

Peer Review Week 2021

***Diversity, Equity, and Inclusion in
Scholarly Publishing and Peer Review***

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Some Working Definitions

- **Diversity** - the composition of a group of people from any number of demographic backgrounds
- **Inclusion** - the infrastructure that allows diversity to exist and thrive in ways that enhance innovation and problem-solving
- **Equity** - an ongoing process to acknowledge and make adjustments to address imbalances, including identifying and overcoming intentional and unintentional barriers arising from bias or systemic structure
- **Accessibility** - the "ability to access" and benefit from a system or entity; while primarily focused on enabling access for people with disabilities or special needs, it also brings benefits to everyone

Based on definitions from C4DISC, NACE, Wikipedia





How Diverse, Equitable, and Inclusive is your Organization?

POLL:

Select one answer

Responses are anonymous

Why DEI Matters in Scholarly Publishing

Benefits of a diverse, equitable, inclusive, and accessible scholarly publishing ecosystem include:

- Fostering innovation and problem-solving
- Contributing to robust learning environments, worker satisfaction, and increased sales potential and financial performance
- Improving the quality of market solutions and responsiveness to market needs, to better serve the increasingly diverse research and academic communities that are both the creators and consumers of scholarly publications

To ensure sustainability and growth, we must commit to long-term efforts to curb the deeply ingrained patterns of exclusion and inequities in our practices, policies, and frameworks.

Taken from the [C4DISC principles](#)



And also...

“The scholarly publishing community has a moral and ethical obligation to examine the ways whiteness and white supremacy is systematically embedded in the industry to the detriment of Black, Indigenous, and People of Color.”

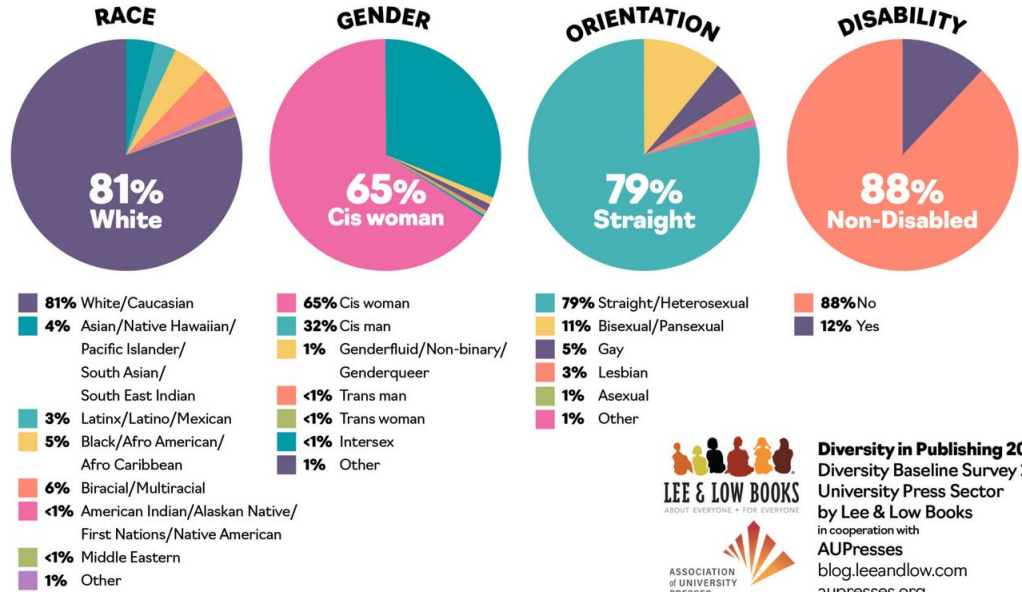
Dr Joseph Williams (keynote presentation at SSP Annual Meeting)

Diversity: The Big Picture

Scholarly publishing is not diverse: “The question that we need to face right now is not “how many dead fish?”, but rather “why is the water we swim in so toxic to so many of us, and how do we fix it?”

