

Architects of Change

Considering your **impact**,
identity and **inclusion**

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Architect

A person who engages in the profession of architecture

A person professionally engaged in the design of certain large constructions other than buildings and the like

Change

To make the form, nature, content, future course, etc., of (something) different from what it is or from what it would be if left alone

To transform or convert

To become different

To become altered or modified

What is an architect of change?

HR

Create a context in which change stands a decent chance of working (Kinley & Ben-Hur, 2023)

Leadership

Analyze, Advance, Act, and Accelerate (Washington, 2015)

Police Leadership

A trendsetter and innovator, taking lessons learned from other industries to create and use societal and organisational shifts (Batts et al, 2012)

Business

To be an architect of change, you need power of analysis, anticipation, imagination and creativity (Ghez, 2019)

Psychology

When we place the client on centre stage, we pay much closer attention to client goals, ideas about therapy tasks, bond and theory of change (Padesky, 2002).

What is an architect of change?

An architect of change is a researcher who catalyses transformative solutions to address problems by analysing, anticipating, innovating, and empowering others to act.

Me

Impact Identity Inclusion

Impact Identity Inclusion

Impact Identity Inclusion

Identity Inclusion Impact

Identity

What are your identities?

Who are you?

**You've got to find
yourself first.
Everything else will
follow.**

What do you know?

Charles de Lint

What is important to you?

What do you need to learn?

What identities exist?

The sense of uniqueness and continuity over time that everyone experiences during one's life despite the continuous changes in biological, psychological, and social aspects of life.

