

# NOT-EQUAL

## EPSRC Network+: Social Justice through the Digital Economy

### Call for Collaborative Proposals: Application Form

We are seeking to fund proposals for Not-Equal's second call for collaborative proposals. For full guidance please see details of the call on the Not-Equal [website](#).

Pilot research projects can be between 6-8 months in length. We expect to fund up to 7 projects of up to £40k (80% FEC) for this funding call (will consider shorter projects with smaller budgets).

Please submit this form before the deadline of **5pm, 29<sup>th</sup> May 2020** to [notequal@newcastle.ac.uk](mailto:notequal@newcastle.ac.uk), with the subject line 'Application Submission'.

Applicants will be advised on the outcome of their proposal by the 30<sup>th</sup> July 2020.

GENERAL INFORMATION	
<b>Lead Applicant (PI):</b> DR Vasilis Vlachokyriakos <b>Email address:</b> Vasilis.Vlachokyriakos1@newcastle.ac.uk <b>Job Title:</b> Lecturer <b>Department:</b> Computing <b>Organisation:</b> Newcastle University	<b>Co-Investigators (names and organisations):</b> Rachel Clarke <b>Email address:</b> Rachel.Clarke@newcastle.ac.uk <b>Collaborative Partner(s):</b> Angelou Centre, <a href="http://angelou-centre.org.uk">http://angelou-centre.org.uk</a> Melissa Network, <a href="https://melissanetwork.org">https://melissanetwork.org</a> Sociality, <a href="https://sociality.gr/en/#.XtDicS1h0Wo">https://sociality.gr/en/#.XtDicS1h0Wo</a> <b>Project Title:</b> Designing Security Infrastructures for Communities with Sensitive Data. <b>Project Tagline:</b> Enablement through security, caring through safety.

WHICH CHALLENGE AREA AND TOPICS DOES YOUR PROPOSAL RESPOND TO?			
CHALLENGE AREA	X	TOPIC	X
Algorithmic Social Justice		Recognition	



Engineering and  
Physical Sciences  
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Digital Security for All	X	Re-distribution	
Fairer Futures for Business and Workforce		Enablement & Radical Trust	X
Topics across challenge areas		Proactive Resilience & Reparation	
		Accountability & Care	

## 1. SUMMARY

Please provide a summary of your proposed research project. Please include an overview of the aims, impact, innovations, method, team and how it aligns with Not-Equal. This section should be understandable to the general public (<400 words).

Through this project we will work with initiatives of migrant women, which promote empowerment and active citizenship with a particular focus on gender-based violence. Our team consists of two migrant women communities, Angelou Centre (UK) and Melissa (GR), the University of Newcastle and a team of developers and researchers from Sociality (GR). The first two communities work with and are mostly migrant women, as far as beneficiaries and staff is concerned, and will be the basis for our **comparative research** project. University of Newcastle has years of experience in designing technological infrastructures for and with communities with intricate needs. Sociality, a cooperative from Athens Greece, has research experience and has co-developed and co-designed software with various grassroots initiatives.

All these groups will work closely in order to develop and prototype activities that unpick the sensitivities of technology use and data management in such complex contexts. More specifically we want to explore and provoke activities that revolve around:

- notions of **positive digital security**, i.e freedom to act while being secure,
- **security as socio-technical process**, i.e. how people relate to security and not only how security is enforced upon them by designers and practitioners,
- **delegation of access** i.e through sharing resources and
- the use of **disruptive technologies**, such as blockchain.

We seek to experiment and combine methodological tools and design approaches in order to develop an empathetic understanding of participants, their constraints, problem-solving perspectives, interrelations and practices. We are also informed by feminist and intersectional approaches to data management that provide a proper lens through which we will be enabled to zoom out and incorporate aspects of participant's everyday activities that are otherwise ignored or miss-treated.

The project team will work towards the development of an open-source application that will encompass the aforementioned principles providing an infrastructure in order to foster tasks of these communities which can be held online. It will also fend for the expansion of their work to communities beyond their physical reach and make use of resources for educational and communication reasons that are to some degree left latent.

