

**BOND**  
**CHEMISTRY**  
FROM PIPETTE TO PIPELINE



# Black Opportunity and Network Development Project

## Project Information Sheet

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Contact Details

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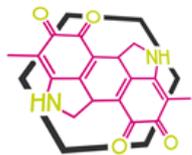
Loughborough  
University

**ERA** ENERGY  
RESEARCH  
ACCELERATOR



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## Introduction

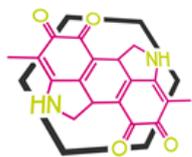
Documentation for Black members of the chemistry and chemical sciences community who are invited to participate in this research into the Black chemistry experience entitled the BOND Chemistry Project (Black Opportunities and Network Development Project).

**Name of Principle Investigator:** Naomi S. Howard  
**Contact Details:** N.S.Howard@lboro.ac.uk  
**Name of Organization:** Loughborough University  
**Name of Sponsor:** Royal Society of Chemistry  
**Name of Project and Version:** BOND Chemistry

**There are two parts to this documentation. You will be given a copy of both:**

- **Part 1:** Information Sheet (to share information about the study with you)
- **Part 2:** Certificate of Consent (for signatures if you choose to participate)

**You will receive a copy of both parts of this document.**



## Part I: Information Sheet

### Investigator Introduction

I am a postgraduate doctoral researcher within the Chemistry Department at Loughborough University. In addition to my doctoral studies, I am undertaking this equality, diversity, and inclusivity (EDI) related research project. This project is funded by the Royal Society of Chemistry and was designed in response to a call by the Diversity and Inclusion team to investigate the 'leaky pipeline' within the field. The 'leaky pipeline' refers to the significant loss of Black individuals within chemistry after undergraduate level.

You are warmly invited to take part in this research project. Please take time to read though the information provided before you make your decision. You are also welcome to take time and reflect and to speak freely with anyone you wish before you decide whether or not to take part. If there is any part of this research or information sheet that you are not clear with or would like to discuss further, please feel free to contact me at the email address above with the email subject 'BOND Chemistry'.

### Purpose of the research

In the UK, at undergraduate level, the proportion of Black individuals studying chemistry or chemistry related subjects is representative of the Black population of the UK. At postgraduate level this drops by over 70%. This means that for unknown reasons, higher education is not selected by Black individuals at a disproportionate rate. This research aims to investigate some of the factors that may contribute to this statistic by a series of semi-structured interviews with Black members of the chemistry community. Areas that will be addressed in these sessions include feelings of belonging, contact with supervisors, and knowledge of and access to career information.

### Inclusion Criteria

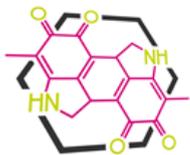
This project requires participant to self-identify ethnically as Black or of mixed ethnicity including Black, to be over 18 years of age and to part of the higher education, chemistry community.

### Type of Research Intervention

This research will involve your participation in up to 3 group discussions lasting 90 minutes each. The sessions will take place over a 6-month period.

### Participant Selection

You are being invited to take part in this research because we feel that as a minority member of the chemistry field you can offer anecdotes and perspectives that can contribute to our understanding of the issues we aim to address in this study.



### Voluntary Participation

Your participation in this research is entirely voluntary. It is your choice whether to participate or not. If you choose not to participate there will be no negative consequences. You are entitled to change your mind and withdraw at any point, even if you agreed earlier. You are also entitled to request that anything you discuss in the process of the group discussions not be used for later parts of this project, such as identifying potential interventions.

### Procedures/ Requirements

We are asking you to help us learn more about the Black chemistry experience. If you accept, you will be invited to take part in up to 3 focus group sessions with myself or a moderator and up to 5 other participants via Microsoft Teams. Each session will focus on race as well as aspects of life and experiences you may have encountered as a minority in STEM. The sessions are designed as a safe place and designed to allow conversation to flow naturally. Each session may have a theme or specific question that the research team would like to be addressed. In this case, you will be contacted with the necessary information prior to each session. Example questions could include;

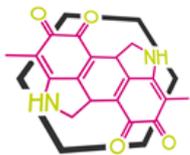
- 🟡 Are you aware of the different types of postgraduate study and what they entail?
- 🟡 Are you aware of any Black academics in chemistry within your institution?
- 🟡 How would you feel about the appointment of a Black academic in chemistry within your institution?

As always, you do not have to contribute to the discussions or share anything that you are not comfortable sharing.

The discussion will take place electronically and remotely. No one, except myself or another moderator, and the other participants will be present. The sessions will be recorded, and transcripts made. The information recorded is confidential, and no one else except myself and the moderators will have access to it. The information raised in the sessions will be analysed and used to help identify potential areas where interventions could be effective at making postgraduate study more appealing and accessible to Black individuals. All findings will be anonymised and the recordings will be destroyed by the project completion date of 01/06/2022.

### Duration

This research will take place over a 12-month period. With 6 months dedicated to data collection in the form of the focus groups/ discussion sessions. During that time each participant will be asked to attend up to 3 90-minute sessions. Various time slots will be available to ensure the sessions do not clash with any other commitments you may have.



## Risks

In the sessions we will be addressing the sensitive themes of race and discrimination. Such topics can be both personal and distressing and as a result you may feel uncomfortable contributing to the discussions. You do not have to answer any question or take part in the discussion if you don't wish to do so. You do not have to give us any reason for not responding to any question, or for declining to take part.

