

Equity in Open Scholarship



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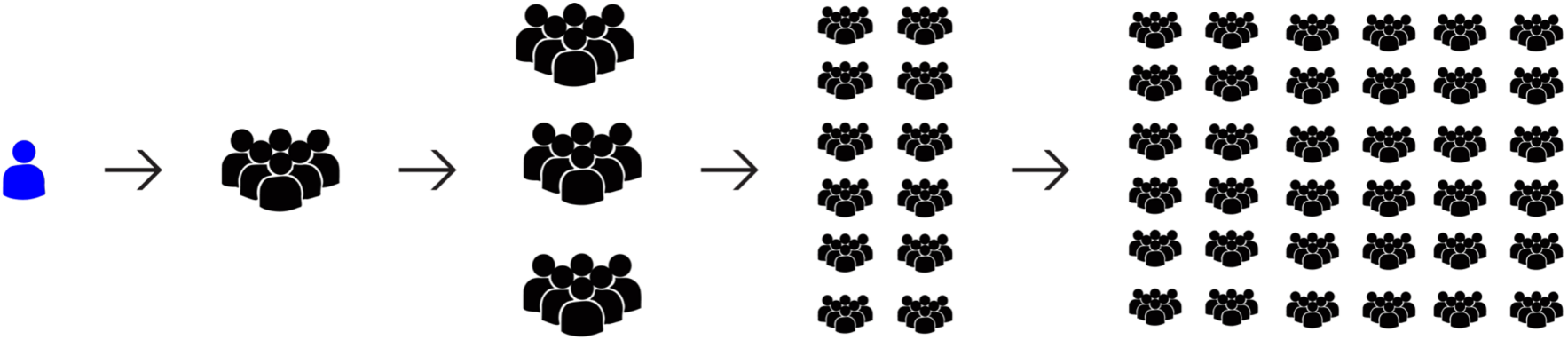
Who I am:

- I am a Black Latina from US
- I am a daughter, an aunt, a friend, and a partner
- I have a PhD in Neuroscience from Oregon Health and Science University (OHSU) in Portland, Oregon
- Co-created a new model to address systemic racism in academia that I am currently piloting at OHSU

Our process and our path, our untapped power, and our potential

How did we get here? What was the path?

How did we get here? What was **our** path?



Individuals and groups made decisions driven by the **values of power, greed, exploitation, profit, expansion...**

...repeated and scaled to form large scale change...

Decisions rooted in harmful values created **climate change**.
They drive **racial inequities**.
Class inequities.
Global inequities.
Systemic oppression.

Pause...

Breathe....

How can we adapt our path?



Our values shape our decisions.
They are a reflection of who we are.
Our outcomes reflect who we are.

Values that drive equitable solutions

- Equity (as it relates to power)
- Interdependence
- Adaptability
- Decentralization (the opposite of hierarchical power-hoarding)
- Trustworthiness
- Listening
- Resiliency
- Care
- And more...

Systems of oppression

Classism

Systemic racism

Patriarchal systems

White supremacy

Heteronormativity

Colonialism

And more....

Discriminatory **institutions, structures, norms, beliefs, values, behaviors, policies, and practices** embedded into our society used to oppress groups of people.

See the value and power in historically disenfranchised communities

A process of questioning:

- Are the **values** we use to drive decisions **based in humanity**?
- How might we be **repeating systemic oppression** in our solutions?
- How are we **centering and empowering vulnerable populations** *during* our solution creation process?

Octavia Butler

All successful life is

Adaptable,

Opportunistic,

Tenacious,

Interconnected, and

Fecund.

Understand this.

Use it.

Shape God.

(amb)

(Fractal)

(Adaptive)

(Nonlinear/Iterative)

(Resilient/Transformative Justice)

(Interdependent/Decentralized)

(Creates More Possibilities)

(Scholarship, Reflection)

(Practice/Experiment)

(Intention)

Utilizing the power of open science to drive climate change solutions, we must ask:

- Are the **values** that shape open science and climate change “solutions” center equity and humanity? What are the **guiding values me and my team** are using for our “solutions?”
- Who controls decision-making processes for open science and solutions for climate change? **Who is left out?** Are we **centering the voices of the most vulnerable** who are historically disenfranchised by these decisions? How are we **sharing power and control**?
- How might **systems of oppression be repeating** themselves in our solution? (List it out and receive counsel on your decisions!) What steps are we taking to ensure we do not repeat that in our “solution”?
- What does my team need to do to **learn humanity-based and equitable decision-making**? How do we create accountability amongst ourselves and others? How do we **de-center our own personal perspective and importance and practice valuing others**, in our everyday practice? Do our outcomes reflect that?