

Librarian Engagement and Social Justice in Publishing

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Library Publishing Forum 2016

Denton, Texas

#LPForum16

What do we mean when we say social justice?

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Inequalities in Publishing

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JOB
ZONE

Mixed Media Resources is seeking an EDITORS (FULL AND PART-TIME).

NEXT JOB

The PW Publishing Industry Salary Survey 2015: A Younger Workforce, Still Predominantly White

PW's annual survey drew responses from younger publishing employees than in recent years. Is it a statistical blip, or are companies replacing the old guard with new blood?

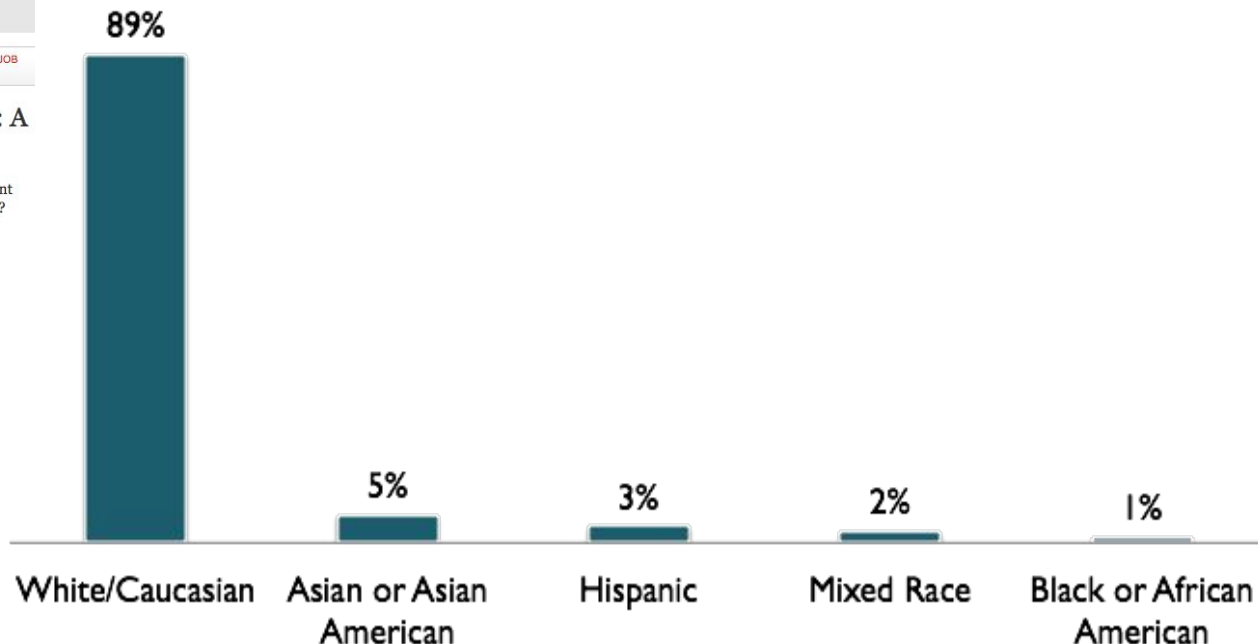
By Jim Milliot | Oct 16, 2015

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Mainstream Publishing Demographics 2015

■ Publishers Weekly Survey Salary



Milliot, J., "The PW Publishing Industry Salary Survey 2015: A Younger Workforce, Still Predominantly White" *Publishers Weekly* <http://www.publishersweekly.com/pw/by-topic/industry-news/publisher-news/article/68405-publishing-industry-salary-survey-2015-a-younger-workforce-still-predominantly-white.html>

White women of publishing: New survey shows a lack of diversity behind the scenes in book world

Marlon James was right—the industry is overwhelmingly white (and female). Will new initiatives change that?

