



EMBRACING
DIVERSITY
IN
ELECTRONIC WASTE
RESEARCH

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About Krystin

- Earning PhD in Toxicology
 - Certificate in Diversity Leadership
 - Certificate in Teaching
- Studying hearing loss
 - Metal exposed e-waste workers at Agbogbloshie in Ghana



Diversity in Research

1. DEI Value Framework
2. In Electronic Waste Research
3. Sharing Culture
4. Solving Problems Together

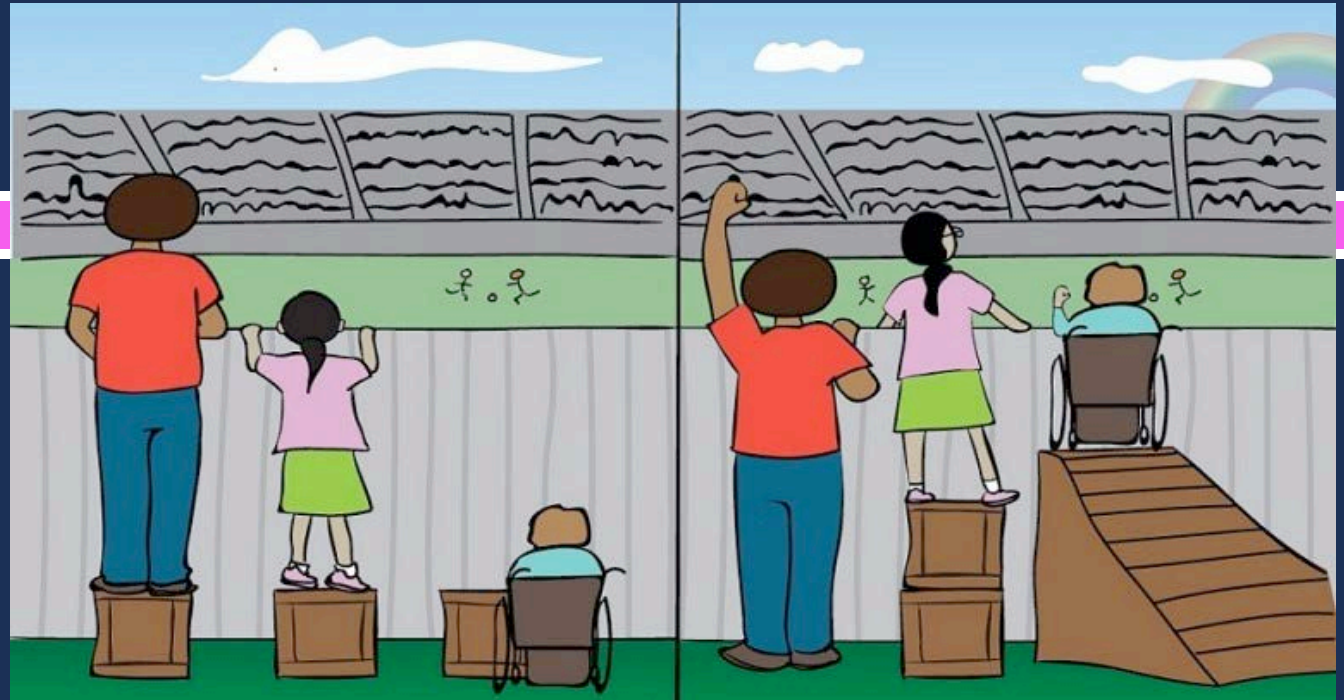
Diversity

➤ WHO is here?



expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious beliefs and identity, age, disability status, and political perspective.

Equity



➤ Are OPPORTUNITIES available for all?

actively working toward equal opportunity for all persons and working to not discriminate on the basis of their personal identities

Inclusivity



➤ Is everyone **FEELING VALUED** and **RESPECTED**?

ensuring that this is a place where differences are welcomed, different perspectives are respectfully heard, and every individual feels a sense of belonging and inclusion.

Paradigms



➤ What ways of thinking are TRAPED by your past?

theoretical frameworks of a scientific school or discipline within which theories, laws, and generalizations and the experiments performed in support of them are formulated

Occupational Health Paradigms

Industrial Values



Flickr user: juggernautco

E-waste Worker



Perspectives in E-waste Research

- Using use **job titles**
 - From farmers, to scrap worker, to whatever pays
- Differentiation between **occupational** and home
 - Most workers lived at the site
- No separation of **socializing** and work time
 - Many social activities occur at the site within a tight community group



STUDY DESIGN Requires the Community



SOLUTIONS Require Global Participation



Electronic Waste is a WICKED PROBLEM*

*As defined by Horst Rittel and Melvin M. Webber (1973)

- We need all perspectives at the table to untangle the combined situations which jeopardize vulnerable populations' health.
- We must actively listen and reflect on our own paradigms and positions of privilege before voicing solutions.

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