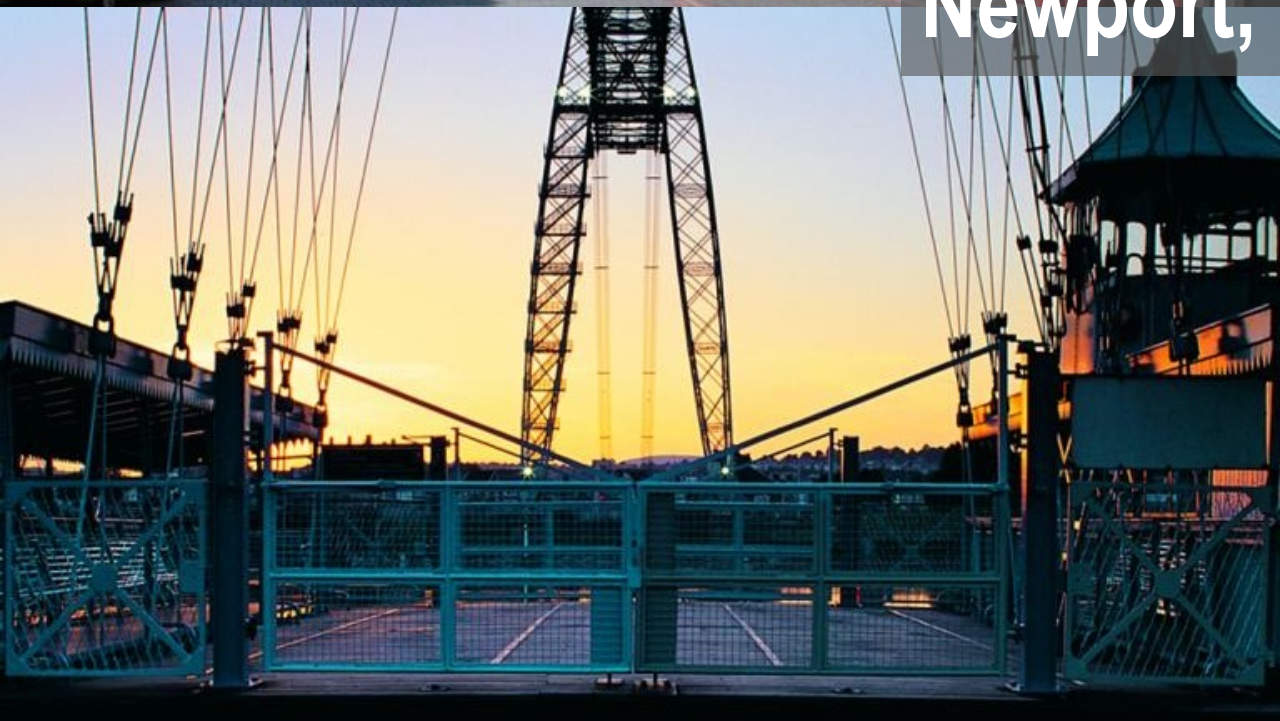
Bosma and
Kunnen, 2001



Identity



Newport, South Wales



Identity



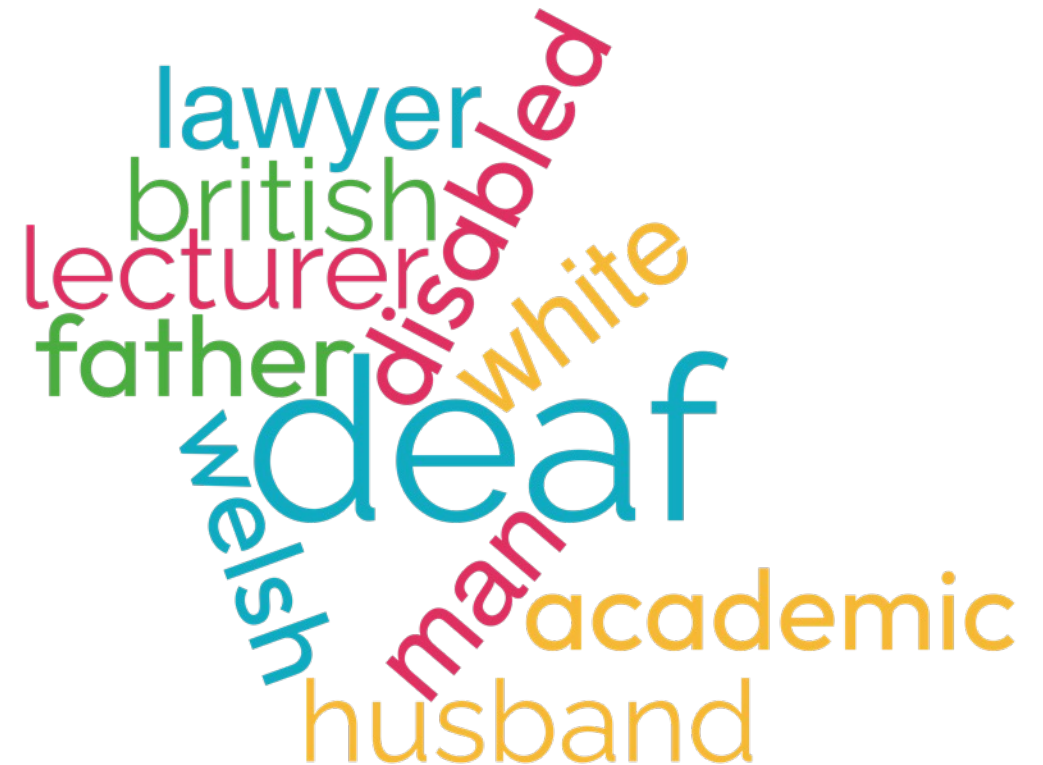
Through the
years



Who am I?

- Deaf since birth (jaundice)
- Only deaf in hearing family (mother, father, older sister)
- Grew up oral
- Mainstreamed in schools with deaf units
- No teaching support
- Used sign language only with deaf friends
- Married to Rachel (deaf)
- Three children: Corey (14, hearing), Libby (12, deaf), Emily (8, deaf)
- Now Deaf and use BSL (have Level 6)
- Qualified solicitor and now university lecturer
- Fan of Céline Dion
- Like a drink (or two!) and Cadbury's chocolate!