PAULA YOUNG LEE

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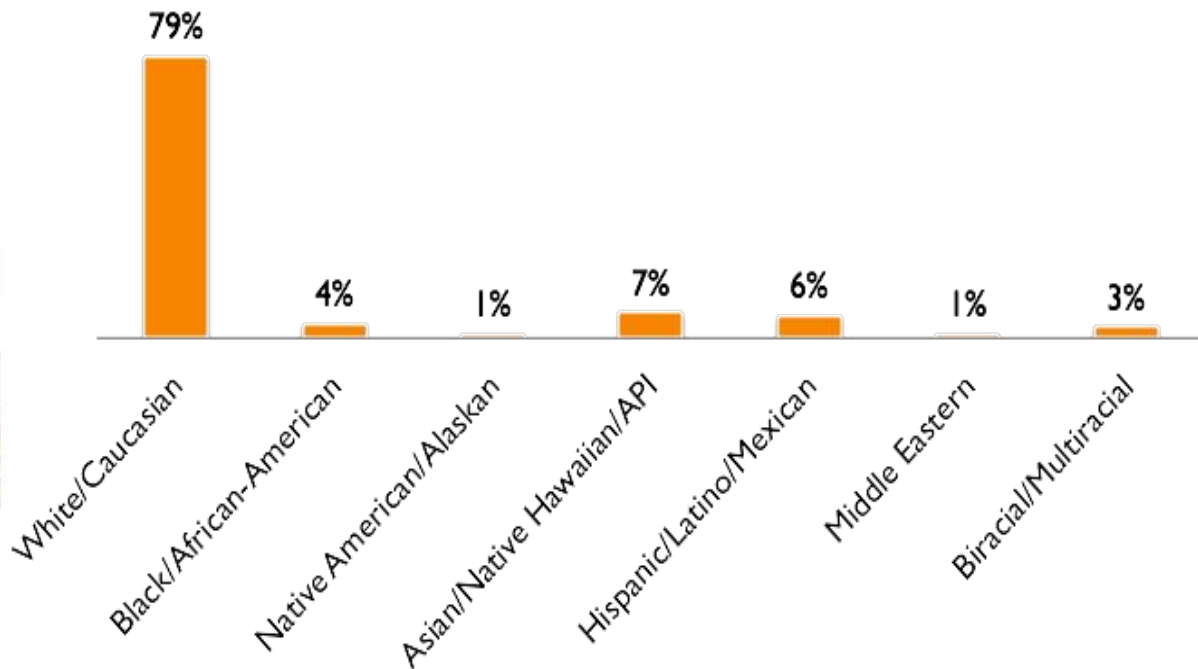
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TOPICS: AOL_ON, BOOKS, DIVERSITY, LEE AND LOW SURVEY, PUBLISHING, ENTERTAINMENT NEWS