Departing from our work with specific groups, we aim at (open source) **transferability** and **scalability** to broader contexts so as to ensure viability beyond the scope of this funding. This project is a continuation of our work in infrastructuring for communities and a step towards further research on the implications of technological design for sensitive data



## 2. HOW DOES YOUR PROPOSAL ALIGN WITH THE THEMES AND OBJECTIVES OF NOT-EQUAL?

*Please describe how your proposal responds to the second call for collaborations and how does your proposal enhance a cross-disciplinary way of working. (<300 words).*

This proposal will be addressing the area of *Digital Security for All* and the topic of response will be *Enablement and Radical Trust*. We will be working with two NGOs, one based in Newcastle UK (Angelou Centre) and the other one in Athens Greece (Melissa Network). These communities contribute to the empowerment of migrant and refugee women, making their voices heard and supporting them in becoming agents of change. In order to achieve these goals they employ novel modes of trust and safety building based on everyday modes of conduct within their premises as well as in the public sphere. They provide a safe space where migrant women and girls can express their own aspirations and concerns, find the means to support themselves and put their own experiences to good use for themselves and the host society.

Our team seeks to co-design a system with both beneficiaries' and staff's aspirations, work and needs taken into account and make them visible. By expanding on the notion of positive digital security, making use of the combination of different interdisciplinary abilities and expertise that the team has to offer, we will try to examine ways to design technologies for everyday workflows for these organisations, that support plural and alternative models of privacy and trust. The proposed system aims at inclusivity by having embedded the values of its users, considering implications of caring, intersectional discriminations and thus enabling them to act freely, collaborate and create a digital-safe space for education, communication, advocacy and other activities stemming from their intrinsic needs.

Through this co-designed methodology, such invisible, diverse but innovative case studies can reveal ways of addressing people's need for security, creating communities of care and trust and thus radically transform relationships between citizens and institutions in broader contexts.

## 3. CASE FOR SUPPORT

*Please describe your proposed project. This should include your aims and objectives, the design and method of your project, context, background literature and data to be collected. Please also indicate why this research is important and for whom (<1000 words).*

Drawing from our research on the issue of informal communities and social innovation [1], we now focus on **women's migrant communities** that, within different sociocultural contexts, have been working on the issue of gender-based violence and generate through their praxis innovative logics. Their effort has been to protect women from fear and aggression by creating a safe space built on relationships of care and intersectional alliances which permit empowerment and trust to emerge.

Our project aims at creating opportunities for mutual learning between such migrant women's communities in the UK and Greece in order to produce a digital system that will enable them to complement as well as broaden their work online. We will collect data on the daily realization of their activities and tasks, how they manage to make women feel not only secure from fear but free to talk, participate and act. In order to co-design such a tool, we need to address issues of positive security [2, 3, 4, 5], delegation of access [2, 5],



as well as intersectional and feminist modes of work [10, 11, 12] which are fundamental for communities dealing with extremely sensitive data and experiencing discrimination in a variety of ways. **Our overall aim** is to design for - and along with- the communities, a positive digital security system that would embed the groups' principles and values and at the same time move forward to create socio-technical systems that broaden our view of the interrelations of modern and disruptive technologies with the aforementioned values.

We decided to focus on the Greek context, **on the one hand**, as this is a vantage point from which to trace the ways grassroots communities organize in socially innovative ways: the country has been experiencing a double, acute crisis- financial and refugee- for more than a decade along with the collapse or lack of welfare support and official infrastructures. In order to address urgent needs, solidarity initiatives across the country created alternative infrastructures in what concerns housing, food, education and social support that relied upon care, relationality and trust. **On the other**, even if the UK has been dealing for decades with the urban coexistence of diverse communities and its gendered implications, also at the policy level, the post-Brexit sociopolitical context as coupled with austerity policies in the country poses novel and detrimental challenges to inclusion. Bringing together two diverse contexts within which women's migrant groups mobilize, we shift our focus towards the similar lived experiences and concerns about security and practices of radical care and trust; this allows us to make designly associations and suggestions that could go unnoticed if one sticks to the broader context and thus trace the points of convergence or difference between the two communities.

