



Aligning values: Integration of DEI principles into editorial flow and policies

LILACS
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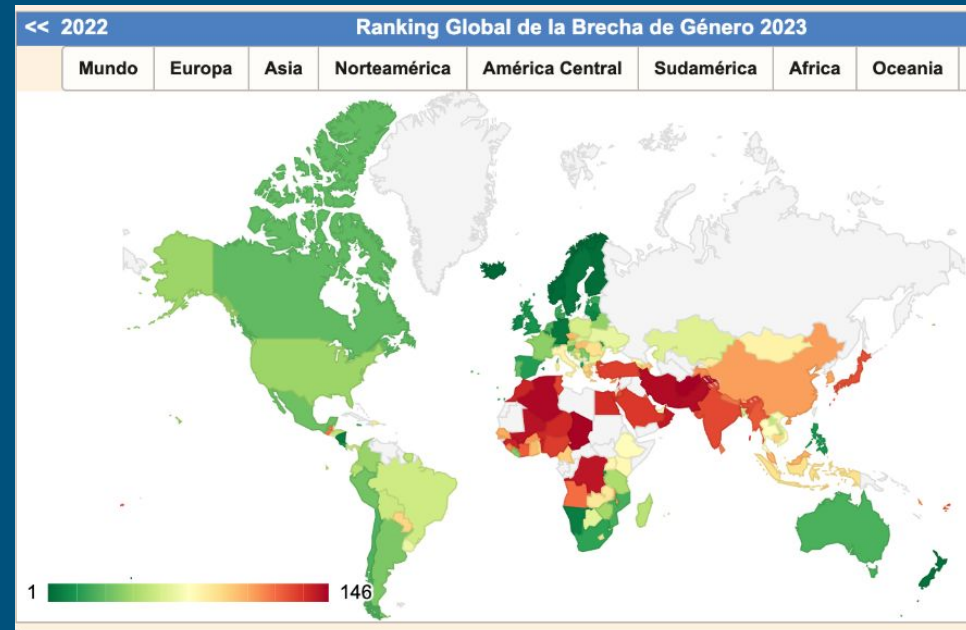
Context

“The academic publishing system shows a systematic underrepresentation of women as authors, referees, and editors. This underrepresentation is persistent and well documented in various fields of research.”

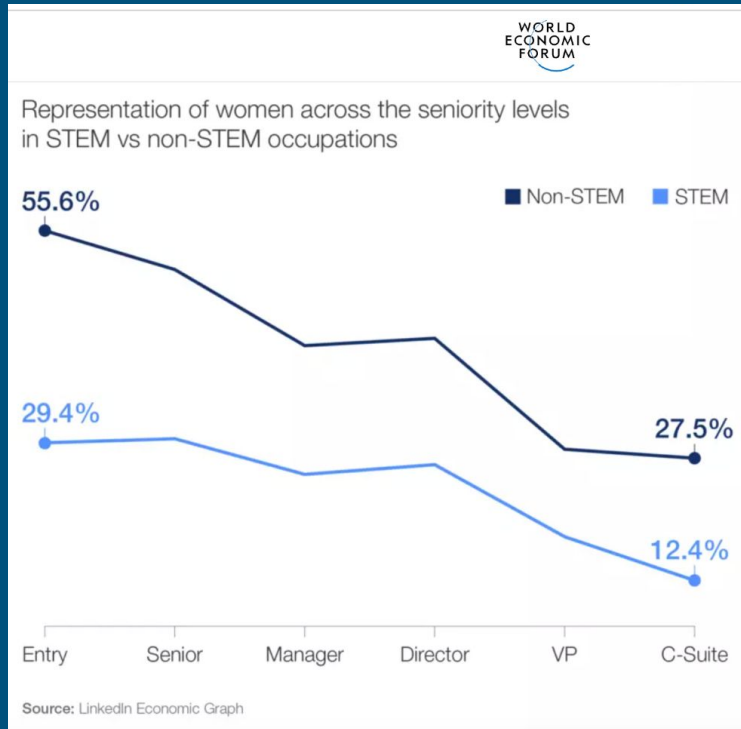
Global Gender Gap Index (2023)

The Index (World Economic Forum) was first launched in 2006 to measure the gender gap:

- Economic participation and opportunity: wages, participation and high-skilled employment;
- Education: access to basic and higher levels of education;
- Political participation: representation in decision-making structures;
- Health and survival: life expectancy and male-female ratio.



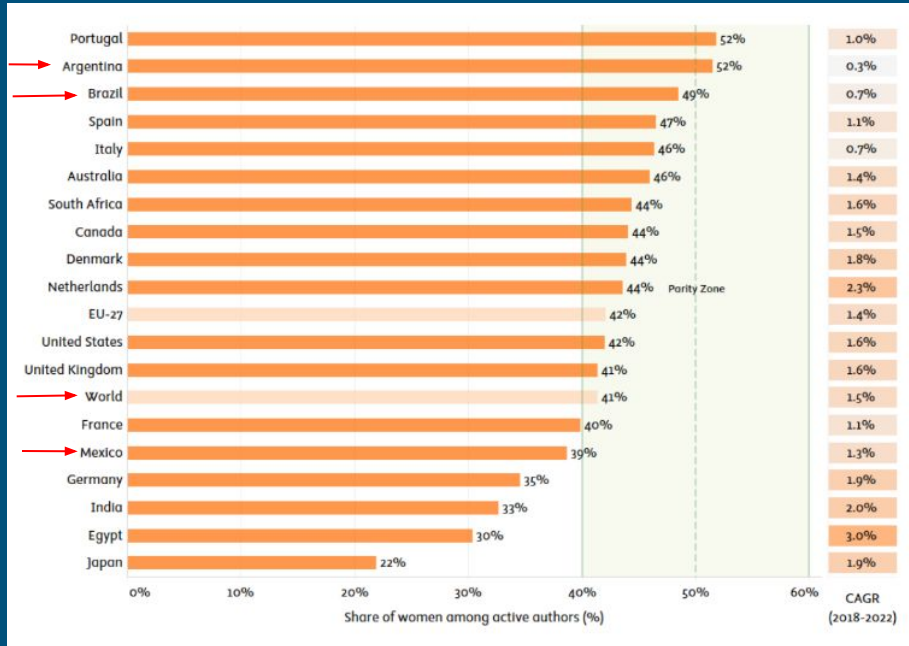
Global Gender Gap Index (2023)



The representation of women at senior levels is lower in science, technology, engineering and medicine (STEM) than in other professional activities.

