Empowering ACS Editors Through Continuous Learning

From Recognition to Action: Strategies for Developing Diversity Training for Editors
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**Vision**
Improving peoples lives through the transforming power of chemistry

**Mission**
Advancing the broader chemistry enterprise and its practitioners for the benefit of Earth and its people

**Core Values**
- Passion for chemistry and the global chemistry enterprise
- Focus on members
- Professionalism, safety, and ethics
- Diversity, equity, inclusion, and respect (DEIR)
June 2020 Joint Editorial:

- **Expressed support** to marginalized communities
- **Acknowledged known issues** within chemistry and ACS journals
- **Strategically committed** to efforts to sustainably advance DEIR

**Strategically committed to:**

- Gather and make public baseline statistics on diversity within our journals and annually report on progress
- Train editors to recognize and interrupt bias in peer review
- Appoint an ombudsperson to serve as a liaison between Editors and our community
- Develop an actionable diversity plan for each journal
- Include the diversity of journal contributors as an explicit measurement of Editor-in-Chief performance

Read the editorial “Confronting Racism in Chemistry Journals”: https://pubs.acs.org/doi/10.1021/acsami.0c10979
Continuous Learning Journey

Goals:
- Acknowledge where Editors are in their own journeys
- Establish shared understanding and framework
- Empower and equip Editors to be DEIR leaders
- Improve inclusion and equity in editorial and peer review processes
Setting the Foundation: 
Leading Inclusively: Beyond Lip Service

2-hour facilitated workshop via Zoom offered March-November 2021 for ACS volunteer leaders and Editors

Objectives:

- Establish a common understanding around DEIR at ACS.
- Challenge assumptions and invite new perspectives to welcome, embrace, and value the full spectrum of human diversity.
- Identify key opportunities in their role for supporting the ACS commitment to create a more diverse and inclusive chemistry enterprise.
- Set a shared foundation for future learning opportunities and workshops around DEIR within the editorial and peer-review process.

60% of active Editors (>400) participated in one of the 40+ sessions
Building on the Foundation

Feedback overall positive but room for improvement:

- Value of networking and sharing experiences with new people
- Ensuring topical relevancy across regions and experience levels
- Editors wanted more application-based, practical strategies and resources

Challenges with live workshop format:

- Scalability and sustainability
- Technical aspects
- Time zones
- Varying registrant volume between sessions

Converted to on-demand course on ACS Institute in 2022

Conducted ACS Editor focus groups, facilitated by Dr. Joseph Williams in consultation with ACS staff

Engaged with e-learning vendor to begin development on practical modules
Practical Learning Modules: 
**Advancing DEIR: Practical Strategies for ACS Editors**

1.5-hour on-demand, self-paced course available on ACS Institute for Editors only

**Objectives:**
- Identify common types of bias throughout peer review process
- Reflect on their own biases in their role as Editor
- See examples of how other ACS journals are advancing DEIR
- Explore how to promote an inclusive culture

**Topics covered through reflection-based activities:**
- Role of editors in the cycle of injustice
- Defining common types of biases and identifying bias before, during, and beyond publication
- Examining opportunities to support a culture of inclusion

**Supplementary toolkit and resource list**

~200 editors (25%) have completed the course or are in progress since late July 2022
Early Feedback is Positive

- **Positive feedback on content:** 91% of editors said the course gave them practical tips they will use in their journal, and 89% agreed they would implement one or more strategies in their journal.

- **Considerations:**
  - Content and course development was time- and resource-intensive
  - Value of SME and vendor, if you have funds to consult
  - Leverage existing materials and resources (within your org or available for external use)
  - Focus groups were critical to content development and increased Editor buy-in
  - Importance of clear communication, especially if you have multiple offerings at once
  - How to bring in new Editors
  - Technical issues are inevitable
Continuing the Journey…

- Reminders and completion tracking of both online courses
  - Promotion of Editors toolkit
  - Potential technical enhancements
- Building on training through facilitated discussions and panels
- Determining need for refreshers, additional learning opportunities, and resources
Thank You!

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To learn more about ACS Publications’ commitment to DEIR:
https://publish.acs.org/publish/diversity