Drawing from both contexts, we will try to capture those principles, processes, relationalities and values that can produce a **transferable** and **scalable** system. This will be accomplished by designing an open source application, working with the specifics of the context but also building technical requirements relevant for other milieus through the deployment of workshops in both the UK and Greek communities. This will enable us to re-iterate on results, reframe the whole project idea and design a tool fitting in different environments with similar security concerns, such as groups of political activists or LGBTQ in fear of persecution.

In terms of **conceptual framework**, the subject of gender-based violence and the use of technology in terms of security and privacy are somehow underexplored. This is why we are taking into account HCI feminist work [7, 8, 10] and data feminism approaches [11] in order to zoom out and foster the creation of data which otherwise is ignored, implicate caring and empathetic methodologies in digital design in order to create a digital safe space. We aim at positive digital security as a means to enable people's freedom towards active citizenship and trust. So, it is crucial for us to focus on the lived experiences of the people who are going to use these systems.

At the same time, focusing on migrant women's communities our aim is not to focus solely on women but to delve instead into the ways **vulnerable and invisible groups of people** organize themselves so as to create those spaces that make them feel visible, safe, and empowered to act. For this reason, we will try, for instance, to explore this process not only from the beneficiarie's (migrant women) point of view but also from those working there (staff) and contributing to crafting an environment of everyday tasks that work towards the demarcation of the aforementioned process [12]. While having a specific impact on migrant women's lives, our aim is also to provide the foundations for the creation of a tool that will make visible the holistic work of care done within such communities.

In what regards our **methodologies**, these are different so as to capture this alternative understanding of security. We want to open the spectrum of what is taken into account when designing for secure systems in this specific context. Through ethnographic research and research through design[13] we will set up workshops that will play a formative role in the whole research project. The use of cultural probes, verbal and non-verbal artifacts and prototypes will help us to frame and reframe how security, privacy and technology in general relate to people in such complex contexts and organisations. Employment of ethnographic methodologies will allow us to learn from the already existing strategies, engagements, conceptualizations and lived experiences on how they deal with the issues under question. On the other hand, research through design provokes particular cognitive activities, which can be used to make participants aware of tacit values and latent needs [9] while reflecting and discussing aspects of the proposed prototype and artifacts. Overall, we seek to combine novel research methodologies in the designing of systems which can have a more generative potential, exceeding that of information transfer and exchange [6].

