The Online Exploring Difference Workshop will include two sixty-minute movement sessions. You are hereby invited to participate in a research project about these movement sessions.

Dr. Janelle Joseph of the University of Toronto Faculty of Kinesiology and Physical Education will lead the movement sessions. Dr. Joseph will also research how these movement sessions affect participant learning during and after the workshop.

Your participation in this research is entirely voluntary - you do not need to consent to participate in the research in order to take part in the movement sessions or the rest of the Exploring Differences Workshop. You may refuse to participate in the research, may withdraw at any time, and may decline to answer any question or participate in any parts of the procedures/tasks – all without negative consequences.

PURPOSE - WHAT IS THIS RESEARCH ABOUT?
The purpose of this study is to learn how movement affects participant learning in the context of the Exploring Difference Workshop.

PROCEDURES - WHAT WILL RESEARCH PARTICIPANTS DO?
MOVEMENT SESSIONS: The movement sessions in the Exploring Difference Workshop will be facilitated and observed by Dr. Joseph and videos and screenshots will be taken by a member of the workshop staff. You will have an option to be in the video and screenshot or not.

SURVEY: Following the workshop, you will be asked to complete a follow-up survey for the Exploring Difference Workshop, which will include specific, optional questions related to the two movement sessions. You will be offered an opportunity at the end of the survey to provide your contact information to participate in an interview.

DEBRIEF FOCUS GROUPS: Two participant debrief focus groups will be held to enhance participants’ learning from the Exploring Difference Workshop. Questions about the movement sessions will be included in these debriefs. A separate debrief focus group will be held with the Exploring Difference Workshop Staff.
INTERVIEWS: You may also choose to be interviewed by Dr. Joseph or a Research Assistant. You will be offered $20 for your time. An interview will take between 60 and 90 minutes. Interviews will take place online via Zoom. Your personal information (age, gender, ethnicity and other demographic information will be collected.

POTENTIAL RISKS - IS IT UNSAFE?
You may experience emotional discomfort from the challenges of reflecting on the differences that structure our interactions and our ability to relate to one another. There is a potential for temporary emotional distress and difficulty in communicating effectively from being reminded of your privileges and oppressions, psychoemotional experiences, or traumatic events. The movement activities pose no additional specific psychological or emotional risks beyond those normally incurred in the course of an Exploring Difference Workshop; however, there is a chance of emotional distress resulting from participation.

POTENTIAL BENEFITS - IS IT HELPFUL?
Your participation may enhance your ability to communicate across difference. Your participation may contribute to the knowledge of the Exploring Difference Workshop organizers about how to improve the workshop experience and learning outcomes. Your participation may also help the academic community learn about how movement activities can contribute to participants’ learning about difference in the Tavistock group relations traditions. Little research has been completed in this area.

RESULTS - WHAT WILL BE DONE WITH MY INFORMATION?
Once the workshop (including movement sessions), debrief focus groups, surveys and interviews are complete, the information shared and observed will be analyzed for codes, themes, and stories. The findings will first be shared with you, then with the Exploring Difference Workshop Director. We will then create reports and presentations that will be shared with different audiences interested in equity, movement, and (un)conscious group dynamics, with the aim of enabling organizations to improve their policies and practices and academics to expand their theory and applied work.

STORAGE – WHERE IS DATA KEPT?
Dr. Joseph will keep information on this research and any other related information you provide for up to 5 years on a secure University of Toronto server as indicated by guidelines for to protect your confidential information. Data will only be accessed securely (via a virtual private network or encrypted remote desktop). The Insight for Community Impact (ICI), which runs the Exploring Difference Workshop, will not have access to, or ownership of, any data. You will get a summary of the research results via email in a report and you will be provided with a link to the research articles produced from this research, which will be available on Dr. Joseph’s and the ICI websites.
CONFIDENTIALITY - IS IT PRIVATE?
Any information that is obtained in connection with this research and that can be identified with you will remain confidential and anonymous and will be disclosed by Dr. Joseph only with your permission or as required by law. The research ethics program may have confidential access to data to help ensure participant protection procedures are followed. In the event that direct quotations or screenshots are used, in the research report, presentations, and scholarly articles produced, no identifying personal information will be included. Pseudonyms, generic participant descriptors, and combining information from multiple participants will be used to protect your anonymity. Due to the unique nature of the information you share, there is a possibility that you could be identified; however, you will be asked to review any information you have provided prior to publication or presentation. You can make any adjustments, or withdraw any statements or your image from a screenshot at any time. Where there are previously existing relationships among workshop participants and/or staff, we will ensure identifying information is not disclosed, remind participants of the workshop confidentiality agreement, and help to ensure that you feel comfortable with the research process. However, it is impossible to guarantee information shared in a focus group will remain private.

CONFLICT OF INTEREST – WHO ELSE IS WORKING ON THIS PROJECT?
Dr. Joseph will be assisted by ICI staff, Tanya Lewis, who is also working for the Exploring Difference Workshop, and a research assistant Erika Bailey. They will not be responsible for any confidential or personal information. They will help Dr. Joseph to understand what research has already been done on the topics of movement, equity and (un)conscious group dynamics. They will help to analyze data that will have no names attached. Your decision to participate in the research or not will have no effect on your treatment from the Exploring Differences Workshop staff.

WITHDRAWAL - COULD I STOP?
You can choose whether or not to be included in any part of the research process. You may withdraw from an interview during or after the process without consequences by emailing or calling Dr. Janelle Joseph (janelle.joseph@utoronto.ca, 416-978-8729), or speaking to her in person. It is almost impossible to withdraw data from a focus group discussion. However, your real name will not be used. There is no penalty if you withdraw from the research and you will not lose any benefits to which you are otherwise entitled. After May 30, 2021, it will not be possible to withdraw from the study because the first final summary report will be distributed.

QUESTIONS
If you have any questions or concerns, please feel free to contact Dr. Janelle Joseph (janelle.joseph@utoronto.ca, 416-978-8729). Participants can also contact the Research Oversight and Compliance Office – Human Research Ethics Program at ethics.review@utoronto.ca or 416-946-3273 if you have questions about your rights as participants.

YOU MAY KEEP A COPY OF THIS INFORMATION LETTER