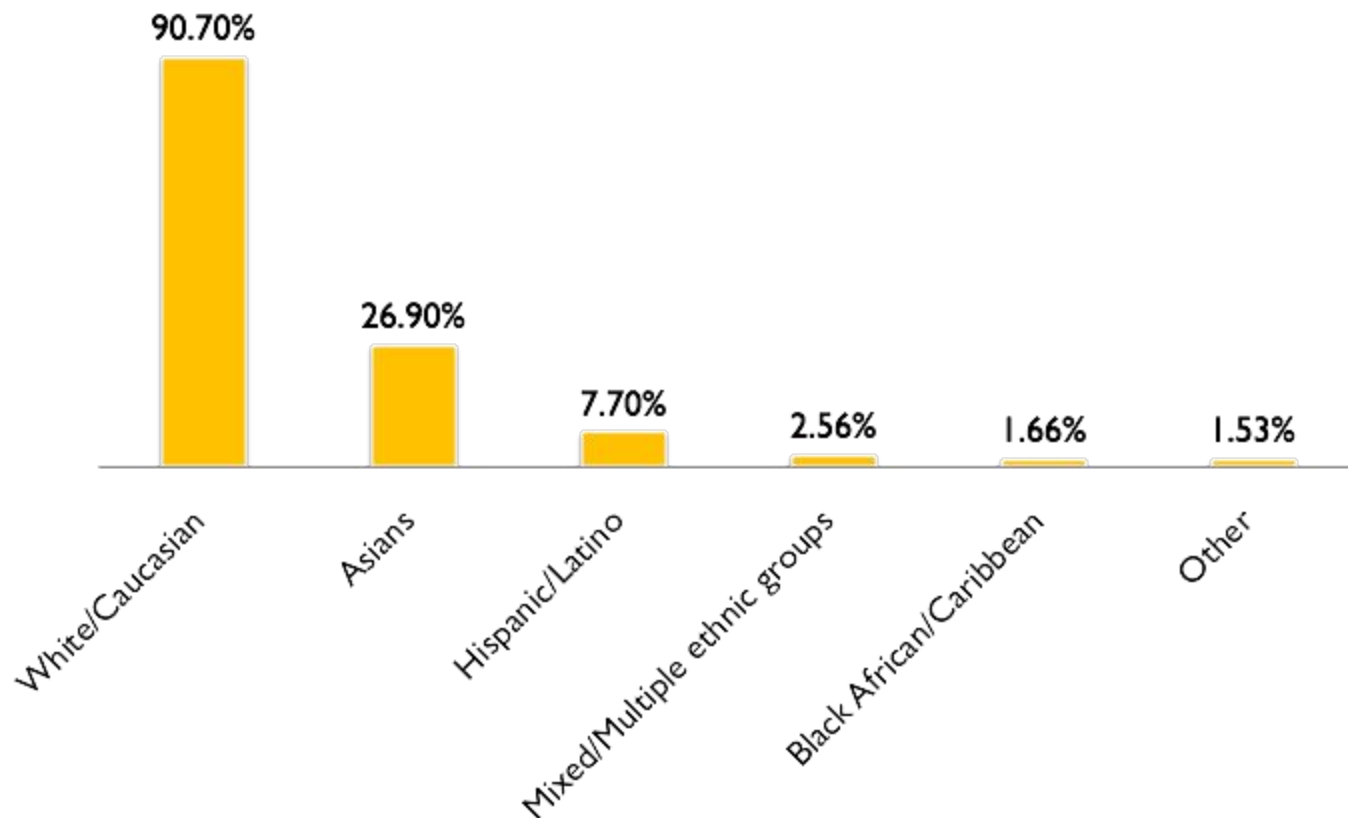
Mainstream Publishing Demographics 2015

Lee & Low: Diversity Baseline



Low, J. "Where is the Diversity in Publishing? The 2015 Diversity Baseline Survey Results." (January 2016) <http://blog.leeandlow.com/2016/01/26/where-is-the-diversity-in-publishing-the-2015-diversity-baseline-survey-results/>

Society Scholarly Publishing 2015



Greco, A., Wharton, R., Brand, A. "Demographics of scholarly publishing and communication professionals." (February 2016) *Learned Publishing* 2016; 29:97-101 <http://onlinelibrary.wiley.com/doi/10.1002/leap.1017/full>

Why does this matter?

“The dearth of minority employees directly affects the types of books that are published, industry members agreed, and for this issue to be addressed, there needs to be more advocates for books involving people of color throughout the business, including in management, editorial, and marketing executives in publishing houses, as well as among booksellers and librarians.”

