

Accessibility in Polar Research: Email: accessinpolarresearch@gmail.com

1. "Science is competitive. How do those with barriers such as being neurodivergent that impacts scientific output continue to be competitive and remain in science?"

Surround yourself with communities that uplift you and amplify your strengths. Not only will this give you more confidence to tackle areas in research that you may be weak in, but this community will catch you if you fall or face additional barriers.

Additionally, here is a valuable resource to help understand how traits of your disabilities can aid you in your career:

<https://blogs.scientificamerican.com/voices/our-disabilities-have-made-us-better-scientists/>

2. "What resources on intersectionality in polar sciences exist that organizations and institutions can use and find? "

APR alongside others are working on several publications outlining how to make online conferences more accessible (coming out soon!), in addition to understanding how to attract researchers with disabilities to the polar field.

<https://womeninpolarscience.org/100polarwomen/> - for inspirational women in the field

Publication on intersectionality and international polar research: <https://www.cambridge.org/core/journals/polar-record/article/intersectionality-and-international-polar-research/4F9424A0A634F12565ED9AB903C4336F>

UK Polar Community Guide to Inclusive Behaviours: https://www.bas.ac.uk/wp-content/uploads/2022/07/Community_guide_inclusive_behaviours_v1.pdf

APR Resources:

Stepping onto the ice, supervising, accommodating, and supporting researchers with disabilities in the polar field: <https://youtu.be/r6ZIBJNEbfo>

How to create accessible documents: <https://youtu.be/jVxYxJ7m8oQ>

APR Colour palettes to help make digital content accessible to all: <https://twitter.com/accesspolar/status/1521465295986208770?s=20>, more coming soon!

3. "What does the panel think of language as a barrier in international forums like SOOS?"

n/a

4. "How can we make SOOS and other international forums more inclusive for researchers coming from non-english speaking countries?"

The use of closed captions or a translator (both language and sign language) and providing a recording, are sensible methods forward. Additionally, ensuring that speakers talk at suitable speeds would certainly help with inclusivity. Certainly information conveyed via visuals, e.g. charts, images, flow diagrams, would be fantastic, providing the visuals are legible, well explained and digitally accessible.

5. "Where does the balance between institutional responsibility and what individuals can do to ensure polar research is safe for those of all identities lie?"

The balance between institutional and individual responsibility is similar to the balance between the power they have to make changes. The institution has a responsibility to ensure a safe working environment while individuals have a responsibility to let the institution know what they need to create said safe environment. Other individuals can help by being an ally and supporting individuals and institutions making needed changes. It is also worth noting there are many identities that haven't had many opportunities for representation in polar research. In order to make polar research safe these identities, more conversations need to be had about their inclusion.