From [Reckoning with Whiteness in Scholarly Publishing](#) (The Scholarly Kitchen, March 2020)

University Presses



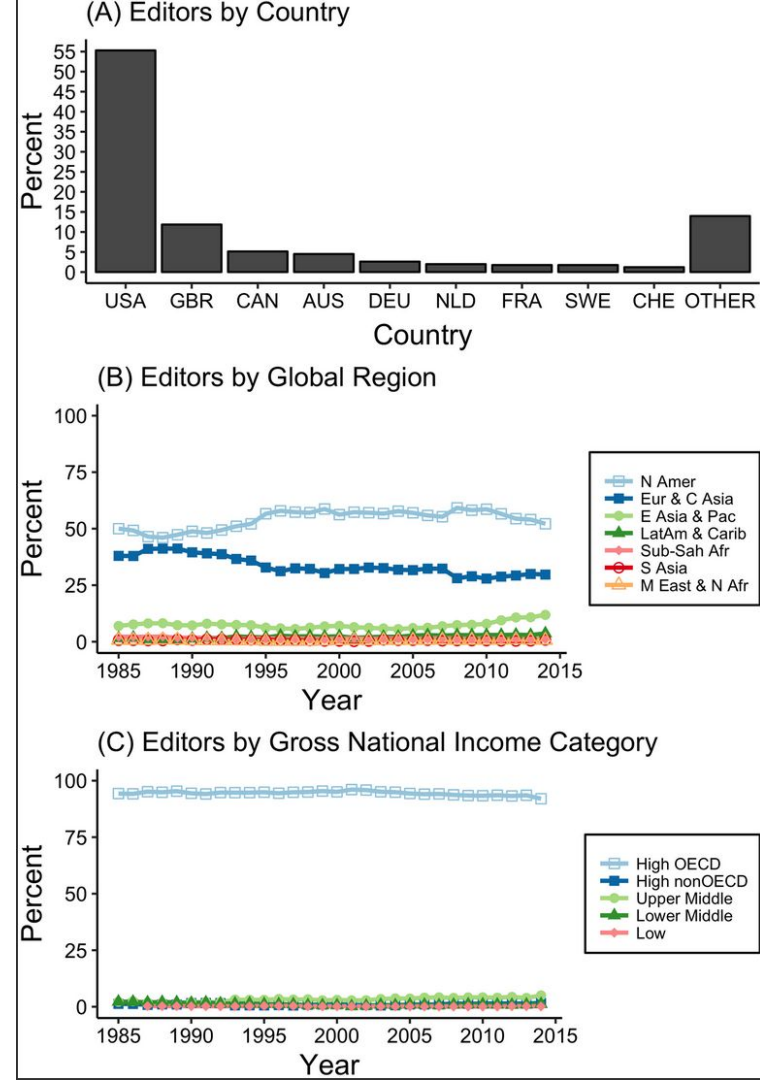
Further reading - Simone Taylor, Susan Spilka, Kristen Monahan, Isabel Mulhern, Jeri Wachter: [Evaluating equity in scholarly publishing](#) (Learned Publishing 33:4) <https://doi.org/10.1002/leap.1301>

Diversity: Example

Editorial boards lack geographical diversity: “limited geographic diversity can detrimentally affect the creativity of scholarship published in journals, the progress and direction of research, the composition of the STEM workforce, and the development of science in Latin America, Africa, the Middle East, and much of Asia (i.e., the “Global South”).”

Taken from [A persistent lack of international representation on editorial boards in environmental biology](#)

Further reading - Emilio Bruna et al: A persistent lack of international representation on editorial boards in environmental biology, PLOS Biology (December 2017) <https://doi.org/10.1371/journal.pbio.2002760>



