ENGAGING WITH OPEN SCIENCE AS FEMINIST EARLY CAREER RESEARCHERS: 6 TOP TIPS

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EARLY CAREER RESEARCHERS AND OPEN SCIENCE

Open Science has much to offer Early-Career Researchers (ECRs). Open Science allows ECRs to be credited appropriately for their work, provides opportunity for the wide dissemination of research outputs, and highly values collaboration and collegiality. ECRs have contributed substantially to the promotion of Open Science, championing initiatives such as journal clubs, how-to guides, and online communities (e.g. Bartlett & Eaves, 2019; Farnham et al., 2017; Hobson, 2019; Orben, 2019).

However, there has been a notable lack of consideration for how the goals and tools of Open Science align with early career research from a *feminist* perspective. The six tips that we share here are a result of both evidence from psychology and metascience, as well as from reflections on our own journeys into and through Open Science.

FEMINIST RESEARCH AND OPEN SCIENCE

Just as feminist psychologists have prompted us to consider the questions that we ask (Rutherford, 2007), and to "inquire about how we inquire" (Ackerly & True, 2008, p. 695), Open Science also encourages us to adopt a more critical and transparent approach by reappraising current academic practices (Aspendorpf et al., 2013; Shrout & Rodgers, 2018).

Thus, the core principles of Open Science are arguably aligned with feminist values, in that the movement aims to challenge ideological biases and re-imagine the way that power is distributed and governed (e.g., Allen & Mehler, 2019).

Tip 1. Start at your own pace

An all-or-nothing approach is not the only way to participate; fear of making wrong decisions should not keep you from wanting to implement Open Science practices. Start in a way that feels comfortable for you. Open Science should not be static, but a flexible learning process.

Tip 2. Do what you need to survive

Academia can be precarious and ruthless, especially for ECRs. Engagement in (Open) Science can require a substantial level of inside knowledge and resources. Work with what you have available and prioritise your own wellbeing.

Tip 3. Engage in research advocacy

Strive to become the voice of change in your departments, research groups, or even institutions. Advocate for those with less power and work to 'open up' Open Science for future (and diverse) generations of scientists.

Tip 4. Be as open as possible

There may be cases when it is not appropriate to use open practices, such as publicly sharing data, but a helpful way to view data is that it should be "as open as possible, as closed as necessary".

Tip 5. Find (or create) your community

Community is an important tool for feminist ECRs, such as social spaces at your institution, or engagement in postgraduate hubs. Twitter remains a powerful networking tool for academics and can help to forge supportive and productive relationships between ECRs. If you cannot find or gain access to a community, consider creating one yourself.

Tip 6. Consider alternative and diverse mentorship

It is important to find a mentor who supports your ideas and principles. You should not be afraid to look beyond your institution or the academy itself.

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