

Coalition for Diversity and Inclusion in Scholarly Communication

Attendees: Carolyn Fast, Charlotte Roh, Patrick Alexander, Melanie Dolechek, Melanie Schlosser, Alice Meadows, Peter Berkery, Ed Pentz, Brit Stamey, Rebecca McLeod, Gillian Cain-Harris, Lori Cummings

5/23/2022

1. Member/Partner Updates (Ana)
 - a. 112 Adopting Organizations
 - b. No new partners/members—ScieLo still pending Member
2. Survey Analysis Update (Bernie, Charlotte, Rebecca, Jordan)
 - a. Had an initial meeting to break up the work
 - b. Second planning meeting this Friday with results coming in the June meeting
3. Learned Publishing Special Issue (Alice)
 - a. Topic: DEI in Scholarly Publishing
 - b. **Action Item:** if you are interested in reviewing, please volunteer— contact Alice Meadows
 - c. **Action Item:** three ways to collaborate: Inclusive Language WG collab, broader about C4DISC, or something on the toolkits. Would like the article to be written with practical guidelines in mind.
 - i. Mia and Patty would be great contacts to write about these topics
 - ii. BIPOC Toolkit will be out August 2023 and it will be a good opportunity to commission. Rebecca and Damita are good contacts for information on this.
 - iii. What will the article reviews involve:
 1. reviews: give author topic they are familiar with
 2. length: 1, 500 words to 5, 000 words
 3. Review process: light, accept with revisions, accepted
 4. Time: half a day or a few hours commitment
 5. Deadline: late September / early October
4. Honoraria Policy Recommendation (Gillian, Carolyn, and Melanie S.)
 - a. See summaries below, see Full Notes
 - b. This is a discreet piece of the issue but the group might want to look at role-based honoraria policy in the future.
 - c. Question: payment, if the WG starts in November but pay out in December, do we pay out once the WG is done?
 - i. Payment tied to C4DISC's financial year, the next (fiscal) year is when it would be paid out for the volunteers
 - ii. Process: payment upon completion of the working group. Paid out once for that term of service as opposed to annually.
 - iii. Question: would we tell people in advance how much the honoraria is or will it be based on our funds?
 1. Transparency and Consistency, come up with an amount that works with our budget right now. Providing a model policy for other organizations. Package the administration and practice.
 - d. Concept: approved

- e. Help with amount: an amount or a range of compensation, show how C4DISC came to this decision, we have a healthy budget right now but we also have yet to start on big projects and how many volunteers would qualify; something that feel equitable though not really a compensation, not tokenism
 - i. \$300-\$1000
 - 1. Do some research with Members of Member (Gillian)
 - ii. Would we increase our fees so that our members to cover these efforts?
 - iii. Have members sponsor / support these efforts more consciously? Will we need to be more selective with the projects that we decide to take on?
 - f. **Action Item:** sub-group detail the administrative details, data and query (Ana)
- 5. Position on statements in response to hate crimes (Alice)
 - a. This came up in the NISO DEIA committee given recent events. Looking at statement at addressing these crimes, would C4DISC put out a statement that NISO could amplify. A collective statement from C4DISC? How can we choose which ones to acknowledge? Not addressing is also normalizing it.
 - b. Questions: Are we going to issue any statement or what is our policy for issuing statements?
 - i. We do not have a policy. In the past it has been spontaneous.
 - ii. Studies have come out about companies that make statement and pledge money: they have not enforced statement or used money towards stated efforts.
 - iii. Other alternatives:
 - 1. Time off
 - 2. Educational statement (whiteness replacement theory)
 - 3. Awareness of financial ties to problematic organizations
 - c. Concrete action: C4DISC exists concrete response to as these incidents, providing some concrete examples of what to do and show those to our members, re-share when something comes up
 - d. **Action Item:** Comm & Outreach: create and draft by the end of the summer, based on legitimate sources (Learned Publishing collab)
- 6. Working Group Updates
 - a. Communications & Outreach Working Group Update (Ana)
 - i. New Lead; meeting soon
 - ii. Next newsletter in June
 - iii. Amplify IL&IG Toolkit launch
 - b. Antiracism Toolkits for Equity update (Melanie)
 - i. Final toolkit for that series August 2022
 - ii. Usage stats on Organizations Toolkit (Ana)
 - 1. C4DISC website
 - a. Toolkit For Equity: 15, 258 page views
 - b. Toolkit For Organizations: 154 page views
 - c. TFO Webinar: 102 page views
 - 2. PubPub page:
 - a. TFO: 16,583 page views
 - b. Landing page: 42,609
 - iii. When ScieLo comes on, could the toolkits be translated?
 - c. Disability Toolkit for Equity (Bernie)
 - i. 2 group meetings; subgroups will begin meeting

- ii. Had second kick-off meeting. Talked more about overall goals and expectations. Reviewed the work of various committees to be formed, and discussed upcoming potential deadlines, workflow, and timing for meetings of the whole. Current potential timeline goals include possible inclusion in the fall 2022 Scholarly Communication Institute, and 2023 SSP Conference.
- iii. Setting up meeting for the Framework committee. Consists of approximately 7-8 people, including the program managers and several people from the Publishing Enabled core group. The framework committee will develop an aerial view vision of the project, - from start-to-finish - and hand-off an outline for the research group
- d. Inclusive Language and Image Guidelines for Scholarly Communications (Melanie)
 - i. Patty presented on CSE about the project. Just completed the 1st draft of the Guidelines and it's now moving on to the Content team for review, editing, and production. We are anticipating Summer 2022 as a release, and no specific timeline.

Honoraria Policy Recommendation

Summary Statement

We believe the purpose of the honorarium is to reflect appropriately that members of marginalized communities are being asked to fix the marginalization faced in work and lives. This is not intended as compensation, supplemental income, or a fee—but a material form of appreciation for their contribution. There is another issue of compensating people for work and/or labor but that is another kind of honorarium which we can tackle in the future.

Process:

On the volunteer application or at conclusion of the project, ask:

- Are you a member of a marginalized community* and will your lived experience inform your contribution?

OR

- "Will this role require you to draw on your lived experience as a member of a marginalized community*?"

If they say yes, then ask if they would like to opt out of receiving an honorarium.

*Provide a capacious enough definition to what this is as a hyperlink or somewhere on that webpage.

Community administrator logs information.

Paid out once in a fiscal year after confirm with chair of group that the individual has participated.

Amount: TBD