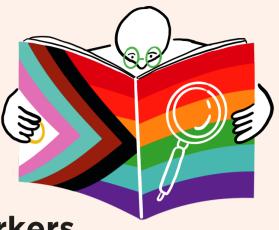
PRIDE Fieldwork Guidelines



Pointers for Research that is Inclusive, Diverse and Equitable for LGBTQ+ fieldworkers

For many research disciplines, work is not limited to a traditional laboratory or office setting at a researcher's home institution. Fieldwork is the term used to describe any practical work carried out beyond these locations.

Conducting fieldwork, nationally or internationally, can involve travelling to places that are new or familiar, local or remote, rural or urban.

A world of difference

Attitudes towards LGBTQ+ people undertaking fieldwork can be very different from those in their regular workplace, both within and beyond the UK. This means fieldwork is not always as inclusive and safe for LGBTQ+ researchers as it is for their straight and cisgender peers.

In some countries, LGBTQ+ people face legal restrictions. Around 70 states in the world criminalise consensual sexual relations between people of the same sex according to the UK Foreign, Commonwealth & Development Office.

The environment in which research and fieldwork take place should be accessible to all. Achieving equity in practice can be hard. A one-size-fits-all approach and tick-box exercises are not appropriate.

Three vital ingredients

Fieldwork must be SAFE

Limited physical and emotional threat to the well-being of <u>all</u> fieldworkers



Fieldwork must be INCLUSIVE

Everyone feels their concerns, opinions and contributions around fieldwork are valued

Fieldwork must be EQUITABLE

Everyone feels that there is equal access to participate in fieldwork and to benefit from the outcome

Here's how that affects the fieldwork journey...

This work is part of the research project PRIDE Guidelines: **P**ointers for **R**esearch that is Inclusive, **D**iverse & **E**quitable for LGBTQ+ fieldworkers. The project is funded by the Research England Enhancing Research Culture Fund.

A guide for more inclusive fieldwork

There is no simple, ideal fieldwork journey. Ask any researcher, and they will tell you, "My fieldwork scenario is unique".

Although fieldwork challenges can be unpredictable, inclusive fieldwork involves careful planning, being risk-aware, and taking responsibility. This guideline focuses on LGBTQ+ experiences. However, to be fully inclusive, we need to be aware of how different aspects of identity interact and overlap. This is known as 'intersectionality'.

Conduct a thorough risk assessment:

responsibility; recognise geographical and

previously completed risk assessments.

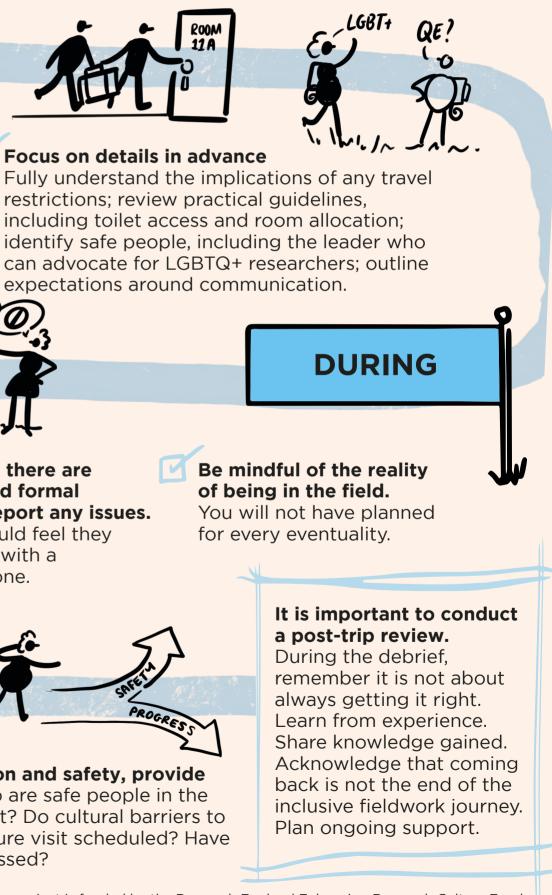
cultural contexts; adopt good practice from

Ensure it is more than one person's

SET-UP











Power dynamics can change during fieldwork. Be careful that emerging or existing hierarchies do not impact inclusivity or safety.

Ensure that there are informal and formal routes to report any issues. No one should feel they are dealing with a problem alone.

be typical while not on fieldwork. Ask them for guidance and recognise that contexts may also vary within fieldwork.

AFTFR

be comfortable with the same

Be open during initial planning

fieldwork location and facilities,

collaboration, and publications.

discussion enables proactive and

about safety concerns. Early

timely adaptation of plans.

emotional safety concerns around

People can be limited by physical and

Make space for upfront conversations

Do not assume that LGBTQ+ peers will

referencing of their identity as may

Crucially, fieldwork does not end when a researcher returns 'home'. Post-fieldwork, a researcher will still navigate relationships with colleagues and collaborators. including with those based at the fieldwork location.

To ensure ongoing inclusion and safety, provide ongoing support. Ask: who are safe people in the wider research environment? Do cultural barriers to being seen persist? Is a future visit scheduled? Have career impacts been addressed?



What now?

1. Drive the conversation

Use this leaflet to drive a conversation. Perhaps this is with:

- A colleague;
- Your supervisor;
- The Principal Investigator or any Co-Investigator;
- A trusted collaborator;
- A friend or family member;
- Your research team.

Remember that early discussions are key to:

Supporting you or your fellow LGBTQ+ researchers in having a better, more inclusive, and enjoyable fieldwork experience.

AND

Promoting an inclusive research culture more broadly.

- 2. Be empowered to be an active LGBTQ+ ally on any fieldwork trip.
- **3** Report challenges you encounter and take ownership of getting a resolution.

Explore resources

To access all the PRIDE resources, visit inclusivefieldwork.leeds.ac.uk/pride or scan the QR code.











This work is part of the research project PRIDE Guidelines: **P**ointers for **R**esearch that is Inclusive, **D**iverse & **E**quitable for LGBTQ+ fieldworkers. The project is funded by the Research England Enhancing Research Culture Fund and led by Professor Martin Zebracki, with Dr Robin Hayward, Dr Fiona Gill, Dr Sam Wimpenny, Dr C Scott Watson, and Helena Brown, Faculty of Environment, University of Leeds. Copyedit and design by Nifty Fox Creative, 2024.



