

Participant Information Sheet - Interviews

Researcher:

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Project Title: Diversity in Space

General Outline:

- **Description and Methodology:** This research project aims to identify current gender and other forms of diversity in the Australian and US space sectors. It seeks to understand the experiences of women and historically marginalised groups in the space industry, as well as in government positions related to the space sector. Anticipated outcomes include knowledge on diversity in the space sector, how diversity is understood/experienced, what policies may/may not be working, and key challenges and opportunities for the space sector around gender and other forms of diversity. Additional anticipated outcomes include an analysis of 'best practice' on embedding diversity in the space sector, as well as the development of policy recommendations around inclusion, diversity, equality and accessibility in the sector. The research is led by Dr Elise Stephenson, a political scientist, public policy and international relations scholar and Deputy Director of the Global Institute for Women's Leadership, as well as fellow of the National Security College, Adjunct at Griffith Asia Institute and Visiting Fellow at the University of Washington, Seattle. Elise has extensive experience researching gender and other forms of diversity across international affairs, national security, diplomacy, the intelligence sector, politics, and entrepreneurship, and is a Fulbright Scholar focusing on gender equality and women's leadership in the space sector.
- **Participants:** This research will seek to interview approximately 50 participants across Australia and the United States in government and industry roles in the space sector who are in a position to comment on or share their experience of inclusion, diversity, equality and access in the sector. Participant criteria include that you are involved in the space sector in either a government or industry-related role and are able to comment from either a personal or professional perspective on diversity issues in your experience/organisation/perspective.
- **Use of Data and Feedback:** This research will be compiled for publication in a book and in academic journal articles on diversity in space, as well as presentation at conferences. Research results/publications will be shared with participants on completion via email. If you wish to retract or revise anything you said, you can email to see your transcript and make changes at any time up until publication.

Participant Involvement:

- **Voluntary Participation & Withdrawal:** You do not have to be involved in this research unless you want to, and you can pull out of the research if you change your mind without telling me why. You can also decline to respond to individual questions, or decide to end the interview. If you do pull out, I will not use what you told me. You can withdraw verbally or email me after participation any time up to a month after participation.
- **What does participation in the research entail?** This research involves the collection of personal or sensitive information. a) What data I will collect includes: demographic data on identity (gender, sexuality, ethnicity) where you are happy to disclose it, plus your perceptions of the diversity of your organisation or space sector more broadly; challenges and opportunities surrounding inclusion, diversity, equality and access; perceptions of the importance of diversity and any advice that you would give to diverse aspiring-leaders in the sector.

b) Why I am collecting this data is to: understand the specific barriers and opportunities that diverse groups and historically marginalised groups experience in the space sector. c) How this information will be used includes: reporting on the demographic breakdown of participants (for example, 50% of participants identified as women); attributing quotes in a de-identified way (for example, "Participant 13, who identified as an LGBTIQ+ woman, noted that..."), and; unpacking trends and patterns in experiences across different diversity groups in the space sector.

- **Location and Duration:** Online interviews will be conducted via Zoom or another secure platform. In-person interviews will be conducted at a place of your convenience and comfort, or at the ANU at the researcher's office or another secure meeting room. Interviews will take approximately one hour.
- **Risks:** If you choose to be identified (either through name, affiliation or other demographic features), there is a risk that you may be identifiable through this research. Additionally, given the potentially low representation of diverse groups in the space sector, there is the risk that participants are identified by what you tell me, despite my best efforts to hide your identities. This is more likely to occur in samples of small populations, or where you or your views are well known. For this reason, please do not say or do anything that could harm or embarrass yourself or others. Other than this, the research does not entail any risks other than those that would be encountered in everyday life.
- **Benefits:** We expect that this research will benefit participants through reflecting how your experiences and perspectives of diversity in the space sector compare with others. This is likely to have broader benefit to diverse communities seeking participation in the space sector, as it seeks to share pathways, barriers and opportunities. This will likely benefit future diverse individuals across the space sector, for whom it is hoped that future interventions or policies may be introduced to support them.

Confidentiality:

- **Confidentiality:** No one except the nominated researcher will have access to the material provided by you. Data will be kept secure as per ANU policy in a password protected file on campus, in the researcher's OneDrive. Your privacy and confidentiality will be protected as far as the law allows. All participants will be given the option of anonymity and for demographic details that might identify you to be excluded - like organisation, name, age or demographic details. For those who who feel comfortable, some demographic details will be kept - like public/private sector membership, gender, age, and ethnicity. Unless explicit permission is given (for instance, by those whom are in a position of leadership or for whose story will be easily identifiable), participants will be given a pseudonym or only be referred to by first name. In cases in which it is difficult to provide anonymity (for instance, if your story is highly identifiable or linked to your role), your permission will be sought first to use any quotes from you or references to you.
Interview recordings will be transcribed by a professional transcriber who has signed a confidentiality contract, and no one except the nominated researcher will have access to the recordings or transcripts.

Privacy Notice:

Australian privacy law (or rules) require me to tell you how my University handles your private information, and you can ask me to give you more details of that or how you can find out what information we have about you and to fix it if it is wrong. In collecting your personal information within this research, the ANU must comply with the Privacy Act 1988. The ANU Privacy Policy is available at: https://policies.anu.edu.au/ppl/document/ANUP_010007 and it contains information about how a person can:

- Access or seek correction to their personal information;
- Complain about a breach of an Australian Privacy Principle by ANU, and how ANU will handle the complaint.

Data storage

- **Where:** Data will be stored as per ANU policy in a password protected file on campus, on the researcher's OneDrive. For more information on Data Storage, see the ANU [Code of Research Conduct](#).
- **How long:** Data will be stored for a period of at least five years from the date of any publication arising from the research.
- **Handling of Data following the required storage period:** Data will be de-identified one month proceeding interviews after the withdrawal period has lapsed, unless otherwise agreed. After the five year period of storage, data will be retained in a de-identified format by the original researcher and archived the researcher's secure One-Drive. The data will be accessible to the researcher for use in future projects. This data may be used in other publications related to diversity in the space sector.
- **Use of data / feedback** After data collection is complete (which could be from mid-2023 to mid-2024), results will begin to be published online at <https://giwl.anu.edu.au/>. You can also email elise.stephenson@anu.edu.au at any time to get an update on the research or request feedback.

COVID-19 contingencies

- This research follows all University and local/state/federal COVID-19 guidelines. Reasonable precautions will be undertaken for in-person data collection, including masking. If you have any concerns with in-person participation, please let the researcher know and we can organise online participation or a delay to the interview.

Queries and Concerns:

- **Contact Details for More Information:** Participants can contact the researcher for any queries or concerns by emailing elise.stephenson@anu.edu.au or phoning +61 409 210 131.

Ethics Committee Clearance:

The ethical aspects of this research have been approved by the ANU Human Research Ethics Committee (Protocol 2022/837). If you have any concerns or complaints about how this research has been conducted, please contact:

Ethics Manager
The ANU Human Research Ethics Committee
The Australian National University
Telephone: +61 2 6125 3427
Email: Human.Ethics.Officer@anu.edu.au