



Diversity Research Umbrella Manual



Like a body of water that finds its path and shapes its riverbed, flowing towards the unknown in search of the ocean, we continuously journey towards regenerative communities in a freesponsible world. Together, we will embark on this transformative journey.

The tools provided are designed to accelerate engagement, acknowledge diversity and difference and to help create a freesponsible micro 'world'



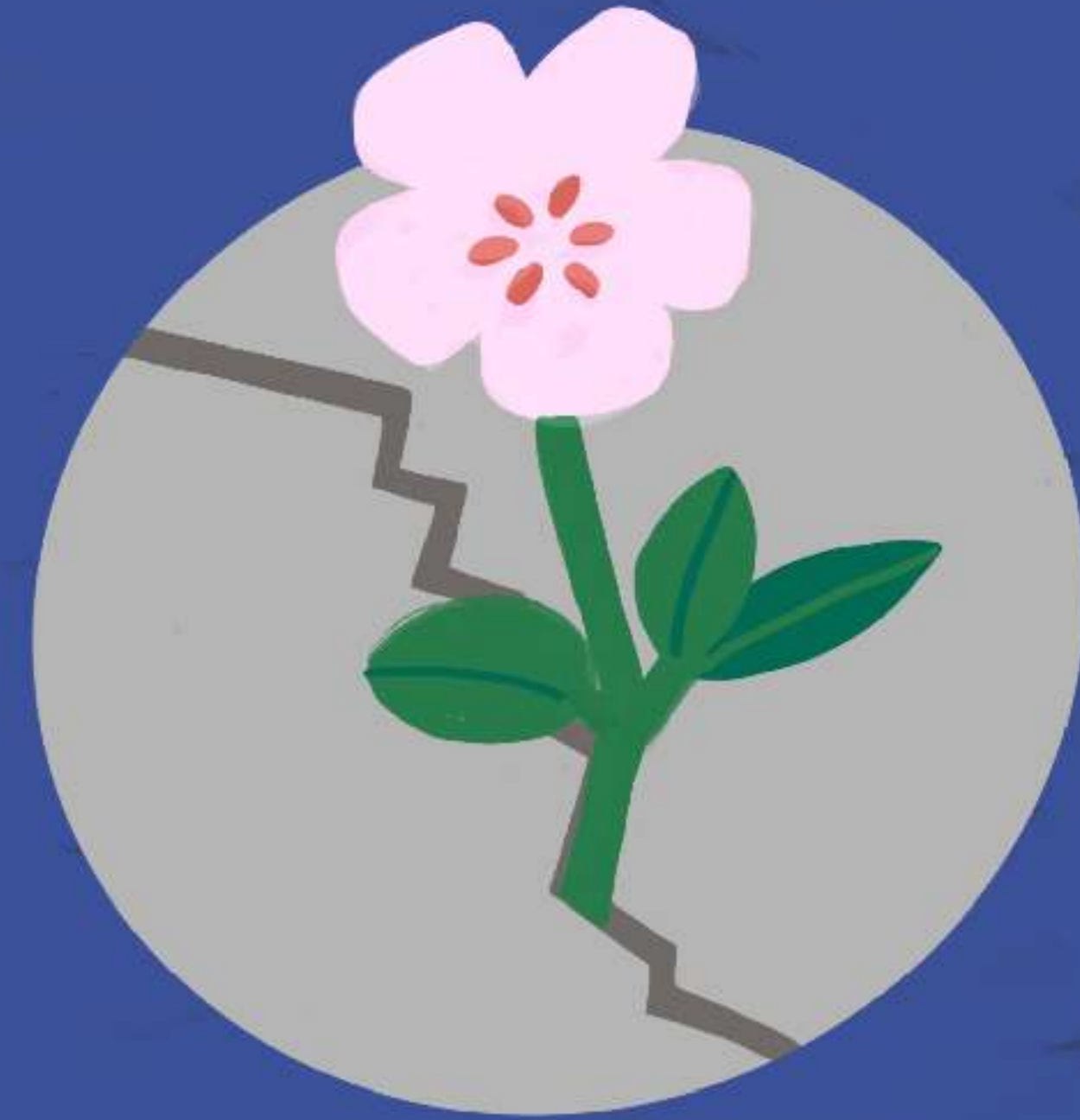
Freesponsible is about freedom
and responsibility

Learning is a change in knowledge,
skills or attitudes, that may affect
the behavior of individuals and the
institutions within which they
operate. Socio-ecological learning
is learning by social groups for the
purpose of being not necessarily
more, but often differently,
responsive to social and natural
environments.