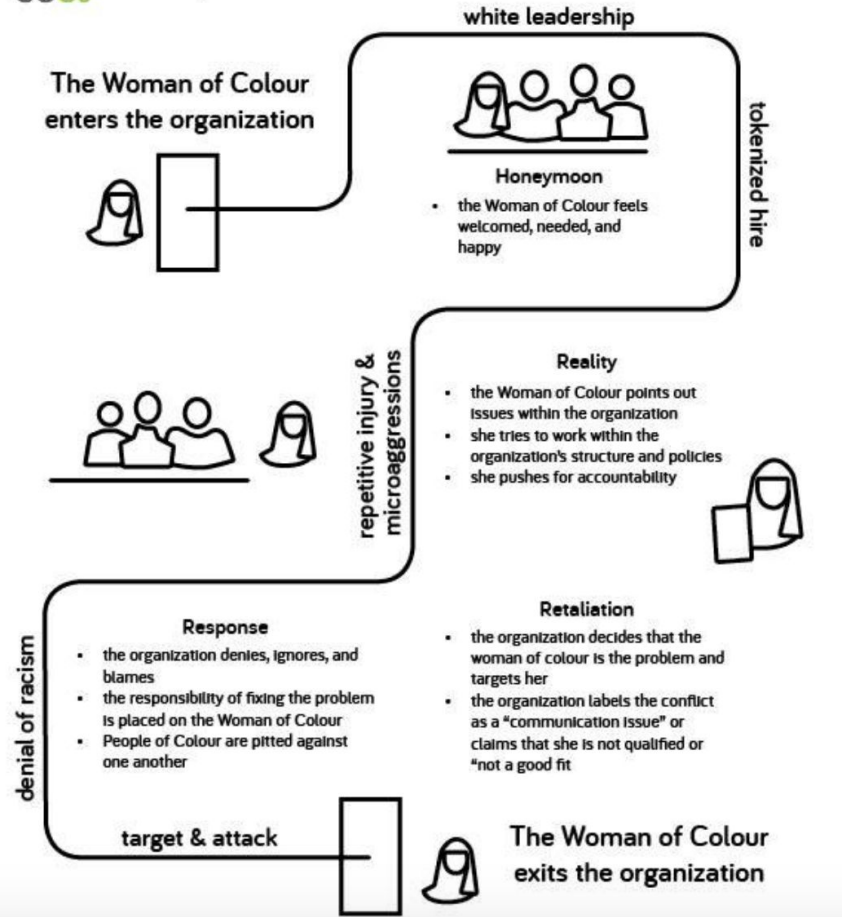
Inclusion: The Big Picture

Scholarly publishing is not inclusive and welcoming to all: “How could I provide a feeling of belonging if it was something I never felt there myself?” (from *On Being Excluded: Testimonies by People of Color in Scholarly Publishing*)

Further reading - [On Being Excluded: Testimonies by People of Color in Scholarly Publishing](#) (April 2018)

