



Empowering ACS Editors Through Continuous Learning

From Recognition to Action: Strategies for Developing Diversity Training for Editors
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Shaina Lange, MPS
Manager, Publishing Integrity Office, ACS Publications

ACS Vision, Mission and Core Values



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)

ACS Publications' Diversity Action Commitment – *June 2020*



June 2020 Joint Editorial:

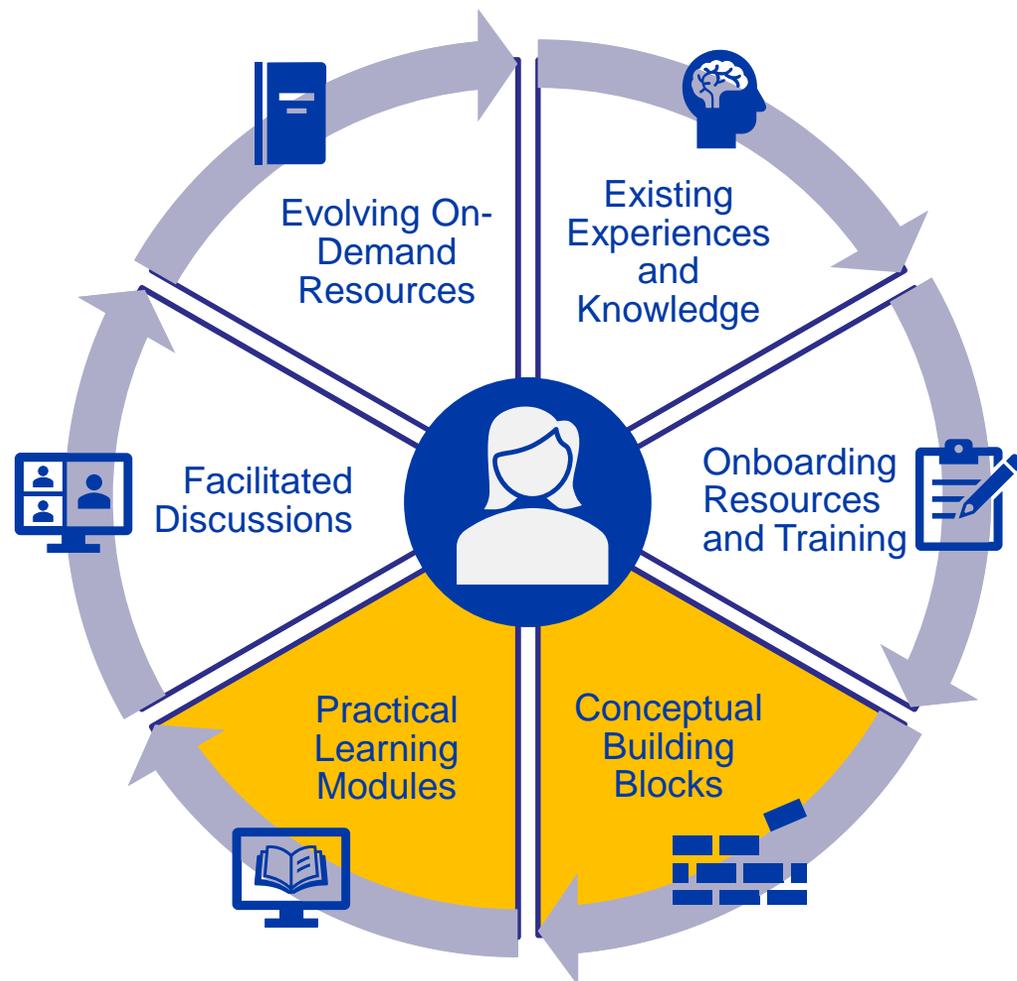
- **Expressed support** to marginalized communities
- **Acknowledged known issues** within chemistry and ACS journals
- **Strategically committed** to efforts to sustainably advance DEIR

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:

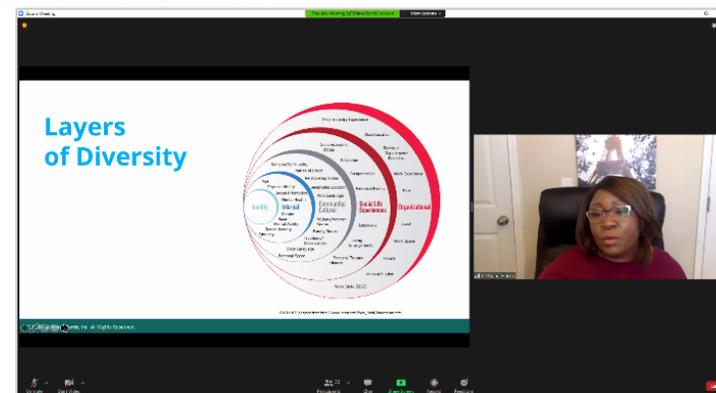
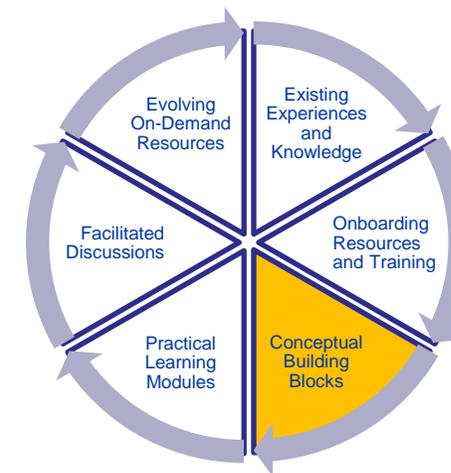
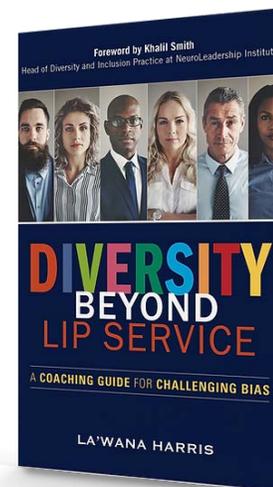
- Acknowledge where Editors are in their own journeys
- Establish shared understanding and framework
- Empower and equip Editors to be DEIR leaders
- Improve inclusion and equity in editorial and peer review processes

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

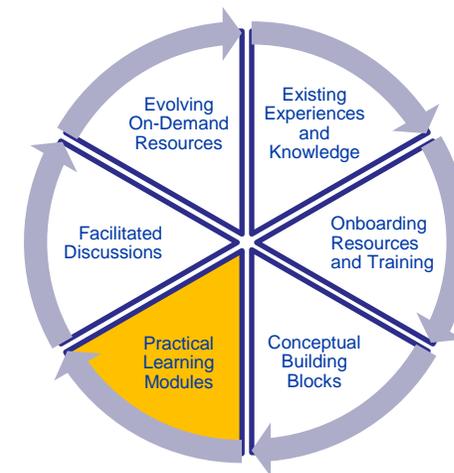
Converted to on-demand course on ACS Institute in 2022



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

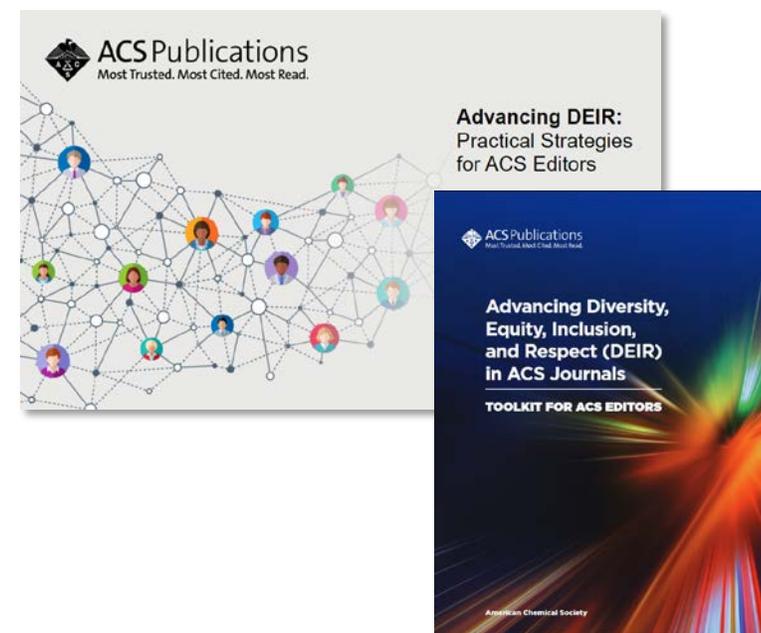
Objectives:

- 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



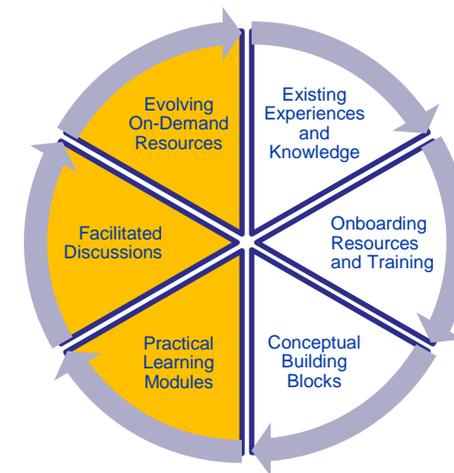
~200 editors (25%) have completed the course or are in progress since late July 2022

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!



Shaina Lange
s_lange@acs.org

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