<https://www.weforum.org/publications/global-gender-gap-report-2023/infographics-66115127a8/>

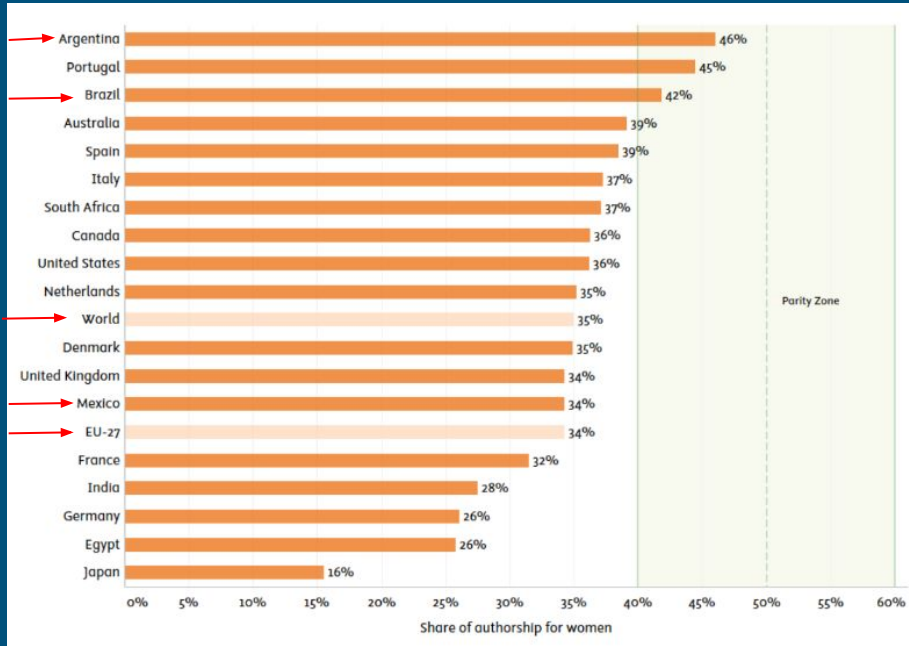
How we are doing in Latin America



Proportion of women researchers by country/region, and participation growth (2018-2022)

Among the selected countries, a pattern emerges for countries with Hispanic and Latin backgrounds taking all the top positions in terms of women's representation in academic research. In contrast, women make up less than a quarter (just 22%) of active researchers in Japan, 30% in Egypt, and 33% in India. Nevertheless, all selected countries without exception are making progress toward parity as indicated by Compound Annual Growth Rate (CAGR) throughout the period.

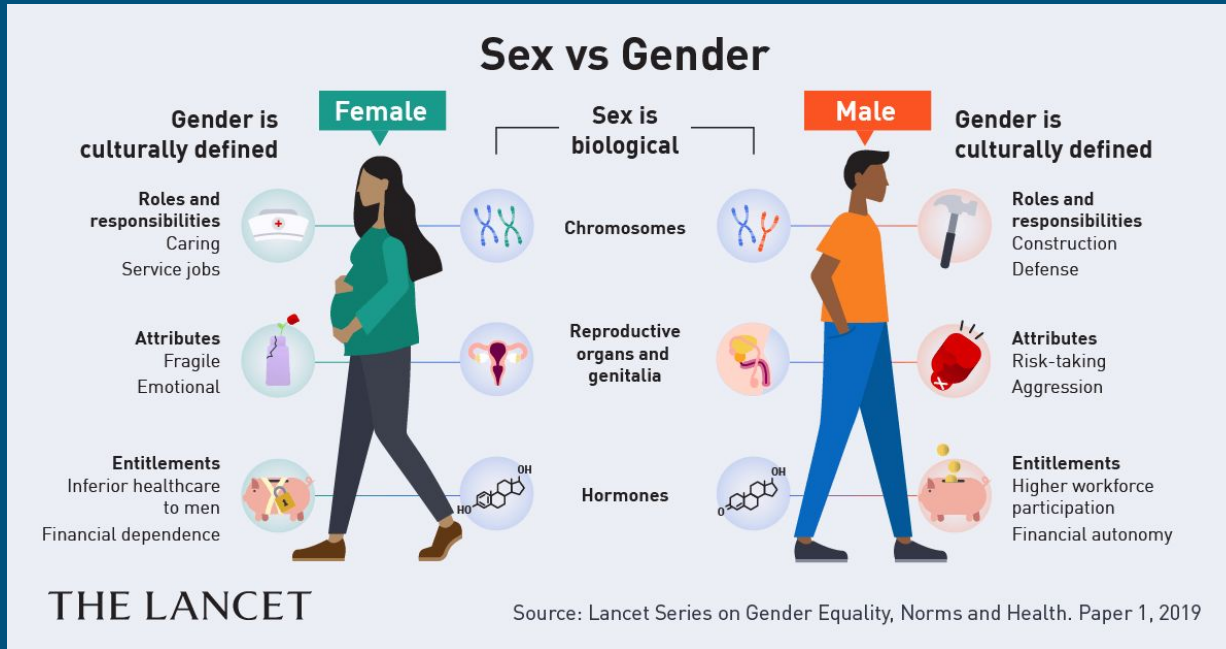
How we are doing in Latin America



Authorship shares for women per country/region (2018-2022)

Authorship shares for women also vary across countries as shown in FIGURE 3-3, but the gap between participation and authorship remains unbridged across all of the analyzed countries. The relative position of countries with the highest and lowest authorship share for women also remains similar to their positions for women's participation, with several Latin and Hispanic countries taking the top positions, while Japan, Egypt, Germany, India and France appear at the bottom.

Sex and gender in research



Identity groups

Joint Declaration of Principles
+120 signatory organisations



- ability/disability
- age
- appearance
- citizenship status
- ethnicity
- family and other caring responsibilities
- gender and gender identity
- genetic information
- geographic location
- military/veteran status
- nationality/national origin or tribal membership
- political beliefs
- pregnancy/parental status
- professional career/education level
- race/color
- religion/belief/value system
- sex
- sexual orientation
- socio-economic background/social class

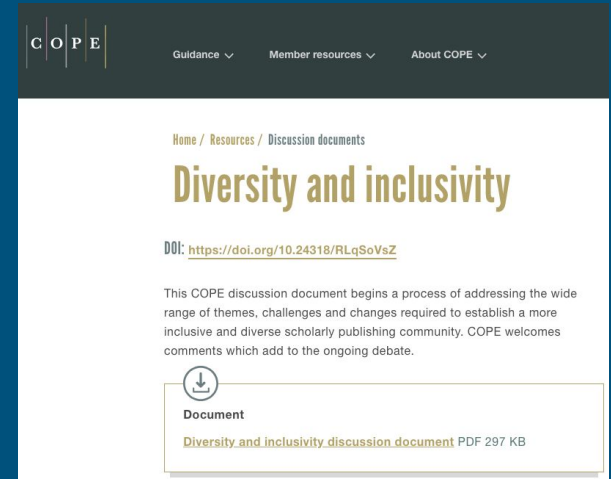
COPE (Committee on Publication Ethics)

Categories of discrimination

3.1 Categories of discrimination

Among these categories of discrimination are the following groups and/or categories of classification:

- Sex/gender identity/LGBTQ2S+
- Race
- Age
- Ethnicity
- Visible minority
- Immigrant minority
- Ability or differently abled
- Disease (including stigmatising diseases)
- Socioeconomic status
- Literacy and numeracy (lack of)
- Geography
- Health (and Illness)
- Religion
- Language and/or culture
- First Nations
- Indigenous people
- De-colonised people (used to refer to indigenous people and other original citizens of countries which were colonised during exploration and settlement by European explorers and their rulers)
- Vulnerable populations (particularly when considered as subjects or participants in research. Vulnerabilities can be based or transitory or more permanent status). Recently, there has been some movement not to use the term vulnerable as it is deemed discriminatory in itself.



