

Diversity and Inclusion in Scholarly Publishing

A Cross-Organizational Discussion

MEETING NOTES

Diversity and Inclusion Cross-Organizational Initiatives

DATE Monday, July 24, 2017 | 10:00 am EDT

LOCATION Teleconference

ATTENDEES **John Tagler**, Association of American Publishers Professional/Scholarly Publishing Division
Peter Berkery, Association of American University Presses
Audrey McCulloch, Association of Learned and Professional Society Publishers
Patty Baskin, Council of Science Editors
Melanie Schlosser, Library Publishing Coalition
Melanie Dolechek, Society for Scholarly Publishing
Jennifer Pesanelli, Society for Scholarly Publishing
Alice Meadows, Society for Scholarly Publishing
Suzanne Kettley, Canadian Association of Learned Journals
Anna Creech, OASPA
Tim Bennett, Council of Science Editors
Crystal Stone, Society for Scholarly Publishing

Unable to attend the call:

Kelly Schild, International Society of Managing and Technical Editors
Darrell Gunter, STM - International Association of Scientific, Technical, and Medical Publishers
Michael Mabe, STM - International Association of Scientific, Technical, and Medical Publishers
Claire Redhead, Open Access Scholarly Publishers Association
Sarah Bull, UKSG
Charlie Rapple, UKSG

Agenda:

Outline several specific activities that we could undertake collaboratively; defining the scope, timeline, budget, and prioritization for each. It is understood that participation in these activities would be dependent on the approval by each organization's respective governing body.

Areas for exploration include, but are not limited to the following broad areas:

- Training resources, documentation, best practices, toolkits
- Commitments/statements/code of practice
- Outreach program(s), curriculums
- Research/data/survey
- Events/publications/presentations
- Grants

The two biggest priorities were identified as a survey and a joint statement of principles.

Survey

The survey will help form everything we do or don't do and we need to establish a new baseline. Existing surveys have good data, but not very representative in some ways. We need something more granular, potentially focused more on organizations than individuals. Would need to get to the HR level for that type of data. Need to determine the willingness of organizations to share their data. AAUP does operating benchmarking survey—have considered diversity questions but some organizations are not allowed by HR to gather or disseminate the data requested. Many presses are affiliated with public institutions. May not be an issue with private orgs.

Might be helpful to reach out to HR contacts among members and ask what data they would be willing to provide before creating the survey. There are some organizations already playing a leadership role regarding this issue.

ACTION ITEM: Audrey will start list of questions/script for initial HR contacts. Will share the contacts she plans to contact with Melanie D, Anna and Peter so we don't duplicate contacts. Aim to reach out to several contacts prior to next call.

AAP is working on a survey to individuals and would like to know if this group could help disseminate.

ACTION ITEM: John will circulate a summary of the AAP effort.

We need to define the population we'll be surveying. We don't want to leave out non-profit society publishers. Their responses may reflect the entire association workforce, not just those with publishing responsibilities. Should we cast a wider net and include "scholarly communications?" Most likely need to limit to those in publishing roles. Editorial boards may be a separate dimension we want to measure separately. Canadian journals are very small and are run largely by volunteers; may not have HR staff. Would we want to include non-paid "staff." How can we include library publishers where publishing responsibilities are only a percentage of a staff person's job?

Will need to determine if we want to retain a third-party to develop, administer and analyze the survey.

Possible firms include:

- TBI Communications
- Editage
- Digital Science
- See if any of the university programs on publishing might be interested in helping

We would not need to share our lists, each org could promote to their own membership. May need to do a bit more digging to find the right HR contact. Need to determine the scope of survey before we can get bids (find out what data we can get from organizations).

Joint Statement of Principles

A joint statement would be a powerful place to start. Something that would go out to each organizations' membership. It will be useful for us to define what we mean by diversity within the statement. It could go out ahead of or in conjunction with the survey.

Presentations at meetings will be important, but more meaningful after survey with data to present.

Can use the Equip and NIH statements as starting point, add comments about elements that we want or don't want.

ACTION ITEM: Audrey will share the EQUIP charter, Jennifer will share the NIH statement; Melanie will create a Google Doc for collaborative editing/commenting.

ACTION ITEM: Group will add comments to the Google Docs.

Next steps:

Develop the scope of the survey including:

- What is our vision for the survey?
- Determine what data orgs are willing to provide
- Define the population that we need to target and sample before we understand the extent of a survey we can put out.

Schedule call for mid to late August

ACTION ITEM: Melanie will send out a Doodle poll.

May be good to see if we can get together at another industry meeting in the next 6 months.

ACTION ITEM: Melanie will create a Google Sheet for participants to indicate which meetings they plan to attend.