Penetrate into spaces where participants engage with their communities, leads to changes in the way business is carrying on as usual at the individual, group and institutional levels.

Four key areas to consider in decision co-production and the facilitation of interventions at the community level



- 1 participation diversity
- 2 collaborative action
- 3 power relationships
- 4 transformative change



How can I ♥ Science If ...

Make
science
accessible

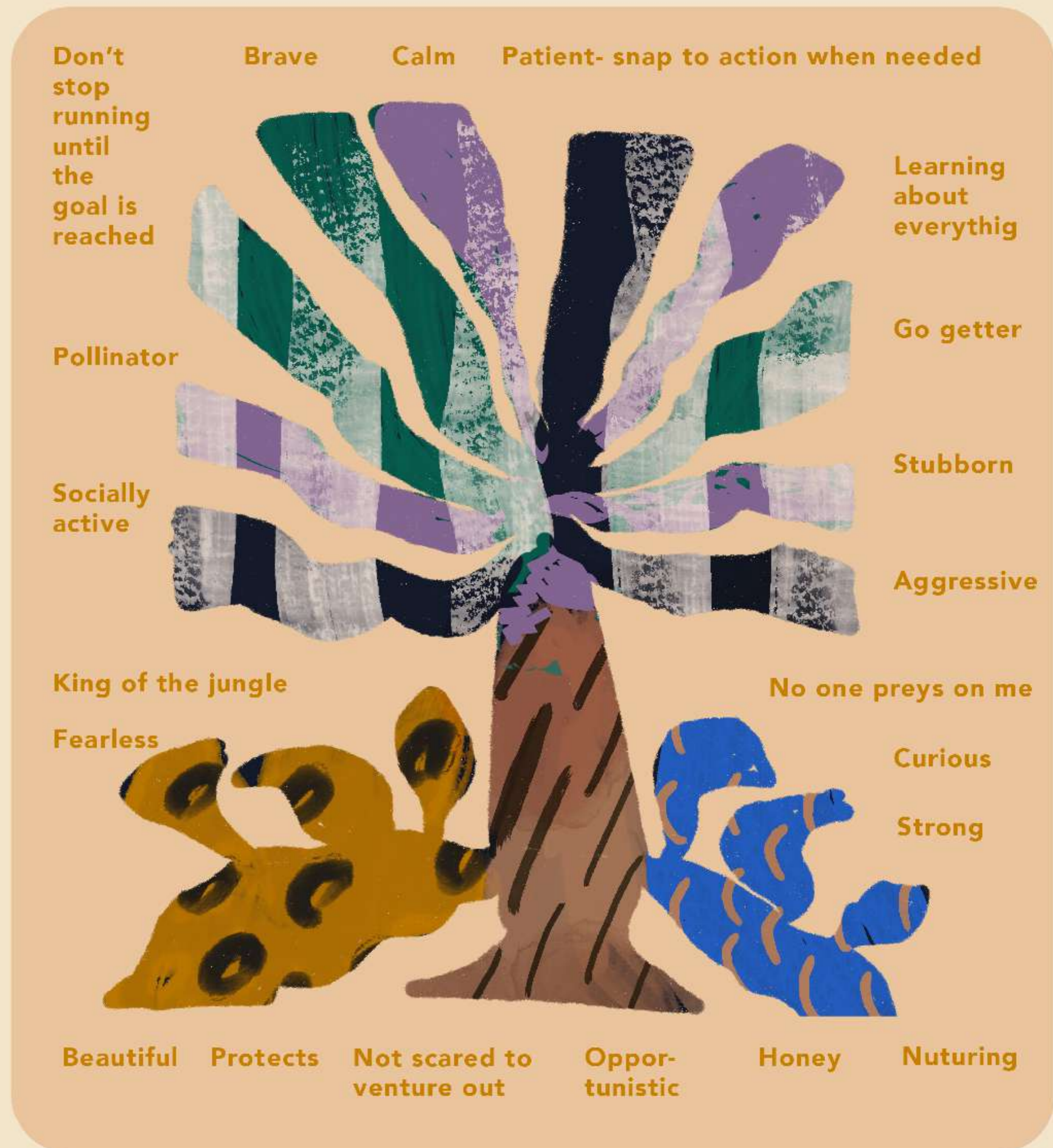
No one looks like me
I don't understand anything
There are words that aren't mine My
words aren't there

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Prompt 1

Which animal are you?