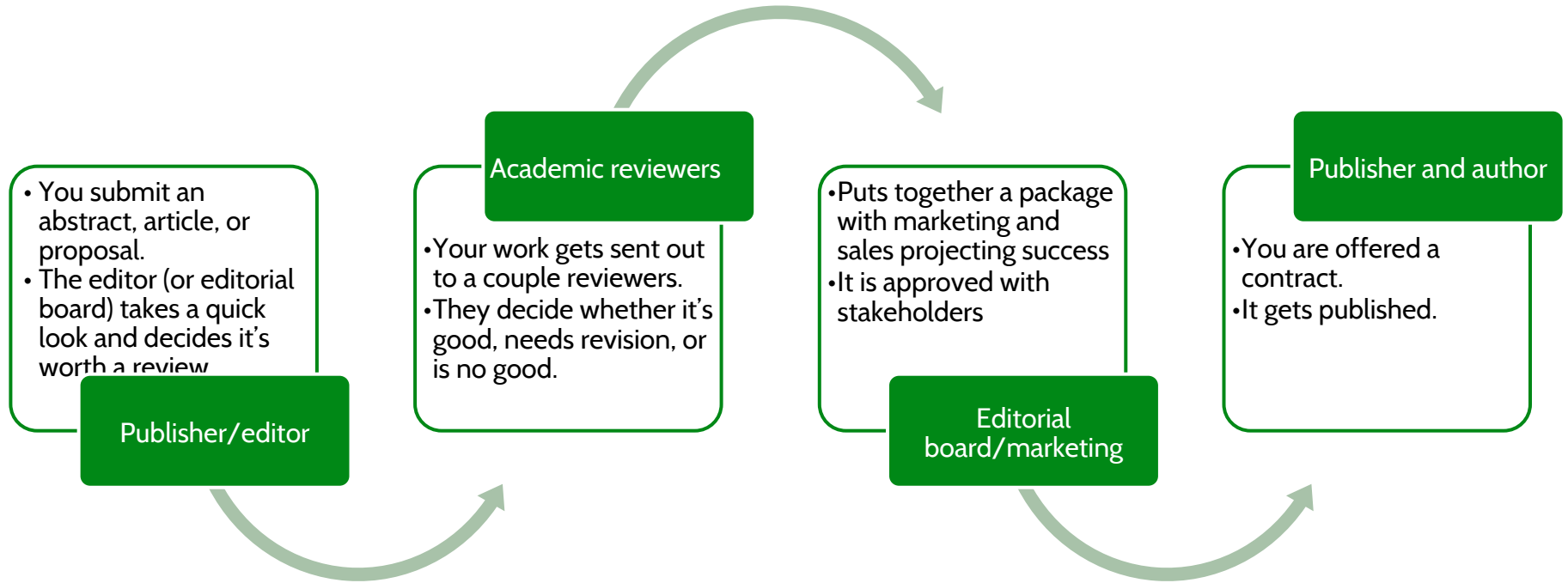
- Milliot, J. “Publishing’s Holding Pattern: 2014 Salary Survey” (2014). *Publisher’s Weekly*. <http://www.publishersweekly.com/pw/by-topic/industry-news/publisher-news/article/64083-publishing-s-holding-pattern-2013-salary-survey.html>

It always matters.

