

# Diversity and Inclusion in Scholarly Publishing

## A Cross-Organizational Discussion

### MEETING NOTES

Diversity and Inclusion Cross-Organizational Initiatives

DATE Monday, November 13, 2017 | 10:00 pm EDT

LOCATION Teleconference

#### ATTENDEES

**Melanie Schlosser**, Library Publishing Coalition  
**Suzanne Kettley**, Canadian Association of Learned Journals  
**Anna Creech**, NASIG  
**Meg Weist**, International Society of Managing and Technical Editors  
**Michael Willis**, International Society of Managing and Technical Editors  
**Peter Berkery**, Association of American University Presses  
**Patty Baskin**, Council of Science Editors  
**Tim Bennett**, Council of Science Editors  
**Darrell Gunter**, STM - International Association of Scientific, Technical, and Medical Publishers  
**Claire Redhead**, Open Access Scholarly Publishers Association  
**Bev Acreman or Charlie Rapple**, UKSG  
**Melanie Dolechek**, Society for Scholarly Publishing  
**Jennifer Pesanelli**, Society for Scholarly Publishing  
**Alice Meadows**, Society for Scholarly Publishing

Unable to attend the call:

**Sara Pinto**, Association of American Publishers Professional/Scholarly Publishing Division  
**Audrey McCulloch**, Association of Learned and Professional Society Publishers

#### Agenda:

- Welcome/Roll Call
- Review feedback regarding Joint [Statement of Principles Draft](#)
- Task Forces
- Determine next steps regarding Joint Statement of Principles
- Publishers Association Survey
- Discuss scope and potential partners/providers for the survey
  - Should we assemble an RFP to gauge cost?

#### Notes:

##### Joint Statement of Principles

Following is the status of the Joint Statement of Principles for each organization:

- SSP – board approved; no changes
- OASPA – board approved; no changes

- CALJ – still awaiting feedback from a few members, but response favorable so far
- AAUP – board reviewed and passed to D&I Task Force
- CSE – board reviewed and passed to Editorial Policy Committee; response expected by end of November
- ISMTE – presenting to board by end of November
- UKSG – presenting to board by end of November
- LPC – presenting to Board in mid-December
- STM – presenting to Board in early-February
- NASIG – presenting to Board in mid-December
- AAP/PSP – no update
- ALPSP – no update

AAUP and SSP have created Diversity and Inclusion Task Forces to carry out organizational objectives in this area as well as help implement projects stemming from this initiative.

Of note, the Publishers Association is conducting benchmarking in the UK and has established diversity targets and an action plan. Melanie Dolechek will meet with a representative in November to learn more and report back to the group.

Regarding next steps for the Joint Statement of Principles, the following actions were recommend.

- Invite others to sign on/adopt the policy
- Post the policy (or link to it) on our organizations' websites
- Create a stand-alone website to host the Statement as well as other resources that might be created at a later date. Could also host or link to related industry surveys on the topic of D&I.
- Distribute a press release
- Establish a twitter account for sharing information about this initiative

We would need to determine who would manage the website. Possibilities include the SSP D&I task force or a cross-organizational task force.

We would need to determine a name/url for this initiative.

**ACTION ITEM: Please circulate any ideas for names via email.**

## Survey

It was generally agreed that we need to find a partner to conduct the survey. It might be possible to obtain grant funding for this project. Possible funding sources discussed included Mellon Foundation, Sloan Foundation, Gates Foundation, Ford Foundation, and ASAE. A paid internship could be another option.

**ACTION ITEM: In order to get an idea of the level of investment and identify potential partners for the project, an RFP will be developed.** The following people will assist with drafting/editing the RFP with Alice Meadows taking the lead:

- Alice Meadows
- Melanie Dolechek
- Suzanne Kettley

- Patty Baskin
- *maybe* Charlie Rapple

Alice may engage the assistance of the SSP D&I Task Force as well.

The RFP should include grant writing for funding the project. Alternatively, we could look to our memberships to locate a volunteer with the relevant experience to assist with the grant application process. If the project is grant funded, we would likely need 1-2 people to serve as principle investigators and report back to the grantor.

**Next steps:**

We'll plan to review the RFP draft as well as the Joint Statement of Principles in mid-January.

**ACTION ITEM:** Melanie will send out a Doodle Poll