Episode 2: Convening successful proposal writing teams

Dr. Edward R. Carr

Summary: Episode two of the STARTcast features a conversation between START's Dr. Mary Thompson-Hall and Dr. Ed Carr, Professor and Director of the International Development, Community, and Environment Department and of the Humanitarian Response and Development Lab at Clark University. Ed also serves as an Adviser on Adaptation for the Scientific and Technical Advisory Panel, of the Global Environment Facility. Here, Ed shares about his experiences with convening successful, diverse research teams and what he sees for the future during a time of increasingly virtual interactions.

Highlights:

- You do NOT have to be a senior researcher to contribute to interesting discussions with experts over social media, your research may be less well known but this could make it more unique and exciting!
- Find the people who are having conversations you want to be a part of and ask questions.
- Begin with a commitment to diversity on your proposal writing or project team and this openness paves the way for involvement of the best people from across backgrounds, disciplines, cultures, genders etc.
- Boundary pushing work comes from teams with people who see things differently from one another.
- Early on in the team building process, establish very clear roles and responsibilities for the work, have open and honest conversations about availability and commitment, and set expectations about team dynamics to get ahead of any issues with problematic power imbalances across team members.
- Encourage confidence in your team through reinforcing the skills that different team members have, why they are there and setting them up for success as much as possible. This includes letting more junior people contribute and lead in areas where they can. And recognizing those contributions.
- Look for allies in your team, if someone more senior than you is not pulling their weight, don't complain, politely and gently seek advice from other senior team members about the best way to proceed.
- Find team members that can connect others through knowledge across disciplinary terminology and understandings, through knowledge of different languages, and through access to different communities.

Links:

- [Clark University International Development, Community, and Environment Department](#)
- [Humanitarian Response and Development Lab at Clark University](#)
- [Scientific and Technical Advisory Panel of the Global Environment Facility](#)

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