What are my identities?



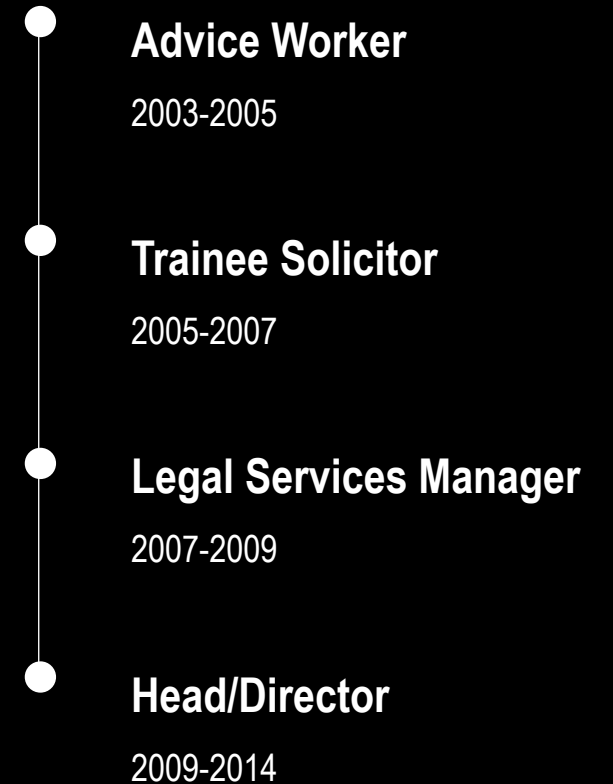
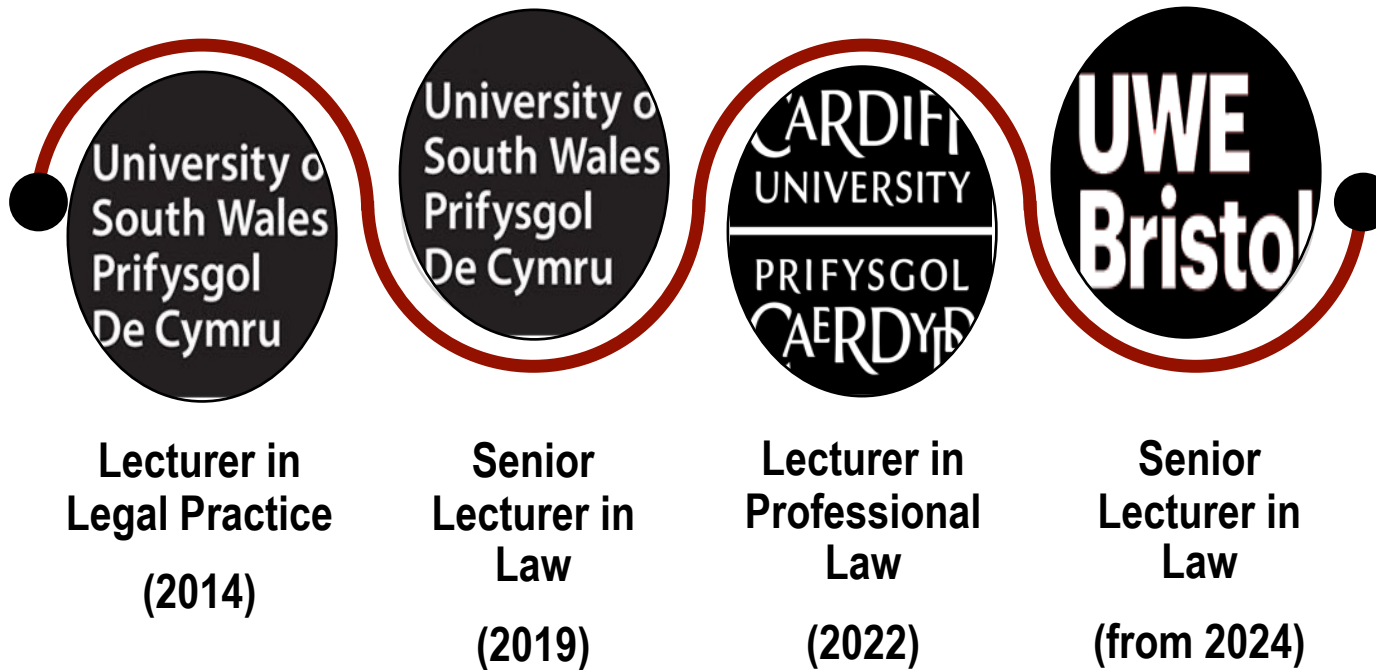
Academic studies





