

Genomics: Power and Privilege

Wellcome Connecting Science Public Engagement is seeking support (an individual or a collaborative team) to act as a partner to us and provide a programme of training for staff working in public engagement at the Wellcome Genome Campus to build their understanding of structural inequality and issues of power and privilege and particularly how these influence genomics and science more broadly.

Timescale: We would like to begin this work as soon as possible and would imagine that we will work with the partner over a period of about 2 months.

Structure: We would like the partner to work with us to help shape the training working together to devise the best approach. We envisage some planning sessions with a working group from our team followed by 2-4 full team training sessions spread over several weeks.

The team: The Public Engagement team is made up of a group of professionals (a mix of full and part time workers) working across the Wellcome Genome Campus delivering a programme of activity for schools, communities and the public. All our work is delivered in partnership with staff on the Wellcome Genome Campus whose work in genomics and computational biology is pioneering new understanding and approaches in science, medicine and health.

Format: It is essential that a strong sense of psychological safety is maintained throughout. All members of the team should feel comfortable asking questions and we are keen that this process should at all stages be about opening up discussion rather than closing it down.

Outcomes: Individual and collective learning and consideration of these issues should lead to more open and considered discussion and action on an ongoing basis following the training. We imagine this specific work concluding with us creating for ourselves a 'roadmap' of next steps for us to act on in the months ahead. We would like the process to feed into all aspects of our work and imagine that it may result in the production of some guidance/resources which may be of use to colleagues in other teams on the Wellcome Genome Campus and perhaps more widely.

Learning objectives:

- Overview of power and privilege issues and how they relate to the work of the Wellcome Genome Campus/Wellcome Connecting Science.
- Understanding of what is meant by unearned privilege and unconscious bias - and the implications this has for science and society. Identifying how some of these issues emerge on the campus and in our work and our organisational behaviours? Eg class, 'race', gender and lack of diversity - how we communicate what we do.
- Understanding of oppression, marginalisation, intersectionality, micro-aggressions and structural inequalities.
- Understanding some of the particular ways in which power and privilege have influenced (and continue to influence) the way genomics has developed.
- Understanding of the power structures that underpin research and why it is important to be part of the process of decolonising research.

- Exploring the ways in which some approaches to science communication can reinforce and exacerbate structural inequity and of how science communication could be used to challenge inequalities.
- Understanding the purpose and benefits of having a clear understanding of power and privilege for our work in public engagement.
- Facilitate discussion about what has already been done to try to address some of these issues. Are there barriers? What has worked - are there things we should feel proud of/do more of?
- Facilitate discussion of some practical steps to tackle these issues as individuals and as a team and the wider influence we might have on the campus. When might we do these? What would they involve?

We anticipate that this work will lead to other activity (sharing what we have learned, developing some opportunities for colleagues to explore similar issues) and we would like to work with the partner on these. However at this stage we are focused on this initial work.

To express interest: If you feel you could help us with this important piece of work, please send us some information about yourself and your approach to power and privilege training. This does not need to be very detailed, a CV and brief note (no more than 500 words) to highlight your approach to this work - or a link to a website. Please also provide an indication of your fee per day and an estimation of the number of days you think it will involve. We anticipate the partner charging between £300 - £600 per day for this work.

Please send us these details by 9am on 26th April, we will be in touch shortly after that to arrange Zoom meetings for every applicant to meet one or two of our team.

You can email this directly to damian.hebron@sanger.ac.uk Alternatively if you would like to discuss this opportunity further, please email Damian and he will arrange a time for a call/Zoom.