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## Plan Overview

*A Data Management Plan created using DMPonline*

**Title:** Exploring Queer Teachers' Professional Identity Through LGBTQ+ Inclusivity in the ESOL Classroom

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**Funder:** Economic and Social Research Council (ESRC)

**Template:** ESRC Template

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### Project abstract:

This project will explore the practice of queer inclusivity among Vietnamese LGBTQ language teachers and how it contributes to the negotiation of their identities from an intersectional perspective. Queer inquiry, which investigates LGBTQ issues in ESOL (English for Speakers of Other Languages) education, has been emerging as an important field with a growing body of research addressing the lives of queer teachers and students. However, such exploration has not given sufficient attention to the construction of identities among queer teachers as professionals, particularly through an intersectional lens. Intersectionality is gaining prominence in language education as an effective analytical tool for studying identities. To acquire this knowledge, the project will primarily employ two data collection methods: semi-structured interviews and participants' diaries.

The insights gained from this study will illuminate how LGBTQ language teachers navigate themselves within the complex societal, cultural, and political landscape of language education in Vietnam.

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# Exploring Queer Teachers' Professional Identity Through LGBTQ+ Inclusivity in the ESOL Classroom

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## Assessment of existing data

### **Provide an explanation of the existing data sources that will be used by the research project, with references**

Searches on the availability of data pertaining to the intersectional identities of Vietnamese LGBTQ language teachers were conducted, but no existing research comprehensively explored this intersectionality. Most studies primarily focus on individual aspects of LGBTQ identities or language teaching without considering the intricate intersections of multiple identities. This highlights the need for further research that delves into LGBTQ language teachers' intersectional identities. The research data generated by the project will be made available journal publication after having been properly anonymised and with interviewee consent.

### **Provide an analysis of the gaps identified between the currently available and required data for the research**

The negotiation of Vietnamese LGBTQ language teachers' intersectional identities

## Information on new data

### **Provide information on the data that will be produced or accessed by the research project**

The research design will consist of primary data collection using a multimethod approach to explore the professional practice of queer inclusivity and intersectional identity construction of LGBTQ English language teachers in the context of teaching English as a foreign language in the Vietnamese educational system in order to understand how they negotiate their identities within the complicated interplay of societal, cultural and political influences together with their own internal facets such as gender, age, socioeconomic status. The project will use a qualitative approach to explore LGBTQ language teachers' practice of queer inclusivity and how such practice is related to their intersectional identities thus deploy a series of qualitative research instruments to collect data in this regard. The research project will have 2 strands of data collection and will observe different research interactions: 1) research interviews at different time points; 2) solicited diaries.

Semi-structured interviews: Interviews will be conducted either onsite or online depending on the participants' preferences at different points. In particular, each participant will take part in one preliminary interview and subsequent ones will be conducted if clarification is required. A number of 8 (minimum) to 24 (maximum) interviews, averaging an hour per interview will be conducted throughout the lifespan of the project. The interviews will be audio recorded in .mp3 format and later transcribed to a .doc file for analysis. 400 MB will be used to store the data generated from this research iteration.

Participant diaries: 8 participants will keep a diary where they will be prompted to reflect on their experiences of queer inclusivity practices. Participants' diary entries can take the form of written text and/or photography, audio or video, providing participants with choices. This iteration of data collection will last semester, with participants being invited to diarise their experiences at least once a week. The diaries will be developed via Microsoft OneNote, a replacement of the retired Microsoft Teams Wiki and a software platform compliant with General Data Protection Regulation (GDPR). Each wiki-diary will be accessible only by the diarist and the researcher. We anticipate that we will need around 300 MB storage space for this phase of data collection to cater for different data formats.

The investigator will oversee all phases of the data collection, data entry into NVivo and analysis of the data. This will ensure that a consistent approach is pursued throughout the data collection, entry and analysis phases. While the researchers will not be undertaking transcriptions, they will monitor each transcript for consistency with agreed standards. I anticipate that on average we will need around 800 MB of storage space to accommodate all the data generated by the project, including researchers' notes.