#### References:

1. Vlachokyriakos, Vasillis, et al. "HCI, Solidarity Movements and the Solidarity Economy." Proceedings of the 2017 CHI Conference on Human Factors in Computing Systems, ACM, 2017, pp. 3126–37, doi:10.1145/3025453.3025490.
2. Coles-Kemp, L. and Hansen, R.R., 2017, July. Walking the Line: The Everyday Security Ties that Bind. In International Conference on Human Aspects of Information Security, Privacy, and Trust (pp. 464–480). Springer, Cham.
3. Lizzie Coles-Kemp, Rikke Bjerg Jensen, and Reem Talhouk. 2018. In a New Land: Mobile Phones, Amplified Pressures and Reduced Capabilities. In Proceedings of the 2018 CHI Conference on Human Factors in Computing Systems (CHI '18). Association for Computing Machinery, New York, NY, USA, Paper 584, 1–13. DOI:<https://doi.org/10.1145/3173574.3174158>
4. Paul Dunphy, John Vines, Lizzie Coles-Kemp, Rachel Clarke, Vasilis Vlachokyriakos, Peter Wright, John McCarthy, and Patrick Olivier. 2014. Understanding the Experience-Centeredness of Privacy and Security Technologies. In Proceedings of the 2014 New Security Paradigms Workshop (NSPW '14). Association for Computing Machinery, New York, NY, USA, 83–94. DOI:<https://doi.org/10.1145/2683467.2683475>
5. Paul Dunphy, Andrew Monk, John Vines, Mark Blythe, Patrick Olivier, Designing for Spontaneous and Secure Delegation in Digital Payments, Interacting with Computers, Volume 26, Issue 5, September 2014, Pages 417–432, <https://doi.org/10.1093/iwc/iwt038>
6. Rachel Clarke, Peter Wright, Madeline Balaam, and John McCarthy. 2013. Digital portraits: Photo-sharing after domestic violence. In Proceedings of the SIGCHI Conference on Human Factors in Computing Systems. ACM, Paris, France, 2517–2526. DOI:<http://dx.doi.org/10.1145/2470654.2481348>
7. Shaowen Bardzell and Jeffrey Bardzell. 2011. Towards a feminist HCI methodology: social science, feminism, and HCI. In Proceedings of the SIGCHI Conference on Human Factors in Computing Systems (CHI '11). Association for Computing Machinery, New York, NY, USA, 675–684. DOI:<https://doi.org/10.1145/1978942.1979041>.
8. Jeffrey Bardzell and Shaowen Bardzell. 2016. Humanistic HCI. interactions 23, 2 (March + April 2016), 20–29. DOI:<https://doi.org/10.1145/2888576>
9. Stappers, P. J. (2013) Prototypes as central vein for knowledge development. Valentine, L. (Ed). Prototype: craft in the future tense. 85–97.
10. Bardzell, S., Bardzell, J., Forlizzi, J., Zimmerman, J., and Antanitis, J. (2012). Critical design and critical theory: The challenge of designing for provocation. In Proc. of DIS 2012. ACM: New York.
11. D'Ignazio, Catherine, Klein, Lauren. 2019. Data Feminism. Cambridge, MA: MIT Press
12. Shannon Mattern, "Maintenance and Care," Places Journal, November 2018. Accessed 22 May 2020. <https://doi.org/10.22269/181120>
13. John Zimmerman, Jodi Forlizzi, and Shelley Evenson. 2007. Research through design as a method for interaction design research in HCI. In Proceedings of the SIGCHI Conference on Human Factors in Computing Systems (CHI '07). Association for Computing Machinery, New York, NY, USA, 493–502. DOI:<https://doi.org/10.1145/1240624.1240704>

#### 4. RESILIENCE PLAN

*Please describe how you would carry out your project with social distance measures in place. For example, deliver workshops via Zoom instead of in person (<300 words).*

Angelou Centre and Melissa Network, during the COVID19 crisis like many other communities were forced to rearrange their workflow in order to protect their members and beneficiaries. They've already been trying to move a great deal of their daily routines online. So, it would be easier for them to move into online research methodologies and the project will be able to run irrespectively of the COVID19 crisis developments.

Moreover, the project by default, as the case for support indicates, will want to research the online behaviour of its participants as well as their perceptions of online security / safety and the ways they relate to such notions. Many of the research activities and methodologies that the team would like to employ (deployment of prototypes, research through design, ethnography etc.) are planned to take place making use of technological artefacts and probes such as smartphones, personal computers, etc. Although, the proximity and embodiment of communication are valuable to this research project, an online transition would not pose a big problem and will be done successfully and accordingly.

Physical ethnographic research methodologies can be replaced by digital design ethnography to understand how the participants relate while being online. Moreover, the research team will be able to deploy low-fidelity prototypes in "package boxes" instead of physical prototyping for RtD (Research through Design). These will include cultural probes (such as diaries, blog posts, etc.) in order to help participants reflect on the use of these prototypes.

#### 5. INNOVATION

*Please explain the innovative aspects of the proposed research project (<150 words).*

Innovation is twofold:

The project feeds for methodological innovation as we will try to engage methodologically within the spaces of positive digital security through the lens of data feminism using a research through design approach. Although, the proposed tool may not be very novel per se, however its technological innovation lies within the very interesting "wiring" between already existing and known APIs, tools and communication infrastructures.