Animals have strengths and vulnerabilities. Someone might have poor eyesight and could pair up with an owl who has magnificent eyesight. Someone might be a loner and pair up with a sociable creature. One animal might be super fast, another super slow and they can team up

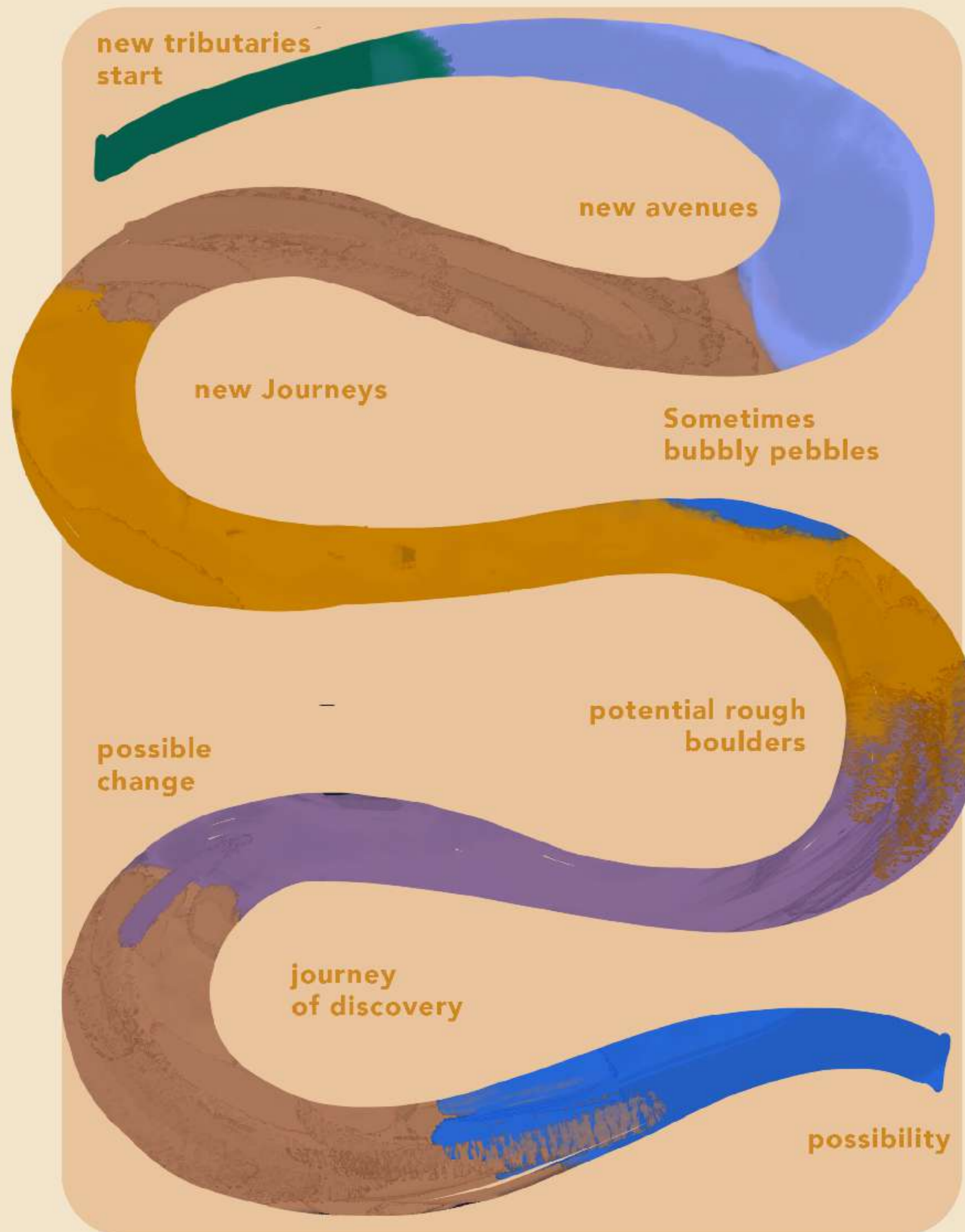


Prompt 2

River of Life: reflective exercise applies the metaphor of a river

The River of Life (ROL) is a reflective exercise that was applied first with indigenous Indian groups to help build trust and give a platform for expression of self within one's environment. The ROL acknowledges what changes have taken place in an individual's life and gives confidence that change is possible and new goals can be reached.

