

## Coalition for Diversity and Inclusion in Scholarly Communication

Attendees: Melanie Dolechek, Brit Stamey, Peter Berkery, Lauren Bosc, Patty Baskin, Scott Warren, Bernie Folan, Rebecca McLeod, Patrick Alexander, Ed Pentz, Gillian Harrison Cain, Gabe Harp, Bev Acremen, Patrick Alexander, Teresa Bane, Bernie Folan, Ana Maria Jimenez-Moreno

### 1/22/2021 C4DISC Meeting Agenda

1. Welcoming Ana, Introductions
2. Financial Review (Brit)
  - a. Brit Stamey presented on P&L statement. Requested changes included changing “gross profit” to “surplus,” adding budget column (once we’ve established one). Future statements will also include expenses such as contractor fees (not salaries since no employees). All members with the exception of LPC have paid. We have a very high level budget model in the Organizational Guide, but have not created a formal budget for FY2020.
  - b. **Action Item:** Brit, Scott, Melanie and Ana will meet to develop budget for FY2020 based on known expenses so it can be added to future statements; will also start developing a draft FY2021 budget.
3. Member/Partner Updates
  - a. Princeton University Press (\$1000)
  - b. AIP Publishing (\$2500)
  - c. Taylor and Francis (\$2500)
  - d. 84 Adopting Organizations
4. Statement of Principles Review (bi-annual)
  - a. Committed to reviewing every 2 years; time for a review. Some changes have been suggested such as including the term “equity” and the altering language used for some of the identity groups listed.
  - b. **Action Item:** Patty, Bernie, Rebecca, Ed will meet to review and propose changes as well as develop a procedure for this and future reviews. Considerations include whether/how we should get input from those that have adopted already and how to communicate the changes to the adopting organizations and the community. The group will define procedures and suggest proposed changes by April 1.
5. Working Groups
  - a. Communications & Outreach Working Group Update (Alice/Rebecca)
    - i. Action Item: Ana to ask Tricia and Mia about next steps on the website audit.
    - ii. Working group close to publishing first Newsletter
  - b. Antiracism Toolkits for Equity update (Melanie)
    - i. Organization Toolkit has an outline; roughly 40 volunteers engaged.
    - ii. Knowledge Futures Group has offered free use of its Pub Pub workflow management and hosting platform for the project as well as for C4DISC as a whole. The working group leads would like to use the platform if possible. Discussed whether we should consider other platforms that might be willing to donate services, the accessibility features of the platform, and how long the commitment would be. General agreement we should move forward for use

with the Toolkits working groups only for now, but not the C4DISC website assuming accessibility features are sufficient.

- iii. **Action Item:** Melanie, Gabe, and Ana to develop questions for Pub Pub.
  - iv. **Action Item:** Melanie to contact Dawit to draft MOU.  
Collaboration with GW Publishing Program may look different than originally planned due to challenges aligning the timing of the courses with working groups schedule.
  - v. Budget Request: The working group prepared a budget request honorariums for the co-leads, personals print copies for the working group members (as a thank you) and funds for design, illustration, etc.
  - vi. Since this is the first working group, the amount of an honorarium may set a precedent for future working groups. Steering Committee would like more info on how co-leads determined the requested amount. Discussed the need for transparency on who gets paid and who does not and how much and community perception of how funds are being utilized.
  - vii. **Action Item:** Melanie to follow up with co-leads regarding how they determined requested amount.
- c. Disability Toolkit for Equity (Bernie)
    - i. Met with Simon; will take some time (March) to draw up a scope statement; possibly use *Scholarly Kitchen* as a potential channel for recruiting volunteers.
  - d. Inclusive Language and Image Guidelines for Scholarly Communications (Melanie)
    - i. Committee agreed to move forward with working group but to delay launch until June, Patty Baskin will serve as the liaison.
    - ii. **Action Item:** Melanie will schedule a meeting with Mia, Patty, Ana and others as needed to discuss next steps.
6. Requests for Collaboration (see below)
    - a. Develop diversity, equity, and inclusion training for a global team of science editors
      - i. Brit indicated this being handle by CSE; they are organizing a short course, please share ideas for speakers in DE&I (volunteer) with Brit if you know if any that might be interested.