The screenshot shows the COPE website interface. At the top, the COPE logo is displayed in a dark bar, followed by navigation links for 'Guidance', 'Member resources', and 'About COPE'. The main content area features a breadcrumb trail: 'Home / Resources / Discussion documents'. The title 'Diversity and inclusivity' is prominently displayed in a large, bold, gold font. Below the title, the DOI is provided: 'DOI: <https://doi.org/10.24318/RLqSoVsZ>'. A paragraph of text explains that this document begins a process of addressing a wide range of themes, challenges, and changes required to establish a more inclusive and diverse scholarly publishing community. Below the text, there is a download icon (a circle with a downward arrow) and a box containing the text 'Document' and 'Diversity and inclusivity discussion document PDF 297 KB'.

Diversity data collection in scholarly publishing

The screenshot shows the Royal Society of Chemistry website. At the top left is the logo. A navigation bar contains links for 'About us', 'Membership & professional community', 'Policy, evidence and campaigns' (which is highlighted), 'Journals, books & databases', and 'Teaching learning'. Below the navigation bar is a breadcrumb trail: 'Home > Policy, evidence and campaigns > Inclusion and diversity in the chemical sciences > Joint commitment for action o'. The main heading is 'Diversity data collection in scholarly publishing'. Below the heading is a sub-heading: 'Standardising how we collect self-reported data on gender identity and race & ethnicity'. The background features an illustration of diverse people celebrating.

The standardised questions

With which **gender** do you most identify? Please select **one** option:

- Woman
- Man
- Non-binary or gender diverse
- Self describe* [*opens text box*]
- Prefer not to disclose

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. Greece, Sweden, United Kingdom)
- Eastern Europe (e.g. Hungary, Poland, Russia)
- North Africa (e.g. Egypt, Morocco, Sudan)
- Sub-Saharan Africa (e.g. Kenya, Nigeria, South Africa)
- West Asia / Middle East (e.g. Iran, Israel, Saudi Arabia,)
- 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. Jamaica, Mexico, Panama)
- South America (e.g. Brazil, Chile, Colombia)
- Self describe* [*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 or Torres Strait Islander)
- Middle Eastern or North African
- White
- Self describe* [*open text box*]
- Prefer not to disclose

Multilingualism for equity and inclusion

THE CONVERSATION

Academic rigour, journalistic flair

Prestigious journals make it hard for scientists who don't speak English to get published. And we all lose out

Published: March 21, 2024 7:07pm GMT

English dominates scientific research – here's how we can fix it, and why it matters

Publicado: 27 março 2024 07:19 -03

COPE



Home

Can we make English-language publishing more accessible? COPE editorial

17 June 2024

In this editorial we focus on some of the potential barriers faced by people communicating in a second or additional language, and collate a range of positive actions for the scholarly publishing industry. We have produced this editorial in conjunction with some of our global members and contacts, and some of their own insights accompany this article. We will follow up with more responses and we welcome further insights from readers in the comments section below, or by [email](#).

<https://theconversation.com/prestigious-journals-make-it-hard-for-scientists-who-dont-speak-english-to-get-published-and-we-all-lose-out-226225>
<https://theconversation.com/english-dominates-scientific-research-heres-how-we-can-fix-it-and-why-it-matters-226198#ScienceCommunication>
<https://publicationethics.org/news/can-we-make-english-language-publishing-more-accessible#Solutions>

Multilingualism for equity and inclusion



EL PAÍS

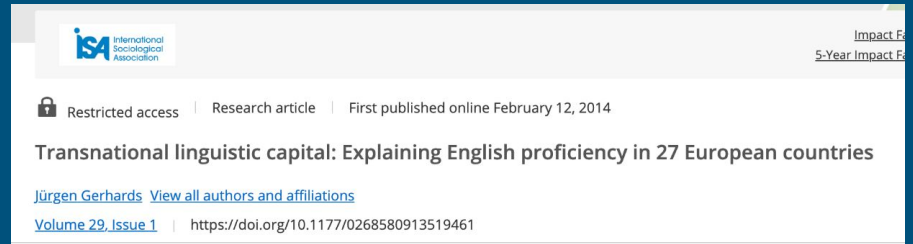
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LANGUAGES >

How to end the hegemony of English in scientific research

A report by the Organization of Ibero-American States shows that 95% of all work published in journals last year was in that language, with only 1% in Spanish or Portuguese



isa International Sociological Association

Impact Factor 5-Year Impact Factor

Restricted access | Research article | First published online February 12, 2014

Transnational linguistic capital: Explaining English proficiency in 27 European countries

Jürgen Gerhards [View all authors and affiliations](#)

Volume 29, Issue 1 | <https://doi.org/10.1177/0268580913519461>

<https://english.elpais.com/usa/2021-07-30/how-to-end-the-hegemony-of-english-in-scientific-research.html>
<https://journals.sagepub.com/doi/10.1177/0268580913519461>

Multilingualism for equity and inclusion

PLOS BIOLOGY

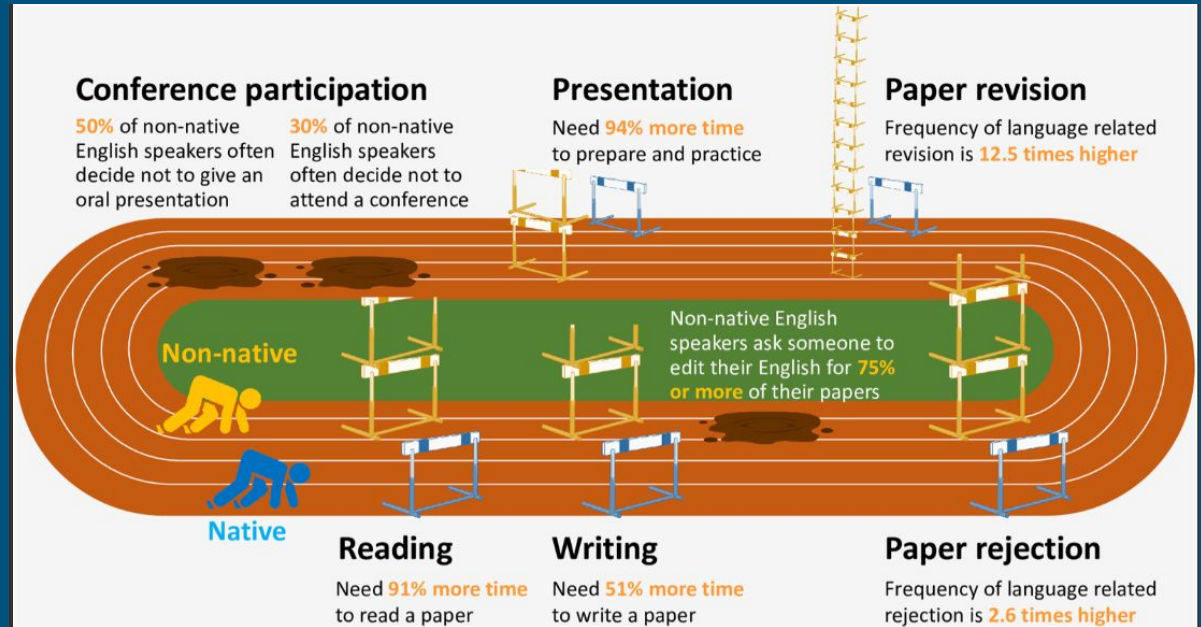
OPEN ACCESS PEER-REVIEWED

META-RESEARCH ARTICLE

The manifold costs of being a non-native English speaker in science

Tatsuya Amano, Valeria Ramirez-Castañeda, Violeta Berdejo-Espinola, Israel Borokini, Shawan Chowdhury, Marina Gollivet, Juan David González-Trujillo, Flavia Montaño-Centellas, Kumar Paudel, Rachel Louise White, Diogo Verissimo

Published: July 18, 2023 • <https://doi.org/10.1371/journal.pbio.3002184>



Multilingualism for equity and inclusion

WILEY
Online Library

Learned Publishing / Volume 36, Issue 1 / p. 73-80

Case Study

A technology-based, financially sustainable, quality improvement intervention in a medical journal for bilingualism from submission to publication

Vivienne C. Bachelet ✉, Máximo Rousseau-Portalis

First published: 15 February 2023
<https://doi.org/10.1002/leap.1533>
Citations: 1

Although English is the dominant language in the scientific literature, there are many reasons for introducing bilingualism in academic journals.

