

## PRW 2021 Webinar: Diversity, Equity, and Inclusion in Scholarly Publishing and Peer Review

### September 23, 2021 | Zoom Chat Message Archive

10:00:29 From Steven Smith : Hi from Boston!

10:00:44 From Amy McPherson To All Panelists : Hello from St. Louis!

10:00:54 From Mehmani, Bahar (ELS-AMS) : Hello everyone from Amsterdam!  
Lovely to meet you, Alice :)

10:01:03 From Adrienne Sponberg : Hi from Silver Spring, Maryland!

10:01:05 From Jillian Schweitzer : From very rainy Maryland!

10:01:07 From Anna O'Brien : Hi! Nice to see you Alice!

10:01:10 From Erin Landis : Hi, Erin Landis from the American Gastroenterological Association in Maryland.

10:01:14 From Judy Mikhail : Howdy from Flint, Michigan

10:01:18 From Richard Hund : Hello from St Louis!

10:01:19 From Sylvia Hunter To All Panelists : Good morning from Toronto!

10:01:22 From Meghan McDevitt : Hi from Cincinnati, OH

10:01:25 From Michelle English : Hi from Salt Lake City, UT

10:01:28 From Hannah Harwood : Hi from PLOS!

10:01:34 From Gayle Mathe : Hello from Sacramento, California!

10:01:39 From Brenda Sidhe : Hello from Arlington, VA

10:01:41 From Patricia Mangahis To All Panelists : Hello from Vancouver, BC!

10:01:42 From Taryn Dollings : Hi from Charlottesville, VA!

10:01:44 From Kerri Tolan : Greetings from Columbia, SC!

10:01:46 From Laurel Plapp To All Panelists : Hello from Oxford, England!

10:01:46 From Ulrike Döring : Hello from Bern, Switzerland

10:01:51 From Ann McLaughlin : Hello from New Hampshire!

10:01:52 From Karen Murphy : Hi from Durham, NC!

10:02:11 From Kelly Hadsell : Good morning from New Jersey!

10:02:20 From Lucy Houghton : Also hi from PLOS!

10:02:23 From Kiyem Caliyurt To All Panelists : Greetings from Istanbul Turkey !

10:02:34 From Anna O'Brien : Hi from Wiley - Brighton, UK

10:02:39 From Katie Lucas : Hello from Bristol, UK :)

10:02:43 From Hazel Winter : Good afternoon from SW London!

10:02:45 From Catherine O'Riordan : Good morning from Washington, DC!

10:02:49 From Clare Litt : Hello from Oxfordshire, UK!

10:02:51 From Shannon O'Reilly : Hi from Saratoga Springs, NY, telecommuting to Washington, DC

10:03:13 From Lisa Pecher : Hi from Mannheim, Germany!

10:04:57 From David Boyt : Hi all, greetings from Bristol (again)! : )

10:05:29 From Helen Talbot : Hi David! Long time, no see. Hope you've been well

10:07:31 From David Boyt : Hi Helen, yes, all well here. And likewise!

10:07:38 From Lillian Selonick To All Panelists : Hi from ASHA in the DMV!

10:07:54 From Lillian Selonick : Hi from ASHA in the DMV!

10:08:13 From Philip Dunshea To All Panelists : Hi from Dundas, Ontario

10:12:16 From Candice Gooch To All Panelists : Can you please email me this image with the reference? I'm on the DEI committee and this could be useful. Thanks.

10:13:50 From Aries Systems To Candice Gooch and All Panelists : Yes, we will follow up with Alice to ensure you receive this image and reference.

10:13:58 From Candice Gooch To All Panelists : Thank you.

10:16:29 From Laura Jose To All Panelists : Will these slides or a recording be shared afterwards? - they'd be really useful!

10:16:49 From Aries Systems To Laura Jose and All Panelists : Yes! We will make both available to all registrants.

10:17:05 From Laura Jose To All Panelists : Brilliant, thank you! Would love to share it with colleagues.

10:18:02 From Laura Jose To All Panelists : Could I ask how the gender infographics were compiled? Were board members asked to self-identify, or was it manually compiled from pronouns or first names?

10:18:54 From Mehmani, Bahar (ELS-AMS) : You can see an example of transparent I&D aspects of Elsevier journal's editorial boards here: <https://www.journals.elsevier.com/brain-and-development/editorial-board>

10:19:28 From Aries Systems To Laura Jose and All Panelists : We would be happy to follow up with you with more information!

10:20:17 From Sylvia Hunter To All Panelists : ALPSP are apparently launching a DE&I committee or at least some kind of proto-committee

10:20:32 From Stephanie Pollock : Pleased to share APA Publishing's EDI framework here: <https://on.apa.org/equity>

10:20:43 From Sylvia Hunter To All Panelists : I know very little but I have an email about it...

