

Diversity, equity and inclusion (DEI) in data – research and development lead

Salary: £30,602 per annum (£12,241 pro-rata)

Contract: part-time (0.4 FTE, 16 hours per week), permanent.

What we offer:

- Pension with 4% company contribution
- 33 days holidays per annum, including statutory holidays, pro-rata
- Responsive and flexible working to fit work around other responsibilities and needs
- Cycle-to-work scheme
- Role-related training

Location: Work will be split between the Open Data Manchester office in central Manchester and working remotely, depending on need, with occasional in-person meetings.

Deadline for applications: 9am, Monday 23 May, 2022.

About us

Open Data Manchester CIC is a not-for-profit organisation formed in 2010 that promotes responsible data practice, focussing on the needs of all, and ensures that data is used in ways that help people, our planet and prosperity. We promote good data practice through expert advice, strong advocacy, participatory events, state-of-the-art research, technical support and interactive training.

Based in central Manchester, we are a small, growing and dynamic organisation with an inclusive and supportive culture that seeks to embed diverse, equitable and inclusive practices into everything we do. We are part of a network of open and like-minded organisations that work locally, nationally and internationally.

About the role

Data is an embodiment of the power structures within our society, and our work seeks to reveal, understand and challenge how data is used to reinforce already existing inequalities. Working with the Manchester School of Art, we have engaged with luminaries such as Dr Safiya Umoja Noble (author of *Algorithms of Oppression*) and Charlton McIlwain (author of *Black Software*) to understand some of the latest thinking on these issues.

After the murder of George Floyd in 2020, we worked with local diversity and inclusion experts to grow our understanding of structural problems regarding race and inequality, to consider how data exacerbates them, and to decide how to act as a community. As a result of this work, we are investing in using our role in the data community to lead on such issues, where appropriate to our data expertise.

This is an exciting and unique opportunity for someone to work within a supportive environment to **explore and challenge structural biases found within current data practice and digital technologies, and share what we learn openly for others to adapt and build upon**. This role will work with the wider Open Data Manchester team and network to embed best practice across all of our programmes of work.

Things you might find yourself doing:

- Undertaking research relating to DEI in data and digital practice
- Seeking opportunities to put theory into practice
- Communicating findings and outcomes through research papers and blog posts
- Supporting the wider team to embody equitable practices in all of Open Data Manchester's programme development
- Developing new programmes relating to Open Data Manchester's DEI work
- Helping build partnerships with relevant organisations

We want to hear from you if you:

- Have experience of working on diversity, equity and inclusion related issues
- Can identify and articulate some of the ways that data and digital systems impact marginalised and ignored communities
- Understand some of the legal frameworks related to these issues
- Want to champion issues that the sector needs to address and amplify good practice
- Are self-aware, self-motivated and able to prioritise your own work (seeking support and input from others when needed)
- Are comfortable working in the open – sharing progress, thoughts and outcomes publicly

How to apply

We've developed an application process with [Collaborative Future](#), which will ask you to share the following with us:

1. Provide **one example of a project or issue you've worked on which required a diversity, equity and inclusion lens**. What was your role, what challenges did you face and what was the value of your work? (up to 350 words, or up to a three-minute audio recording)
2. Share **an example of an existing data or digital practice** that more deeply ingrains structural biases and oppression, which you'd really love to be able to explore and challenge as part of this role. (up to 350 words, or up to a three-minute audio recording)
3. Share up to **three other specific skills, perspectives, experiences or areas of knowledge you can bring**, which you think would be beneficial to the role. Why did you choose them and how would they help you and the team? (up to 250 words, or up to a two-minute audio recording)

(You may wish to refer back to the purpose of the role and think about examples of the key competencies outlined above, but we also love learning about other skills and experiences you might bring, even if it's not mentioned)

If you're interested in the role please [apply here](#) by 9am Monday 23 May, 2022. We understand that written format is not always the easiest way for people to communicate, so if you'd prefer, you can record your responses to these questions as a short voice note or in another format, and send to hello@collaborativefuture.co.uk.

If you have any issues accessing Typeform please get in touch.

We will aim to shortlist and contact candidates w/c 23 May, and invite successful candidates to an online interview w/c 13 June.