

ETHICS REVIEW AND STATEMENT – RACE IMPACT SURVEY FOR THE UK POLAR COMMUNITY

INTRODUCTION

The ambition of the Diversity in UK Polar Science Initiative (DiPSI) – established in September 2019 – is to promote and enhance polar research opportunities in the UK for all currently under-represented groups, including women, BAME, LGBTQ+ and people with disabilities.

DiPSI has highlighted the lack of diversity for minority ethnic groups in UK polar science in comparison to wider UK population as an issue and looks to consider the opportunities to improve from only 3% representation of Black and Minority Ethnic (BAME) or Black, Indigenous and people of colour (BIPOC) colleagues. You can read more about the initiative through [its website](#).

We are asking participants in UK Polar research and operations, to complete a survey about their experience of equality, diversity and inclusion in the workplace, particularly regarding race.

People can experience racial discrimination in a range of different ways. In its most overt form, racial discrimination can be the result of stereotyping, prejudice and bias. However, racial discrimination also occurs in large measure through subtle forms of differential treatment, such as Gaslighting¹, Microaggressions, non-inclusivity and othering. This inequity is not obvious to all, and can be harder to identify and acknowledge by those not disadvantaged by the system.

WHO IS THIS SURVEY FOR?

This survey is for people who are currently working or have worked within the UK Polar Community.

WHAT WILL THIS SURVEY CONTRIBUTE TO?

We are asking these questions to gather key insights to racism and lack of inclusivity and to move the response to racism forward in the UK Polar community. We are asking for people in the community to share their experience and thoughts, so we can collate best practice responses and consider the next stage of development of the DiPSI programme. We will collate the results and publish them on the [Diversity in UK Polar Science Initiative webpage](#), along with next steps.

This survey is completely anonymous. If you would like the project team to be in touch with you with outcomes or future engagement, you can email us at inclusion@bas.ac.uk or [join our mailing list via this survey](#).

Thank you for your interest in this project about the impact of race within the UK Polar Community. This survey is being conducted by the [DiPSI project team](#) for the FCO funded Diversity in UK Polar Science Initiative hosted by the British Antarctic Survey.

¹ <https://metro.co.uk/2020/06/18/what-racial-gaslighting-why-damaging-people-colour-12866409/?ito=cbshare>

ETHICS REVIEW

The purpose of this survey is to gather evidence to inform the DiPSI Steering committee and project team on the next stage of development of the DiPSI programme and gather best practice from experiences of successful community engagement.

How will we ensure an ethical approach to our survey?

The key ethical questions associated with this survey relate to protecting the vulnerability of those taking part in the survey and subsequently the need for ensuring the anonymity of respondents as well as the collected data. Please read more about our approach and mitigation strategy below.

NERC is a signatory of the [Universities UK Concordat to Support Research Integrity](#), and our approach is in line with the commitments set out in the concordat. Furthermore, we follow the [RCUK Policy and Guidelines on Governance of Good Research Conduct](#).

Who is the UK Polar Community?

By Polar Community we refer to anyone working and studying within science research, science support, organisational management and support, logistics, engineering, communications, innovation or other field within Polar operations, policy & research. You might have worked on a project in the past, had a long career or are only getting started. Regardless, your experience is valuable.

How do we protect the vulnerability of those taking part in this survey?

We acknowledge that openly sharing one's personal experiences and thoughts can be hard as one might worry that taking part in this questionnaire could alter or even hinder professional prospects and relationships. We are committed to making the results of this survey completely anonymous. We have designed the survey avoiding questions that easily produce identifiable responses and will filter out any responses where we judge identification may be possible.

This activity is low risk, but you may experience some discomfort. For instance, you will be asked about discriminatory experiences you may have had in the past at work, albeit in a general way. These questions may be triggering, and stimulation of these memories may make you uncomfortable. If you are at all worried that thinking about or sharing your experiences may be harmful, please do not continue with this survey.

Should you require further support, you may contact the Equality Advisory & Support Service on their freephone number: 0808 800 0082—Monday to Friday 9am to 7pm and Saturday 10am to 2pm. Further resources are available [on their website](#) and you can contact them [online](#).

The data, outcomes and uses of this research:

The data gathered through this survey will be held securely by the BAS project team for up to one year after the end of the project. All data is collected anonymously, and will go through a further anonymising process to avoid identifiability when presented or reported on. The raw data will not be shared outside the DiPSI Steering Committee. The planned use of the data is to create a report to gather evidence of current experienced and awareness of the impact of race within the UK Polar Community. The anonymised report will be presented to and shared with collaborators within the Polar Community, and will inform the next stage of development of the DiPSI programme. It is of utmost importance to assure the correct and transparent use of the data.

What does this survey involve?

Your participation in this survey will involve completing an online questionnaire in your own



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time. In order to determine your background and your experiences of race related questions within the UK Polar Community. Questions are presented in a straightforward manner, mostly requiring you to select from closed-choice responses. You will also be able to respond to some open text questions. It will take approximately 5-10 minutes to complete the full survey. All information provided by you will remain anonymous.

Do I have to participate?

Your involvement in this survey is voluntary. While we would be pleased to have you participate, we respect your right to decline. Should you want to discontinue participation in this project at any time, you may do so by contacting the project team at inclusion@bas.ac.uk. You will not be required to provide an explanation. The survey data will be kept securely and will be destroyed one year from the end of the DiPSI project.

This survey has been reviewed by the DiPSI steering committee, and input has been sought from EDI representatives from the UKRI family as well as individuals in the Polar Science Community. If you have concerns or complaints about the conduct of this survey you should contact the DiPSI project team at inclusion@bas.ac.uk.

Thank you very much for taking the time to read this information. We hope you decide to participate in this important research and share the link with others in your network. If you wish to participate, [please navigate to our survey](#) and accept the terms and conditions.

Terms and Conditions

1. I have read and understand the survey information provided above
2. The nature and possible effects of the survey have been explained to me.
3. I understand that the survey involves completing an online questionnaire.
4. I understand that all research data will be securely stored on the British Antarctic Survey sharepoint drive for up to one year after the end of the project.
5. Any questions that I have asked have been answered to my satisfaction.
6. I agree that research data gathered from me for the survey (i.e. data obtained from the questionnaire) will be published provided that I cannot be individually identified as a participant.
7. I agree to participate in this investigation and understand that I may withdraw at any time without any effect, and if so wish, may request that any data I have supplied to date be withdrawn from the research