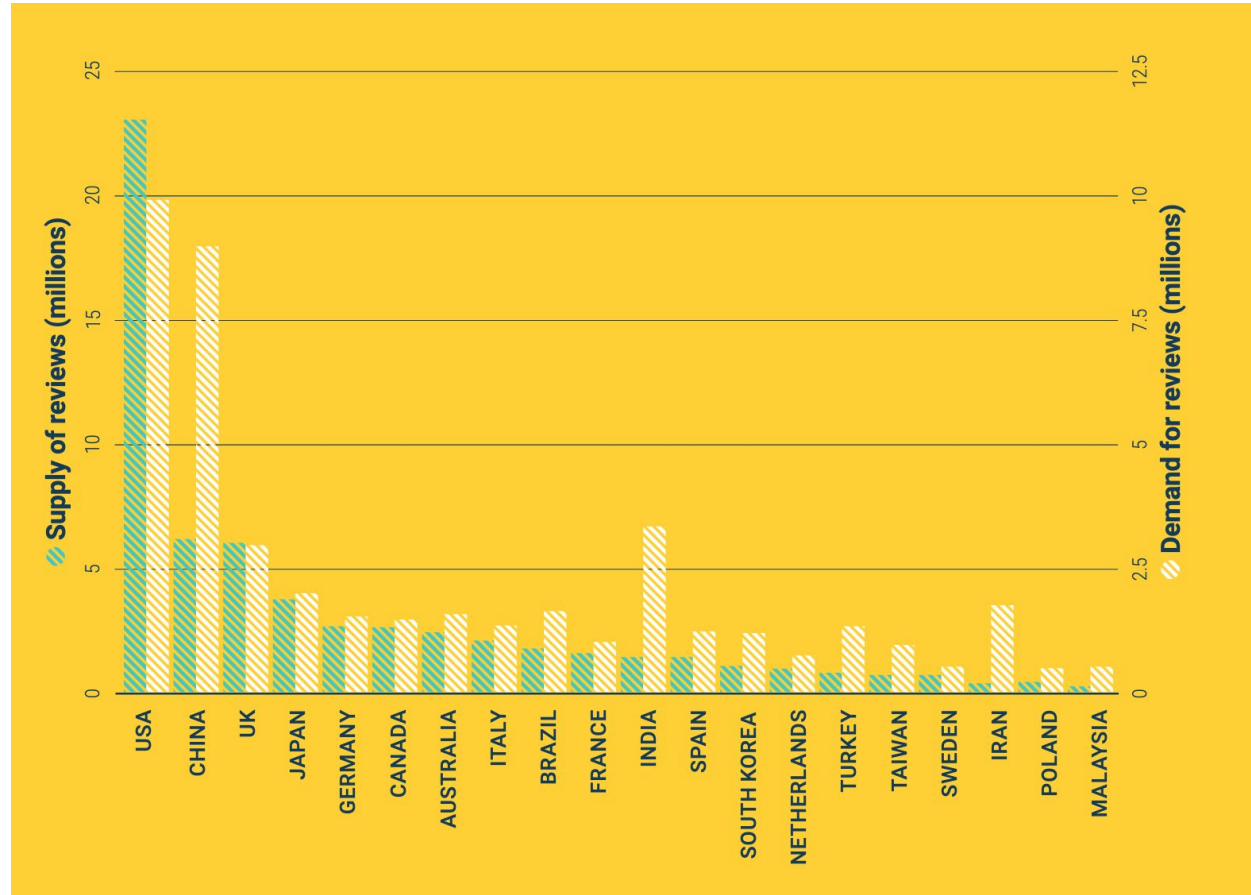


The “Problem” Woman of Colour in the Workplace



Inclusion: Example

Peer review is not geographically inclusive - as shown, eg, in peer review supply and demand in a selection of countries (taken from [Publons 2018 Global State of Peer Review report](#))



Further reading:

<https://scholarlykitchen.sspnet.org/2018/09/13/eight-ways-to-tackle-diversity-and-inclusion-in-peer-review/>

Equity: The Big Picture

Scholarly publishing is not equitable: “There is an underrepresentation of women in the industry’s most senior (and thus highest-paid) positions.”

Figures taken from Elsevier’s official UK gender pay gap reports in 2017 (top) and 2020 (bottom)

THE UK GENDER PAY GAP INFORMATION FOR ELSEVIER LIMITED

Pay Quartile	% of men	% of women	Median total pay gap per quartile
Upper	74.4%	25.6%	-8.7%
Upper Middle	69.2%	30.8%	3.7%
Lower Middle	39.1%	60.9%	2.6%
Lower	27.5%	72.5%	6.3%

Mean total pay gap	29.1%
Median total pay gap	40.4%

% of men receiving bonus pay	56.5%
% of women receiving bonus pay	45.7%

Mean bonus pay gap	30.0%
Median bonus pay gap	47.5%

THE UK GENDER PAY GAP INFORMATION FOR ELSEVIER LIMITED

Pay quartile	% of men	% of women	Median total pay gap per quartile
Upper	79.6%	20.4%	-11.6%
Upper Middle	70.3%	29.7%	4.3%
Lower Middle	45.2%	54.8%	6.0%
Lower	35.1%	64.9%	5.1%

