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Title

An Actionable Guide to Diversity, Equity, and Inclusion (DEI) in Scholarly Communication

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Peer reviewed

An Actionable Guide to Diversity, Equity, and Inclusion (DEI) in Scholarly Communication

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<https://tinyurl.com/scholcomdei>

Why this resource?

The University of California (UC) Office of Scholarly Communication (OSC) developed and published a resource in May 2023 to address the lack of diversity, equity, and inclusion (DEI) focused explicitly on scholarly publishing/scholarly communication.

Key Questions


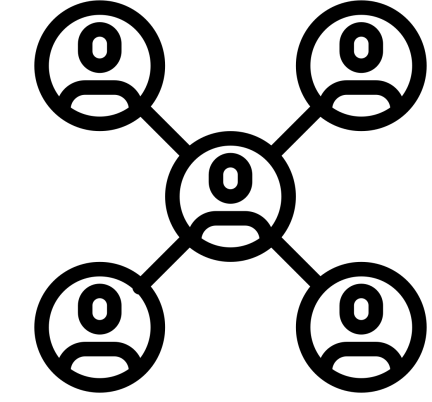



- Who has access to publishing opportunities?
- Who is making the decisions about who can publish and where?
- Who is reviewing publications and determining their worth and relevance to the field?
- Which disciplines and topics, and scholars from which geographic regions are given a voice within the scholarly record?

What's included in the resource

The content consists of sections for several stakeholder roles. Each section includes:

1. A summary of inequities associated with key stakeholder roles in the scholarly communication ecosystem to help readers gain an understanding of the challenges.
2. A *What can I do?* section with recommended actions that each stakeholder group can take to achieve broader diversity, equity, and inclusion in scholarly publishing.

Sample stakeholder actions:

 Peer Reviewers	 Editorial Boards	 Authors	 Publishers	 Libraries
Take advantage of training resources aimed at developing bias-free peer review practices.	Diversify the reviewer pool and editorial roles within journals.	Consider ways unconscious bias may influence your choices of publishing venue, coauthors, and citation practices.	Implement inclusive language guidelines within your publications.	Raise awareness of scholarly communication inequities in consultations, presentations, and workshops.

How to engage with the resource

Suggestions and examples for stakeholders to make use of this resource:

- ❖ Read the relevant sections of the website to learn about the issues and recommended resources and actions.
- ❖ Share the resource link (shortened link above) with colleagues and constituents at your organization.
- ❖ Add the link to online guides and training resources.
- ❖ Engage in the recommended actions, for example:
 - Library workers can evaluate their online guides against the Anti-Racist LibGuide Framework.
 - In publishing workshops, presenters can discuss the bias in the terms “black list” and “white list” and suggest instead using “questionable list” and “safe list”.

Next steps for the resource

To remain relevant and useful, the resource must continue to evolve and improve. To this end, the OSC DEI working group seeks input on how to keep this resource up to date with the latest research and best practices in this space.

If you have questions, feedback, or are interested in joining a curatorial board, please contact us at osc@ucop.edu

Our process

2021	Planning, outreach to UC faculty committee, wireframes for site developed
Feb-Sep 2022	Developed first draft of content for resource
Oct-Dec 2022	Shared draft with faculty committees and solicited feedback from stakeholders across the 10 UC campuses
Jan-May 2023	Revised all sections of content based on feedback from reviewers
May-Oct 2023	Finalized web resource, obtained endorsements, and began publicity

