

Belonging, Dignity and Justice: An alternative to 'tick box EDI' for GTA Developers?

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GTA Developer Network: Summer Meeting 2024

Workshop Objectives

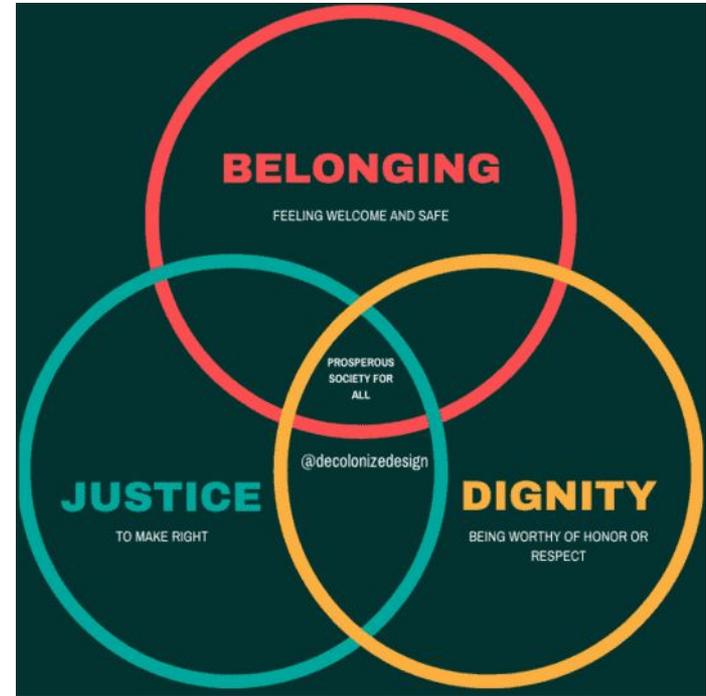
- Explore application of Belonging, Dignity and Justice (BDJ) framework as an alternative to traditional EDI approaches in the development of Graduate Teaching Assistants / PGR Educators
- Brainstorm practical strategies that foster these values in GTA development practices

Workshop Plan

- Introduction to Belonging, Dignity, Justice framework (5 mins)
- Q&A (5 mins)
- Thematic Discussions (World Café Style) (15 mins)
 - Belonging Table
 - Dignity Table
 - Justice Table
- Table Presentations (3 x 5 mins)
- Closing Remarks and Next Steps (5 mins)

BDJ as an alternative to EDI

BDJ	EDI
Values	Compliance
Transformation	Quotas
Personal	Institutional
Agency	Deficit



Aida Mariam Davis (2021) *Diversity, Equity and Inclusion have failed. How about Belonging, Dignity and Justice instead?*



Belonging, Dignity and Justice and the Flourishing Spaces Project at Queen Mary

Flourishing is at the core of Belonging, Dignity and Justice and when all of these are in operation, we find ourselves in a flourishing and regenerative space. One cannot flourish if all are not flourishing. This is fundamental. And by flourishing we use this as a verb rather than a noun, realising that flourishing is a way of travelling inviting connection with self and other as we are, rather than what we might hope to portray. The shadow work is necessary to creating Belonging, Dignity and Justice where we feel safe in a community of people to celebrate and lament with each other.

*Professor Louise Younie, Queen Mary Academy Fellow,
Institute of Health Sciences Education, Queen Mary
University of London*

Brainstorm: How can BDJ be applied to/integrated with GTA Development?

