

How to be inclusive...



**used by:
(Queen bees & Bees)**

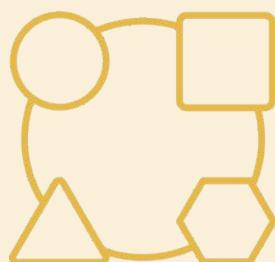
Why is it important?

Context of Inclusion and Gender Equality:

Inclusion and gender equality within citizen science projects address pedagogical opportunities and the representativeness of collected data. The incorporation of an inclusive and gender perspective is driven by the principles of social justice and the democratization of science. The aim is to benefit all citizens, including vulnerable individuals and groups, ensuring equitable environmental benefits, especially crucial in sustainability-focused projects.

Factors Requiring Special Consideration:

Several factors demand special attention regarding inclusivity in the SOCIO-BEE citizen science project, encompassing diverse participation, representation, data traceability, accessibility of tools, and the creation of safe environments. These considerations must permeate all project phases, ensuring inclusivity from project definition to analysis and reporting.



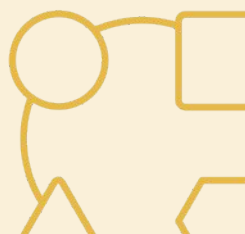
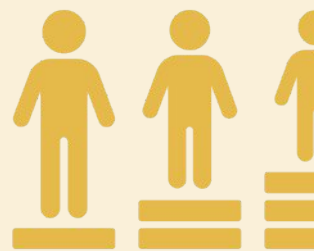
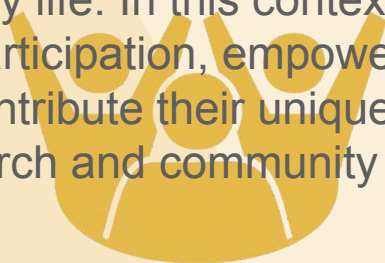
What is inclusion about?

Overcoming Obstacles and Adopted Strategies:

The initial challenge lies in the unfamiliarity and resistance to inclusivity in citizen science processes, especially in technology fields. To overcome this, SOCIO-BEE employs two strategies:

- a) Early incorporation of inclusion activities through collaboration from the project's outset.
- b) Development and implementation of the SOCIO-BEE Inclusion Toolkit as a tool for reflection and decision-making on inclusivity at each project stage.

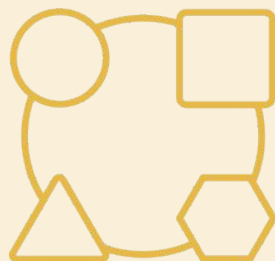
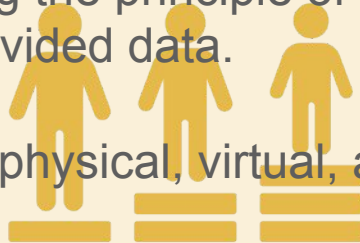
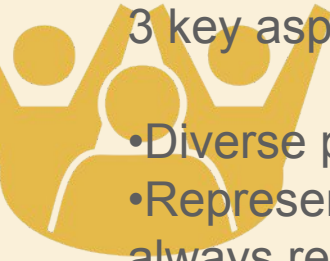
An inclusive society is characterized by its commitment to diversity, transcending differences such as race, gender, class, age, and location. It prioritizes equal opportunities for all members to engage actively in citizen science projects and decision-making processes that shape community life. In this context, citizen science acts as a catalyst for participation, empowering individuals from various backgrounds to contribute their unique perspectives and expertise to scientific research and community initiatives.



What is inclusion about?

While civil society groups play a pivotal role in advocating for and facilitating inclusive participation, it's essential to diversify engagement strategies to avoid relying solely on the same individuals or groups. Despite challenges faced by vulnerable populations, including geographical distance, unpredictable work schedules, limited access to healthcare, and internet connectivity issues, an inclusive society leverages citizen science to break down barriers and foster collaborative efforts towards a shared future. To make sure your project is inclusive 3 key aspects need to be considered:

- Diverse participation of individuals, groups, and associations.
- Representation, disaggregation, and traceability of data, always respecting the principle of confidentiality and the control of the provided data.
- Accessibility of physical, virtual, and relational tools used in the project.



Key terminology*

Social Participation: Active involvement in societal processes, contributing to decision-making, and building community networks.

Vulnerability: Two approaches: 1) associated with human rights and material inequality, and 2) linked to susceptibility to harm due to various threats.

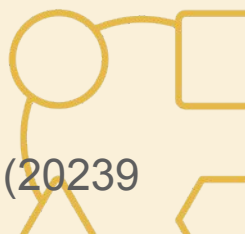
Gender Equality: Ensuring equal rights, responsibilities, and opportunities for all genders, valuing differences without discrimination.

Gender Balance: Equal opportunities and access to all societal institutions for all genders.

Gender Role: Socially constructed behaviors and attitudes based on perceived sex or sexuality.

Inclusive Language: Speaking and writing without discrimination or perpetuating gender stereotypes.

Axes of Inequality: Divisions leading to unequal distribution of socially valued resources, including age, disability, ethnicity, gender, religion, sexual orientation, and social class.



Key terminology

Intersectionality: Analyzing how different forms of inequality (e.g., gender, race, age) intersect and shape unique experiences of oppression or privilege.

Ethnicity: Shared cultural and national origins; distinct from race as a social construct.

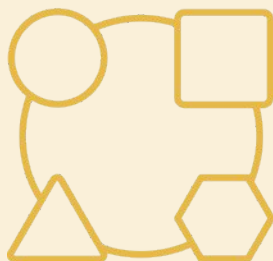
Empowerment: Increasing participation and access to power, fostering self-worth and challenging feelings of inferiority.

Equity: Recognizing systemic barriers and ensuring fair distribution of resources to address imbalances.

Discrimination: Unjust distinction or exclusion based on personal or social conditions, including direct, indirect, and multiple forms.

Diversity: Presence of difference, celebrating various identities, cultures, and backgrounds.

Stereotypes: Preconceived ideas attributing specific characteristics based on gender, perpetuating social expectations.



Key question to identify your community approach?*

DIVERSITY

Who is in the community?

How many more (insert a minority group) do we have than in the previous iteration?

Do we provide safe spaces? do we split the community to ensure safe spaces?

INCLUSION

Have ideas been heard?

How many different profiles do we have?

Is environment safe for all?

EQUITY

Who is trying to enter the community but can't?

Whose presence is under threat of erasure?

What conditions have we created that maintain (group) as the majority?

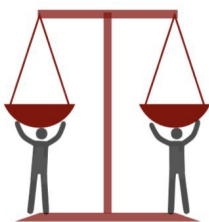
JUSTICE

Whose's ideas won't be taken seriously by

Whose safety is challenged to allow others' comfort?



Justice



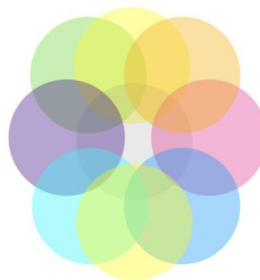
Compassion and accountability together ensure that we all have fair access to opportunity

Equity



Each of us is fully supported in our education, in the unique ways we may need

Diversity



Differences in perspective, identity, and background are an integral part of our community.

Inclusion



We actively make room for everyone to bring their unique strengths and full selves to the table