The project will work towards creating a space where underrepresented groups will have a say in designing the technologies that are made for them. It will foster the possibility of creating a transnational, transborder community, by creating a platform through which people whose life-trajectories changed can be reunited. Moreover, the final product will provide a layout where the work done inside these communities will become more visible and provide the basis for expanding the existing community by reaching out to more & diverse communities.

#### 6. NON-ACADEMIC PARTNERS



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Please explain how your non-academic partners will engage with the project e.g. in-kind time, use of facilities, etc. (<150 words).

**Melissa** (GR) and **Angelou Centre** (UK) will provide their facilities and expertise in gender and migrant issues and they will allow us to have access to the desired communities.

**Sociality** will provide its expertise in software development for socially sensitive groups in Greece. Sociality being a cooperative already has connections and relations with such communities and has a firm understanding of their workflow and sensitive needs.

## 7. SOCIAL IMPACT

Please describe the expected social impact of your project (<300 words). This should be understandable to the general public. Please note that the community panel will consider and assess this section against the following criteria. To what extent does the proposal:

- 1) Consider and respond to the needs of a community (e.g. provide an example of the beneficiaries of your project and the value it would generate for them);
- 2) Help to overcome/reduce/avoid barriers to access and participation in technology and services (e.g. provide an example of the barriers and how your project addresses such barriers);
- 3) Support new connections between communities of interest (e.g. provide an example of how the project creates opportunities for new connections between people and/or fosters community building).

The social impact of the proposed project is expected to be high.

Our idea stems from the ongoing need of women migrant communities to have access to technological systems that are built having their intricate needs taken into account. The current COVID19 crisis has made such endeavours even more pressing and to the point especially for organisations and communities. Having the opportunity to transfer a great deal of their workflow online, will provide them with the ability to keep serving their beneficiaries who rely on them irrespectively of social distancing and similar public health measures. Although physical presence is crucial for such organisations, our project will offer an opportunity for them to overcome certain barriers and even expand on realms that could have a more generative effect on their everyday tasks. These organisations could reach out to communities and individuals outside their usual capabilities by providing their services or even imagine new modes of conduct that relate to education and communication. As life trajectories of migrant women are more than uncertain and complicated at least, our project can be the basis and a meeting point between those who were close and now perhaps reside in different parts of Europe. For instance, our project will offer the capability for jointly taking part in activities that will be hosted on our platform and communicate via it too.

After applying innovative and high end security features that will be to a certain extent co-designed with our participants, this project aims at helping users to be more certain that their personal data, experiences and work are private and safe. Finally, we plan to diffuse both our results and product to other communities and public institutions in order to provide them with solutions in matters of protection for victims of gender based violence.

## 8. WORK PLAN

Please outline the work-plan for your proposed research/activity (<200 words).

Months: M

Deliverable: D

Task: T

**M1 & M2:** Ethnographic research at Melissa (GR)

- **(T1):** Outline parts of their workflow which are meaningful to be taken online.



**M3:** Deployment of prototype, RtD process at Melissa. Which security perceptions, disruptive technologies and access to data empowers individuals to build and sustain relationships.

- **(T2):** Deployment of prototype.

**M4:** Comparative deployment at Angelou Center (UK).

- **(T3):** Same as T2 in order to draw comparative results from Angelou Centre.

**(D1):** Collective drafting of a report on results (i.e. how findings can be scaled-out, reproduced and compared in different cultural contexts based on groups' feedback)

**M5 & M6:** Further software development and prototyping with the aid of Sociality.

- **(T4):** The application prototype in alpha version **informed from D1**, which will be the solid basis for further development.

**M7:** Simultaneous deployment of prototype on both Melissa & Angelou Centre to iterate the whole process.

- **(T5):** Participatory workshops leading to accumulation of comparative results.

