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## WELCOME C4DISC MEMBERS

Welcome members of C4DISC and our wider community! We are delighted you are here and taking the time to read April's 2022 issue of *C4DISC Connect*, our member newsletter. This is the best way to stay up-to-date with the Coalition. We aim to publish *C4DISC Connect* quarterly at a minimum to make sure that we are regularly connecting with you. If this is your first time exploring C4DISC, we are pleased to have you.

As a membership organization, the **mission** of C4DISC is to work with organizations and individuals to build equity, inclusion, diversity, and accessibility in scholarly communications. Our **vision** is for a socially just community that welcomes, values, and celebrates all who seek to contribute to scholarly communications.

The **values** of C4DISC include:

- Respect: value differences and welcome diverse perspectives
- Listen: learn from different communities; make space for marginalized voices
- Act: eliminate barriers; be an ally

For more on the Coalition, please explore our website at [c4disc.org](http://c4disc.org). This issue of the *C4DISC Connect* includes opportunities to engage with us, a celebration of Women's History Month, a discussion of women in scholarly publishing, and more.

Please make sure to check out the Call to Action at the end. If you have content you would like to see or contribute to an upcoming issue, please do not hesitate to reach out to [C4DISC@gmail.com](mailto:C4DISC@gmail.com) or tweet us @c4disc. We would love to hear from you!

Thank you for reading!

## COALITION UPDATES

C4DISC is conducting survey two out of three to find out what our constituents need from our organization.

The BIPOC toolkit, Disability, and Inclusive Language working groups are in full gear.

We have 13 members, 22 partners, 1 donor, and 108 adopting organizations!

### Reviewed Pages

1. [Toolkits for Equity](#)
2. [Joint Statement of Principles](#)
3. [What if Instead of Calling People Out, We Called Them In?](#)
4. [Building Equity, Inclusion, Diversity, and Accessibility in Scholarly Communications](#)
5. [The Language of Inclusion](#)

### C4DISC Content is Viewed in these Places

1. Colombia
2. Brazil
3. Nigeria
4. Croatia
5. Egypt

## C4DISC CELEBRATES WOMEN'S HISTORY MONTH: MARCH 2022

In this issue, C4DISC celebrates Women's History Month, and with it, the many contributions women have made to publishing and scholarly communications. According to the [Library of Congress](#), "in

1987, after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9, which designated the month of March 1987 as 'Women's History Month' . . . since 1995, presidents have issued a series of annual proclamations. . . . These proclamations celebrate the contributions women have made to the United States and recognize the specific achievements women have made over the course of American history in a variety of fields."

## WOMEN IN PUBLISHING AND SCHOLARLY COMMUNICATIONS

C4DISC celebrates the many contributions women have made to what was formerly the "gentleman's career" in publishing and scholarly communications. In an illuminating [blog post](#) by Princeton University Press, it states that "in the early days of the American republic, and even before the revolution, women often played a role in their family's publishing endeavors, whether it was newspaper, magazine, or pamphlet publishing."

Despite their many contributions early on, as was the custom at the time, many women were not recognized for their work: "much of their work was unseen, and women who were leaders in these family businesses printed and published under a male relatives' names. It is impossible to quantify the number of women working in publishing in these early days." Despite the many prominent roles women have played in

publishing, it also highlights some of the disparities present in this field, such as lower pay, which is highlighted in the most recent *Publishers Weekly* [survey](#) on industry salary. Even in management positions, *Publishers Weekly* notes the striking difference in pay based on gender: “the median compensation for a woman in management was \$126,000 last year, up from \$110,000 in 2017. Male managers also had an increase, with their median pay rising to \$139,000 (from \$118,000 in 2017).” While it is noteworthy that women make up a majority of management positions in publishing, this also leads us to a discussion of pink-collar professions.

### **PINK-COLLAR PROFESSIONS: DISCUSSION**

Merriam Webster defines *pink-collar professions* as “relating to, or constituting a class of employees in occupations (such as nursing and clerical jobs) traditionally held by women.” While men traditionally dominated publishing, this is no longer the case, and it has led to pay declines reminiscent of other pink-collar professions. The *New York Times* [explains that](#) “when women enter fields in greater numbers, pay declines, the sociologist Paula England and colleagues have found.” Despite their lower pay, pink-collar professions often require high levels of education and are in high demand, such as education, health care, and publishing. When fields become pink-collar professions, it

dissuades men from joining them, which further erodes pay. This is an unfortunate aspect of pink-collar professions, even though they are critical for a functioning society. [Even in](#) 2022, “women earn 82 cents for every \$1 men earn when comparing all women to all men—a stat that is unchanged from 2021.”

### **INTERVIEWS WITH WOMEN IN SCHOLARLY COMMUNICATIONS**

1. What path did you take into the academic publishing field and, as a woman, did you encounter any barriers to entry?

**Press Director:** When I entered the scholarly publishing field, it was still very much a man’s world and the population of the press where I worked certainly mirrored that fact. All of the staff in leadership positions were male, though the entirety of the department I worked in were female. I was fortunate, however, in that my supervisor (a male of color) and the entire department of women ensured that I knew I had a place there, even as an undergraduate, and that their support included my entry into the professional world. The barrier, in reality, was that it was impossible to see myself in academic publishing for the long term because the population of the university press world did not look like me.

