

Diversity and Inclusion in Scholarly Publishing

A Cross-Organizational Discussion

MEETING NOTES

DATE Friday, June 2, 2017 | 9:30 a.m. – 11:00 a.m.

LOCATION Westin Boston Waterfront | Executive Board Room
425 Summer Street | Boston, MA, 02210

ATTENDEES **John Tagler**, Association of American Publishers Professional/Scholarly Publishing Division
Peter Berkery, American Association of University Presses
Audrey McCulloch, Association of Learned and Professional Society Publishers
Patty Baskin, Council of Science Editors
Kelly Schild, International Society of Managing and Technical Editors
Darrell Gunter, STM - International Association of Scientific, Technical, and Medical Publishers
Paul Peters, Open Access Scholarly Publishers Association
Melanie Schlosser, Library Publishing Coalition
Charlie Rapple, United Kingdom Serials Group (via phone)
Laurie Kaplan, North American Serials Interest Group
Melanie Dolechek, Society for Scholarly Publishing
Jennifer Pesanelli, Society for Scholarly Publishing
Alice Meadows, Society for Scholarly Publishing
Emma Brink, Society for Scholarly Publishing—Early Career Subcommittee
Matt Cooper, Society for Scholarly Publishing—Early Career Subcommittee

OVERVIEW Diversity and inclusion is an issue we're hearing more about among SSP's membership and a number of fairly recent studies have drawn attention to the lack of diversity in our industry. From gender gaps to an overwhelming white population of workers in scholarly communications, lack of diversity has many dimensions from inequalities in the workforce to under representation of certain demographics including race, ethnicity, age, disability, geographic, age, gender, gender identity, orientation, etc.

The purpose of this discussion is to learn what membership and trade organizations in our industry are hearing from their membership and what they are doing/have done to address concerns about diversity. Questions include:

- What is the role of societies and associations in paving the way for a more diverse workforce?
- What are you hearing from your members?
- Do they feel we have a role in this?
- Would it better if we approached this together and pool our resources?
- What are you all hearing in our industry?

DISCUSSION

1. Current Initiatives to bring awareness and/or address the diversity issue:

- AAUP Mellon Fellowship-- Program places post-docs at University Presses – 4 diverse graduate students– 3 of the 4 have been placed in a job; free meeting registration; grassroots initiative; diversity is part of core values
- Incorporate diversity into meeting/conference program: AAUP–Earl Lewis; SSP–Dr. Amour; Mind the Gap sessions at SSP/CSE–expanded scope to gender, ethnicity and age, sexual and disability; provide direction to program committees and session organizers to consider diversity when selecting speakers (and topics)
- Development of an ethical framework (separate group–Alice/Charlie)
- Offering reduced membership rates for members from low-middle income countries (SSP+ others?)
- Having an awareness of diversity when selecting board members, and awardees (SSP Fellowship program, etc.)
- CSE offering short courses geared to student outside the US–Brazil, China, Russia, Philippines and Indonesia; African journal project – grant – NIH – funds relationships – 13 African journal editors, bring regularly to the meeting; editors come and collaborate; not included in leadership as of yet but they want to learn about editing journals.
- NASIG getting student interested in being members when they transition into the workforce by offering free student memberships–400 student members.
- Equality in Publishing - UK pub associations and Independent Publishers Guild – come together to share information on diversity; information sharing portal; share a newsletter.

2. What we're hearing from members:

- UKSG: not a huge level of interest; Librarians (UK) don't see it as a problem; Big organizations think they have it under control and it's only a smaller organization issue but that is not the case; pipeline is the biggest challenge; only 15% of chancellors are women and most are white; reaction is a bit lukewarm; gender identity issue not so great in the UK libraries; ethnicity and geographic is an issue; active level of response and expectation of what we should do as a community.
- PSP: Feedback about not enough women on panels; previous 4 chairs of executive council have been women; there are more women moving in CEO positions.
- STM: Lack of women on panels; people default to the pool of people that they know for panels but what about the pool of the people that they don't know?; we need to expand the discussion to people of color and backgrounds as well as gender; we can't get diverse ideas if we are pulling from the same folks.
- SSP: The early-career sub-committee has taken up the issue as one of their initiatives; general awareness widely; active effort to have diverse panels.
- CSE: Members are interested in all of this and open and receptive to take back to the workplace to change things.
- NASIG: Fairly diverse group both gender and ethnicity; people won't travel so we have US travel issues; do get members talking about diversity issues; membership was not happy that meeting was in Indiana–there are actually people not coming because of the location; members are vocal and aware personally and professionally

3. What are some of the underlying issues?

- unconscious bias
- pool of candidates not very diverse
- students don't know about scholarly communications as a career option
- haven't communicated as an industry that we are looking for diversity
- job descriptions are limiting (specific type of experience required) and not using inclusive language
- publishing programs/courses don't offer an option for or information about scholarly publishing
- meetings/conferences hosted by US/UK-based organizations are held in US/UK primarily

4. What initiatives or activities could we undertake to address this issue and support diversity and inclusion within the industry?

- Provide training to members around unconscious bias
- Approach Mellon Foundation in a more coordinated way
- Better understand the issue through research/data; develop a baseline so we can measure progress; commit to ongoing collection and measurement of the data
- Expand the pool of candidates to include more diversity
- Education/outreach to students and post-docs; more than an alternative career path for post-docs; educate college students that scholarly publishing exists and is a viable career option—focus on institutions with a diverse population;
- Publications and presentations about the benefits and importance of a diverse workforce
- Provide guidance on job descriptions to remove “publishing experience” and include inclusive language; interview panels
- Create guidelines/best practices – structure it around things that individuals can do, orgs can do and the industry can do; develop an ethical framework
- Develop an industry code of conduct
- Host education/training events outside of the US and UK
- Offer reduced-cost membership options for developing countries.
- Make sure that publishers in developing countries have exposure and access to our resources
- Collaborate with libraries to educate students about careers in publishing (conduit to students); see how we can get involved in student publishing fairs for the purposes of outreach.
- Collaborate with INASP and CrossRef who have a farther geographic reach to help promote initiatives
- Consider all of the different dimensions of diversity in our efforts
- Provide diversity training for member organizations/individuals
- Make commitments as organizations—no all-male panels or all-white panels; define what we expect the panels to look like

- Developing a shared curriculum and work together
- Ambassadors program
- Create a standard set of definitions

NEXT STEPS

All participants were interested in carrying the conversation forward with a conference call in the summer where we would 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. At this time, the group will remain informal.

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

ACTION ITEM: Melanie will send a Doodle poll to determine the date/time for the conference call.