## Quality assurance of data

### **Describe the procedures for quality assurance that will be carried out on the data collected at the time of data collection, data entry, digitisation and data checking.**

The researcher will take responsibility for quality assurance which will be achieved through data monitoring processes. A quality assurance plan will be developed prior to the start of the research project to assure the accuracy and consistency of the study, from data collection through to the reporting of results. This will ensure that the research will be deemed valid and reliable. Only the

researcher will have access to the raw data. Quality assurance during data collection will be performed in the following way:

- Calibration of instruments to check their consistency, effectiveness or bias
- Use of different research instruments
- Consultation with the Research Advisory Group about the methods employed
- Development of protocols for capturing interview narratives, guiding diary entries, recording interviews (where consent is provided) and transcribing data from participatory events
- Peer review

Quality assurance for storage and deposit of data in the Durham University Research Data Repository:

- Use of templates to store different types of 'raw' data
- Development of data-cleaning protocols to ensure participant anonymity throughout all data
- Peer review

Quality assurance for analysis of data:

- Analysis of data will be ongoing, following the different iterations of the data collection. This will mean that the different data collections will be analysed firstly independently and later in relation to the collected information to explore patterns, themes, regularities, paradoxes and exceptions within and across the data
- Thematic analysis will be conducted based on existing literature on construction of teacher identity and intersectional identities in language education captured through empirical work.
- Theoretically, the analysis of the data will also be underpinned by intersectional approach as suitable and critical in unearthing new understandings regarding the construction of intersectional identities of Vietnamese LGBTQ language teachers.
- The researcher will consciously exercise reflexivity with regards to their own research practice.

The researcher will oversee all phases of the data collection, data entry into NVivo and analysis of the data. This will ensure that a consistent approach is pursued throughout the data collection, entry, and analysis phases. The researcher will undertake transcriptions, monitor each transcript for consistency with agreed standards.

## **Backup and security of data**

**Describe the data security and backup procedures you will adopt to ensure the data and metadata are securely stored during the lifetime of the project.**

The researcher is committed to preserving the confidentiality of research participants by implementing measures to anonymize collected data and safeguard any elements that might reveal their identities. The researcher will assume responsibility for overseeing all aspects of data management for the entirety of the generated data.

A distinct file containing participant identifiers and the corresponding pseudonymous codes will be securely stored in a separate directory from the one housing the coded files. All files will undergo encryption and password protection, ensuring exclusive access for the research team.

For data storage, the entirety will be hosted on Durham University's OneDrive, with automatic backups conducted in compliance with GDPR and institutional protocols. As an additional precautionary measure to prevent data loss, duplicate copies of the data will be generated. Depending on the storage location for these duplicates (University's server, researchers' workplace, or personal computers), comprehensive security measures such as encryption or fingerprint protection will be implemented.

## **Management and curation of data**

**Outline your plans for preparing, organising and documenting data.**

The transcripts resulting from the research interviews conducted within the project will be accessible online through publications once they have been appropriately anonymized. However, the audio recordings of these interviews will not be stored in archives, unless the research participants specifically request otherwise to safeguard their anonymity. In the case of diary entries, they will only be accessible via the Durham University Research Data Repository if research participants choose to allow this. If they consent, all diary entries will undergo a thorough review for anonymization. Only when anonymization can be achieved without compromising the core message will the diary entries be made available for public use. The researcher will always consider the interests and concerns of the participants, ensuring that all decisions regarding the documentation of research data uphold and safeguard their confidentiality.

## **Difficulties in data sharing and measures to overcome these**

**Identify any potential obstacles to sharing your data, explain which and the possible measures you can apply to overcome these.**

To begin, it is essential to emphasize that the sharing of any research data will occur exclusively with the consent of research participants. A consent form will incorporate an opt-in checkbox, providing research participants with a clear understanding of data sharing, its purpose, and the role of the Durham University Services repository. Should research participants agree to the sharing of data resulting from their involvement in the project, the researchers will diligently prepare the data for ethical re-use.

