

# DEAI and Cultural Sensitivity: Systems

Identifying and understanding the systems that affect us.



# Agenda

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**Learning Objectives**

**01**

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**Systems: Consideration**

**02**

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**Exercises**

**03**

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**Wrapping up:**

**04**

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# First a disclaimer...

If you take away only one thing? It's this.



It is presumed that all issues of copyright and access around the specimens, items and researcher's archives have been taken care of. You should know whether or not your institution has clear title to what it has in its possession and if there is doubt that should be investigated before sharing or making data/information available.

# Learning Objectives

# Systems: What are they?

## Learning Objectives

- Identify Systems

- Formal
- Informal

- Understand roles in Systems

- Biases
  - Your own
  - Others

- Approaches to Identify cultural views associated with systemic decisions

- Identifying people affected by systems
  - Positively
  - Negatively

- Begin to reflect on strategies for affecting informal and formal systems

- Internal
- External

# Learning Objectives: Systems

1. Self: Awareness and underlying assumptions
2. Communication
3. Language: Words and Terms
4. Systems: Implicit/Explicit bias
5. Consequences/Integration

## Systems...

- a) **describe broad relationships between cultures, classes, and other groups** which impact power dynamics, interactions, and assumptions.
- b) **have inherent implicit and explicit biases** which reflect the biases of the individuals and groups that created them.

**descriptive, broad, relationships, groups, power, bias**

# Systems: Informal/Formal

- **Informal Systems**

- are the systems created by ad hoc, informal work groups to support information needs that cannot be met by [formal systems](#). These are powerful systems that meet unique needs and thrive in many organizations.
- do not follow any formal or pre-established rules for collecting, processing, storing, or disseminating data.

- **Formal Systems**

- A Formal system is a system that is designed and developed using a set of well-established organizational policies, procedures, and principles, guidelines to coordinate and facilitate communication between different functional units and the processes they support, and to meet the overall information needs of the business.

“Formal System - Definition and More.” *Definition.Com*, The-Definition.com, the-definition.com/term/formal-system. Accessed 6 June 2024.

“InFormal System - Definition and More.” *Definition.Com*, The-Definition.com, https://the-definition.com/term/informal-system. Accessed 6 June 2024.

# Exercise: Identify Systems



Identify Systems that affect parts of your life. Determine if they are Formal or Informal systems.

## Formal Systems

Systems that affect your life?

Systems that affect your work?

Systems that affect your data?

## Informal Systems

Systems that affect your life?

Systems that affect your work?

Systems that affect your data?

# Systems: Implicit/Explicit Bias

Questions to consider throughout the module:

- Where does funding/patronage come from?  
How do finances impact outcomes?
- Who is considered an authority? How does belief in authority influence outcomes?
- What stake do researchers have in the data?  
Who is impacted by the data?
- What standards exist for your discipline?

- What is the history of your discipline?
- Which perspectives are most often expressed?
- Which perspectives are most often overlooked?
- When should something be redacted or omitted from publication?

# Systems: Considerations



# Bias

1. Implicit
2. Explicit

## Implicit:

Dictionary definition:

a [bias](#) or prejudice that is present but not consciously held or recognized [Citation](#)

National Institute of Health definition:

Implicit bias is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors. Research has shown implicit bias can pose a barrier to recruiting and retaining a diverse scientific workforce. [Citation](#)

## Explicit:

Dictionary definition:

fully revealed or expressed without vagueness, implication, or [ambiguity](#) : leaving no question as to meaning or intent [Citation](#)

# The 5 P's

1. **Process**
2. Priorities
3. Power
4. People
5. Perspective

## Process

### Dictionary definitions:

- a) (noun) a series of actions or steps taken in order to achieve a particular end.
- b) (verb) perform a series of mechanical or chemical operations on (something) in order to change or preserve it.