Bilingualism has generally been avoided because of perceived high costs and possible inconsistencies between the source language article and the translated version.

A Chilean medical journal undertook a two-year intervention to improve its quality by revising peer review, editing, translation and publication technologies to ensure full bilingualism from submission to online publication.

The results are full bilingualism of articles submitted in Spanish and simultaneous publication of both language versions without compromising the financial sustainability of the journal.

Dimensions of diversity in research

- In research organisations - Academic careers:
 - In obtaining grants, among postgraduates;
 - Among professors (consider hierarchy);
 - In the management of research groups;
 - Among project evaluators;
- In scientific journals
 - Editors, editorial committees and editorial production teams;
 - Reviewers and authors;
- At all stages of research: problem identification, study design, data collection, data analysis and dissemination of results.

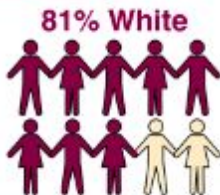
Gender equality

Large academic publishing teams

2018 Workplace Equity Project

Senior leaders in scholarly publishing are more likely to be older, white males with master's degrees

The chances of attaining a senior position in scholarly publishing are higher for white males with no tertiary-level qualifications than for Black females with postgraduate degrees



Most demographic groups (with the exception of the Black cohort) recognize their own challenges but are blind to the bias experienced by other groups

White and Asian males are more likely to be satisfied with career prospects and rewards than other groups

Gender Diversity Distribution of the Editors

Based on 61% responding editors

43% woman 57% man 0% non-binary or gender diverse 0% prefer not to disclose

Benchmark Gender Diversity distribution across Neuroscience portfolio Editors

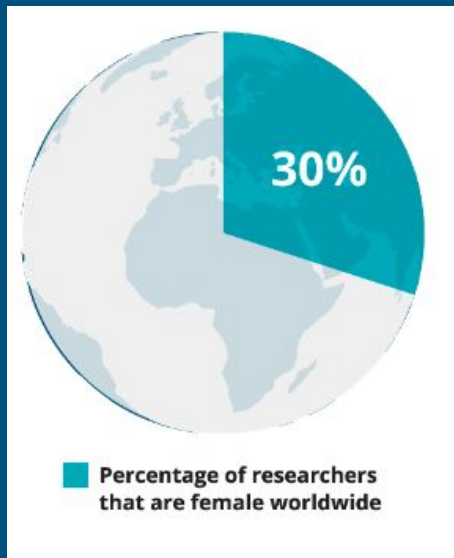
33% woman 67% man 0% non-binary or gender diverse 0% prefer not to disclose

83 editors and editorial board members in 20 countries/regions

US United States of America (53) CA Canada (4) AU Australia (3) DE Germany (3)
TW Taiwan (3) BE Belgium (2) CN China (2) AT Austria BR Brazil DK Denmark
FI Finland HK Hong Kong IE Ireland IT Italy JP Japan NZ New Zealand
PT Portugal ES Spain SE Sweden GB United Kingdom

Gender Indicator and Board global representation on homepage for Elsevier's journal Brain Research

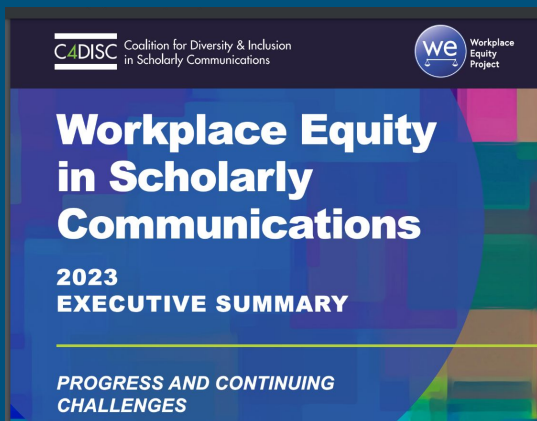
<https://www.elsevier.com/connect/inclusion-diversity-board-report>



Credit: Greco, Wharton, and Brand; Workforce Equity Project; United Kingdom Publishers Association, and Lee and Low Diversity Baseline Survey.

<https://www.wiley.com/network/latest-content/diversity-equity-and-inclusion-why-wiley-why-research-publishing>

C4DISC: Workplace Equity Surveys in Scholarly Communications (2018 and 2023)



The following four themes emerged from the Workplace Equity Survey in 2023:

1

Employee satisfaction and recognition of employer commitments to diversity have increased since 2018.

2

Not everyone experienced tangible improvements in workplace culture and workplace equity efforts.

3

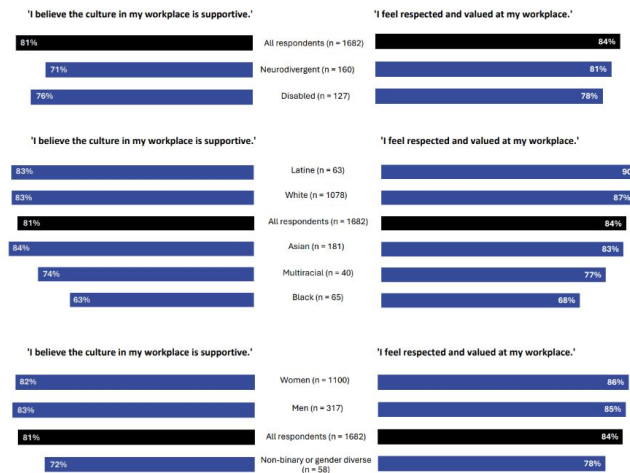
Key focus areas for improving equity include mentorship and networking opportunities, promotion structures and processes, and supporting employees who return from career breaks.

4

The future of workplace equity requires organizational and personal accountability.

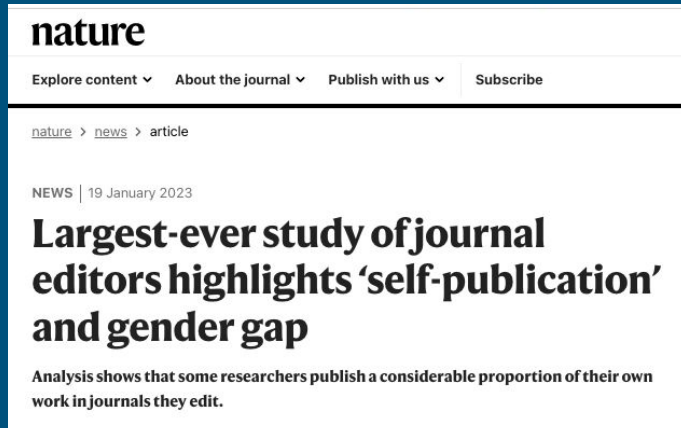
FIGURE 1 | Respondents from historically marginalized groups tended to experience less positive workplace culture compared to the average across respondents.