- 10:20:47 From Mehmani, Bahar (ELS-AMS) : another example is: <https://www.journals.elsevier.com/brain-research/editorial-board>
- 10:21:26 From Meghan McDevitt : @Bahar is that rolling out for all Elsevier journals or how could my journal (published by Elsevier) find out more information about adding that to our Editorial Board page? Thanks!
- 10:21:29 From Sylvia Hunter To All Panelists : This is from the email my org got: "We are about to set up an Inclusivity and Diversity working group, to look at benchmarking and best practice, though the scope of the project will be properly defined when the group first meet." (RE: ALPSP)
- 10:21:33 From Dena Emmerson : Are any organizations providing the option to add pronouns to profiles?
- 10:21:40 From Erin Landis : For the AGA journals, we have a large DEI effort underway that falls under our Equity Project
- 10:21:59 From Sylvia Hunter To All Panelists : So it's a working group, but the email also says that it \*may\* become a committee in the future
- 10:22:07 From Erin Landis : <https://gastro.org/aga-leadership/initiatives-and-programs/aga-equity-project/>
- 10:22:10 From Allegra Swift To All Panelists : Are publishers facilitating EDI and anti-racism trainings for editors and peer reviewers? Any methods for authors or submitting authors to give anonymous feedback about any experiences?
- 10:22:16 From Sarah McCormack To All Panelists : Our journal launched a section on Food and Nutrition of Indigenous People's. [https://academic.oup.com/cdn/pages/food\\_and\\_nutrition\\_of\\_indigenous\\_peoples](https://academic.oup.com/cdn/pages/food_and_nutrition_of_indigenous_peoples)
- 10:22:35 From Catherine O'Riordan : ESA has a statement and a new standing committee on Diversity - resources are here: <https://www.esa.org/about/diversity-in-ecology/> have studied gender among authors and ed board members in our journals also.
- 10:23:12 From Christie Henry (she/her), Princeton University Press : glad to discuss and share any of the initiatives that Princeton UP has undertaken
- 10:23:15 From Christie Henry (she/her), Princeton University Press : <https://press.princeton.edu/about/equity-inclusion>
- 10:23:40 From Scott Chernoff To All Panelists : AAAS is compiling demographic info on Science authors, award recipients, etc. as part of a plan to strengthen DEI in the organization: <https://www.science.org/doi/10.1126/science.370.6516.541>
- 10:24:26 From Shaina Lange : ACS Publications has a DEI working group aligned closely with wider American Chemical Society efforts. Statement, progress updates, and resources here: <https://publish.acs.org/publish/diversity>
- 10:24:33 From Elizabeth Jahns : Diversity, Equity, and Inclusion initiative at AFP: <https://www.aafp.org/journals/afp/content/diversity.html>

- 10:24:44 From Helen Talbot : We have several initiatives at T&F including trying to diversify our ed boards (no links to hand apologies), but one example is a reviewer training and editor engagement program to try and increase the proportion of reviewers being invited from China and other underrepresented regions.
- 10:26:49 From Mehmani, Bahar (ELS-AMS) : Absolutely, Alice, reg. gender data collection. We have gone through the exercise of how to collect the data while being GDPR compliant and ensuring that it will only be used on an anonymized and aggregated level. We are sharing our findings with the other publishers.
- 10:27:09 From David Boyt : Like others, Geological Society (UK) has a public commitment ([www.geolsoc.org.uk/diversity](http://www.geolsoc.org.uk/diversity)) and an evolving DEI action plan for publishing house. Activities include: signposting importance of DEI via literature; engaging directly with editors and boards (and influencing board recruitment efforts); introduction of policies, including co-reviewing, and author name change, and involvement in broader industry action e.g. as signatories to the RSC joint commitment – which has been fantastic for furthering work in this area.
- 10:27:24 From Erin Landis : One other thing I forgot to mention is that we're also hosting an implicit bias training for our editors in October.
- 10:27:38 From Laura Jose : At OUP we've recently set up a focused DEI team in our journals department, which is looking at several of the initiatives mentioned here - we're also a member of C4DISC and the Joint Commitment. Most recently, we've added language regarding inappropriate historical content to our website.
- 10:29:41 From Tracy Napper : Annals of Emergency Medicine has a diversity taskforce that has published papers on the makeup of our editorial board and peer reviewers, as well as a DEI special virtual issue to which we add new articles: <https://www.annemergmed.com/equity-in-health-care>
- 10:30:19 From Clare Litt : The AUP Equity, Justice and Inclusion committee is working on a data and demographics tool (a questionnaire) which will be released in due course. We're also working on improving and expanding a set of resources - work in progress!
- 10:30:20 From Tracy Napper : JACEP Open also has a diversity taskforce, and we recently published a DEI mission statement on [jacepopen.com](http://jacepopen.com)
- 10:30:25 From Stephanie Pollock : Question for Erin re: the implicit bias trainings for editors - are your staff leading these trainings, or are they done by a DEI expert/consultant?
- 10:31:22 From Erin Landis : Hi Stephanie! We hired a consultant - one second and I'll get the link to her company for you.
- 10:31:30 From Stephanie Pollock : Thanks Erin!
- 10:31:48 From Erin Landis : <http://catalyst-editorial.co.uk/>
- 10:31:52 From Mehmani, Bahar (ELS-AMS) : We just published two articles with tips to editors: <https://www.elsevier.com/connect/reviewers-update/how-to-improve-reviewer-diversity-a-toolkit-for-editors-part-i>

