Joint commitment for action on inclusion and diversity in publishing

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rsc.li/publishing-equality

What is it?

- A collaboration between 49 publishing organisations (owners of over 15k journals)
- Launched in June 2020 following a workshop to share our Framework for action
- Initiated and facilitated by Royal Society of Chemistry
- Collective action to make things better, together

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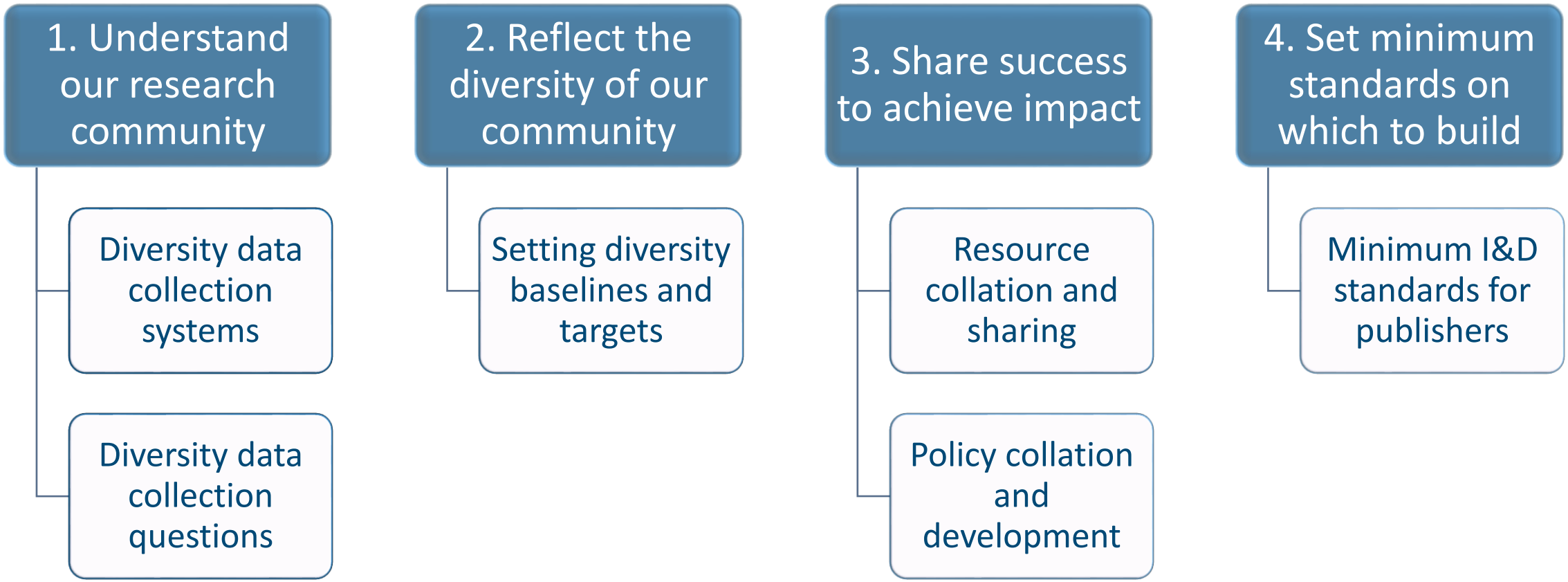
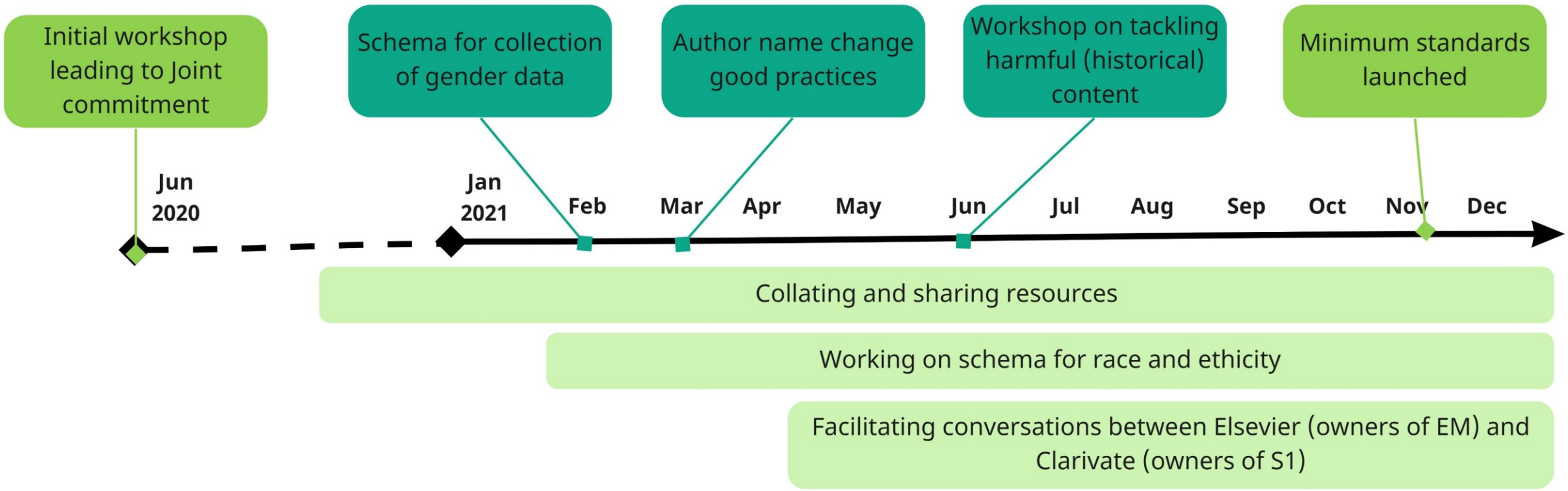
We will:

- Understand our research community
- Reflect the diversity of our community
- Share success to achieve impact
- Set minimum standards on which to build


1. Understand our research community
Diversity data collection systems
Diversity data collection questions
2. Reflect the diversity of our community
Setting diversity baselines and targets
3. Share success to achieve impact
Resource collation and sharing
Policy collation and development
4. Set minimum standards on which to build
Minimum I&D standards for publishers



ROYAL SOCIETY OF CHEMISTRY

https://www.rsc.org/new-perspectives/talent/minimum-standards-for-inclusion-and-diversity-for-scholarly-publishing/

Endorsed **Gender Identity** Data Field

Gender Identity (1)

With which gender do you most identify? (2) Please choose **one** (3) option:

- Woman (4)
- Man
- Non-binary or Gender diverse (5)
- Prefer not to disclose (6)

Elsevier is deeply committed to inclusion and diversity in research. Please help us in advancing gender diversity, inclusion and equity in research and informing our own processes by responding to the question below. The data will only be reported at an aggregate level. Refer to the Elsevier Privacy Policy. (7)

1. Not the colloquial, amorphous term 'Gender'
2. Ask a specific question
3. Single option selection
4. Options use terms that refer to gender identity, not sex (i.e., female/male/intersex), and no distinction between cis- or transgender
5. Not limited to only binary options
6. GDPR requires this option
7. Rationale and data use stated explicitly; link to privacy policy

Endorsed by the Joint Commitment working group in 2021.
Will be periodically reviewed and updated as necessary.

Race & Ethnicity Schema

Aim to develop global, universal race and ethnicity schema

- Iterative process through the Joint Commitment sub group - all members shared their questions and insights
- Input from e.g. ACS survey, Elsevier External I&D Board, Springer Nature staff survey
- Research & knowledge (i.e. published literature) in this area
- Elsevier engaged an external Subject Matter Expert
  - Prof. Ann Morning, PhD, NYU

Testing and finalising

- Survey led by Elsevier's Customer & Market Insights Research team and an external evaluation agency
- Tested with global researchers from a range of fields
    - 100,000 global active authors (researchers)
    - publisher agnostic and broadly representative
    - survey closed when >1% response rate achieved (1174 total responses)
    - Respondents asked about their race & ethnicity using the schema
    - And asked about their perceptions on the representativeness of the options provided, enabled free text feedback
    - Asked about their comfort with sharing R&E demographic information when respondent is Editorial Board Member vs. Reviewer vs. Author , enabled free text feedback
- Stakeholder and expert feedback to revise the question

2Q Race & Ethnicity schema*

What are your **ethnic origins** or ancestry? Please select **ALL** the geographic areas from which your family's ancestors first originated:

- Western Europe (e.g. United Kingdom, Sweden, Greece)
- Eastern Europe (e.g. Russia, Poland, Hungary)
- North Africa (e.g. Morocco, Egypt, Sudan)
- Sub-Saharan Africa (e.g. Nigeria, Kenya, South Africa)
- West Asia / Middle East (e.g. Israel, Saudi Arabia, Iran)
- South and Southeast Asia (e.g. India, Indonesia, Singapore)
- East and Central Asia (e.g. China, Japan, Uzbekistan)
- Pacific / Oceania (e.g. Australia, Papua New Guinea, Fiji)
- North America (Canada, United States)
- Central America and Caribbean (e.g. Mexico, Panama, Jamaica)
- South America (e.g. Colombia, Brazil, Chile)
- *Other: [open text box]*
- Prefer not to disclose

How would you identify yourself in terms of **race**? Please select **ALL** the groups that apply to you:

- Asian or Pacific Islander
- Black
- Hispanic or Latino/a/x
- Indigenous (e.g. North American Indian Navajo, South American Indian Quechua, Aboriginal Australian)
- Middle Eastern or North African
- White
- Other: [open text box]
- Prefer not to disclose

* Revised schema accounting for stakeholder feedback, global researcher survey results

Introductory statement

[Publisher] is deeply committed to fostering a scientific community that benefits from the talents of researchers from a wide range of backgrounds.

Please help us collect the data we need to gauge our success at advancing diversity, inclusion and equity in research by responding to the questions below.

Important: individuals' ethnic, racial, or other identities will in no way be used when evaluating journal submissions; these data will only be reported and analyzed at the aggregate level in order to improve our policies and processes.

For details about the storage of and access to these data, please see our Privacy Policy.

Next steps

- Present revised 2-question race & ethnicity schema to Joint Commitment working group for endorsement consideration
- Publisher-neutral data architecture solution developed by Elsevier to collect and store gender and race & ethnicity data within Aries Editorial Manager, architecture that can be used by other platforms as well (e.g. ScholarOne)
- Elsevier will integrate both gender identity and race & ethnicity schemas into EM implementations
- Develop a robust communication plan
- Publish a scholarly, peer-reviewed article with Prof. Morning
- Work with NISO and ORCID to expand use of both the Gender Identity and Race & Ethnicity schemas

Thank you

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