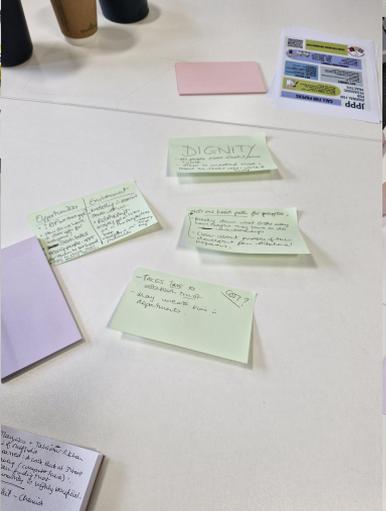
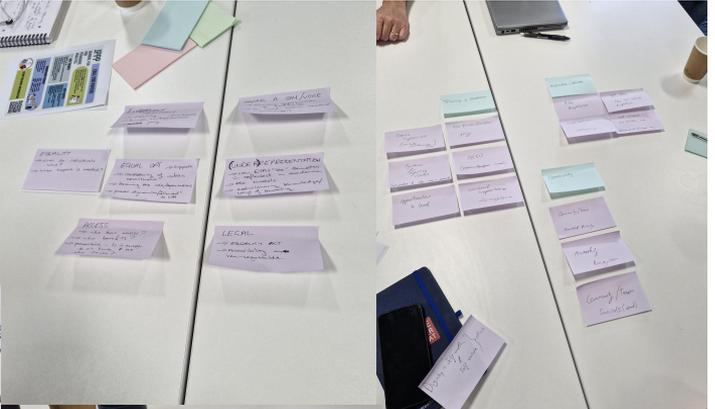
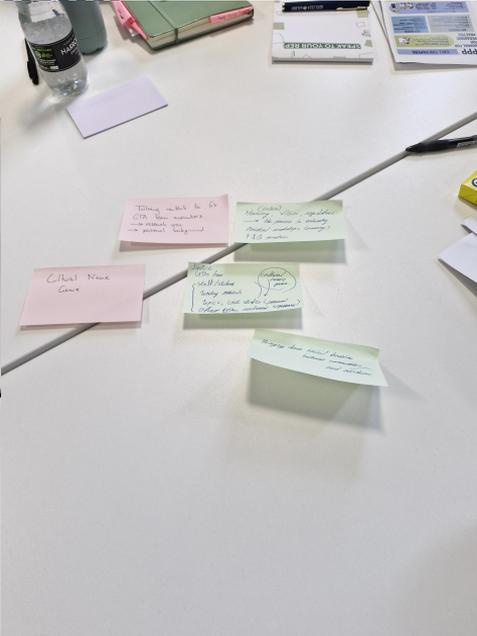
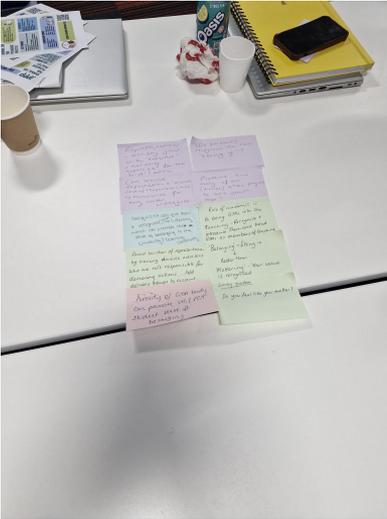
- **Belonging** is a feeling that arises when one experiences psychologically safety, and senses that they are welcomed, valued, and accepted.
- **Dignity** is a phenomenon that is experienced personally as well as relationally and is rooted in the fact that all people possess inherent value and worth. To experience dignity relationally, others must understand, accept, and respect the inherent value and worth of oneself.
- **Justice** is a repairing and restoring of individuals and communities historically, and currently, excluded from the scientific endeavour and from access to healthcare, housing, equal treatment, and opportunity.

Women's Health Research Cluster (2020) Belonging, Dignity and Justice Advisory Committee Terms of Reference

Brainstorm: How can BDJ be applied to/integrated with GTA Development?

- **Belonging Table:** ideas/strategies/approaches to create a sense of belonging
- **Dignity Table:** ideas/strategies/approaches to uphold dignity
- **Justice Table:** ideas/strategies/approaches to repair and restore individuals

POST-WORKSHOP SYNTHESIS: How can Belonging, Dignity and Justice be applied to GTA Development and enable flourishing?





*"In true flourishing each person feels a sense of **belonging** and freedom such that they can ask their questions, share their thoughts and reflections without fear of being judged, but instead welcomed whoever they are, with listeners aware of how much they can be enriched and their understanding expanded when they listen to others with very different lived experiences"*

Professor Louise Younie, QMUL, Institute of Health Sciences Education

Belonging Table Output

Community building/engagement activities

- GTA profile videos
- FAQs and No Dumb Questions forum
- GTA peer-to-peer discussions (meet-ups, peer mentoring, action learning sets)

Utilise GTA diversity to foster taught student inclusion

- Highlight GTA diversity
- Solicit GTA contributions to taught student diversity initiatives

Co-creation

- with module leads
- with GTA/Ed developers

Inclusive practice workshops

- Positionality*
- Name narratives*
- Active bystander

*links to Dignity



“Dignity too relates to flourishing. When we diminish ourselves or the other we are diminishing our humanity. Honouring the person in ourselves and the other again leads to growth and flourishing, recognising we are all flawed and holding each other with generous appreciation.”

Professor Louise Younie, QMUL, Institute of Health Sciences Education

Dignity Table Output

Staff integration

- Receiving staff communications
- Access to CPD
 - CPD Reflection
- Appraisals

Recognition

- HEA Fellowship
- Internal teaching excellence awards
- Prior experience recognition
- Education Scholarship opportunities
 - Conferences
 - Case study development
 - Publication ‘Postgraduate Pedagogies’

Mentoring

- Peer mentoring/learning (experienced with new)
- GTA career advice
 - Via supervisor or module leader or doctoral colleagues or...



*Finally, without **justice** there can be no flourishing. Creating space to begin to see our own privileges or challenges alongside others and to collectively strive for equal voice, equal value leads to all of us inhabiting a better space.*

Professor Louise Younie, QMUL, Institute of Health Sciences Education

Justice Table Output

Equitable pay structures

- Clear guidelines on hourly pay, timesheets, holidays etc
- Rectify 2nd class citizen status of GTAs

Clear role definition

- Documented expectations
- Fair distribution of workload

Recruitment

- Equal opportunities for all
- Clear career pathways to academia

Voice (Feedback)

- Surveys
- Focus groups
- Steering committee