**Designer:** I'm a designer in publishing now, but I actually come from a newspaper copy editing background. Traditional journalism was a little more balanced by gender than publishing is, but as far as barriers to entry I don't think I experienced any. When I got my first job in publishing, it might have been to my benefit that I'm a woman. But this did enforce the stereotype that mostly women work in libraries.

**Managing Editor:** I didn't set out to work in academic publishing, and in fact the first 17 years of my career were spent in the private sector writing and editing for various trade and craft publications. But I have always had an affinity for research and fact-finding, and when I just happened to see a job posting for an editorial opening with a university press in my target region, focused on history, I jumped at it. The skills are certainly transferrable. I did not encounter any barriers based on my gender. This particular position is nested within a federal government department and the candidate selection process is highly regulated. The hiring panel was all women, as well. I don't think I would have encountered many barriers on account of my gender with another academic institution, as—at least in my experience—the publishing industry as a whole tends to be very open to women, at least in lower- and mid-level positions.

2. **Did you have mentors that helped you pursue this career path?**

**Press Director:** The design staff at the University of Texas Press supported my interests and offered the support I needed to be prepared for life outside the classroom. Because they offered me the opportunity to learn and perfect skills in a safe environment, I was fully prepared for my first full-time job in a way that most undergraduates would not have been. They helped me build and refine my resume prior to graduation and made contacts for me that ensured I would at least have the opportunity to interview for open positions, which was critical in a publishing environment where the open positions were scarce. Most importantly, they introduced me to the then-Association of American University Presses by way of training and development activities but also the opportunity to attend the annual meeting with them.

**Designer:** Absolutely. I've had both men and women unofficially mentor my career path, whether it was making the choice to pivot to more designing over editing, or learning how to balance working full-time as a new mom.

**Managing Editor:** Early in my career I had the absolute honor and satisfaction of working side by side with and directly under the guidance of many strong and supportive women in publishing. They

- all served as mentors to one degree or another.
3. What problems do you think currently exist in publishing regarding gender parity, if any?
- Press Director:** I think parity is not just an issue in scholarly publishing but throughout academia and the private sector. However, the parity is not simply limited to gender, race, identity, etc., but to WHO we are on a campus. In most cases, support staff—as most press employees are defined—are not considered as important as faculty because we do not have direct interaction with students and the pay and promotion potential within that environment further reinforce that disparity.
- Designer:** N/A (did not provide answer).
- Managing Editor:** I think that having worked in a few specific corners of private-sector publishing and currently working at an academic press under the wing of a federal agency, I am relatively insulated from exposure to the broader academic publishing field. However, I think I see glimpses of some of the same issues of gender disparity at the top that exists in the private sector publishing industry. Women may comprise a large percentage (perhaps even a majority) of lower- and mid-level positions, but leadership positions are still more likely to be occupied by men, where the decisions are made.
4. How do you feel about your specific career in publishing as far as advancing gender equity, i.e., designer, managing editor, and director? Do you see any problems or barriers that currently exist for women advancing in your particular field in publishing?
- Press Director:** I think I have been fairly fortunate within my career path, though it has certainly not been a smooth journey. The university press and military world I work in is and will likely continue to be male dominated for the foreseeable future. That does not mean that women do not have a place here, but we certainly have to fight that much harder to establish ourselves in this reality. That fight includes a strong background of higher education and experience to reinforce our roles and ability to perform at any level. Life—and the publishing world—are rarely fair, so it falls to us to ensure that sometime in the future the press world does look like us. That women have a seat at the table because they are the best voice for the industry not just because they are female. Equitable pay and promotion would go a long way to reduce some of the barriers in place now but attitudes across the gender spectrum are just as critical.
- Designer:** For me, design has always been women-friendly, even though most of my design professors have

been men (who were wonderful, and helped me get to where I am today). The problems aren't necessarily including more women, which of course we should be doing, but making sure there is a seat at the table for Women of Color and women of varying abilities as well. Publishing design should be accessible to consume and to create, and not just for white cisgender men and women.

**Managing Editor:** N/A (did not answer).

## NEWS/READING OF INTEREST

View a [call for papers](#) in the *Journal of Scholarly Publishing* on "Diversity, Equity, Inclusivity, and Accessibility in Policies and Practices in Scholarly Publishing."

Read the *Scholarly Kitchen* blog's take on women in academic publishing [here](#).

*Learned Publishing's* [article](#) on "Evaluating Equity in Scholarly Publishing" describes

some of the problems still remaining in attaining equity in academic publishing.

## CALL TO ACTION

- Volunteer for one of C4DISC's [Working Groups](#)
- List working groups that need support
- [Register](#) for upcoming webinars or watch recent webinar recordings
- Encourage your organization to adopt the C4DISC [Joint Statement of Principles](#)
- Follow C4DISC on [Twitter](#) and [LinkedIn](#)
- Share this newsletter with at least one colleague (bonus points if they are not from a member or partner organization)

THANKS FOR READING!

~ *C4DISC Communications and Outreach Working Group*

Contact us at [C4DISC@gmail.com](mailto:C4DISC@gmail.com)