The ROL tool encourages individuals to reflect upon people, relationships (positive and negative) that change the direction of a given life.



Think. Pair. Share

Pair up. Share three characteristics of the partner that they already knew on a personal and professional level, and three new aspects of their partner that they learnt through the 'think, pair, share' conversation. Think, pair and share is a deliberate strategy to think more deeply about the attributes and/or experiences of a partner and as each pair shares with the group there is a deeper understanding of individual and group characteristics.



Prompt 4

Diversity of heads, hearts, hands

Invites participants to identify someone who helped believe in self and also to identify 'things that I appreciate about myself.'

Grandmothers, mothers and fathers, siblings, and work colleagues have helped participants believe in themselves. Identify with adjectives such as: fearless, curious, kind, open, stubborn, aggressive, opportunistic. Approachable. Always willing to help. Bubbly and affectionate. Brave enough to take risks. Learning new things every day. Open to study. Loving one's family. Being true to oneself in every situation.



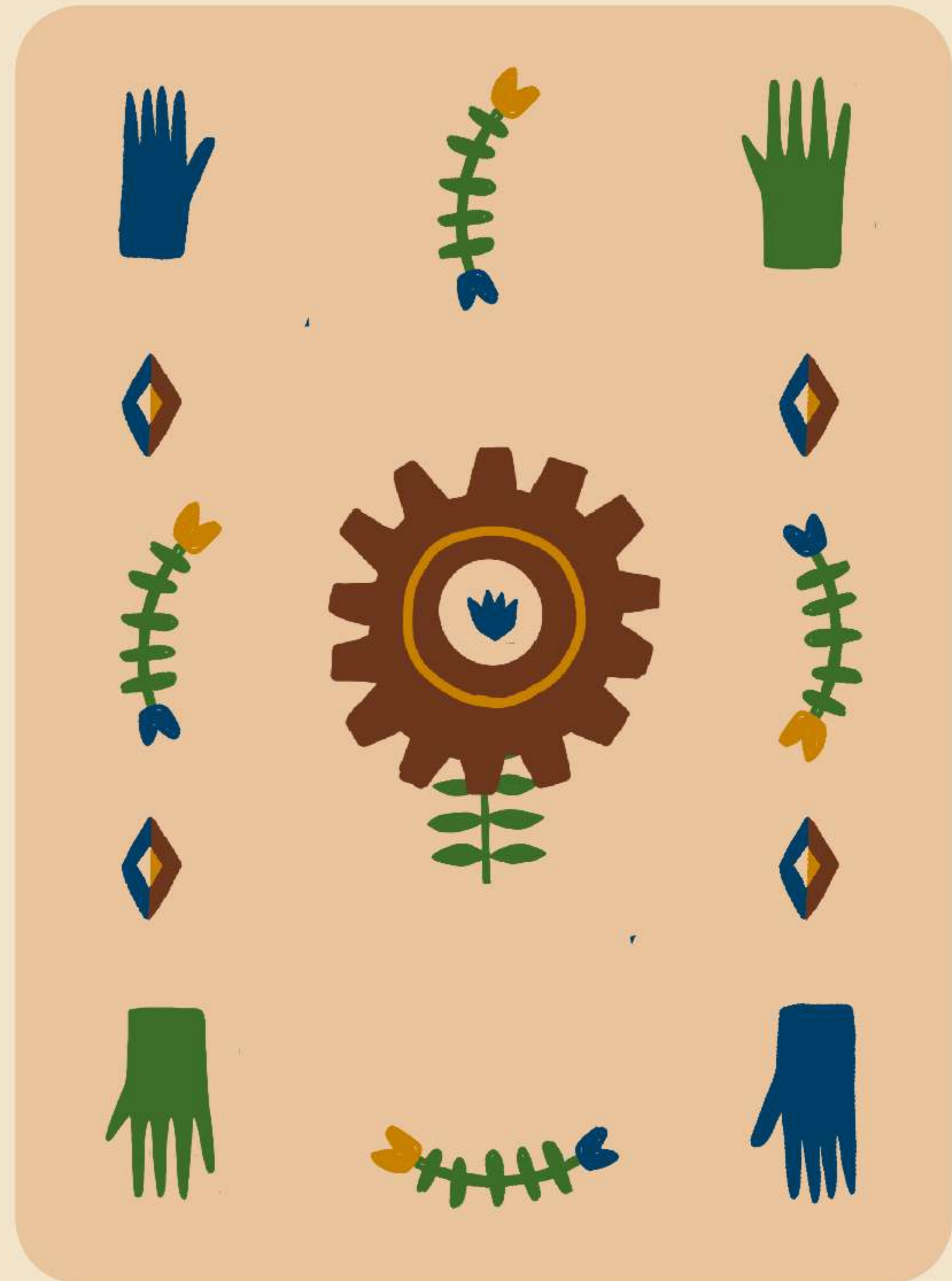
Engines and brakes

Examples of engines are those aspects of the project that are inspired, 'fired' up and offer opportunities for the project and its expansion. Brakes are those elements that might present as obstacles for the project.

Divide into groups: write 'engines' and 'brakes' on sticky notes.

Examples of brakes include inadequate funding, political interference in the communities, stakeholder fatigue, too many promises made to the communities that are not followed through, internal conflicts, unforeseen circumstances such as riots or strikes.

Examples of engines include access to funding, trust that was built with communities, partnerships and collaborations that worked well, access to tools and to technology such as mobile apps, social media platforms.

