# PRIDE Fieldwork Guidelines

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



### What is fieldwork?

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...

# 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 LBGTQ+ 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'.











Be open during initial planning

People can be limited by physical and emotional safety concerns around fieldwork location and facilities, collaboration, and publications.

Make space for upfront conversations about safety concerns. Early discussion enables proactive and timely adaptation of plans.



Ensure it is more than one person's responsibility; recognise geographical and cultural contexts; adopt good practice from previously completed risk assessments.

#### Focus on details in advance

Fully understand the implications of any travel restrictions; review practical guidelines, including toilet access and room allocation; identify safe people, including the leader who can advocate for LGBTQ+ researchers; outline expectations around communication.



Do not assume that LQBTQ+ peers will be comfortable with the same referencing of their identity as may be typical while not on fieldwork.

Ask them for guidance and recognise that contexts may also vary within fieldwork.



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 mindful of the reality of being in the field.

You will not have planned for every eventuality.

### **AFTER**



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?

### It is important to conduct a post-trip review.

During the debrief, remember it is not about always getting it right.
Learn from experience.
Share knowledge gained.
Acknowledge that coming back is not the end of the inclusive fieldwork journey.
Plan ongoing support.

## 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.



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 inclusive field work. leeds. ac. uk/pride or scan the QR code.