Percent of respondents who strongly agree or agree with each statement



SOURCE: Authors' analysis of respondent data from the Workplace Equity Survey, 2023.

Gender equity among scientific editors



nature

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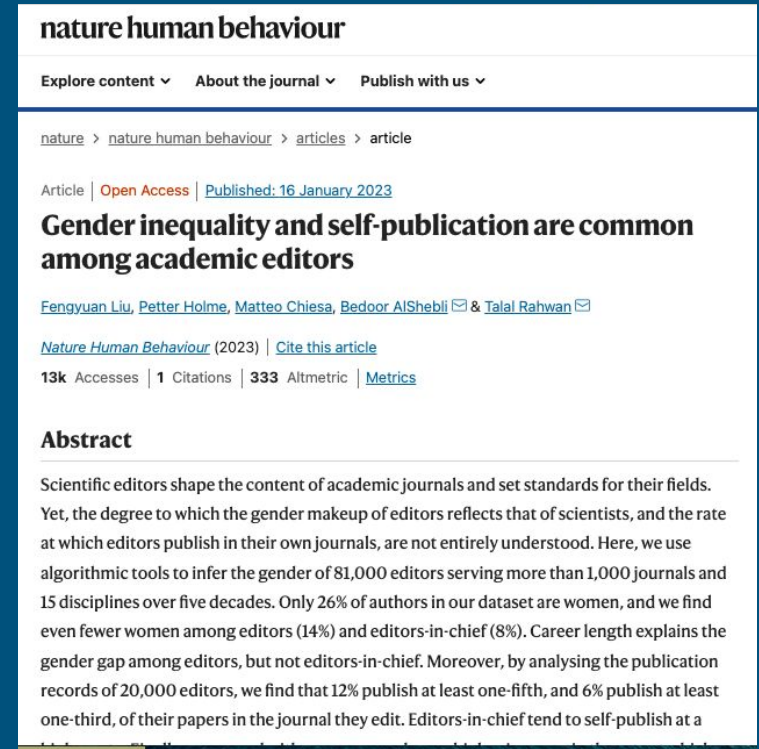
NEWS | 19 January 2023

Largest-ever study of journal editors highlights 'self-publication' and gender gap

Analysis shows that some researchers publish a considerable proportion of their own work in journals they edit.

- 81,000 publishers
- 1,000 journals
- 15 disciplines
- 50 years (1970 - 2017)

<https://www.nature.com/articles/d41586-023-00129-7>



nature human behaviour

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Article | [Open Access](#) | [Published: 16 January 2023](#)

Gender inequality and self-publication are common among academic editors

[Fengyuan Liu](#), [Petter Holme](#), [Matteo Chiesa](#), [Bedoor AlShebli](#) ✉ & [Talal Rahwan](#) ✉

[Nature Human Behaviour](#) (2023) | [Cite this article](#)

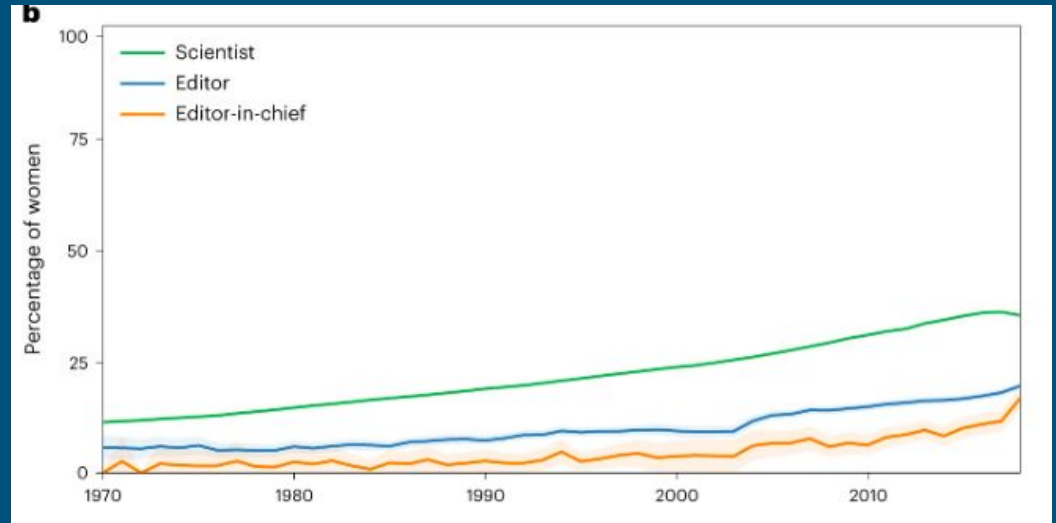
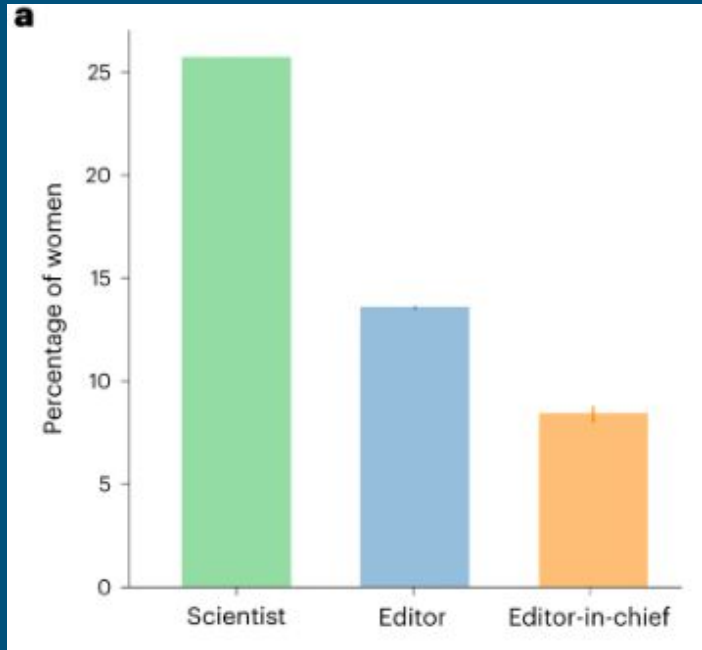
13k Accesses | 1 Citations | 333 Altmetric | [Metrics](#)

Abstract

Scientific editors shape the content of academic journals and set standards for their fields. Yet, the degree to which the gender makeup of editors reflects that of scientists, and the rate at which editors publish in their own journals, are not entirely understood. Here, we use algorithmic tools to infer the gender of 81,000 editors serving more than 1,000 journals and 15 disciplines over five decades. Only 26% of authors in our dataset are women, and we find even fewer women among editors (14%) and editors-in-chief (8%). Career length explains the gender gap among editors, but not editors-in-chief. Moreover, by analysing the publication records of 20,000 editors, we find that 12% publish at least one-fifth, and 6% publish at least one-third, of their papers in the journal they edit. Editors-in-chief tend to self-publish at a