**M8:** Further prototyping by encapsulating the requirements as they were co-designed and re-shaped by the participants, **informed from T5**.

- **(D2):** Collective drafting of a report on the workshops (i.e. the application prototype), through a conjoint online event where both women from Melissa and Angelou Centre participate.

**Ongoing Deliverable:** the website to disseminate results and progress of project.

## 9. HOW WILL YOU COMMUNICATE THE FINDINGS OF YOUR RESEARCH TO THE PUBLIC?

*Please outline your dissemination plans e.g. events, networking with local support groups, creating vlogs, writing blogs, etc. (<200 words).*

The team will set up a website/platform that will host and outline the whole research process.

This will be a website that will show the work the team is currently conducting and its progress.

It will host resources / related work that has to do with the research questions (i.e. literature and other academic and non-academic references to data feminism and its principles. (i.e. books, github repositories on missing dataset, etc)

The platform will be multilingual, as the team will try to include many different ethnic & diverse communities. Through this website, webinars and other how-tos of the design process will be provided, making it accessible to the general public.

Moreover, the team plans to set up a facebook page / instagram / twitter that will point to the website, in order to reach out to people that are predominantly using social media.

Finally, all partners will use their local connections to groups that they know already work in similar issues and will set-up a network through open discussions on the implications that rise from this project.

## 10. EXISTING FUNDING



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Will any existing funding be used on this project (e.g. PhD funding)? If so, please provide information about these and how they will be used for the project (<150 words).

Newcastle University is part of the consortium for the H2020 project on [Generative Commons](#) (gE.Co), a project which runs till the end of 2021 and is well-aligned with inquiries such as the one in this proposal. Introductions with the Melissa network and initial ethnographic research has already been done through gE.Co and we anticipate that it will work in a complementary way to our NotEqual project.

## 11. EXPERIENCE & INTERACTION OF TEAM

Please indicate any previous relevant experience, qualifications and publications of the lead applicant and team. If applicable, please detail how the PI-postdoctoral partnership will be beneficial (<300 words).

**Vasilis Vlachokyriakos** has experience in designing technological systems for solidarity movements and informal citizen communities [1]. He has also worked on issues of security and privacy [2] that pertain to digital tools.

**Rachel Clarke** has worked on the gendered politics of participatory design practice, socio-technical infrastructures of material resources and was the leading researcher with work done at Angelou Centre on issues touching digital security [3].

**Melissa** formed in 2015 and since then has had notable impact through their work with migrant communities in Athens, Greece. Along with Newcastle University they have collaborated in the past for the Horizon 2020 project [gE.CO](#) for generative commons as far as womens' visibility and participation in commons initiatives are concerned.

**Sociality** is already working with Melissa in order to help them organise a GDPR compliant system for their internal organisation. Their work mostly revolves around working with grassroots communities and informal citizen groups.

**Angelou Center** was founded by a collective of women activists and social workers in 1993. With Newcastle University they have worked together in the past on the subject of gender-based violence and the use of technical systems [3].

### References:

1. Vlachokyriakos, Vasillis, et al. "HCI, Solidarity Movements and the Solidarity Economy." Proceedings of the 2017 CHI Conference on Human Factors in Computing Systems, ACM, 2017, pp. 3126–37, doi:10.1145/3025453.3025490.
2. Paul Dunphy, John Vines, Lizzie Coles-Kemp, Rachel Clarke, Vasilis Vlachokyriakos, Peter Wright, John McCarthy, and Patrick Olivier. 2014. Understanding the Experience-Centeredness of Privacy and Security Technologies. In Proceedings of the 2014 New Security Paradigms Workshop (NSPW '14). Association for Computing Machinery, New York, NY, USA, 83–94. DOI:<https://doi.org/10.1145/2683467.2683475>
3. Rachel Clarke, Peter Wright, Madeline Balaam, and John McCarthy. 2013. Digital portraits: Photo-sharing after domestic violence. In Proceedings of the SIGCHI Conference on Human Factors in Computing Systems. ACM, Paris, France, 2517--2526. DOI:<http://dx.doi.org/10.1145/2470654.2481348>

## 12. BUDGET BREAKDOWN

Please provide a detailed budget breakdown and justification for your budget - for example: salary grade, point, duration and %FTE: specified journeys or conferences; identified items and quantities of consumables (<300 words).



