
THE GEORGE WASHINGTON UNIVERSITY

WASHINGTON, DC

Informed Consent for Participation in a Research Study

Title of Research Study: Building Bayanihan: Decolonizing Association Management from Whiteness

Investigators: Dr. Julia Storberg-Walker, Human and Organizational Learning
Nathan Victoria, Doctoral Candidate

Investigators' Contact Information: jswalker@gwu.edu;
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Why am I being invited to take part in a research study?

We invite you to take part in this research study because you self-identified as someone interested in examining how Whiteness manifests within association management. You also identified as someone interested in identifying ways to disrupt these actions in the future. If you are participating in the interview or focus group portion of this study, you qualify because you meet the following criteria:

- Self-identify as a racial or ethnic minority;
- Have held at least two different volunteer roles within the association, with at least one of the opportunities being a board or committee level leadership role;
- Currently hold a volunteer leadership opportunity with the professional association;
- Have been at least two years at your current work organization;
- A current membership to the specific professional association is not necessary, but their membership should have lapsed within the past three years at time of interview;
- Age 18 or older.

Note that the above criteria is not required to participate in the web survey portion of this study. The only criteria for that portion of the study is that you hold a membership in a professional association, and you have not participated in the interview or focus group portion of this study for the same phase.

What should I know about this research study?

- On the website www.buildingbayanihan.org, all the information of the study exists. To join the study, please visit the contribute section of the website and scroll down to the various options. Additionally, at the beginning of the interview, Nathan will explain this research study to you. You may ask all the questions you want before you decide whether to participate.
- Participation is voluntary; whether or not you take part is up to you.
- You can agree to take part and later change your mind.
- Your decision not to take part or to stop your participation will not be held against you.
- Your participation in one phase of the study does not require you to participate in any other components.

Who can I talk to if I have questions?

If you have questions, concerns, or complaints, or think the research has hurt you, talk to the principal investigator at jswalker@gwu.edu.

This research is being overseen by an Institutional Review Board (“IRB”) with an ID of 180811. You may talk to them at 202-994-2715 or via email at ohrirb@gwu.edu if:

- You have questions, concerns, or complaints that are not being answered by the research team or if you wish to talk to someone independent of the research team.
- You have questions about your rights as a research subject.

Why is this research being done?

The purpose driving this action-oriented study is to gather greater understanding of how structures of Whiteness manifests for minoritized volunteer leaders in associations, and then to create an environment within association management to make the space more rationale, sustainable, and just. The two research questions are “How do we build bayanihan, a communion of critical consciousness, by changing our sayings as they related to our language, our doings as they connect to our activity and work, and our relatings with regards to power and solidarity?” and “How does Whiteness create irrational, unsustainable, and unjust experiences for minoritized volunteer leaders in their professional association?” The communion of critical consciousness is a space where we can come together to initiate change.

How long will I be in the study?

There are two phases to the interview portion of the study, and you are welcome to participate in either or both of the phases. Phase one will be a 60-90 minute interview. Phase two will be either a 60-90 minute interview or a 60-90 minute focus group.

There are two phases to the online survey study, and you are welcome to participate in either or both of the phases. If you participate in the interview portion of this study, you should not participate in the online survey portion. Both phases of the web survey should take no longer than 15 minutes.

There is only one phase to the workshop, and you are welcome to participate in this workshop even if you participated in the interview or online survey portions of this study. The length of the workshop will dictate the length in the study.

How many people will take part in this research study?

We expect about 125 people will take part in the entire study, including those only submitting an online survey response.

What happens if I agree to be in this research?

If you are participating in an interview, we will spend roughly 60-90 minutes together talking through the phone, in-person, or through a web conferencing system. I would like to record the conversations, and if we participate through a web conferencing system, and we choose to see each other on camera, the recording will have both an audio and video recording component. Once the recording processes, I will permanently delete the video recording portion, as I only intend to use the audio recording to transcribe. I will not be using the recordings outside of gathering data for this study.