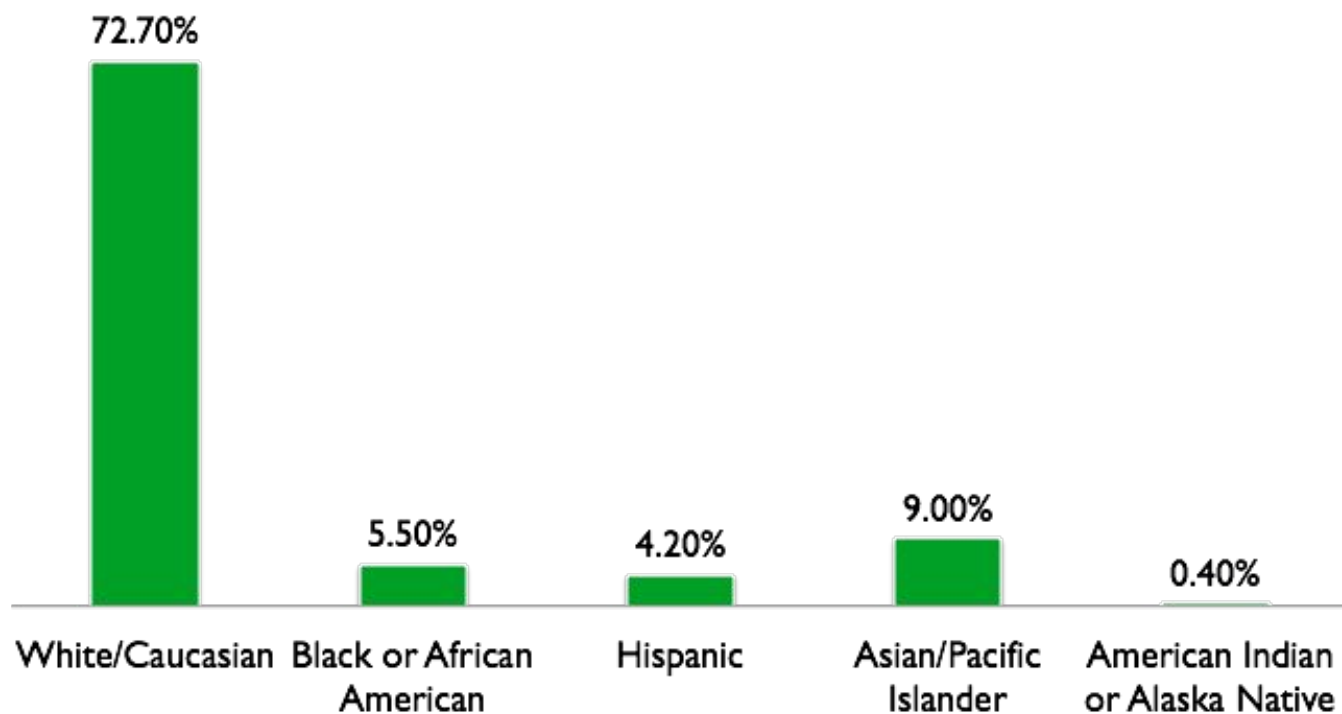
“It is clear that when scholarly publishing fails to reflect the diversity of authors, readers, and research questions, it presents real problems for 1) the authors who are not being published and therefore do not achieve tenure and promotion, and 2) the researchers who do not have access to the full range of possible scholarship. Homogeneity at the top means editors and publishers too often produce homogenous literature. While blind peer review is a valuable tool, “even if a publication is making every effort to metaphorically audition orchestra members behind an opaque screen, it is not helpful if the editors and publishers who are handling the paperwork, assigning reviewers, determining schedules, recruiting editorial boards, and ultimately making policy and article level decisions are not in fact representative or even cognizant of injustices they perpetuate as biased people in a biased system.”

Charlotte Roh, Emily Drabinski, Harrison Inefuku, “Scholarly Communication as a Tool for Social Justice and Diversity,” panel at the Association of College and Research Libraries Annual Meeting (2015).

Who holds the power in these dynamics?