- 10:34:12 From Erin Landis : Re: improving DEI in review process -- as I mentioned, we're going to do implicit bias training for our editors to start, with the thought that we can create online modules for reviewers in the future. Also, benchmarking our reviewer data and setting new targets around DEI.
- 10:37:07 From Helen Talbot : In my (humble) opinion while anon review does potentially protect against bias (if double anonymous) and allow junior academics to be critical of more senior academics, I think transparency/openness in peer review leads to better accountability of reviewers and editors and makes it more difficult to manipulate the peer review process or hide competing interests. There's a long way to go, but I think the future of review is open.
- 10:37:24 From Lillian Selonick : Great point re: safety from Bahar. All ASHA reviews are submitted using a structured review template with specific sections and questions, which may make reviewers feel more comfortable with open peer review. We don't practice open review yet, though.
- 10:38:47 From ANGELA HARTLEY : APA and AMA both recently published guidelines on bias free language that are very useful.
- 10:39:25 From Stephanie Pollock : <https://apastyle.apa.org/style-grammar-guidelines/bias-free-language>
- 10:39:27 From Kerri Tolan : thank you so much!!
- 10:39:47 From Shaina Lange : The examples on the slide are great. We're also developing training and other practical resources for editors, complementing our existing bias training for reviewers as part of ACS Reviewer Lab (<https://www.acsreviewerlab.org/>). Also, we're soon appointing an Ombudsperson so that the community has a confidential path to voicing concerns about editors or reviewers, particularly when there are concerns around bias in the peer review process. That might help identify training/resource gaps as well.
- 10:42:57 From Lillian Selonick : I just referred to the STM peer review taxonomy this week in writing my org's peer review blog post! Very helpful.
- 10:43:26 From Meghan McDevitt : Hearing from others about what their journals/organizations are doing around these issues is extremely helpful especially for small editorial offices that only have so much bandwidth, so thank you everyone for sharing!
- 10:45:21 From Allegra Swift To All Panelists : Thank you all, very encouraging. I hope you'll be able to save and share the chat!
- 10:46:15 From Ellen McCarthy : Our journal is international though hugely US-centric. Under discussion: how to collect diversity info globally? US terms do not go very far to describe the world's diversity.
- 10:46:44 From Meghan McDevitt : @Ellen we're struggling with the same thing!
- 10:47:18 From Sylvia Hunter To All Panelists : @Ellen this is such a good point! Even between the US and Canada, literally right next door, the terminology is completely different
- 10:47:22 From Daniel Moore To All Panelists : What steps are being taken by Aries to allow collection of DEI information within EM in a GDPR compliant manner. In particular, the requirement to control who can view the data. EM allows custom registration questions to capture the data which can be restricted by

role however anyone with reporting access can view/download the data in EAR. It isn't feasible to completely remove reporting access from editorial offices so we need a way to compartmentalize this type of data without affecting the day to day reporting requirements for editorial offices.

- 10:47:50 From Ellen McCarthy : @Meghan I would love to talk! emcc@umich.edu
- 10:48:02 From Anneliese Taylor : Thank you!
- 10:48:02 From Amber Goldie : Thank you!
- 10:48:02 From Jillian Schweitzer : Thank you everyone!
- 10:48:07 From Richard Hund : Thank you all so much!
- 10:48:13 From Lucy Houghton : Thank you, really interesting!
- 10:48:23 From Thoba Petrovic : Thank you
- 10:48:24 From Meghan McDevitt : Thanks @Ellen I'll reach out!
- 10:48:27 From Clare Litt : Thanks very much!
- 10:48:29 From Taryn Dollings : Thank you!
- 10:48:30 From Dax Rodulfa-Blemberg : Thank you everyone! This was very helpful.
- 10:48:33 From Adrienne Sponberg : thank you all!
- 10:48:34 From Katie Lucas : Thank you!
- 10:48:34 From Anna O'Brien : If anyone has not joined the Joint Commitment for Action on Inclusion and Diversity in Publishing I strongly recommend you do, as we're all grappling with these issues (and making progress) collectively. Thanks Alice for a great session!
- 10:48:35 From Rosa Garces To All Panelists : Thank you!!
- 10:48:35 From ANGELA HARTLEY : Thank you!
- 10:48:37 From Ulrike Döring : Thank you
- 10:48:39 From Amy McPherson To All Panelists : Thank you!
- 10:48:41 From Laura Jose : @Ellen @Meghan This is something we're looking at at OUP - happy to talk [laura.jose@oup.com](mailto:laura.jose@oup.com)
- 10:48:42 From Mehmani, Bahar (ELS-AMS) : Thank you very much!
- 10:48:43 From ana heredia To All Panelists : Thank you!