"Dictionary - Process." *Google Search*, Google,

[www.google.com/search?q=Process&rlz=1C1GCEA\\_enUS818US818&aq=Process&aqs=chrome..69i57j0i131i433i512j0i433i512j0i512j0i433i512j0i131i433i512j0i433i512j0i131i433i512j0i15&sourceid=chrome&ie=UTF-8](http://www.google.com/search?q=Process&rlz=1C1GCEA_enUS818US818&aq=Process&aqs=chrome..69i57j0i131i433i512j0i433i512j0i512j0i433i512j0i131i433i512j0i433i512j0i131i433i512j0i15&sourceid=chrome&ie=UTF-8). Accessed 6 June 2024.

# The 5 P's

1. Process
- 2. Priorities**
3. Power
4. People
5. Perspective

## Priorities

[Dictionary definitions:](#)

- a) (noun) the fact or condition of being regarded or treated as more important.

# The 5 P's

1. Process
2. Priorities
- 3. Power**
4. People
5. Perspective

## Power

### Dictionary definitions:

- a) (noun) the capacity or ability to direct or influence the behavior of others or the course of events.
- b) (verb) move or travel with great speed or force.



# The 5 P's

1. Process
2. Priorities
3. Power
4. People
- 5. Perspective**

## Perspective

### Dictionary definitions:

- a) (noun) a particular attitude toward or way of regarding something; a point of view.

"Dictionary - Perspective." *Google Search*, Google,

www.google.com/search?q=Perspective&rlz=1C1GCEA\_enUS818US818&ei=okqbY8P1Aq2wqtsP31aU8AI&ved=0ahUKEwjDzrz8hPz7AhUtmGoFHVwDBS4Q4dUDCBA&uact=5&oq=Perspective&gs\_lcp=Cgxnnd3Mtd2l6LXNlcnAQAzIHCAAQsQMqQzIHCAAQsQMqQzIECAAQzIHCAAQgAQQCjIHCAAQsQMqQzIKCAAQgAQQsQMqCjIQCC4QrweEQ1AIQgAQQCjINCAAQgAQQsQMqgwEQCjIKCAAQsQMqgwEQQzINCC4QgAQQxwEQrweEQCjoECC4QzOJCAAQxwBGEpkBoHEILhCABBCxAxCDARDHARDRAzoKCC4QsQMq1AIQQzoFCAAQgAQ6CAgAEIAEELEDOg4ILhCABBDHARCvARDUAjoOCC4QrweEQxwEQ1AIQgAQ6CwgAEIAEELEDEIMBOgsILhCABBDHARCvAUoECEEYAEoECEYYAFAAWKlcYOgmaANwAHgAgAFoiAGkBplBAzkuMZgBAKABAcABAQ&scnt=gws-wiz-serp. Accessed 6 June 2024.

# Systems (Implicit/Explicit) Exercises



# Exercise: Write a definition this “thing” (blue, chair, sky etc)

2 teams. 10 minutes

a1  
b2  
c3

## Team H

Designate Team Leader with 2 votes

Team mates with 0.5 votes each

Jamboard Page:

<https://jamboard.google.com/d/1ap2zetiv6ijbj2IZXEgNQE3S7U9xietx4TMIRj7s0KA/edit?usp=sharing>



## Team E

No Directive on structure.

Each Member gets 1 vote.

Jamboard Page:

<https://jamboard.google.com/d/1ap2zetiv6ijbj2IZXEgNQE3S7U9xietx4TMIRj7s0KA/viewer?f=3>

# Exercise 2: Write a Definition



For both teams:

- Using the Jamboards for each team
- Define the term at the top of the page
- You have 10 minutes to complete the work
- Once you have completed the assignment write the agreed upon definition on a Pink Post it at the top of your jamboard

- You are not allowed to use the internet or dictionaries for this exercise.
- The definition must be discussed amongst the group and a decision made based on the points distribution given in the prior slide.
- Be prepared to discuss how the final decision was reached.