Tabled for next meeting:

7. RSC Joint Commitment for Action Update (Alice)
8. Review the [timeline and task owners](#)

## For Reference

### Working Group Ideas

1. Current list of working group ideas:
  - a. Speaker Bureau of diverse speakers on DEI & non-DEI topics.
  - b. Ask the Expert webinar series on DE&I topics (ex: HR, Editorial, etc.)
  - c. Scorecard
2. Working Group Suggestions from website
  - a. Mohit Bhandari: Working group in surgery
  - b. Luc Boruta: Linguistic diversity and multilingualism in scholarly communication
  - c. Simon Holt: Disability Inclusion Toolkit working group
  - d. Bernie Folan: Sharing practical good DEI practice
  - e. Mia Ricci: Inclusive Language and Image Guidelines for Scholarly Communications **NEW!**

## Request for Collaboration: Develop diversity, equity, and inclusion training for a global team of science editors

From Brit: I wanted to follow up on this and let this group know that Julie has also approached CSE and they/we are interested in doing a short course focused on this (I chair the CSE virtual/on the road short courses subcommittee). If we are still interested in supporting this rather than leading, I would be very happy to talk to anyone who either would be interested/able to be faculty for that course or have anyone in mind who could be a great speaker for this. I know we have also talked about the speakers bureau so this might overlap, but it would also be a little more specific than something like a webinar and could be an ongoing (possibly annual) opportunity if someone was interested.

From Julie Steffen: A number of colleagues including Ann Michael suggested that I contact you with an idea we have at AAS. We are looking to partner with a consultant or publishing organization to develop diversity, equity, and inclusion training for a global team of science editors. In my investigations these past few months I have been impressed with the many wonderful resources now available in general and the specific initiatives underway at C4DISC. I have reached out to individuals on SSP's DEI committee as well. Optimal DEI training for us would also include knowledge of peer review and international teams of editors, which is why standard corporate DEI training is not as desirable.

We would be willing to partner on such an effort financially, to ensure that such resources would be available over time for the community. Is this something that SSP or C4DISC would be interested in exploring with us? It would be personally nice for me to work with SSP or an SSP affiliate like C4DISC, as I served on the SSP board 2003-2006.

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## Inclusive Language Resource

### Intellect Inclusive Language Guide Peer Review – Amy Rollason

I am getting in touch on behalf of Intellect, a publisher in Bristol, UK to ask your advice - Intellect have been putting together a short inclusive language guide to add to our house style guide, as part of our diversity work over the past year. The guides include general notes on how to appropriately use language for different groups and specific notes on terms to avoid and be careful of. Sections currently include: ethnicity, class, age, gender, LGBTQ+ and religion. Would C4DISC be able to help with checking a resource like this? We'd really like some outside expert input.

From Mia Ricci, Wiley - Within Wiley this has emerged as one of the key needs for our communities and I have no doubt that similar conversations are happening elsewhere across the industry. There are already quite a existing inclusive language guidelines out there but I'm not aware of a comprehensive one specific to our industry and audience: research communications. Alice you mentioned at the call that there's some effort being done by a group somewhere?

Wiley has identified this as one of the key deliverables for our Research DEI initiative but I'm thinking it'll be more impactful and efficient if we all work together towards a new industry standards, partnering with other organizations (including publishers).

We will also be approaching the Joint Commitment for Action on Inclusion and Diversity in Publishing (Wiley is one of the 32 global signatories), since one of their key pledges is to set standards.

It'll certainly help the global author community as well if they don't have to build proficiency on various guidelines (since authors are publisher-agnostic). I'm energized to move the DEI needle in a big way (and faster) but worried that there are lots of organizations working independently and the author/researcher community might get burdened/overwhelmed.

Would love your thoughts! A potential next step might be to set up a meeting with those who we know might be interested and/or already beginning work on something like this.