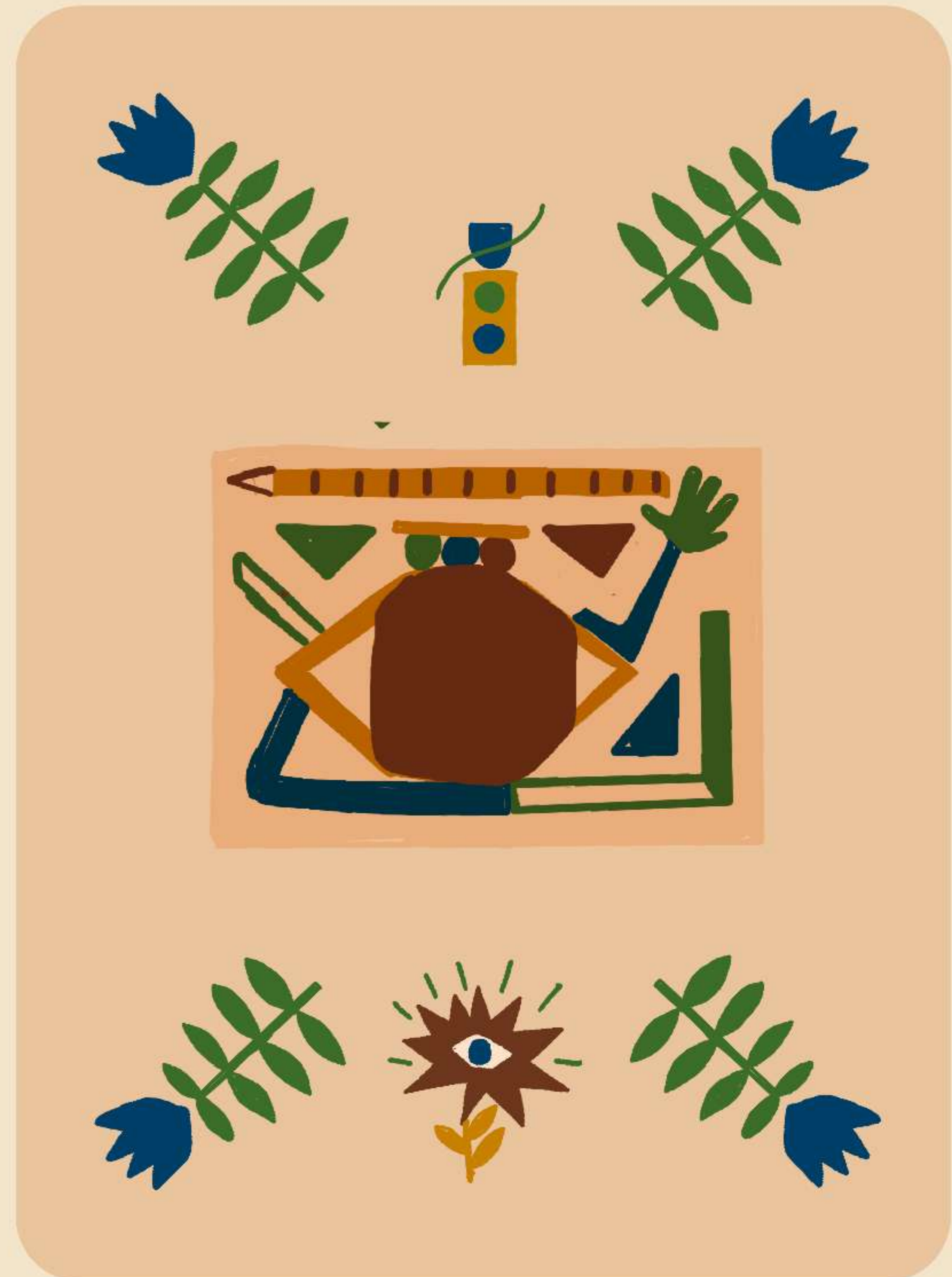


Genie in a bottle

Participants imagine a genie in a bottle, granting them three wishes that could apply to their work. Genie in a bottle is another strategic intervention and a great way to start a discussion about values, similarities, and differences between people.