Response from the UC community

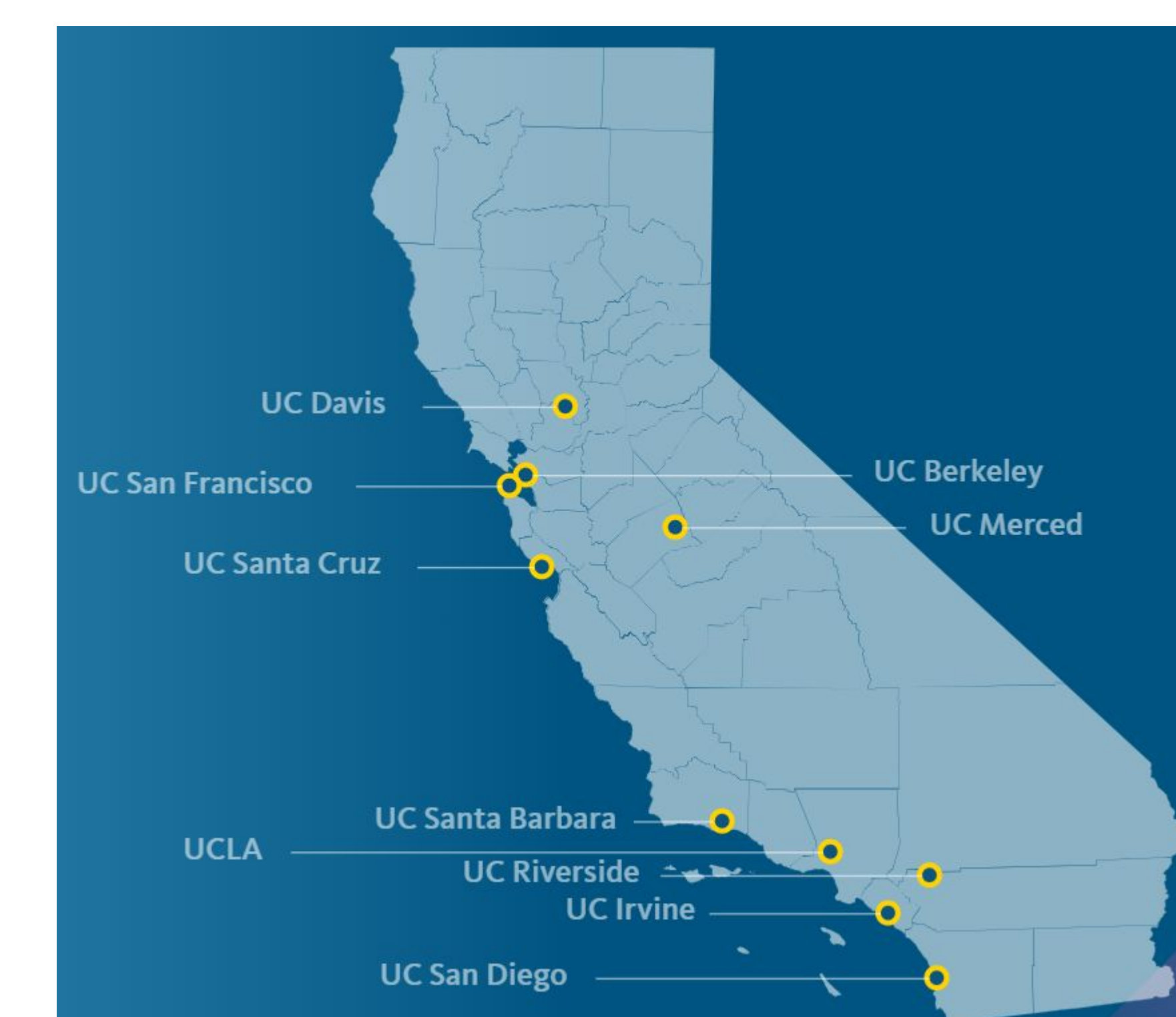
- ❖ UC Academic Senate Chair endorsed the resource on behalf of faculty across the UC system.
- ❖ UC's open access publishing program, eScholarship, features the resource in its training for journals.

“This website is relevant and urgent as there has been far more attention to understanding the composition of the scholarly community, but not to the very mechanisms for determining membership and status within it - namely scholarly communications/publishing. It is a great start at promoting transparency and broadening participation.”

- Doug Haynes, Vice Provost for Academic Personnel & Programs
University of California Office of the President

Acknowledgements

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