

## Questionnaire: LMIC Researchers

### Introduction

The purpose of this research study is to understand injustice and inequity faced by researchers in the Water, Sanitation, and Hygiene sector. We will explore this through four stages of research: Acquiring funding, executing projects, disseminating findings, and general experiences with funders. These findings will be used to begin a conversation including funders and researchers about ways to improve equity in research specifically in the WASH sector, but also with implications for other areas of global health.

In this questionnaire, I want to ask you about times that you have experienced unjust discrimination due to policies and practices designed by those in power to maintain that power. In the case of racism, we prefer to follow Ibram X. Kendi's definitions of terms surrounding racism. For example:

**Racial inequity:** when two or more racial groups are not standing on approximately equal footing

**Racist policy:** any measure that produces or sustains racial inequity between racial groups

**Racism:** a marriage of racist policies and racist ideas that produces and normalizes racial inequities

**Racial discrimination:** treating, considering, or making a distinction in favor or against an individual based on that person's race

Thus, by Kendi's account, racial discrimination is not inherently racist.

However, given that we are discussing discrimination not just on the basis of race, but also on the basis of sex, national origin, and a variety of other factors in this study, we will use the generic term "**discrimination**" to mean the **unjust making of a distinction on the basis of some attribute about that person by a person or policy that reinforces inequities.**

1. Can you tell us your name and current position as well as a bit about work history, especially as it relates to WASH research?
2. In your experience, what are the major categories used to describe people by which you've observed or experienced discrimination —for example, have you experienced or observed discrimination based on race/ethnicity, gender, sexual orientation, socioeconomic status, national origin, or other categories?

### Funding acquisition

First, I'd like to talk about funding acquisition. By that, I mean the process of writing research grants, forming consortia, and determining roles and budgets for members of those consortia.

3. What is your experience with acquiring research funding?  
(Prompt: *How long have you been working in research?*  
*About how many proposals have you submitted/had funded?*  
*What is the approximate value of the total awards you've received?*  
*Have you led or been a sub-awardee on research projects that have been led by an organization from a HIC? An LMIC?)*

4. What are the biggest challenges you have faced in acquiring funding? How have you faced discrimination in doing so? (Please share ways that you have experienced or have direct knowledge of any such experiences)  
(Prompt: *Are there any overt ways that you've experienced discrimination?*  
*Are there ways you experienced discrimination that were more subtle?*  
*What assumptions have been made by HIC institutions about roles and budgets that were inappropriate?)*)

### **Project execution**

Now, I'd like to talk about project execution. By that, I mean the process of designing the research, obtaining ethical approval, conducting the field work, and collecting and analyzing the data.

5. What is your experience with project execution?  
(Prompts: *What kinds of research projects have you mainly been involved with?*  
*What roles have you played on projects?)*
6. What are the biggest challenges you have faced in project execution? How have you faced discrimination in doing so? (Please share ways that you have experienced or have direct knowledge of any such experiences)  
(Prompt: *What assumptions/decisions have been made about research design or ethics that were discriminatory?*  
*Are there any overt ways that you've experienced discrimination?*  
*Are there ways you experienced discrimination that were more subtle?)*)

### **Dissemination**

Now, I'd like to talk about dissemination. By that, I mean the process of interpreting, publishing, and presenting research.

7. What is your experience with dissemination?  
(Prompts: *Have you published peer-reviewed articles?*  
*Have you presented at conferences?*  
*What other roles have you played in dissemination?)*
8. What are the biggest challenges you have faced in dissemination? How have you faced discrimination in doing so? (Please share ways that you have experienced or have direct knowledge of any such experiences)  
(Prompt: *What assumptions/decisions have been made about roles for interpretation, writing, or making presentations that were discriminatory?*  
*Are there any overt ways that you've experienced discrimination?*  
*Are there ways you experienced discrimination that were more subtle?)*)

### **Personal experiences**

Finally, I want to ask more generally about your personal experiences with discrimination. Please only share what you are comfortable sharing, and you do not need to describe these experiences as your own

(feel free to talk about what you know has happened to others, as we will not discriminate between the two in analysis and interpretation).

9. How have you experienced discrimination in recognition, special opportunities, or career advancement? This may be from donors, other researchers, or other stakeholders.
10. What direct, overt experiences of discrimination have you had with individuals while being involved with research?

### **Conclusion**

We will be compiling the experiences of our interviewees and will discuss them in a group of interviewees as well as donors, so know that we are not putting the onus on you to solve all the problems that we've explored.

However, we'd like to hear a bit about any potential solutions that you think should be explored.

11. Do you have any experiences with particular donors/grants/programs that specifically sought to reduce some of the discrimination you identified above? What were they and did you find them helpful? What could have been done differently to improve them?
12. Is there anything else you'd like to share on this topic that you haven't been able to share so far?

Thank you for your participation in this study.

## Draft questionnaire: Funders

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1. Can you tell us your name and current position as well as a bit about work history, especially as it relates to research?
2. What is the role of your organization in funding, managing, and disseminating WASH research?
3. In your experience, what are the major categories used to describe people by which you've observed or experienced discrimination —for example, have you experienced or observed discrimination based on race/ethnicity, gender, sexual orientation, socioeconomic status, national origin, or other categories?

### Perceptions of Discrimination

4. What (in your opinion) are the biggest challenges facing LMIC researchers? How are they experiencing discrimination in each of the following categories?
  - a. Funding acquisition
  - b. Project execution
  - c. Dissemination
  - d. Personal relationships

### Organizational Experience

5. What are some discriminatory practices that you have identified within your organization?
6. What are the processes that you have put in place within your organization to improve equity in research?
7. What are some of the challenges you've faced in doing so?
8. In what ways do you feel that these processes are successful?

**Potential Solutions**

9. What are some of the changes that you'd like to see? What kind of organizational changes would you have to make to see them? What are the biggest obstacles to doing so?
10. What steps are needed to catalyze change across the sector and beyond? Who should lead in initiating these changes? How should they be held accountable?