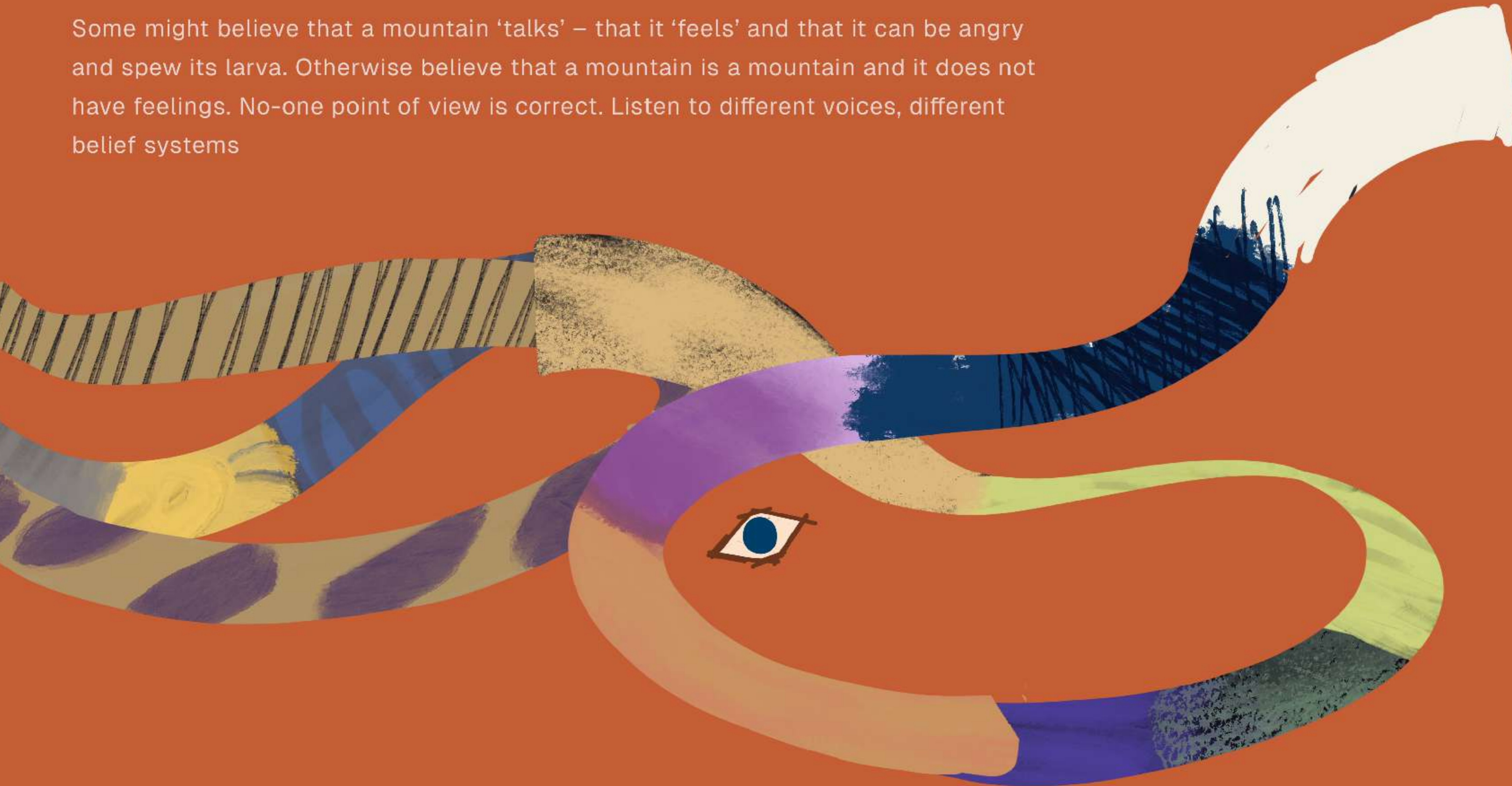
Wishes might range from

- 1) wanting more job security
- 2) registering for a post graduate degree
- 3) owning one's own business
- 4) having better transport facilities
- 5) continuing doing the same work that they love