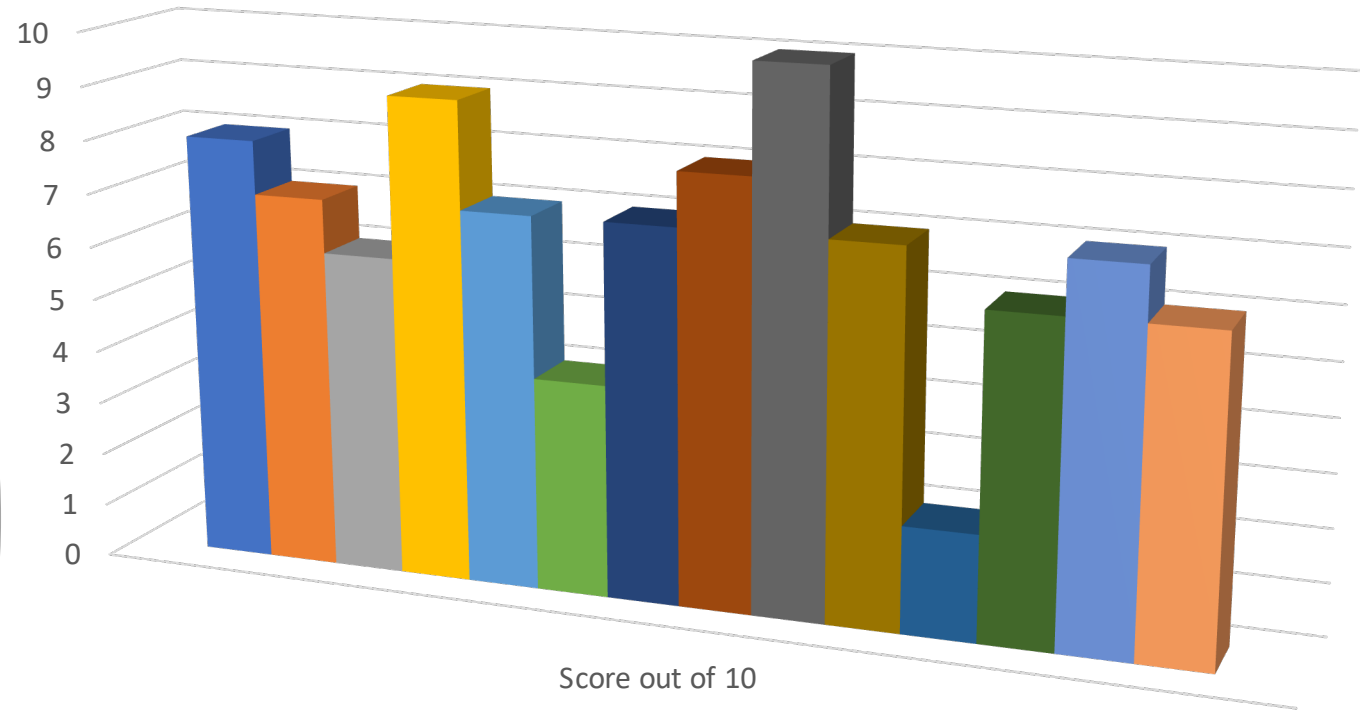
Legal career

Academic



Identity

What do I know?