## Benefits for Participants

While taking part in this research you will gain information on potential career paths and which skills academic employers find most desirable. In addition, you will be given the opportunity to join the BOND Chemistry mailing list which will advertise and signpost relevant opportunities and training. As well as keeping you up to date with the research finding which we hope will prove beneficial as you navigate a career within the chemical sciences.

## Benefits for the Wider Community

We currently have a retention issue and a significant lack of representation within our field. The data suggests that at an undergraduate level, chemistry appeals to Black and White individuals equally. However once in higher education, academic progression becomes less desirable for the Black members of our community and at present were not sure why. For academia, which ought to be a simple meritocracy, this data means we are losing a portion of our excellence. On a community level, were missing out on opportunities to become more educated and to contribute to cutting edge, international research. By agreeing to take part in this research you can be part of the solution. Ensuring that our field becomes more inclusive, diverse, and welcoming for minorities. With

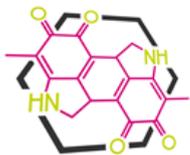
## Reimbursements

As a thank you for your time, if you do wish to proceed to become a participant in this study you will receive a selection of 'Bond Chemistry' branded merchandise and be entered into a prize draw to win up to £100 in gift vouchers.

## Confidentiality

All discussions will be subject to Chatham House rules. This means that the source of any information disclosed during a meeting may not be explicitly or implicitly identified. All personal details collected will only be used for the purposes outlined in this document. Specifically, to contact you to invite you to a focus group, to send you the branded merchandise and to enter you into the prize draw. No data will be stored or used beyond this and all records will be destroyed upon the completion of the project. The information that we collect from this research project will be kept private, stored securely, and will not be shared with anyone outside of the research team.

During the focus groups we will ask you and others in the group not to talk to people outside the group about what was said during the sessions. However, we have no legal standing to stop or prevent participants who were in the group from sharing things that ought to be confidential.



### Sharing the Results

Nothing that you tell us today will be shared with anybody outside the research team, and nothing will be attributed to you by name. The knowledge that we get from this research will be shared with you and your community before it is made widely available to the public. Each participant will receive a summary of the results. There will also be small meetings or events in the community, and these will be announced to you in advance. Following the meetings, we will publish the results so that other interested people may learn from the research.

### Right to Refuse or Withdraw

You do not have to take part in this research if you do not wish to do so, and choosing to participate will not affect you negatively in any way. You may stop participating in the research at any time that you wish. This includes discomfort due to being seated or screen exposure. In addition, you will be given the opportunity at the end of each discussion to review your remarks, and you can ask to modify or remove portions of those.

### Data Protection Privacy Notice

Loughborough University will be using information/data from you in order to undertake this study and will act as the data controller for this study. This means that the University is responsible for looking after your information and using it properly.

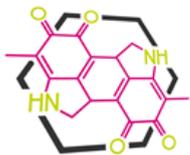
### What personal information will be collected from me and how will it be used?

Personal information that is being collected as part of the study includes name, contact details, gender, and sensitive personal information in the form of ethnicity. This information will be used to contact you and help us identify themes that emerge from the research. All data will be anonymised by attributing every participant a random number so you will not be identifiable. All personal data will be securely stored and destroyed before the project completion date of 01/06/2022

### What is the legal basis for processing my personal information?

Personal data will be processed on the public task basis. For further details on the data protection legislation see: <https://ico.org.uk/your-data-matters/>

Under the General Data Protection Regulation (GDPR), some of the personal data which will be collected from you is categorised as “sensitive data”. The processing of this data is necessary for scientific research in accordance with safeguards. This means that study has gone through an ethical committee to ensure that the appropriate safeguards are put in place with respect to the use of your personal data.



### Will my personal information be shared with others?

Your personal data will only be shared with investigators involved with the study.

### How long will the anonymised data/results be retained?

Anonymised data may be archived in RSC and Loughborough University data repository and may be accessible by an external audience.

### What if I am not happy with how the research was conducted?

If you are not happy with how the research was conducted, please contact the Secretary of the Ethics Approvals (Human Participants) Sub-Committee, Research & Enterprise Office, Hazlerigg Building, Loughborough University, Epinal Way, Loughborough, LE11 3TU.

Tel: 01509 222423. Email: [researchpolicy@lboro.ac.uk](mailto:researchpolicy@lboro.ac.uk)

The University also has policies relating to Research Misconduct and Whistle Blowing which are available online at <https://www.lboro.ac.uk/internal/research-ethics-integrity/research-integrity/>.

If you require any further information regarding the General Data Protection Regulations, please see: <https://www.lboro.ac.uk/privacy/research-privacy/>.

### Who to Contact

If you have any questions, you can ask them now or later, please contact Naomi S. Howard at [N.S.Howard@lboro.ac.uk](mailto:N.S.Howard@lboro.ac.uk) (email subject: BOND Chemistry).

This proposal has been reviewed and approved by Loughborough University Research Ethics Committee, whose task it is to make sure that research participants are protected from harm. If you wish to find about more please contact the Secretary of the Ethics Approvals (Human Participants) Sub-Committee, Research & Enterprise Office, Hazlerigg Building, Loughborough University, Epinal Way, Loughborough, LE11 3TU.

Tel: 01509 222423. Email: [researchpolicy@lboro.ac.uk](mailto:researchpolicy@lboro.ac.uk)

**\*\* At this stage you should understand why we are asking you to take part in this study, what it is about and what will be asked of you should you wish to proceed. If you are unsure, please let me know\*\***