Costing entails:

- Reimbursement for PI (Dr Vasilis Vlachokyriakos) and COI (Dr Rachel Clarke), working for 8 Months, 10% FTE.
- Reimbursement of researchers from Angelou Centre, Melissa Network and Sociality collective for 8 months and the appropriate hours they will put in the project. Both Melissa and Sociality researchers are necessary because they will allow the project to avoid language barriers. Specifically:
  - One researcher from Angelou Centre will work for 1 Month, 100% FTE.
  - One researcher from Melissa Network, will work for 1 Month, 100% FTE.
  - One researcher from Sociality, will work for 8 Months, 100% FTE.
  - One developer from Sociality, will work for 3 Months.
- Travel costs should provide for two researchers attending workshops in Newcastle and Athens.
- Consumables refers to the acquisition of minor resources that will facilitate the proper execution of the workshops and networking activities, e.g. white boards, Legos, etc.
- Facilities and Equipment have mainly to do with:
  - Setting up and maintaining a server that will accommodate the projects' website and acquiring a proper domain for it,
  - renting of facilities to accommodate the teams dissemination and networking activities.

### 13. TOTAL PROJECT COST

Please list in GBP under the headings – Overall Cost, Staff, Travel and Other

	Directly incurred costs (80%)	Directly incurred costs (100%)
Staff	£26,807.57	£33,509.46
Non-Staff Costs: Consumables	£800	£1,000
Non-Staff Costs: Facilities/Equipment	£2,400	£3,000
Non-Staff Costs: Travel	£1,600	£2,000
Non-Staff Costs: Estates (RA's only)	£0	£0
Non-Staff Costs: Indirect (RA's only)	£0	£0
Overall Cost*	Total Not-Equal Funding Requested: £31,607.57	Total for information only: £39,510

#### Directly Incurred Posts



Role	Post	Start Date	Period on Project (months)	% of Full Time	Scale	Increment Date	Basic Starting Salary	Super-Annuation and NI (£)	Total cost on grant-80% FEC (£)	Total cost on grant-100% FEC (£)
PI	UNEW	M1	8	10	G38	August 2020	£56728	£929.04	£3025,6	£3782
COI	UNEW	M1	8	10	H46	August 2020	£73494	£1221.28	£3920	£4900

*\*Please note you are able to claim for RA time and RA relevant FTE related costs, PI/Co-I time and other non-staff costs. You are not able to claim for FTE related costs attributed to PI/Co-I time.*

### Further Information

If you have any further questions regarding this call for proposals, please contact [notequal@newcastle.ac.uk](mailto:notequal@newcastle.ac.uk) or Rachel Sparks (Not-Equal Project Manager) on 0191 2088268.

### Privacy Notice

Not-Equal is collecting your data to record submission of your application, and we will only contact you to provide you with information about the application and related Not-Equal activities.

You have provided your consent for the University to process your personal data for the purposes detailed above. You have the right to request that the University deletes this personal data at any time, noting if you do so, the University will be unable to provide you with information relating to Not-Equal. On an annual basis we will ask you to confirm that you wish to continue to receive this information: if you don't or you do not respond, we will delete your personal details within one calendar month.

We won't share your data with anyone outside the University, unless required to by law, and it will be stored securely within Open Lab at Newcastle University.

If you would like to discuss this further, please contact [rec-man@newcastle.ac.uk](mailto:rec-man@newcastle.ac.uk)

If you would like more information about how we manage personal data more generally, including your rights under law, and the contact details of the University's Data Protection Officer, please see our website: <http://www.ncl.ac.uk/data.protection/PrivacyNotice.htm>



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