



Diversity and Inclusion Manifesto

for Scholarly Publishing



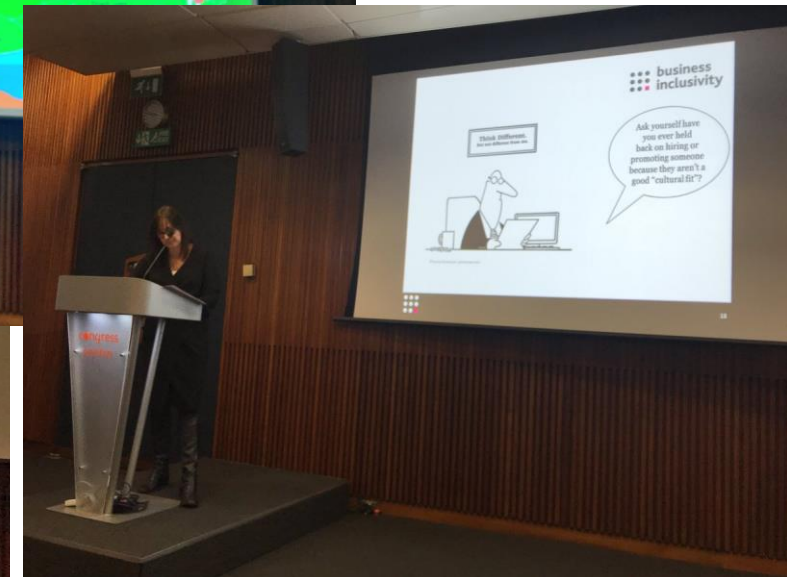
STM Week 2017 – Future of Publishing

#STMFuture

Nancy Roberts, Business Inclusivity / Umbrella

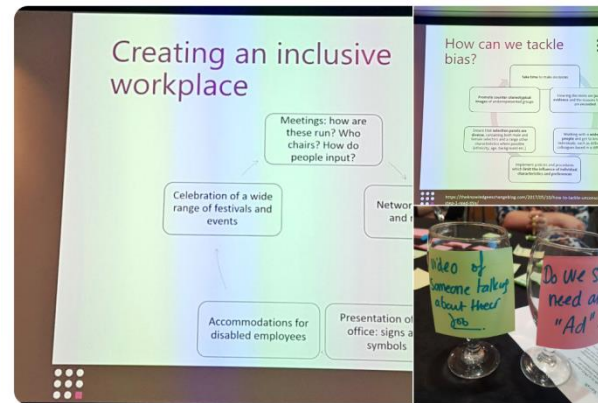
Isabel Thompson, Holtzbrinck

Michiel Kolman, Elsevier





Researcher to Reader – February 2018



Umbrella @umbrelladata · Feb 27

I love It when a plan comes together! Tackling #diversity and #bias in #publishing #R2RConf

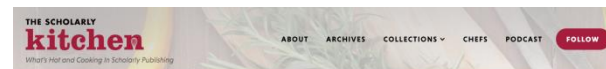
16. SMALL STEPS & INDIVIDUALS
1. SUPPORT & MENTAL HEALTH
2. NON ALCOHOLIC SOCIAL EVENTS
3. SALARY TRANSPARENCY
4. BETTER SUPPORT & REGIONAL OFFICES
5. MANDATE [GOOD] DIVERSITY TRAINING
6. PROACTIVE BOTTOM-UP WELCOME
7. MANAGEMENT BUY-IN
8. ROBUST ANONYMOUS QUESTIONS
9. BAME + OTHER GROUPS
10. TAKE NAMES OFF CUS
11. SPECIFIC PEOPLE TO TALK TO



Towards a Diversity Manifesto Part 1 – How a White, Middle-aged, Straight, Cisgender Man Co-organized a Workshop on Diversity Without an Apparent Shred of Irony.

By PHILL JONES | MAR 20, 2018 | 20 COMMENTS

CONTROVERSIAL TOPICS | ETHICS | SOCIAL ROLE | SOCIOLOGY



Guest Post: Towards a Diversity Manifesto Part 2 – Making Long Overdue Change Happen in Scholarly Communication

By SCHOLARLY KITCHEN | MAR 27, 2018 | 24 COMMENTS

CAREERS | CONTROVERSIAL TOPICS | ETHICS | SOCIAL ROLE | SOCIOLOGY



Manifesto Working Group

Founding Members

- Laura Cox, Ringgold
- Nancy Roberts, Business Inclusivity / Umbrella
- Alice Ellingham, Editorial Office
- Phill Jones