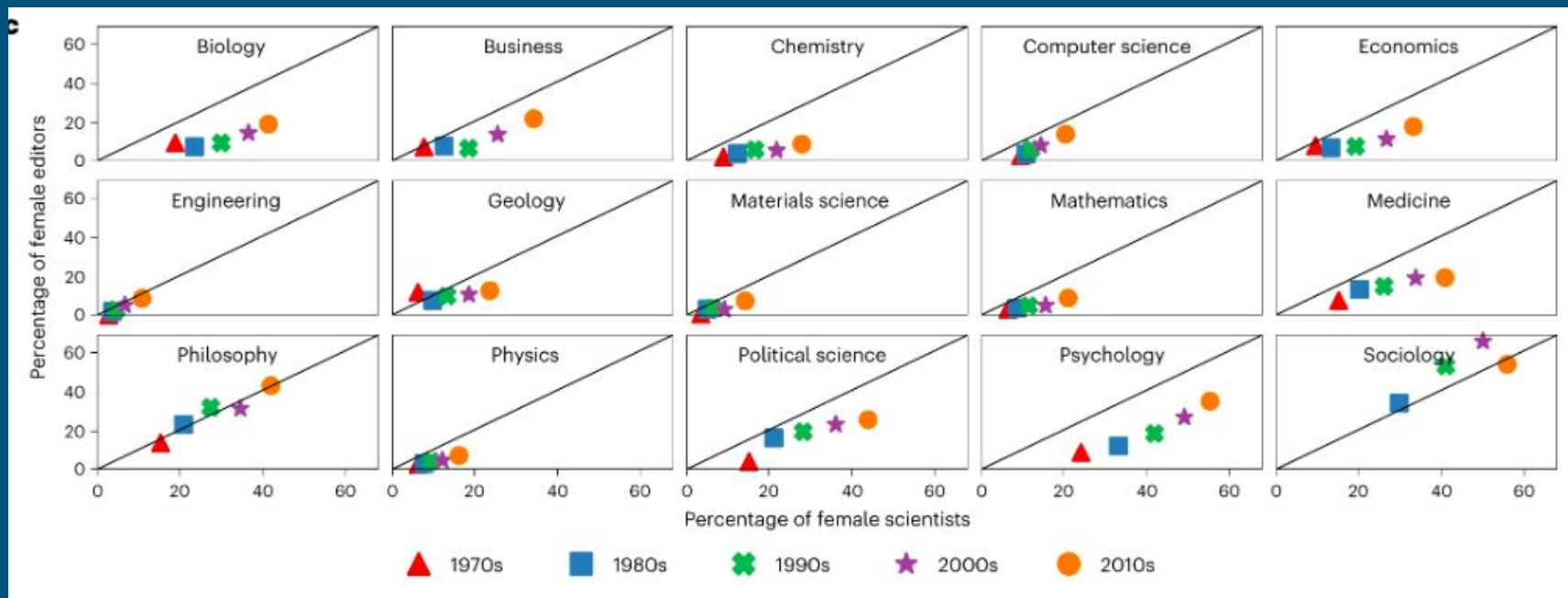
<https://doi.org/10.1038/s41562-022-01498-1> (2023)

Gender equity among scientific editors



Gender equity

Evolution of the proportion of women publishers



Gender equality

Authorship disputes

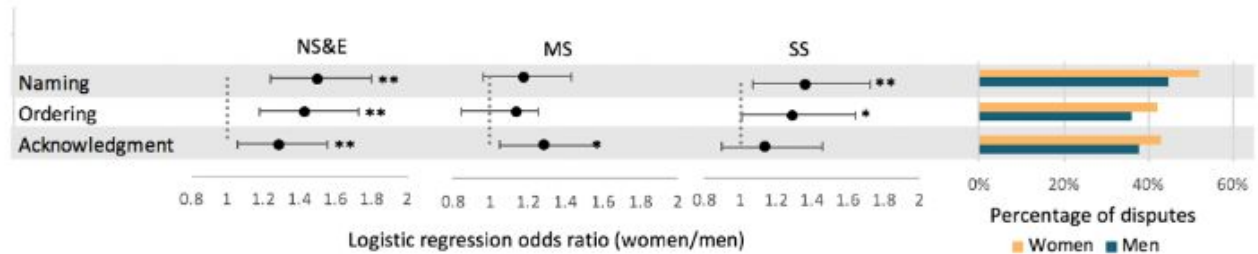
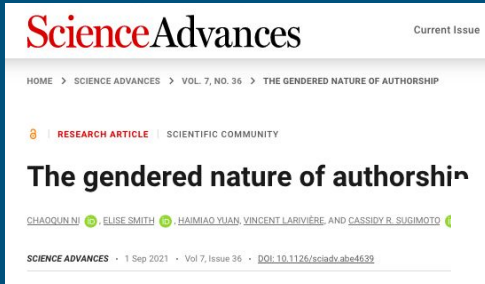


Fig. 1. Probability of encountering disputes.

Disputes regarding author naming, ordering, and acknowledgment by discipline (logistic regression) and percentage of disputes by gender. Number of respondents varies as a function of the naming ($N = 5572$), ordering ($N = 5574$), and acknowledgment ($N = 5529$) questions. * $P < 0.05$ and ** $P < 0.01$.

Objectivity in peer review

Women publish less and win fewer prestigious awards than men.

Robust experimental and field research shows that gender stereotypes operate in review processes in masculinised fields such as science.

[Trends Pharmacol Sci](#). Author manuscript; available in PMC 2015 Aug 28.

Published in final edited form as:

[Trends Pharmacol Sci](#). 2014 Aug; **35**(8): 371–373.

doi: [10.1016/j.tips.2014.06.005](#)

Threats to objectivity in peer review: the case of gender

[Anna Kaatz](#),¹ [Belinda Gutierrez](#),^{1,2} and [Molly Carnes](#)^{1,2,3,4}

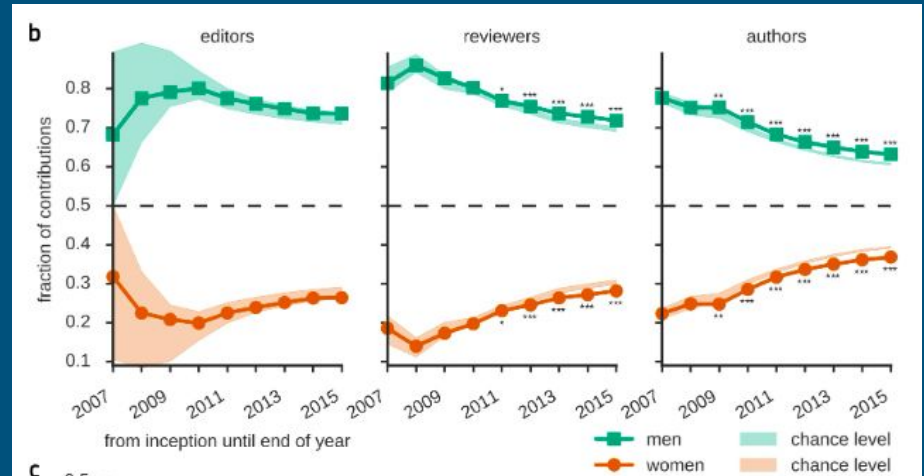
Gender equality

Women reviewers



The screenshot shows the top portion of an eLife article. The eLife logo is in the top left, followed by navigation links: Home, Magazine, Community, and About. Below the navigation is a link that says "Close side by side view". The main title of the article is "Gender bias in scholarly peer review" in a large, bold font. Below the title, the authors are listed: Markus Helmer, Manuel Schottdorf, Andreas Neef, and Demian Battaglia.

