Reflect on your own experiences with stories, and whether they promote inclusion.

Explore examples of how storytelling brings life to inclusion work. Helping you to:

- Encourage collective reflection.
- Reach those who are disengaged.
- Influence decision makers.

Discuss some ethical issues related to storytelling.
1. Reflect on your own experiences with stories, and whether they promote inclusion.
“England is a wealthy place, without poverty”

“Everyone in England goes to boarding school and university”
No one would really think that...

We’re not that naïve.

!#$*@$
Were all the suffragettes white?
What background do the characters tend to have?

Where are the stories set?

What assumptions could be made about real-world communities and places?

Whose voice and perspective is missing?
Explore examples of how storytelling brings life to inclusion work.
Encourage collective reflection.

https://open.spotify.com/playlist/5v3rZR8AYPCPMWxdUMdDda?si=a8e8ecd593984dde

Before listening, note that some songs contain explicit language and sensitive issues relating to sexual assault, violence, and murder.
If you want to do something like this in your organisation, make sure you collaborate with your own colleagues with diverse backgrounds and abilities.
You are trivialising a serious issue.

That is so tokenistic, I’m thinking of hanging up.

You’re joking, right?!
That said, make sure that story recommendations are varied, and never delivered in isolation.

The people who need to hear this message the most are not likely to attend this webinar.

They are still human, and they will engage with stories, music, art, dance, or other forms of creative expression.

Exposing ourselves, and the people we know, to new stories is a gentle way to challenge our worldviews.
Reach those who are disengaged.

I am a woman, and I haven’t experienced any barriers to my success...

We don’t need Pride anymore; you have equal rights.

I don’t need anti-racism training, I don’t see colour.
Influence decisions to make positive changes.

**WARNING** Your organisation could be at risk of “bums on seats” syndrome.
Stay Interviews
Restructure Leavers
Listening Circles
Participation Metrics
Net Promotor Scores
Salary Offered
Length of Service
Average Performance Ratings
Shadow Boards
Exit Interviews
Employee Experience Surveys
Listening Circles
Discuss some of the ethical issues related to storytelling, using quick tips and a case study.
QUICK TIPS

Remember the weight stories have, actively support your storytellers.
QUICK TIPS

Remember that individuals do not represent whole groups, do not necessarily have all the answers, and may not want to be involved.
Remain mindful of overloading or burdening a small group.
What can you do if you find you’re not representative of the communities you work with, or for.

How do you define your gender?
- Please Select

How would you identify yourself in terms of race?
- Please Select

What are your ethnic origins or ancestry?
- Please Select

How do you define your sexual orientation?
- Please Select

What is your age group?
- Please Select

Do you consider yourself to have a disability or long-term medical condition?
- Please Select
Indigenous voices

Now, more than ever, we believe that research is most impactful when a diverse range of voices is included.

We know academic research has an important role in bringing about a more inclusive society, so we are working towards greater equity, diversity and inclusion (EDI) in everything we do.

While we can see growing support for EDI in research across the sector, many people are still too often left out of the conversation. As research participants they may be overlooked in research design and as academics they may not have the same opportunities as their counterparts. Understanding the challenges people face and how we can take the right steps to make real change happen is just one of the ways to create a fairer, more inclusive society and better outcomes for us all.

On this page

› Indigenous voices video
› Indigenous voices in our regions
› The power of diverse voices
› Global inclusivity report 2022
› Our missions
› Advisory board
› Thought-provoking content
› First voices first
Research participants that have been overlooked in research design.

Knowledge holders whose contributions have not been recognised or rewarded.

Academics that have not had the same opportunities as their counterparts.
We all know you just want more content to sell.

You’re fooling no one.

!#?*$$@
All storytellers, including academic storytellers, are responsible for expressing and upholding a particular world view.
Did content get commissioned?

Yes, and...
Indigenous knowledge systems include holistic, relational, emotional, and spiritual dimensions.

Publishers have created an ecosystem in which academia fits neatly into subject disciplines.

Traditional review processes overlook and suppress experiential, emotional and relational knowledge.

We needed to challenge our assumptions about what knowledge is, and react accordingly.
Surveyed the experiences of Indigenous peoples across our publishing ecosystem.

Introduced an Indigenous Voices case writing competition for use in classrooms.

Provide free access to research content to a selection of Indigenous post-secondary institutions and communities.

Continued offering non-traditional content formats.

Exploring new ways of embracing relational knowledge

Continued active listening and reflexivity

Thanks to our partners, the Council of Prairie and Pacific University Libraries (COPPUL) and the University of Saskatchewan