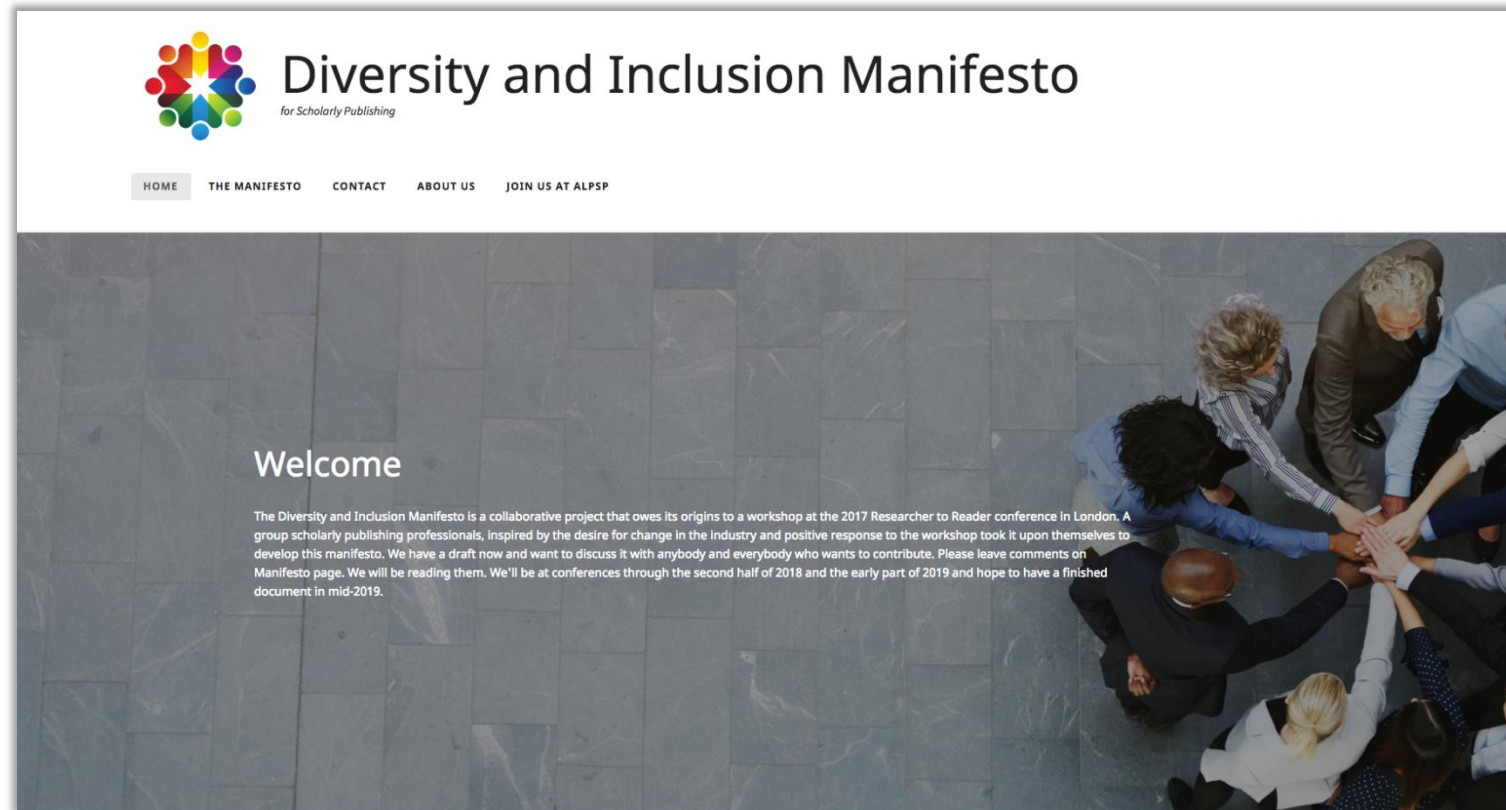
Joined later by...

- Nikul Patel, OUP
- Danielle Ormshaw, Emerald Publishing





| First draft: August 2018



<https://diversitymanifesto.wordpress.com>



Structure of the Document





Public Comments During August/September

Ginny Hendricks and 2 others Retweeted



berniefolan @berniefolan · Mar 2

This came up this week in a workshop - Resilience through **Diversity** - at #r2rconf. I've been checking my judgements ever since, or trying to. I remember @ZiyadMarar telling me abt Paul years ago & recounted it in the workshop run by Nancy Roberts of @BusInclusivity & @phillbjones

Bloomsbury UK @BloomsburyBooks

.@ZiyadMarar applied for roles using both his first name and his middle name, Paul. One was far more successful than the other...

Read this brilliant extract from #Judged in @theipaper: ...



TheEdShed @TheEdShed · Feb 26

@BusInclusivity @phillbjones @R2RConf #R2RConf

Sad to say an 80:20 women:men split in the **diversity** group. (And one of the men is Phill!)



harrietbell 1st Sep 2018 — 2:00 pm

A subject close to my heart at the moment, in terms of an inclusive culture and support of those of us who struggle with the stigma of mental health, is to encourage workplaces to invest in sensitive training for managers. It's often your relationship with your manager which is the most immediate source of anxiety when making your employer aware of what you need to be mentally healthy.

We can be worried about the impression it may leave, and whether an implicit 'mark' will be entered against our name. I'd like to see the manifesto recommend training to raise awareness that would help support managers.

