

## Coalition for Diversity and Inclusion in Scholarly Communication

Attendees: Charlotte Roh, Carolyn Fast, Melanie Dolechek, Bev Acreman, Heather Staines (ALPSP), Alice Meadows, Gillian Harrison Cain, Patty Baskin, Peter Berkery, Bernie Folan, Rebecca McLeod

### 6/27/2022

1. Introduction ALPSP representative, Heather Staines
2. Member/Partner Updates (Ana)
  - a. 114 Adopting Organizations
  - b. No new partners/members—SciELO rep should join us soon
  - c. Orientation: June 29; noon ET; via Zoom
3. Honoraria Policy Recommendation (Gillian, Carolyn, and Melanie S.)
  - a. Issued a short survey to get a sense of how many people would be eligible to take advantage of the honorarium; it helped guide language and figuring out intent.
  - b. Trigger/Timing: Separate triggering events for standing committees versus more project-based work, For standing committees, honoraria would be paid at the end of each year for a 2 year term.
  - c. Amount: Tried to find something that was meaningful and had conversation with representative from other organizations who were taking similar initiatives. While this might be a big investment, this could open up opportunities to collaborate more closely with Partners.
  - d. A total of 35 people responded to the survey out of 89 active volunteers. Out of those, 18 said yes, their volunteer work does draw on their lived experience and 6 said maybe. The results can be accessed [here](#).
  - e. Roughly 50% of active volunteers responded and roughly 50% of the respondent would qualify (counting yes responses only). Based on the (possibly) representative sample, we could surmise that 45 volunteers annually might qualify. Assuming none opt-out, with a range of \$300-\$500 per Honoria, we'd need to budget \$13,500- \$22,500 assuming the number of volunteers annually remains consistent.
  - f. How much of this going to be a model for other organizations? It was discussed as a model yes, but how realistic is this for other organizations? Other organizations could use and change their thresholds.
  - g. Be transparent about that this as an experiment and explain what are the parameters/expectations of volunteer work [tie to the existing onboarding material].
  - h. What about volunteers who sign up, but don't actually contribute?
    - i. Mechanism to check with chairs; would this put the chair in an awkward position?
    - ii. No judgements about type or amount of work, because it is about what experience they are bringing into their volunteer work. There might always be those who contribute and do not.
    - iii. Are there ways in which we can elevate the work of those who have gone above and beyond? Award or something in that vein.
  - i. **Motion, Seconded, Approved:** Roll out recommended honoraria policy as a "pilot," 1 year experiment starting with fiscal year in July and an honoraria amount of \$300; add to governance document, and also add the administrative duties for Kim [Ana to Draft]
4. Survey Analysis Update (Bernie, Charlotte, Rebecca): Member survey only

- a. Key takeaways
    - i. All the respondents are engaged in DEIA work at some level, mostly education and policy change.
    - ii. Members want to leverage collective voice.
    - iii. Members want guidance about what to prioritize and have a common resource.
    - iv. Need resources without duplicating efforts.
    - v. Toolkits were the resources most often cited as useful, so should C4DISC not issue unused resources or put more attention into them?
    - vi. Very different types of organizations and so there was no sense of an overall priorities.
  - b. These surveys might really help inform what things C4DISC can focus on.
  - c. Partner and Member of Member survey numbers much more expansive, 165 responses/
  - d. Partner and Member of Member survey analysis will be reported on in July.
5. Position on statements in response to hate crimes (Ana)
    - a. Established new sub-working group to address
    - b. First meeting in July, international group will help form a policy that is flexible and aware.
  6. Presenter at ISMTE Conference (need volunteer)
    - a. Invited to speak virtually on the topic of Implementing DEI Policy/DEI Toolkits for Equity on November 2nd, at 11 AM EST for 15 minutes (as part of a 45-minute session featuring two total speakers and 15 minutes of Q&A).
    - b. Heather Staines potential
    - c. Rebecca McLeod and Damita Snow confirmed – **Action Item:** Melanie D. to make introductions.
  7. Succession Planning
    - a. Beginning of our fiscal year, 2 elected positions: treasurer (Brit current) and convener (Melanie D. current and final year), looking for nominations. Please email Melanie D. with any questions or nominations.
  8. Working Group Updates
    - a. Communications & Outreach Working Group Update (Ana)
      - i. Newsletter Preview
      - ii. Launch for Inclusive Language and Image Guidelines
    - b. Antiracism Toolkits for Equity update (Rebecca)
      - i. BIPOC Toolkit: tentative publishing date is still August 2022
      - ii. The initial draft is currently being reviewed by designated readers.
    - c. Disability Toolkit for Equity (Bernie)
      - i. Making good progress
      - ii. Project accepted by Triangle Scholarly Communications Institute; 6 members of the committee - 4 Core members and 2 project managers will be in attendance to work together in-person to advance the project. Goal is to have an outline and fundamental research on hand so we can work with a rough first draft of content.
      - iii. Article in Special Issue
      - iv. The Toolkit for Disability Equity Committee is in full-steam. We have broken into smaller sub-committee groups to address various aspects of the project. The Framework subcommittee has reviewed the vision and goals of the project and identified key differentiators from other disability related toolkits that are available. This will be a toolkit specifically geared toward the Scholarly

Communications community and will be a dynamic, online resource with case studies, reference links, and stakeholder specific insights. The Framework committee has turned its attention to the creation of a wire-frame outline that will form the structure of the website, as well as provide direction for the Research subcommittee. The Writing subcommittee has been spun up and honed the Vision Statement for the project. They will also begin work to submit an article on the Toolkit Project for the upcoming Learned Publishing issue in January 2023 that focuses on DEIA efforts.

- d. Inclusive Language and Image Guidelines for Scholarly Communications (Patty)
  - i. Release deadline extended--September; good progress; poster at SSP Annual Meeting

## **Honoraria Policy Recommendation**

### Summary Statement

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.

Honoraria amount of \$300.

There will be two types of honorarium offered. Eligible members of a Standing Committee and eligible volunteers of a Toolkit.

- A.) Eligible Standing Committee members will serve on two year terms tied to the fiscal year. The honorarium will be paid out at the end of fiscal year term.
- B.) Honoraria for eligible Toolkit volunteers will be determined when the group is formed.
  - 1. Honoraria will either be paid at the completion of the project or when that volunteer's work is significantly complete for that project.

All volunteers will be asked: "Does your volunteer work with C4DISC require you to draw on your experience as a member of a marginalized community?" and "Will you wish to opt out of receiving an honorarium for your service?" by the Community Administrator either A.) when the fiscal year is closing or B.) when compensation for a Toolkit is triggered.

[The name, email, and form of service will be recorded in C4DISC's shared files (with some security).]

[This policy will be on the website, perhaps on several pages: How to Participate > Working Group Application, also About the Coalition > [add a Volunteer Policy], also on the resources page. I think more points of entry would be good or this sub-group can decide on the one place it would be most suitable.]