

Interviews with Professional Workers

We are interested in **recruiting a diverse set of professional workers** for a series of interviews that centre around **productivity**. Specifically, we'd like to **understand what enables, and prevents**, these workers from being **productive over their careers** and to identify what actions organisations can take to **positively impact the working environment**.

This study is being carried out by the [The Inclusion Initiative](#) (TII) at the London School of Economics and Political Science (LSE) and is funded by The Economic and Social Research Council. It forms part of a larger research collaboration exploring [Diversity and Productivity from Education to Work](#) providing new insight into the barriers under-represented groups face reaching their full productive potential.

It is being led by [Dr Grace Jordan](#) (Associate Professor, the founding director of TII) in collaboration with [Dr Aliya Rao](#) (Assistant Professor, LSE) [Dr Jasmine Virhia](#) (Postdoctoral Researcher, TII) and [Dr Angelica Puzio Ferrara](#) (Postdoctoral Researcher, Stanford University). Participants can be expected to be interviewed by Jasmine, Grace, Aliya or Angelica.

Why: In professional work settings the environment can enable or disable an employee's productivity. Understanding what organisations can do to create environments conducive to productivity is thus crucial to ensuring that firms are making the most of their workforces.

Who: We aim to recruit 200 participants across banking & finance, technology, retail and public services to focus on capturing perspectives of individuals whose group: i) has a quantifiably lower trajectory in the labour market, or ii) are 'neglected' in the sense of low levels of coverage by firm policies to aid the group's progression as past scholarship has focused on white men, meaning the experiences of other professional work groups are not well understood.

How: Upon your consent, we will audio record interviews and transcribe them to analyse the text and identify themes relating to our research questions. All identifiable data in transcripts (for example, names of interviewees, colleagues and firms) will be redacted. Audio recordings and transcriptions are treated as strictly confidential, only the researchers and transcriber will have access to them and will store them securely in compliance with GDPR regulations. Your identity will be linked to your data solely through the use of a protected code which only the named academic researchers will have access to. If you do not wish for interviews to be recorded, the researchers will take notes during the interview, and not record your name. Demographic questions that are asked will not be audio recorded and are asked only to ensure the applicability of our findings across various aspects of diversity.

Deliverables: As this study aims to understand the links between diversity, inclusion and productivity, we will develop new research-based interventions that can be tested and applied by your organisation in a cost-effective way. The findings will inform a white-paper report, which will acknowledge the support we receive from partners. You can view examples of our past reports [here](#). In addition, the findings will be submitted for academic publications.

If you provide consent, direct quotations may be used in the publications as examples of what themes have been identified but again, no identifiable data of any person(s) nor firms will be used in either publication. You will be given a choice to opt out of direct quotation prior to interview.

Where: The interviews will be conducted online via video call and will last approximately 60 minutes however 90 minute slots will be booked to safeguard. Alternative arrangements (e.g. conducting the interview via phone call or in person) can be facilitated upon request.

Booking: Please email Dr Jasmine Virhia at j.virhia@lse.ac.uk or tii@lse.ac.uk to indicate your interest in participating or should you have any questions, and a member of our team will be in contact.