Women review and author even less articles than expected from their numeric underrepresentation.



<https://elifesciences.org/articles/21718/figures#fig1s2>

Women reviewers Unequal opportunities

nature

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[nature](#) > [comment](#) > article

Published: 26 January 2017

Journals invite too few women to referee

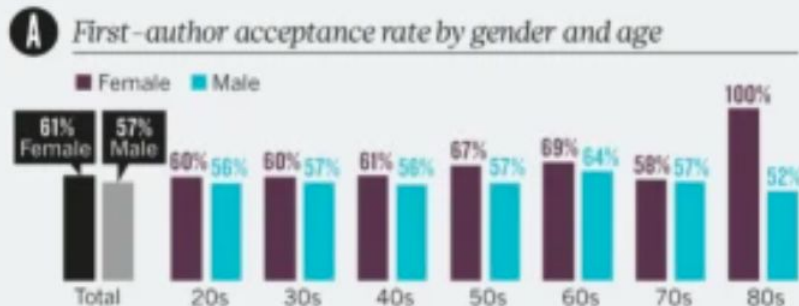
Jory Lerback & Brooks Hanson

[Nature](#) 541, 455–457 (2017) | [Cite this article](#)

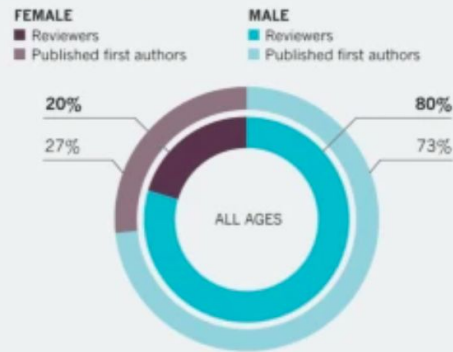
2690 Accesses | 150 Citations | 1432 Altmetric | [Metrics](#)

UNEQUAL OPPORTUNITIES

Despite journals of the American Geophysical Union (AGU) accepting women's papers at a higher rate than they do men's across all age groups (A), both female and male authors (B) and editors (C) suggest and invite fewer women — of every age — to referee than are available (D). Women also say 'no' more frequently than men in the same age group when asked by the AGU to do peer review (E).



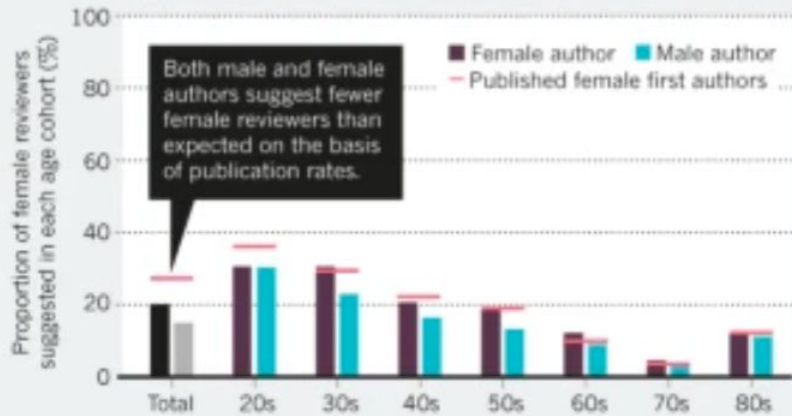
D Too few women are doing peer review



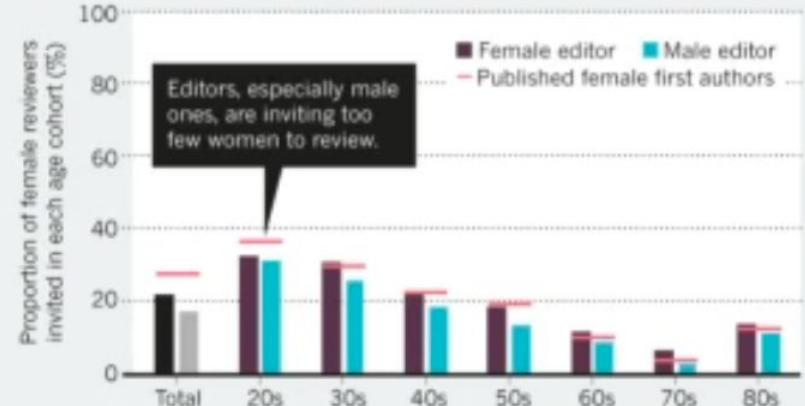
Women reviewers

Unequal opportunities

B Female reviewers suggested by authors



C Female reviewers invited by editors



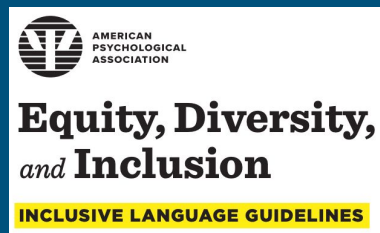
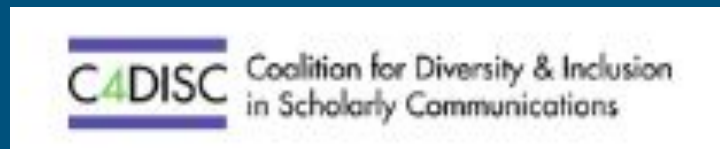
COPE

Discussion Paper on Diversity and Inclusion

Some conclusions

- Discriminatory practices in the design or conduct of research may result in unethical treatment of certain individuals in research involving human subjects or participants.
- Representation of men and women in academic staff is not balanced, and there are gaps in the equitable representation of non-white people, people with disabilities and people with different gender identities.
- Research on the composition of editorial boards suggests bias against women and geographical factors favouring authors from North America and Europe.
- Unwarranted bias and prejudice in peer review or editorial decision-making do not represent rigorous best practice in the pursuit of knowledge.
- Shared characteristics between author and reviewer impact on peer review and publication outcomes.
- The English language requirements of indexing databases can catalyse and maintain biased, discriminatory and disproportionate publication behaviour globally.
- Commitment to the ethical principles of diversity, equity and inclusion must include the development and implementation of the DEI policy.

Partnerships, coalitions, guides and tools



**Equity, Diversity,
and Inclusion**

INCLUSIVE LANGUAGE GUIDELINES



Publishers Association



Diversity and Inclusion

We work alongside publishers and industry partners to improve diversity and inclusion.

Collectively, the publishing industry recognises that it needs to do more to address diversity and inclusion.

We hope that through industry-led action we can create a workforce that represents the diversity of the UK publishing industry and ensuring the long-term health of our industry.

We work closely with members and a number of partners such as the Creative Industries Federation.

Inclusivity action plan

In 2017, we announced a 10 point industry-wide action plan to tackle inclusivity within the industry's workforce to ensure publishing better reflects the UK population.