Is the mountain angry

Some might believe that a mountain 'talks' – that it 'feels' and that it can be angry and spew its larva. Otherwise believe that a mountain is a mountain and it does not have feelings. No-one point of view is correct. Listen to different voices, different belief systems





Culture of care

Care-full encounters

Acknowledgement Bozalek V., & Zembylas, M. (2023) Responsibility, privileged irresponsibility and response-ability: Higher education, coloniality and ecological damage. Springer Nature



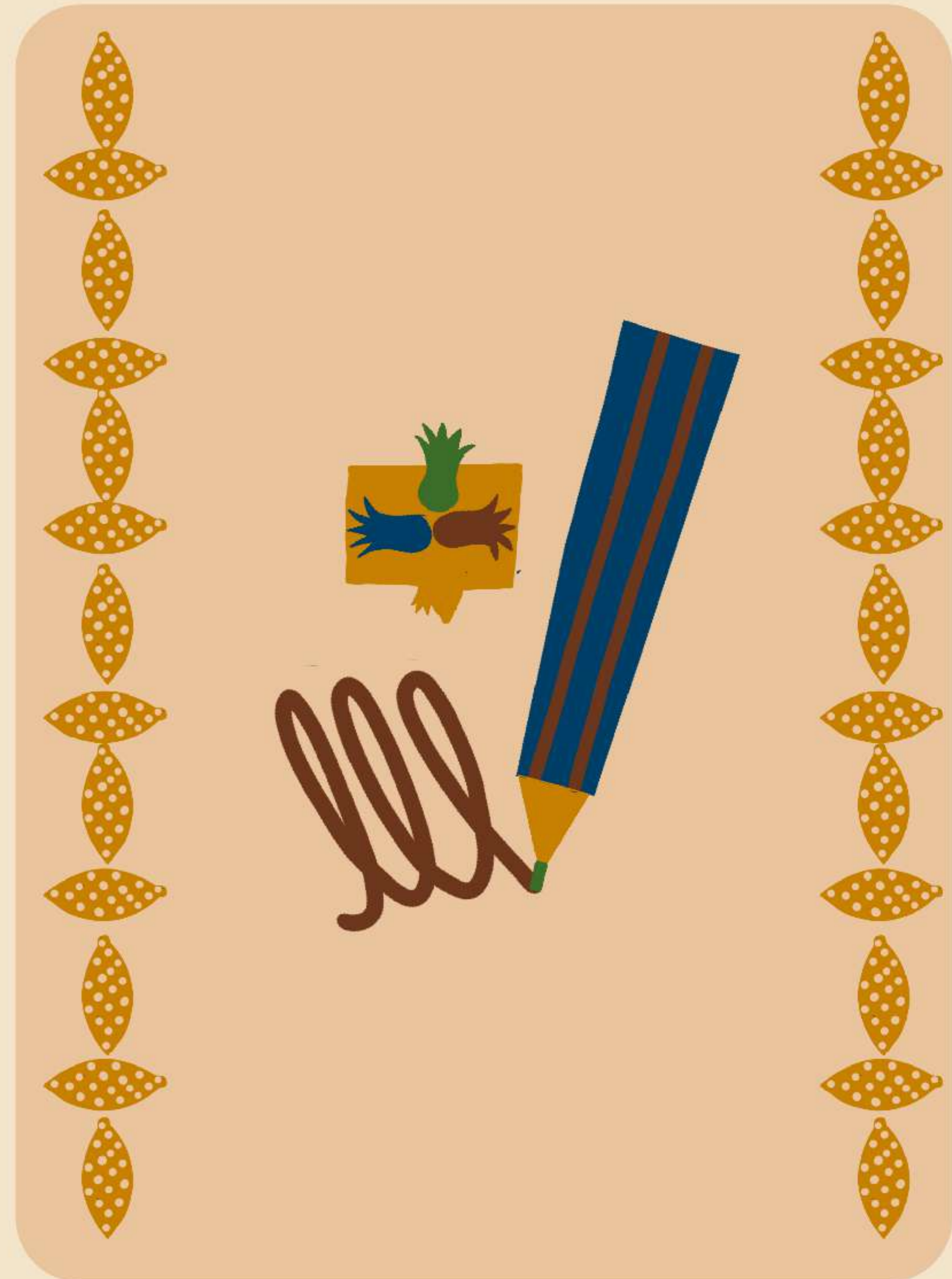
"This is getting harder."
Sighed the boy
"Then every step you take
is a bigger victory."