- Employment and discrimination law
- Concepts of equality
- Legal jurisprudence
- Deaf Legal Theory
- Deaf education
- Language law
- Sign language recognition
- Academic study skills
- Practical legal skills
- Babies
- Teenagers
- Business law
- Married life
- Human rights

Identity

**What do I need to
learn?**



What is important to me?



My family



Advocating for and advancing deaf people's rights



Deaf Legal Theory



Sign language recognition



Teaching



Becoming the first deaf law professor of the UK



What is inclusion?

Roberson, 2006, p. 217

“the removal of obstacles to the full participation and contribution of employees in organisations”

Miller, 1998, p. 151

The extent to which diverse individuals “are allowed to participate and are enabled to contribute fully”

How to be more inclusive in your research

01

Mindful
communication

02

Challenge
stereotypes

03

Avoid
assumptions

04

Ask yourself
and others (the
right)
questions

How to be more inclusive in your research

05

Be aware of
your privileges

06

Be proactive in
educating
yourself on the
topic

07

Stay open,
stay curious,
and do not fear
mistakes

08

Do the right
thing

Inclusion

How do I ensure inclusivity?

Ensure demographics of studies are representative

Ensure no language barriers

Ensure materials/slides are accessible (could be better)

Think about inclusivity

Croeso!

Welcome!



Croeso i Grŵp Ymchwil BSL a Byddar Cymru!

Arweinir y grŵp ymchwil gan grŵp o unigolion o'r un anian, yn fyddar ac yn glyw, sydd am godi proffil ymchwil ym maes British Sign Language (BSL) ac Astudiaethau Byddardod yng Nghymru. Mae'r maes

Welcome to the Wales BSL and Deaf Research Group!

The research group is headed by a group of like-minded individuals, both deaf and hearing, who want to raise the profile of research in the field of British

Inclusion

Positionality

The position that the researcher has chosen to adopt within a given research study.

Influences both how research is conducted, its outcomes, and results.

Positionality normally identified by locating researcher in three areas:
(1) the subject under investigation,
(2) the research participants, and
(3) the research context and process.

(Holmes, 2020)

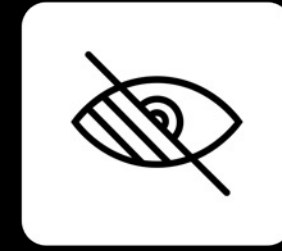
Positionality

Deaf Legal Theory

What do I, a white deaf British male academic, have in common with a white deaf mother of three children making ends meet on social security benefits, a black deaf woman, a homeless and jobless deaf immigrant from eastern Europe, a deaf Yemeni escaping war, or a deaf gay man from Jamaica?

Deaf Education

I am a by-product and have personal experience of the deaf education system in the UK, and I have two deaf girls currently going through the system.



DEAF LEGAL THEORY

EXPOSING INCOMPLETE ASSUMPTIONS



**Do your little bit of good
where you are; it is
those little bits of good
put together that
overwhelm the world.**

Archbishop
Desmond Tutu

What is impact in the context of research?



The influence and significance of research outcomes beyond academia, extending to societal, economic, and policy domains.

Can be **instrumental** (attributing specific policy decisions to research) or **conceptual** (embodying the diffusion and significance of research impacts) (Meagher et al, 2008)

Measuring research impact is subject of scholarly inquiry

Impact

How do I achieve impact?

Deaf Education

18/28 recommendations included in
Scotland's National BSL Plan 2023-2029

BSL Partnership being set up to
encourage development of BSL and ToD
courses in Wales

Deaf Legal Theory

Being developed as new area of
jurisprudence – call for contributions to
edited volume generating awareness



YOU



Final words (of wisdom?!)



Contact



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