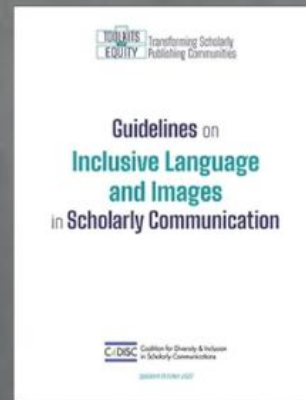
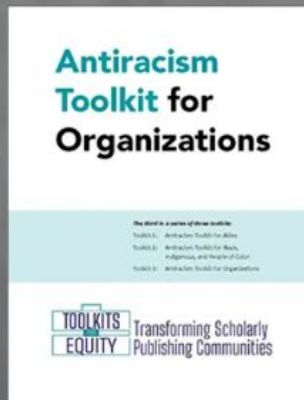
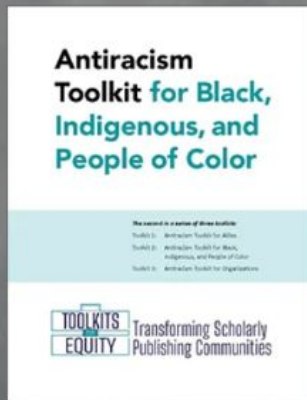
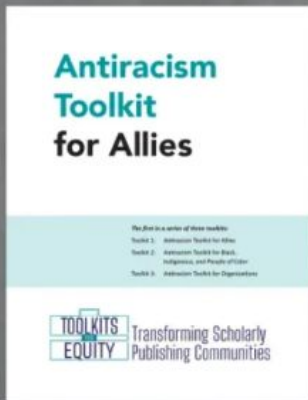
1. Develop an inclusivity policy, which is embedded throughout the organisation and which has strong leadership commitment
2. Undertake an internal workforce audit and providing the PA with the data on an annual basis so that industry wide statistics can be published
3. Ensure all staff involved with hiring attend unconscious bias training
4. Nominate an inclusivity champion on your board or management committee who can monitor action on equality
5. Provide opportunities for flexible or agile working
6. Analyse job descriptions, recruitment strategies and interview practices for hidden biases
7. Develop a mentoring scheme that supports new staff or those at transitional career stages who are from traditionally underrepresented groups
8. Ensure there is a balanced speaker panel for any events you are running or speaking on
9. Consider hiring a **Publishing Assistant apprentice** or a Creative Access Intern
10. Become a publishing ambassador, as well as encouraging colleagues to give careers talk to a local school or university



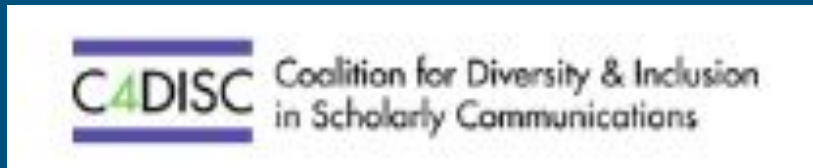
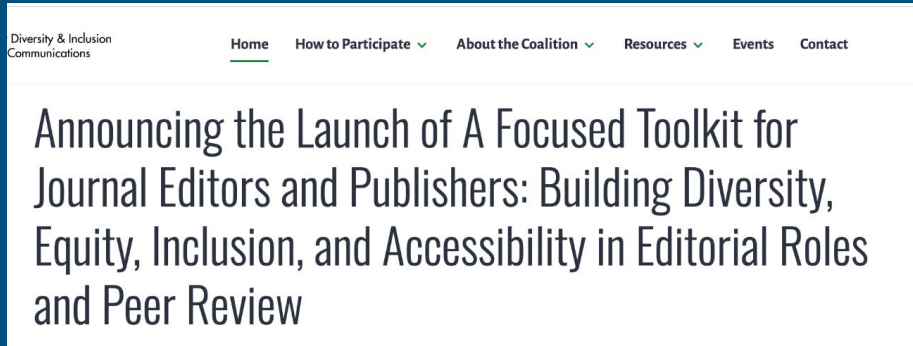
Featured Resources

Workplace Equity Survey 2023

The Workplace Equity Survey 2023 has closed! We greatly appreciate everyone who took the time to complete the survey. Preliminary results are forthcoming. Stay tuned!



C4DISC



<https://c4disc.pubpub.org/toolkit-editors-and-publishers>

Five broad recommendations are explored:

- 1) Actions to develop an inclusive culture and mission.
- 2) Actions to collect and report demographic data to guide target setting and action to increase diversity.
- 3) Broad and intentional recruitment to increase participation of marginalised communities.
- 4) Create opportunities to gain experience and increase skills in key areas of expertise.
- 5) Resource-based actions such as guidelines on bias-free language and more equitable peer review models to increase equity in the peer review process.

How to integrate the DEI principles into academic publishing

PREVENTING CHRONIC DISEASE

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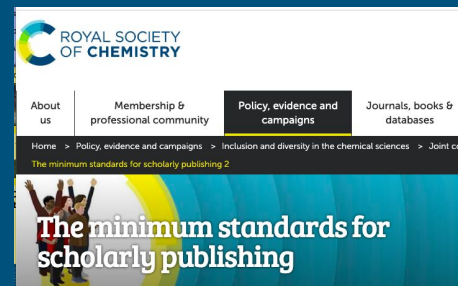
Complete Republication: Recent Updates to CSE Recommendations for Promoting Integrity in Scientific Journal Publications: 7 Ways to Integrate Diversity, Equity, and Inclusion Into Scholarly Publishing

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Figure: Seven Ways To Integrate Diversity, Equity, and Inclusion into Scholarly Publishing

Minimum standards for inclusion and diversity in scientific publishing



1. Integrate inclusion and diversity into the journal's editorial activities and strategic planning;
2. Understand the demographic diversity of authors, editors and reviewers, such as gender, geography and ethnicity;
3. Recognise the barriers that minority authors, editors and reviewers may face in the publication process and act accordingly;
4. Define and communicate the specific responsibilities of authors, editors, reviewers and editorial staff in relation to inclusion and diversity;
5. Periodically review the process for selecting editors and editorial board members to continually broaden the diversity of perspectives;
6. Publicly report on progress on diversity and inclusion at least once a year.

Recommendations for editors

1. Develop an inclusive culture and mission:
2. Write and publish a statement on adherence to the DEI principles;
3. Write an editorial on commitment to addressing inequalities in your area.
4. Collect and communicate demographic data;
5. Recruit widely and intentionally for production teams, editorial boards and reviewers;
6. Train and mentor reviewers;
7. Promote equity in peer review.

Final thoughts

- Broaden the concept of diversity in science and scientific publishing: it is still too restricted to gender;
- We need data on diversity among editors, authors and reviewers in Latin America;
- Establish targets to increase diversity in editorial teams, among authors and reviewers;
- Value the publication of papers with a gender perspective.



Thank you!

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About me



Biologist, Master in Neurosciences and PhD in Sciences (Behavioural Ecology).

Professional Career: Researcher (15 years) and Consultant for Elsevier and ORCID (13 years)

Current professional status: Senior Consultant at Heredia & Viggiani Consultoria and Maverick Publishing Specialists.

Contributions to the community:

- Chair of Equity, Diversity and Inclusion Committee - European Association of Scientific Editors (EASE)
- Chair of Global Perspectives Taskforce - Society for Scholarly Publishing (SSP)
- Diversity, Equity, Inclusion and Accessibility Taskforce - Brazilian Association of Scientific Editors (ABEC)
- Board Member - Latin American Association of Science Editors (ALAECE)