

# **Effectiveness of Interactive, Online Inclusion Lens Tool to Educate and Guide Inclusive Practices**

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**Summary** To bring about innovation in science and engineering, the Gender Summit 11- North America is looking for ways to embrace pluralism and thrive through diversity. This poster speaks to a method of proactively cultivating difference by helping to embed an understanding and practice of equity, diversity and inclusion into a scientific community.

## **1. Relevance**

Most of the scientific community desire to be inclusive but may not necessarily have the knowledge of inclusive practices or of how to fully engage diverse thinkers. This knowledge and practice is not available in a format that is easy to access, usable on demand, current and comprehensive, simple to track, quick to evaluate or comparable to measure effectiveness.

## **2. Aims & Objectives**

The goals of this project are to test in a scientific environment the adoption rate of inclusive practices and the degree of knowledge transfer by using an online, interactive tool.

## **3. Methods**

An online inclusion lens tool was created for a desktop and mobile environment. The tool addressed inclusion by considering gender, race, colour, ethnic origin, place of origin, sex, sexual orientation, class, age, marital status, family status, economic status, religion and disability. A repository of resources was also included. A sample of size of 132 people were asked to review the tool independently and complete an online survey to evaluate the usability of the tool. The sample included students, staff and faculty who self-identified their desire to participate in the study. The survey was completed over 6 weeks. Refinements were then made to the tool based on the quantitative and qualitative survey results. A larger sample size was then identified to test the usability of the tool in action during a 2-week period across 500 different events. The data collected included a measurement of knowledge transfer on what inclusion is and adoption rates of over 30 inclusive considerations.

## **4. Results**

The results were tabulated by both the usability of the online tool itself and the impact that the tool made in raising the education of what it means to be inclusive and the knowledge of how to act in an inclusive way. Detailed results of the project will be presented as part of the poster session.

## **5. Conclusions**

Inclusion matters because it unlocks our collective creative potential to innovate in research and augment the effectiveness of our collaborations with others. This project set out to find a more effective way to embed inclusive behaviours into the scientific culture. It is not enough to have diversity but to do something with that diversity by innovating and leading. The potential implications of this project are to provide new ways to help shift our national culture beyond compliance to putting inclusion at the forefront of what we do.

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