



**INTELLECTUAL PROPERTY MODELS  
TO  
ACCELERATE SUSTAINABILITY  
TRANSITIONS**

(IPACST)

Date: 8<sup>th</sup> July 2021

# Declaration on Diversity, Equity and Inclusion (DEI) – Open Access and Inclusive Search Strategy

Elisabeth Eppinger, Andreas Tauber, Carsten Dreher, Anjula Gurtoo, Akriti Jain, Martina Kovac, Christian Siemen, Lars Strupeit, Frank Tietze, Pratheeba Vimalnath

## Objective of the declaration

### Why diversity, equity and inclusion matter

As part of our ethics agreement, we developed a declaration on diversity, equity and inclusion. Let's start with our team: we research in Germany, India, the United Kingdom, and Sweden, come from at least as many countries and have a mix of different disciplines, genders, and ages. From this cooperation alone and based on the state of participation research (e.g. Crenshaw 1998; Scott, 2008), it is important to us to reflect on our research concerns as broadly as possible, to consider different points of view and to maintain an attitude, that a variety of perspectives, lived experiences, and the overall complexity of different individuals lead to incorporate various perspectives and therefore a greater research excellence.

While diversity is a well-known phenomenon, also equity and inclusion require deliberate action to which we are committed. Since we are a relatively small research group, our options are limited, but we are committed to continuously reflect and exchange ideas about our role as researchers, our work and evaluate our approach. What we do, is a regular discussion about sources, language and inequalities. We also encourage ourselves and you to talk to us about improvements and express criticism. We value, consider and promote the triad of race, class and gender as well as disabilities and other dimensions of inequality with an intersectional approach. This is important in order to counteract systematic

barriers, prejudices and other disadvantages in the academic system. Our commitment to diversity, inclusion, and equity is intended to play a role not only because of social justice, but also because of its crucial importance for conducting research and generating knowledge.

In the following, we will address one of our concerns with regard to our research when building on others' research, writing publications, and developing frameworks: access options to knowledge via open access and inclusive search strategies.

## Open Access and Inclusive Search Strategy

### Why democratizing access matters

Finding diverse and relevant research material and publications involves several search strategies. A wide-range of diversity-related sources and perspectives should be used to analyse how the research is designed, how it is operationalized and who is involved. Without claiming to be exhaustive, inclusive systematic practices for the use of databases should include open access databases as a more barrier-free access option.

Authors who are female researchers and researchers from underrepresented nations, for example, should be actively sought and cited, to state their relevant points of view as well as to increase their reputation through citations, thanks to a higher citation score and therefore a better finding on the search engines. Other possibilities should be discussed and evaluated on an ongoing basis.

## References

Crenshaw, W. K. (1998). Demarginalizing the intersection of race and sex: A black feminist critique of antidiscrimination doctrine, feminist theory, and antiracist politics. In: Phillips, Anne (Eds.): *Feminism & Politics*. New York, 314-343.

Page, S. E. (2007). *The difference: how the power of diversity creates better groups, firms, schools, and societies*. Princeton: Princeton University Press.

## Acknowledgement and Funding

The project IPACST is financially supported by the Belmont Forum and NORFACE Joint Research Programme on Transformations to Sustainability, which is co-funded by DLR/BMBF FONA-SÖF 01UV1812A and 01UV1812B, GCRF, ESRC (ES/S008322/1), VR 2017-06439, and the European Commission through Horizon 2020.