As previously mentioned, certain data collection methods may pose a greater risk of revealing information about our research participants than others. The researcher will remain attentive to this aspect and will carefully curate data for repository sharing to uphold our commitment to research participants and the trust they have placed in us. This will entail ensuring that all shared data cannot be used to trace back to the participants.

Some forms of data collection, such as audio recordings with the potential for voice identification, may be challenging to safeguard for complete confidentiality. Consequently, audio recordings will not be uploaded to any research repositories. Instead, anonymized transcripts of these audio recordings will be provided, purposefully curated to protect participants' identities.

The same principles apply to participants' diary entries. The decision to release them to the Durham University Research Data Repository primarily rests with the participants. Nevertheless, participant consent will not result in an unchecked data submission process to the repository. In cases where participants opt to make their diaries available for secondary data purposes, the project researchers will undertake a rigorous data curation process, removing any information that could identify the research participants. The data will only be submitted for re-use if researchers determine that no identifying elements are present in the dataset.

## **Consent, anonymisation and strategies to enable further re-use of data**

**Make explicit mention of the planned procedures to handle consent for data sharing for data obtained from human participants, and/or how to anonymise data, to make sure that data can be made available and accessible for future scientific research.**

The researcher will strictly adhere to research ethics throughout the entire research process. All individuals participating in the research will receive prior information about the research's objectives, methods, and dissemination strategy, which includes plans for data sharing and archiving. This information will be provided through an information sheet and discussed with participants before any data collection commences. The information sheet will accompany a consent form, which will include an opt-in checkbox to grant permission for the sharing and archiving of anonymized research data. A comprehensive explanation of the data archiving process will be available to each participant, allowing them to seek further clarification and details as needed. Qualitative data will be gathered as part of the project and will be made available in its raw or aggregated form. Specifically, any data at the individual level will be anonymized before sharing, while demographic data may only be shared in an aggregated form to maintain confidentiality.

To maintain data confidentiality, the following procedures will be implemented:

1. Upon obtaining consent and enrolling participants in the study, each participant will be assigned a unique, randomly generated study identification number. This ID number will be linked to all collected, entered, and analyzed participant data.
2. All paper-based data will be securely stored in locked file cabinets within a locked storage space, accessible exclusively by the researcher. Whenever possible, paper data will only bear the participant's study ID, with any direct identifiers redacted as soon as data entry is completed.
3. All electronic data will undergo a process to remove participant names and any other identifiable information, such as addresses and emails.
4. During the active project phase, while data collection, coding, and analysis are ongoing, data from participants will be remotely entered from the two performance sites into a secure storage device. Participant names and other direct identifiers will not be included in this system; instead, study ID numbers will be associated with the data.
5. Data will be downloaded from the storage device for analysis onto password-protected computers and saved exclusively on secure University servers.

The researcher is fully committed to ensuring the confidentiality of research participants by anonymizing the collected data and protecting any details that could reveal their identities. The researcher will assume responsibility for all aspects of data management related to the generated data.

## **Copyright and intellectual property ownership**

**State who will own the copyright and IPR of any new data that you will generate.**

Copyright and IPR of new data generated by this project will be owned by the researcher on this application, and by extension, IP will be held by the Durham University. Yet, when deposited on the Durham University Research Data Repository, it will be licensed under an Open Data Commons License to ensure its reuse by other researchers. As such, no copyright issues have been identified.

## **Responsibilities**

### **Outline responsibilities for data management within research teams at all partner institutions**

The primary responsibility for the research design, data collection, data management, data analysis, and other project-related uses, including storage and backup, as well as future accessibility, rests with the researcher. The researcher is accountable for the ethical collection, processing, analysis, and dissemination of findings. Durham University IT services personnel will furnish storage and backup services and offer assistance as needed. The carefully curated research data will be deposited into the Durham University Research Data Repository, enabling the data to be readily utilized for secondary analysis.

## **Preparation of data for sharing and archiving**

### **Are the plans for preparing and documenting data for sharing and archiving with the UK Data Service appropriate?**

Please see above for plans for sharing and archiving.

### **Is there evidence that data will be well documented during research to provide highquality contextual information and/or structured metadata for secondary users?**

Please see above for plans for documenting the research data.