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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 the August 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 quarterly, at a minimum, to make sure that we are regularly connecting with you and advancing our mission. 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 *C4DISC Connect* includes opportunities to engage with us, a discussion of inclusive language and image use in publications, a list of guides to become a more inclusive community, 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 pleased to announce that the BIPOC Toolkit will be launched at the end of August
- The inclusive language and images toolkit launch is forthcoming

## COALITION HIGHLIGHTS

C4DISC is looking for folks to help us draft recommendations for how organizations publicly respond to hate crimes or other social issues when they occur. If you are interested and/or want more information, please email [c4disc@gmail.com](mailto:c4disc@gmail.com).

We have 14 members, 22 partners, 1 donor, and 117 adopting organizations!

## C4DISC CONTENT IS VIEWED

- India **IN THESE PLACES**
- Netherlands
- Mexico
- Canada
- Algeria

## AUGUST 2022 ISSUE ON INCLUSIVE LANGUAGE IN SCHOLARLY PUBLISHING

In this issue, C4DISC examines the usage of biased language and, with it, the importance of using inclusive language in all forms of communication. The American Psychological Association (APA) is [quite explicit](#) on why and

how this is important: “As we strive to further infuse principles of equity, diversity, and inclusion (EDI) into the fabric of society, those committed to effecting change must acknowledge language as a powerful tool that can draw us closer together or drive us further apart. Simply put, words matter. The words we use are key to creating psychologically safe, inclusive, respectful, and welcoming environments.” The power of language is the key to why this is an essential facet of inclusive language’s use in publishing. While all members of this community come from varied backgrounds, it is a worthwhile pursuit to learn about all perspectives in the purpose of publishing more inclusively.

## C4DISC EXPLAINS THE IMPORTANCE OF INCLUSIVE WRITING & LANGUAGE

It is important to consider inclusive language and writing because it ensures everyone can see themselves in written works and provides a broader audience. Two of the most pervasive biases still present in publishing are gender bias (e.g., defaulting to male pronouns when the person is unknown or hypothetical) and heteronormative language, which [Merriam-Webster](#) defines as “of, relating to, or based on the attitude that heterosexuality is the only normal and natural expression of sexuality.” The [Purdue Online Writing Lab has an entire page](#)

devoted to removing gender bias and stereotypes from writing. Biased language can also be embedded into the publication without authors or publishers realizing it, especially if they do not recognize the many types of bias that can creep into publications. While the list is not exhaustive, removing bias from content requires constant research, discussions with colleagues from different backgrounds, and an overall open-mindedness to how specific uses of words, terms, or images might be offensive even if they did not initially carry a negative connotation. This Libguide's use of the APA style guide's chapter on removing bias from writing is helpful when explaining the intersecting nature that written bias can have among many and varied groups of people: <https://libguides.massgeneral.org/APA7/bias-free-language>.

### **BIAS-FREE LANGUAGE GUIDES & GUIDELINES**

After discussing some of the types of bias that can occur, it is now time to refer to some of the guides and guidelines that can help prevent these types of bias from occurring in publications, from [transgender language reform](#) (i.e., usage of proper pronouns, among other issues), a [glossary of terms](#) to describe sexuality and other terms relevant to the LGBT community by the Human Rights Campaign, and, even in print publications, awareness of bias and inclusivity in image selections, with a guide published by the

[American Chemical Society](#). The *Early Popular Visual Culture* journal also published [an excellent article](#) on their decisions and considerations on the use of inclusive language and images in their journal. Finally, there is also [an expansive guide](#) titled *Inclusive Communication Manual: A Practical Guideline on How to Communicate Inclusively with International Youth*. While this is not an exhaustive list of all the guides, manuals, and best practices for inclusivity in publications, this is a great starting point to prevent bias in publications and provide a more inclusive experience for all readers and members of the scholarly publishing community.

### **NEWS/READING OF INTEREST**

- C4DISC is thrilled and honored to announce that the Toolkit for Disability Equity group will be participating in this year's Triangle Scholarly Communication Institute in October.
- C4DISC was recently awarded the Council of Science Editors' (CSE's) Meritorious Achievement Award. CSE grants this award to individuals or organizations that made significant contributions to advancing the broad goal of CSE: to improve scientific communication through the pursuit of high standards in all activities connected with editing.



# Coalition for Diversity & Inclusion in Scholarly Communications

C4DISC Connect

August 2022

## **CALL TO ACTION**

- Volunteer for one of C4DISC's [Working Groups](#)
- [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)