Team Science and DEIA:
Deaf, DeafBlind, and Hard of Hearing

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My Background

1. Became deaf early in life (<1 year old)
2. Learned sign language at 3 years old
3. Had residual hearing and benefited from hearing aids
4. In my 20's, hearing aids were not enough. Received bilateral cochlear implants
5. Fully inclusive environment in college; mainstream in graduate school onwards
6. Research career included both fully inclusive and mainstream environments
7. Thousands of group meetings in person, virtual, and hybrid

Best Practices: Sighted Deaf

- **Hybrid**
  - During meetings – ensure clear line of vision and lightings
  - Round tables and seating
  - Turn-taking through visual cues
  - Extra laptop for interpreters to join virtually
  - Assign Zoom co-host role to interpreting team
  - If large meeting, spotlighting commenters if needed
  - Avoid using background screens

- **In-Person**
  - Roundtable for maximum view and connection
  - Line of vision (e.g., avoid standing in front of bright windows)
  - Avoid small breakouts in same room that makes logistics difficult for interpreters

- **Virtual**
  - During meetings – adjust camera view to capture top half of person's view
  - Pin feature for the speaker
  - ZOOM is created for sighted and hearing people – raise hand feature can be disruptive to the deaf viewer
  - Assign Zoom co-host role to interpreting team

- **All**
  - Advance planning (secure interpreters/captioners)
  - PPT handouts in advance
  - Consensus in meeting logistics for turn taking
  - Live captions
  - Check in for comments or questions

Best Practices: DeafBlind

- **Hybrid**
  - Braille technology; screen readers if required
  - Extra laptop for interpreters to join virtually
  - Assign Zoom co-host role to interpreting team

- **In-Person**
  - In-person allows for greater inclusion of people who require tactile interpreters and co-navigators
  - Reserved seatings
  - Signers wear a single, solid color that contrasts with their skin tone.

- **Virtual**
  - Braille technology; screen readers if required
  - Extra laptop for interpreters to join virtually
  - Assign Zoom co-host role to interpreting team

- **All**
  - Advance planning (secure interpreters/captioners)
  - Alternative formats of the learning materials (i.e. PPT in dark mode)
  - Signers wear a single, solid color that contrasts with their skin tone.
  - Consensus in meeting logistics for turn taking
  - Live captions
  - Identify self and add visual description
  - Check in for comments or questions

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Best Practices: Hard of Hearing

- **Hybrid**
  - During meetings – ensure clear line of vision and lightings
  - Round tables and seating
  - Turn-taking through visual cues helps reduce cognitive load

- **In-Person**
  - Room acoustics
  - Real-time captioning

- **Virtual**
  - During meetings – adjust camera view to capture top half of person's view
  - Pin feature for the speaker
  - ZOOM is created for sighted and hearing people – raise hand feature can be disruptive to the deaf viewer

- **All**
  - Consensus in meeting logistics for turn taking
  - Live captions
  - Clear audio
  - Check in for comments or questions

Collaborative technologies

- Seek technologies developed by people with lived experiences
- VRS and videoconferencing plug ins
- Chat features
- Real-time captioning

Diverse Team Composition: DDBHH

- Encourage use of inclusive language (e.g., PwSD; DDBHH) – avoid capitalizing Deaf identity to apply to all individuals who self identify as deaf, deafblind, or hard of hearing.
- A frequent mistake that research scientists and PIs make in grant proposals and research projects is the claim that DDBHH is adequately a diverse group, and use DDBHH as a pooled group in analyses.

Diverse Team Composition: DDBHH

- While DDBHH being diverse is true, research outcomes often demonstrate the same trends as the mainstream; a majority of research studies to date show that DDBHH sample is primarily white and educated.
- Review of the literature should include recent studies that used intersectional analyses within DDBHH group.

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IMPACTFUL CHANGES...

- PI WITH LIVED EXPERIENCE ATTRACTS RESEARCH TEAM MEMBERS WITH LIVED EXPERIENCES (n>200 at CDHE/GU)
  - −10% BIPOC
  - −15% LGTBQIA

- FULL TEAM WITH LIVED EXPERIENCES RECEIVES TRUST FROM COMMUNITY WITH LIVED EXPERIENCES (n>3500 nationwide)
  - −40% BIPOC
  - −25% LGTBQIA

- CAPACITY GROWTH HELPS WITH ADVOCACY AND BROAD REACH

Diverse Team Composition: DDBHH

- Research Team

  - If lead investigator is a person with no lived experience, the team should at minimum include a key personnel with lived experience and adequate research training.

    - If not possible, then ensure that the SME consultant with lived experience commits adequate effort to support the PI as well as emerging research personnel with lived experiences.

  - Flag if application mentions advisory board as "consultants".

  - Flag the people with lived experiences are hired at mentee/supervisee role (e.g., postdoctoral, graduate student, research assistants)

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Diverse Team Composition: DDBHH

- Review recruitment plan to include people with intersecting identities
  - Plan should include in-person interactions and less reliance on flyers and social media, membership organizations for recruitment
- Budget should indicate adequate funding to support
  - in person travels to meet with team if workers/partners are remote
  - recruitment efforts made by DDBHH-centric nonprofit organizations (include training)
- Ask about what accommodations are needed for people interactions

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