



Science Communication Workshop – Summary

Inclusive and Accessible Communication in the Scientific Community – Awareness Workshop for Young Scientists

Contributors: Yi-Fan Chen, Katharina E. Dehm, Brigitta Dúzs, Sophie Rendl, Samuel A. Wood

Indisputably, the free exchange of ideas and information is an existential tenet of modern scientific discourse, but despite this, invisible barriers persist and deprive our community of the full participation of all its members. Science suffers as we allow some of our people to be marginalized (e.g., women, underrepresented ethnic minorities, people living with disabilities, etc.). In everyday interactions there are patterns of behavior that perpetuate this issue, and the Lindau conference is no exception. For example, the questions in the Q&A sessions are inevitably filtered through an invisible hierarchy, participation itself is biased, and support systems are not equally available to everyone. The unequal opportunities of engagement in conference settings can be remedied. To foster an inclusive environment, we will need to establish reflective spaces where ingrained behavior patterns and structures can be examined, and where inclusive practices can be established as a norm rather than an exception.

An awareness workshop for young scientists (i.e., PhD candidates and early-career researchers) immediately prior to the Lindau meeting is ideally situated to improve inclusion and accessibility in such settings. We focus primarily on young scientists not only because they are often afflicted, but because shaping new norms with them is how lasting change is made. Further, inviting an Ombudsperson or institutional representatives for diversity and inclusion as participants and speakers is planned to make young researchers aware of their role and functions as well as to include their perspectives.

Key Objectives

The key objective is to firstly give young researchers **a platform and a safe space** where they can participate confidently and equitably. In this setting they are able to share and discuss problems they encountered in their career or even specifically in conference settings openly without having to fear judgement. This further strengthens the **sense of community** and also a shared responsibility to recognize biases and promote more inclusive environments. In that sense the workshop aims to provide concrete tools and discuss strategies to implement these into everyday practice and hence foster a culture of reflection, awareness, and prevention, paving the way for sustainable change.

Kuratorium für die
Tagungen der
Nobelpreisträger
in Lindau

Council for the
Lindau Nobel Laureate
Meetings

Lennart-Bernadotte-Haus
Alfred-Nobel-Platz 1
88131 Lindau
Germany

Phone +49 (0)8382 27731-0
Fax +49 (0)8382 27731-13

www.lindau-nobel.org



Format and Content

The workshop is ideally scheduled as a half- or full-day event one or two days prior to the conference program to directly set the tone for a more inclusive engagement. The setting should be more informal than formal to create an open atmosphere allowing interactive sessions and promoting participation, rather than a lecture-style format.

The envisioned core topics are:

“Empowerment and Awareness” discussing experiences, diverse needs, and how to recognize hidden hierarchies (e.g., in Q&A sessions). The aim is to better understand unconscious bias including time for self-reflection.

“Accessible Communication” including illustrated examples on how communication can come across differently to attendees depending on their cultural background, aiming to improve the interactions within the community. This section also addresses the implementation of tools for removing barriers in participation (also for example for hearing-impaired or blind participants) and more inclusive session moderation techniques.

“Experiencing Community” building a sense of belonging and support. Here short exercises are planned to enhance bonding and to find shared values among the different perspectives. This should encourage an open and reflective dialogue to understand each other’s views. Moreover, addressing the emotional impact of exclusion learning from shared experiences. The group of attendees that voluntarily chose to participate in this workshop will go forward into the main conference as a cohort supporting each other.

“Take-Home-Tools” developing micro-habits for better personal experience (e.g., tangible strategies for real-time intervention and support) and tools for future cultural change (e.g., establishing shared guidelines for inclusive communication).

In conclusion, this workshop focuses on raising awareness rather than attempting to solve all issues at once. It offers space and tools for dialogue and self-reflection on inclusive communication within the scientific community. By uncovering often-overlooked power dynamics and exclusionary practices, participants are empowered to drive the change they wish to see in their own environments.

Kuratorium für die
Tagungen der
Nobelpreisträger
in Lindau

Council for the
Lindau Nobel Laureate
Meetings

Lennart-Bernadotte-Haus
Alfred-Nobel-Platz 1
88131 Lindau
Germany

Phone +49 (0)8382 27731-0
Fax +49 (0)8382 27731-13

www.lindau-nobel.org