Topics included in the interview will be how you define Whiteness, as well as how you see Whiteness manifest in the way things are said, done, and related to in your professional association. Additionally, we may discuss how you have or could disrupt these actions to make them more rational, sustainable, and just. Once the interview occurs, I will share a copy of the transcript with you to confirm for accuracy.

If you are participating in a focus group, we will do the same as above, except it may include more individuals.

If you are participating in the web survey, you will spend no more than 15 minutes answering a set of questions regarding how you define Whiteness, as well as how you see Whiteness manifest in the way things are said, done, and related to in your professional association. Additionally, we may discuss how you have or could disrupt these actions to make them more rational, sustainable, and just. We will also ask for association and identity demographic questions. Your answers will be entered into a password protected database that only myself and my committee will have access to.

If you are participating in a workshop, the length of time will be dependent upon the session length. We will spend time together learning more about the impetus of this study, define Whiteness collectively through anonymized audience response collection tools. We also will collectively identify how Whiteness manifests in the way things are said, done, and related to in your professional association, as well as talk about ways to disrupt these actions.

What other choices do I have besides taking part in the research?

You are not compelled to participate in this study, so if you do not want to take part in the research, you can opt not to participate.

What happens if I agree to be in research, but later change my mind?

You may refuse to participate or you may discontinue your participation at any time without penalty or loss of benefits to which you would otherwise be entitled.

If you decide to leave the research, please contact the research team so that they can discuss what you would like to remove from the study.

Is there any way being in this study could be bad for me?

The research presents no more than a minimal risk of harm to participants, but there may be some risks from participating in this research study such as emotional discomfort associated with disclosing information about your experiences with Whiteness. You do not have to answer any questions that you do not feel comfortable answering and if you wish to stop the interview, you may do so at any time.

Additionally, breach of confidentiality may be a concern, and every effort will be made to keep your information confidential. However, this cannot be guaranteed. Here are some protections we are putting in place for maintaining confidentiality. They include:

- If you participate in an interview or a focus group, a pseudonym will be used and results will be de-identified for data analysis. The document linking your

pseudonym to your name will be kept in a different file in a separate folder from the file with the data from your interview/the focus group. All of this will be stored in a cloud server that will be password protected.

- If you participate in the web survey of the workshop, no personally identifiable information will be linked to your responses.
- If you choose to participate in the focus group or workshop, we cannot guarantee the privacy of the discussions; however, we will request that all present respect the group by not telling anyone outside the group what is said.
- If results of this research study are reported in journals or at scientific meetings, the people who participated in this study will not be named or identified.
- Audio recordings will be destroyed upon completion of this study, and all information is being housed within a password-protected cloud server. As a reminder, if there is a video recording, it will be destroyed once the file is processed.

Will being in this study help me in any way?

We cannot promise any direct benefits to you or others from your taking part in this research. However, possible benefits include helping make the sayings, doings, and relatings within the membership association more rational, sustainable, and just. The emancipatory spaces may help identify ways that Whiteness manifest within association management, which will benefit scholars, the professional associations, and the volunteers, and there will be more minoritized voices within the literature regarding disrupting and decolonizing Whiteness. Additionally, you may find community with others that are experiencing similar struggles.

What happens to my information collected for the research?

We will analyze and compare your ideas with those of other participants to identify common trends. After completing the study, Nathan will present the research findings in his doctoral dissertation.

Are there any costs for participating in this research?

There are no costs for participating in this research.

Will I be paid for my participation in this research?

There is no compensation for participation in this research.

How will I acknowledge consent for participation in this research?

Before the interview begins but once the recording has started, I will ask for your verbal confirmation that I may record the interview, as well as if you have read the informed consent template format. By verbally acknowledging consent for participation in this research, you agree that the above information has been explained to you, and you have had the opportunity to ask questions. You understand that you may ask questions about any aspect of this research during the course of the study and in the future.

Thank you for participating in this study!