Full-time Faculty Fall 2013



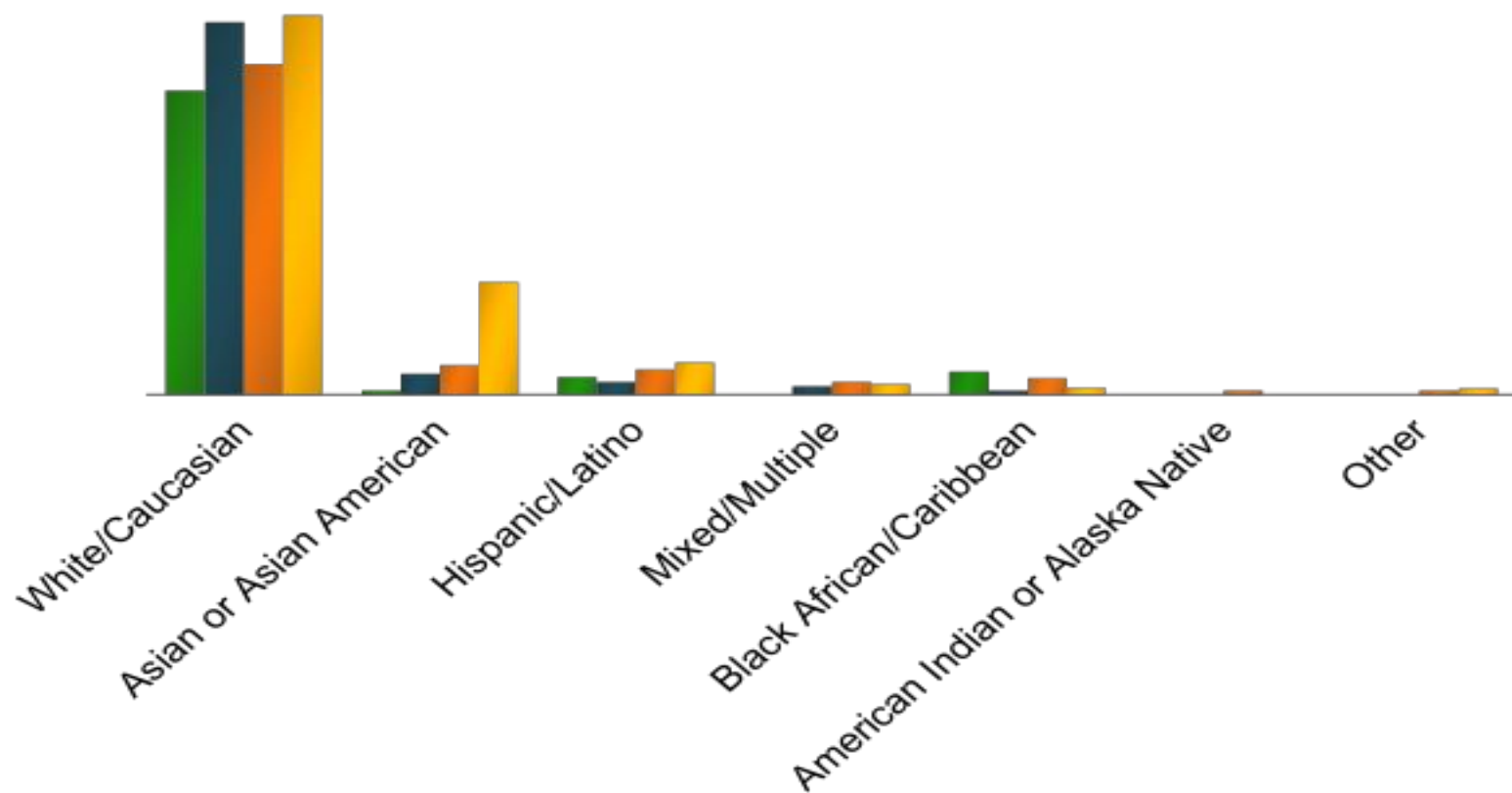
Who are the expert reviewers?

More distressingly, contingent academic labor is gendered and raced. Bousquet notes that “the typical faculty member has become a female nontenurable part-timer earning a few thousand dollars a year without health benefits.” Women still make up the majority of contingent faculty. According to Vitae’s new JobTracker, 61 percent of available tenure-track jobs in 2013-14 went to men. Bousquet points out that nontenurable faculty and nonteaching staff are more likely to “identify themselves as belonging to an ethnic or racial minority than tenure stream faculty.”

Baker, K. (2016, February 23). Academic Waste. Retrieved May 11, 2016, from <https://chroniclevitae.com/news/1301-academic-waste>

Scholarly Publishing and Review

■ Faculty ■ PW ■ Lee & Low ■ Scholarly Publishing



The Role of Gender in Scholarly Authorship

Jevin D. West , Jennifer Jacquet, Molly M. King, Shelley J. Correll, Carl T. Bergstrom

Published: July 22, 2013 • <http://dx.doi.org/10.1371/journal.pone.0066212>

Article

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Metrics

Comments

Abstract

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Methods

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Abstract

Gender disparities appear to be decreasing in academia across such as grant funding, hiring, acceptance at scholarly journals tempting to think that gender inequity will soon be a problem analysis based on over eight million papers across the natural humanities reveals a number of understated and persistent remain. For instance, even where raw publication counts are close inspection reveals that, in certain fields, men predominate author positions. Moreover, women are significantly underrepresented authored papers. Academics should be aware of the subtle occur in scholarly authorship.