Mean total pay gap	24.7%
Median total pay gap	36.2%

% of men receiving bonus pay	77.4%
% of women receiving bonus pay	49.9%

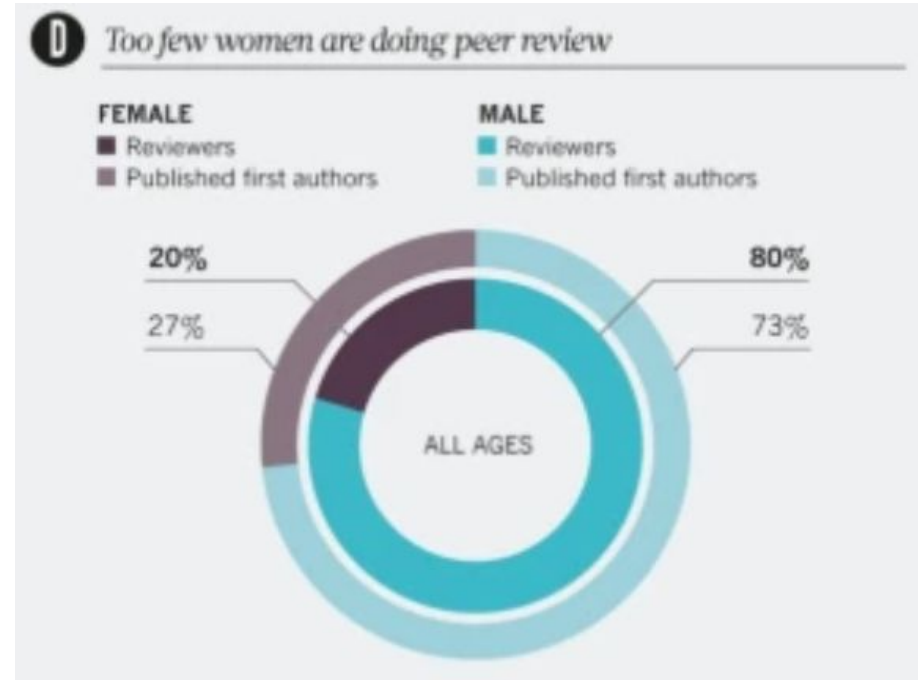
Mean bonus pay gap	7.1%
Median bonus pay gap	27.5%

Further reading: [A Woman’s Worth: Examining the Gender Pay Gap among UK Scholarly Publishers](#) (April 2018)

Equity: Example

“Women of all ages have fewer opportunities to take part in peer review [but] women constituted 20% of all of the individual reviewers in 2012–15, substantially less than the proportion of distinct published female first authors (27%), published authors (23%) and AGU members (28%) or all-accounts holders (29%).”

Taken from [Journals invite too few women to referee](#) by Jory Lerback & Brooks Hanson



Further reading - Alice Meadows: [Gender Bias in Peer Review: An Interview with Brooks Hanson and Jory Lerback](#) (November 2017)

But There's Good News Too!



Industry level examples

- AUP - [Statement on Equity and Anti-Racism](#)
- C4DISC - [Statement of Principles, Toolkits for Equity, Workplace Equity Project](#)
- RSC - [Joint Commitment for Action on Inclusion and Diversity in Publishing](#)

Organizational level examples

- AGU - Ethics & Equity Center
- APA - APA Publishing's Equity, Diversity, and Inclusion Framework
- SSP - DEI Committee, micro-aggressions training for Board and Committees
- Aries/Elsevier - Editorial Board gender infographics
- Cell Press Inclusion and Diversity Statement
- Emerald Publishing - DEI research
- NISO - DEI Committee and workshops

Individual level examples

- Participation in eg all male panels
- Volunteering

***What other
examples do you
know of?***

DISCUSSION: Developing a More Diverse, Equitable, and Inclusive Reviewer Community



- How open and transparent is your organization/publication about, for example:
 - How reviewers are selected
 - The review process itself
 - Roles and responsibilities
- What more could you be doing to improve DEI in your review process, such as:
 - Open vs anonymous peer review
 - Anti-bias reminders for editors and reviewers
 - Actively seeking out reviewers from under- or unrepresented communities
 - Providing peer review education and resources for new and less experienced reviewers
 - Reviewing your reviewers



How Diverse, Equitable, and Inclusive is your Review Process?

POLL:

Select one answer

Responses are anonymous

For Your Consideration...

*What's working and
what isn't, and why?*

- How diverse, equitable, and inclusive is your organization and your publications?
 - How do/can you measure this?
- How open and transparent are your peer review processes and policies?
 - How can you improve the power dynamics by making your processes and policies clearer and and more inclusive/equitable?
- How can you recognize and minimize bias?
 - What training and resources are available to your staff, your editors and editorial boards, your reviewers, your authors?
- What more could you, your organization, and our wider community be doing to improve DEI in peer review?
 - How can you bring new, more diverse voices into your decision-making processes — and ensure that they are heard?



Thank you!

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