shared. Any data r.e. literature review will be accessible to the wider research Centre and actionable outcomes and general findings will also be shared through workshops, meetings and publications. Any ethnographic or interview data will be suitably generalised, and not used unless direct quotes are checked with participants first.

Is there an access control process or a gatekeeper for access to data e.g secondary data? Please describe the access control or gatekeeper processes that you will need to follow.

No

Where and how will data be stored during the project?

On a Onedrive account secured using Multi Factor Authentication in line with University of Exeter - Exeter IT and Digital guidelines and will be accessible only by Dr Barnett-Naghshineh. Where interviews are conducted online using Zoom, recordings will be saved straight onto the interviewer's laptop before being backed up to the OneDrive. The anonymised data storage and disposal in the future will be the responsibility of Professor Lora E Fleming (PI) at the University of Exeter. These transcripts will have redacted text in them and not contain any information that is personal to the participant or makes them identifiable in any way. However - it may be prudent to ensure participants know that Prof. Lora Fleming will act as a caretaker of the data but will not have access to it, in case any participants are concerned for their privacy. Dr Barnett-Naghshineh will be the only person witness to the interviews and the data and will carry out analysis from the transcripts without sharing specifics with the rest of the research team.

How long will the data be retained after the project is complete?

31 May 2027 updated to 2032.

Will any of the data be used in future research and/or made available to other research projects?

Through centre meeting presentations and ongoing dialogues and meetings. There will be also a Final Report written about the study to be shared with the Funders and with other Environment and Health research/teaching groups globally. There may be manuscripts written for submission for peer reviewed publication. The data will be stored for **ten years**.

How will data be destroyed when it is no longer needed?

Data will be deleted. The sound recordings and any information collected on paper during interviews and focus groups will be transcribed using Zoom and will be stored on password protected laptops and saved onto OneDrive of Dr Barnett-Naghshineh; it will be converted to anonymised data for future storage and the audio recordings will be deleted after the data has been saved.

How will access to the data be controlled?

Only Dr Barnett-Naghshineh will have access to the actual data; other members of the research group will have access to anonymised data or general findings if there is anything too identifiable in transcripts. Individual participants will be asked what they are comfortable with leaving in the transcript as anonymous data as they may find aspects of them identifiable that Dr B-N may not realise.

Will your project involve processing confidential data belonging to organisations? *Please explain the strategy you will deploy if the organisation wishes to remain anonymous.*

Yes If any data is confidential to the ECEHH it will not be included in any public dissemination materials. Only generalised and systematic information will be shared with other centres, and general findings.

Will your project involve collecting new personal data from participants? *Please describe what types of data will be collected, and for each type, describe how it will be collected.*

Yes Questionnaire - identity data, comments on decolonisation Interviews - reflections on experience in career and observations of their time in the centre, may be personal experiences Focus groups - (only if used) will involve group discussions and reflections - but unlikely to touch on specifics as this can put people at risk, more likely to cover general issues

Does the research involve photographs, videos or audio recordings of research participants? *Please describe and explain how you will ensure that you are only capturing data from research participants who have given consent to participate in the research project.*

Yes Recordings will be taken of interviews if participants consent - personal and identifiable parts will be redacted.

Will participant data be treated as confidential? *Please describe the procedures to be used to ensure confidentiality of data both during the conduct of the research and in the release of its findings.*

Yes Findings will be generalised with quotes used only to articulate points which cannot be identified by anyone in the Centre. Checking with participants before any data is used will ensure they can state whether they believe they are identifiable or not. Nothing will be shared widely or during findings unless the participant has agreed they are comfortable in the way they have been made un-identifiable. Ideally quotes will not be used and instead general findings will be used for actionable outcomes.

Will participant data be anonymous? *Please describe the procedures to be used to ensure anonymity of participants both during the conduct of the research and in the release of its findings. If you propose to anonymise data, please explain the strategy you will use here.*

Yes All identifiable information will be redacted from transcripts before they are shared with the research team. No names will be included in the transcripts.

Will participant data be pseudonymised or link-anonymised? *Please explain the arrangements for managing the process including, but not limited to, the length of time that the link will be retained, who will have access to the linking information and how the linking information will be stored.*

Yes Transcripts will be saved by numbered codes and the linking information kept on a secure Onedrive accessible only by the primary researcher. The transcripts will be deleted after 5 years. now agreed as 10 years.

