# PRISMATIC

# SCENARIOS FOR DISCUSSION
## Designing Research and Recruitment

**SCENARIO 1**

### Choosing a Framework
Kat is designing a survey to examine campus climate in STEM disciplines for LGBTQIA+ individuals. In the survey, they would like to select 2-4 latent constructs to measure climate and belonging. They could choose from two frameworks. The first is firmly established in the literature, where the benefits include broad translation across a large number of previous studies and the limitations include lack of applicability to LGBTQIA+ communities. On the other hand, they could select a lesser-known framework that centers LGBTQIA+ experiences. What should Kat do?

**SCENARIO 2**

### Planning a Survey
Tim is designing a membership survey for a STEM organization, which has 12,000 members. Association leadership have asked that they keep the survey to 10 minutes or less to ask questions about members' social identities and satisfaction with the organization. Knowing that they can likely only ask two questions concerning gender/sex, what items should they include? What are the benefits and limitations of each approach?

**SCENARIO 3**

### Compensation Dilemma
At Jon's institution, there is a severe underrepresentation of LGBTQIA+ people of color in STEM disciplines. Jon's provost has asked that they conduct interviews and focus groups with LGBTQIA+ students, faculty, and staff of color to better understand their experiences and propose new initiatives for support. However, the provost has only given a very modest budget so Jon would only be able to compensate individuals with a small token of gratitude ($10). Should they proceed with the assessment, knowing that this compensation does not adequately compensate these individuals? Are there other ways to compensate participants that an IRB would approve? Or should they decline to collect these data altogether?

**SCENARIO 4**

### Active inclusion
Mel is designing a study centering diverse experiences in STEM, looking across many lines of potential diversity. They want to ensure diversity from not only LGBTQIA+ communities but also BIPOC communities. How should they seek out communities to engage with their work?

**SCENARIO 5**

### Hostility Toward Recruitment
Aryn is a graduate student and has designed a research study that includes recruiting undergraduate students at their college to participate in interviews that will elicit LGBTQIA+ students' experiences in computer science courses. Aryn got permission to put recruitment posters up in various locations on campus, including the student union and computer science resource room. However, someone has defaced the two of the recruitment posters and written transphobic slurs on them. No students have volunteered to be part of the research study yet. What should Aryn do? Does the situation with the recruitment posters need to be reported to the IRB?