★ Liked by 1 person

REPLY

C. Montero 10th Sep 2018 — 3:50 pm

I agree with the above suggestions to welcome the option of pronoun preference in email signatures, desk name tags, new job applications, etc. Also, I know every office-space is different, but in order to create a truly inclusive workplace culture, the manifesto should strongly encourage relabeling public restroom signs to be more inclusive to gender-identity, if there aren't any single-stalled restrooms.

★ Like

REPLY

Fiona Counsell 13th Sep 2018 — 1:53 pm

Congratulations on beginning this vital piece of work. One comment - I'm not sure on the section, perhaps creating an inclusive culture under flexible working - would be around use of language and perceptions. Where colleagues exercise their option to adopt certain work patterns - these then should not be grounds to imply that those colleagues are less committed. Dismissive language, even in jest, such as 'part-timer' directed at a colleague who maybe works an early pattern (e.g. 7am-3/4pm instead of the standard 9-5) is quite damaging for a flexible and flexibility-friendly workplace. Cultural change is always a hard and slow process but timely reminders on the power of language - particularly for those in positions of seniority who set the tone about what is acceptable - might help.

★ Like

REPLY

Kathryn Pierce 3rd Sep 2018 — 4:51 pm

Hi. Thank you for writing this. I'm working my way through it, so there will be other comments as well as this one.

The main thing that struck me in the LGBT+ section in Section 5 is how it is written with a tone of "otherness" - instructing a non-minority person's behaviour is very different language to using actual inclusive language which informs rather than instructs. With that in mind, I would suggest re-writing it like this (I have altered key parts)

- Wordpress site
- Twitter #scholcommdivinc
- Private emails
- Conversations



|ALPSP – September 2018



- A group of about 20 people from across the industry
- Clarified the purpose of the document
 - Aspirational, and a living document
 - Focused on making people feel welcome at work
 - Not about ways to drive inclusion in academia
- Make it real
 - Acknowledge constraints
 - Case studies



C4DISC



- A statement of principles that organizations can sign up to
- Collaboration between trade bodies

- A living document and learning resource
- Community driven



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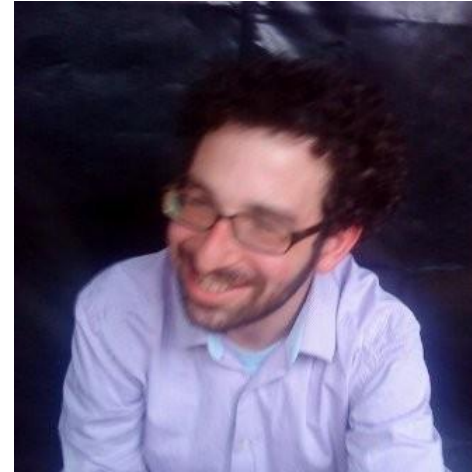
Beta Readers: September - December 2018



Alison Muddit
CEO
PLOS



Helen Beddow
Publisher, Gender and
Diversity
Emerald



Simon Holt
Senior Editor, Nanotech
Books
Elsevier



Kathryn Pierce
Founder
somewhereedi.org



| What's Next?

- The suggestions from all of the consultations and beta readers are now in
- We're in the process of compiling those comments and editing the document
- We'll also create an single page summary

Living document?

Conversation starter?

A website or Blog?



The end or the beginning?

A publication?

Learning and development resource?



Diversity and Inclusion Within Publishers

- > Courses
- > TED Talks
- > Articles
- > Infographics
- > OUP Resources
- > D&I in the Publishing Industry
 - [The Publishers Association](#) Mark Complete

The Publishers Association is a UK body that works alongside publishers and industry stakeholders to improve inclusivity in the industry. Their aim is that through industry-led action we can create a workforce that represents the rich diversity of the UK's demography, opening up opportunities for aspiring publishers and ensuring the long-term health of our industry.

Their website contains some interesting information about what other publisher's are doing in the area of Diversity & Inclusion.
 - [Diversity & Inclusion Manifesto for Scholarly Publishing](#) Mark Complete

A group from across the scholarly publishing industry have been collaborating on a project to create a diversity and inclusion manifesto for the industry.

The first draft of the diversity manifesto for scholarly publishing is available here for open comment at <https://diversitymanifesto.wordpress.com/>

A feedback session will be held at the ALPSP 2018 conference. For further information please contact Nikul Patel - Nikul.Patel@oup.com

Home > About Emerald > Emerald News > Stride Initiative

Emerald news

Emerald launches Stride - a workplace gender diversity initiative

Stride promotes diversity at all levels of the Emerald Global Publishing Group



Elsevier Pride network for LGBT employees launched in Amsterdam

Employees team up with Workplace Pride to create a group for lesbian, gay, bisexual and transgender employees — one of various around the company

By Michiel Kolman, PhD Posted on 4 April 2013

[Print](#) [PDF](#)

The manifesto as a learning resource at OUP