Communication tools

Storytelling - renegotiate privilege, renegotiate discrimination and renegotiate inequality.

Stories are valuable ways of collecting data and of sharing it. Storytelling enhances inclusion and access, interest and commitment. The Most Significant Change (MSC) analysis is an evaluative method used to supplement outcome and impact program evaluations. MSC stories provide mini-narratives contextualizing the effect a program had on an individual.

Small topics help to reach into those big topics.
Telling the story can help move to action.
Connect past and present.



Visibility



Connect with your audience through an emotional bond with them



Time in the right way to the right target audience



Connect with your audience through an emotional bond with them



Use graphic facilitation, puppets, stories, photos, songs, dance



Make your message simple, compelling, memorable



Tell us who you are, what you do, why you do it, how you do it



Use simple language, avoid jargon, be authentic



"I'm SO small." said the mole.
"Yes." said the boy.
"but you make a huge difference."

TAKING SCIENCE OUT OF THE LIBRARY ← TAKING SCIENCE OUT OF THE LABORATORY ↗

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CARING FOR
CARING WITH
SCIENCE: FOR
TRANSFORMATION
PARTICIPATORY
SCIENCE

SCIENTISTS
CITIZENS

Communicating difficult topics so
ALL CAN UNDERSTAND

EVERYBODY CAN
SENTINEL BE

USING OUR
SENSES

Rediscover
our humanity
through art

GAINING
NEW
PERSPECTIVE

EMPHATIC



Learning from the heart

Diamonds on the soles of our feet

It is neuro-biologically impossible to learn if you don't feel

Learning influences action

Attentiveness, responsiveness, competence, response-ability

Caring as a form of attachment

Power of the puppets

Puppets help facilitate dialogue on topics that might be considered as embarrassing. A puppet appears to be neutral and is therefore less threatening. Puppetry gives people a chance to look at themselves and their behaviour more from the outside. Puppetry is entertaining, and attracts the attention of diverse audience. Puppets have the power to tell stories, to share evidence and open up science.

Use puppets to communicate, to educate, to challenge traditional thinking and to cross boundaries between the imaginary and the real - to promote behaviour change.



Knowledge Café

Knowledge Café (KC) promotes alternative dialogue for problem solving. Knowledge building flourishes with a proper mix of an enabling environment, the right questions being asked and the opportunity to explore solutions creatively and without inhibition. It unleashes new potential for problem solving by building on an active and alert civil society, co-create knowledge and who maximize their capacity for sharing local knowledge and gaining new knowledge.

The Knowledge Café builds trust – that special glue which is a prerequisite for change and transformation. Knowledge Café is a deliberate effort to penetrate spaces between people, level the playing fields and to create enabling spaces for groups to reconfigure and reconstruct themselves differently.





What is the bravest thing
you're ever said?"
asked the boy

"Help." said the horse

Slow science

Build trust

Identify relevant stakeholders

Communicate science

Train citizens

Science is deeply collaborative

No quick fix

Negotiation

Objectification

Discovery

Uncertainty

Consideration

Impactful encounters with the human and more-than-human others

Encourage the unexpected

Unlocking the preconceived

Acknowledgments

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Designed by Good Day Tonton

Additional links

CFA 2024 Programme Team (Eds.) (2024). Emotions in Engagement Toolkit - A practice guide and insights from the Collaborative Futures Academy 2024.

Museum für Naturkunde Berlin.

<https://doi.org/10.7479/m1m8-km40>

Project EU4Transition. (2023). Learning together in times of transitions: A compilation of educational experiences. Retrieved from https://drive.google.com/file/d/185D2_RJsTlw-8ohnEe2yUDapFnCWOxZi/view

And links to Project EU4Transition

<https://eu-4-transition.essec.edu/home>



Thank you