# PreWork for Exercise N



Names - intentionality and reasoning

1

- Select 2 names from [the list](#).
- Find a name not on the list that interests you.

2

Taking into account the year the name was used/created, categorize the names based on whether you think the name was coined for:

- Positive
- Negative
- Neutral
- Other

3

Pick 1-3 single words or short phrases for each name to indicate why you think the name was coined.

- Humour
- Descriptive
- Geographic
- ..?



# Reasons the authority gave

## Table of Names

- How does the reason compare with yours?
- How does this information affect your perception of
  - intentionality
  - reason
- How might your bias have affected your perception of the name?
- How might the Taxonomic or Geographic system governing names be affected by the 5 P's?

	H	I
	Citation:	reason
n		An often fatal parasite of tarantulas, "named after American actor Jeff who whose character in the 1990 film Arachnophobia kills the queen spide saves the fictional town of Canaima from a deadly infestation of spide character in the film is a spider killer, which is exactly what these nem are," said one of the parasitologists involved in the discovery. Daniels "When I first heard a new species of nematode had been named after thought, "Why? Is there a resemblance?" "Honestly, I was honored by homage to me and Arachnophobia," the actor added, noting that it "m smile." He then quipped, "And of course, in Hollywood, you haven't re it until you've been recognized by those in the field of parasitology."
		Actors involved in the 1993 film Jurassic Park: Neill, Dern, Goldblum, Attenborough, Peck, Ferrero, Richards, and Mazzello. The type speci informally referred to as "Jurassosaurus". The species name was pro director Steven Spielberg.

# Systems: Wrapping up

# Understanding Bias



How might bias manifest in data, information, and statistics?

- Sources consulted when compiling data
- Data and information included or excluded
- Data and information emphasised and considered significant
- Limitations or biases in funding, staff, or access to materials and information

When evaluating a source, consider:

- Who compiled and presented the data?
- Where? Is there a specific audience or potential cultural frame used?
- When? Is there outdated information or historical prejudices?
- Why? Does the source have a goal that must be taken into account?
- How? Does the format imply bias?

# Thank you!

**Sara Furr**

[www.fieldmuseum.org](http://www.fieldmuseum.org)

**Sharon Grant**

[www.fieldmuseum.org](http://www.fieldmuseum.org)

**Janeen Jones**

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**Helen Robbins**

[www.fieldmuseum.org](http://www.fieldmuseum.org)

**Kate Webbink**

[www.fieldmuseum.org](http://www.fieldmuseum.org)

+/- conflicts of interest & other hidden influences -- broader ethical issues tied to cultural sensitivity

What does our/your previous training/education/history of your discipline mean when it comes to working with collections data?

Selectively censoring/redacting;

Take into account historical roots of discipline → consider more intersectional approach

Critical pedagogy for an integrated framework/epistemology

(+ for future research possibly)

# Praxis: What We Say and What We Do

## Theory vs. Practice

**Praxis:** “the process of using a theory or something that you have learned in a practical way”

Questions to consider:

- What should/can you change when you learn new information or hear from a new perspective?
- Do current systems you're part of have consequences you weren't previously aware of?
- Who is impacted by your actions? Will that impact be positive or negative?
- Do the people impacted have a say in the system or a way to give feedback to you?

# Use Cases

# Use Cases

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Use Case 1: Rawson MacMillan Expedition

**01**

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Use Case 2: World Columbian Exposition

**02**

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Other Case Studies-  
MAYBE Malvina Hoffman race photos etc????

**03**



# Use Cases

“And all the [languages]...”

1. Rawson MacMillan Expedition
2. World Columbian Exposition

- a) Text
- b) Text
- c) Text
- d) Text

# Rawson MacMillan Expedition (placeholder)

Subtitle

- Text goes here
- Text goes here
  - Text goes here
  - Text goes here

- Text goes here
- Text goes here
  - Text goes here
  - Text goes here

# Pre-Work

# PreWork for Exercise N



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