Coalition for Diversity and Inclusion in Scholarly Communication

Attendees: Bev Acreman, Melanie Schlosser, Charlotte Roh, Lori Cummings, Melanie Dolechek, Alice Meadows, Gillian Cain Harrison, Peter Berkery, Ed Pentz, Rebecca McLeod, Bernie Folan, Patty Baskin

4/25/2022
1. Member/Partner Updates (Ana)
   a. 110 Adopting Organizations
   b. 21 Partners
   c. 1 New member (SciELO)
2. Financial Update (Melanie): Quarterly Statement
3. Review Survey Progress (Melanie)
   a. Member survey (Survey 1) complete (13 responses)
   b. Partner Survey complete (12/21 responses)
   c. Members of Members complete (151 responses)
   d. Working group to analyze and report survey data
      i. **Action Item:** subgroup to meet and present results for next month's meeting: Bernie, Charlotte, Rebecca, and Jordan; Alice (reviewer)
   e. Member of Underrepresented group survey TBD
4. Working Group Updates
   a. Communications & Outreach Working Group Update (Ana)
      i. April Newsletter
      ii. Seeking new leads – need second person: Partners reach out!
   b. Antiracism Toolkits for Equity update (Melanie): July 2023 deadline
   c. Disability Toolkit for Equity (Bernie)
      i. 2nd full group meeting in early May
      ii. Potential launch by SSP 2023
   d. Inclusive Language and Image Guidelines for Scholarly Communications (Patty)
      i. Launch in SSP 23
      ii. Conferences for promotion
      iii. **Action Item:** UKSG Newsletter (Ana, Mia, Bev)
5. Potential Award to C4DISC: Congrats!
   a. **Action Item:** if there is anything you'd like to be sure is mentioned in acceptance speech, please forward to Melanie D.
6. Honoraria Policy/Vouchers (continued discussion, see notes below)
   a. Must be transparent
   b. From survey results: if we can find it, to share it widely OR are there models that we can look to?
      i. **Action Item:** SPARC might be a good resource; ASAE, OASPA, ACLS—Peter to make inquiries); thinking through organizational, auditing, international considerations
   c. Good topic to discuss with the members (of organizations) of C4DISC
   d. This is a volunteer effort, and so if we offer honoraria it will not be volunteer-based organization and might change the organization's ethos

i. Honorarium will not compensate the work and/or be an incentive
  ii. It would signal that we want to recognize their work and the inequities in the system
  iii. Make it an opt out process as part of the application form, offered only to marginalized communities
  iv. How much for honoraria: $1,000 USD (as an example), $750 (done in the past) when do they get an honoraria, who gets an honoraria?
  e. Recognition of effort through gift cards, free webinar, special recognition (from C4DISC, LinkedIn recommendation), write letter to supervisor/dean, ORCID DOI and scholarly community recognition; and/or certificate (though have to think through utility internationally)
  f. What would the honoraria try to "solve"? And find the solutions based on that (Focus)
     i. Ethical issue of compensation for marginalized communities
     ii. No employer support / recognition
     iii. Motivating support
     iv. Recognize who does the work
        1. **Action Item:** Small group to clarify the elements (Melanie S, Gillian)— Ana to send poll (Charlotte, Peter reader)

Honoraria Discussion Notes:

  a. History: Gave honoraria for TFO, will give to BIPOC guide, vouchers approved for outgoing chairs of C&O
  b. What do we do in the future:
     v. Options:
        1. Recognize chairs and/or working group member volunteer time with honoraria.
        2. Recognize chairs and/or working group member volunteer time with or gift cards/vouchers.
        3. Do not provide honoraria at all
        4. Honoraria to those from marginalized groups only
           a. NISO has a model in progress for this (Alice)
           b. Done: Add question to volunteer application: will your participation draw on your personal experience as part of a marginalized community?
        5. Ask working group if they want honoraria (opt-in)
        6. Have a system offering honoraria by default and allowing folks to opt out
        7. Provide other forms of recognition: awards and/or public recognition of service, nomination process of annual / awards
           a. How selected? Steering Committee nominate chairs, chairs nominate volunteers
           b. LPC has useful models for volunteer recognition
     vi. Whatever we decide, we should have clear and transparent guidelines:
        1. Where to draw the line: chair and those from marginalize groups?—but there are other nuances