[GGDS](#) [Home](#) [Productivity GeoMap](#) [Productivity Discipline Map](#) [Citations](#) [Collaboration](#) [Tables](#) [Contact](#)

nature



Global Gender Disparities in Science

Authors: [Vincent Larivière](#), [Chaoqun Ni](#), [Yves Gingras](#), [Blaise Cronin](#), [Cassidy R. Sugimoto](#)

Summary.

We present here a global and cross-disciplinary scientometric analysis of the relationship between gender and a) output, b) collaboration, and c) impact (measured through citations). We analyzed 5,483,841 research papers and review articles published between 2008-2012 in journals indexed in the Web of Science. Women are underrepresented across nearly all countries and disciplines. Globally, women account for fewer than 30% of fractionalized authorships, whereas men represent slightly more than 70%. We find that in the most productive countries, all articles with women in dominant author positions receive fewer citations than those with men in the same positions. And this citation disadvantage is accentuated by the fact that women's publication portfolios are more domestic than their male colleagues in all of the most productive countries. Given that citation now play a central part in the evaluation of researchers, this situation can only worsen gender disparities.

What Happens Before? A Field Experiment Explains How Gender Bias on the Path

Katherine L.

University of Pennsylvania

Modupe.

Columbia University - Co

Dolly C.

New York University (NYU) - Leonard N. Stern School of Business; New York

December

Abstract:

xxfactor WHAT WOMEN REALLY THINK APRIL 23 2014 3:17 PM

Tips for Finding a Great Mentor: Be White and Be Male

By Katy Waldman



1.1k 215 62



I see myself in you!

Photo by Alexander Raths/Shutterstock.

According to Katty Kay and Claire Shipman's new book, *The Confidence Code*, the latest scourge for gender equality is women's crippling lack of self-assurance. Pushback to the book has centered on the idea that female insecurity is a **perceptive response** to a society that undervalues half its members. Start **paying us**

Slate



Are We All Much About Working-C



How Did G Ruth Bader Become N R.B.G.?



FROM NEW YORK MAGAZINE
The Rules - Russian or Americans



The Silly L Killed Wari Goofy Billi Bracket C



FROM WIRED
This Week McConaug Local Vide



Israel's Fer Are Just Al Welcome t Israel's Ele



Jimmy Fall Battles Are Own Show Ridiculous

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U.S. and Them

The Geography of Academic Research

Jishnu Das
Quy-Toan Do
Karen Shaines
Soumya Srinivasan

The World Bank
Development Research Group
Poverty and Inequality Team
&

Human Development and Public Services Team
December 2009



DEC 3, 2015 AT 11:29 AM

Here Are The Demands From Students Protesting Racism At 51 Colleges

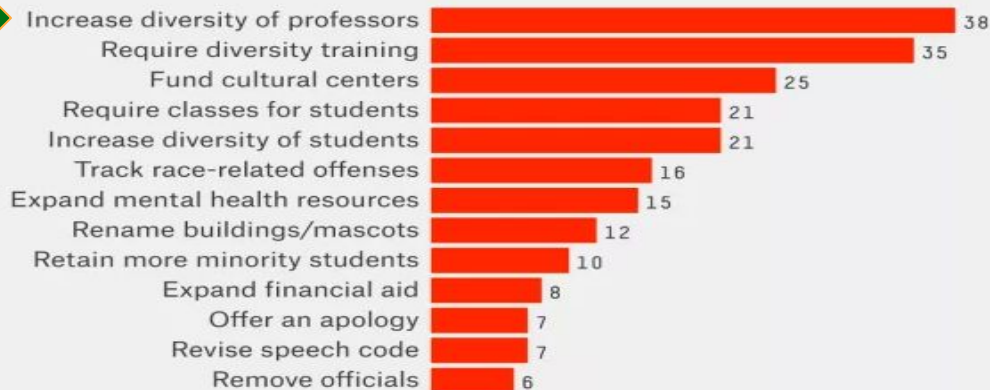
By Leah Libresco

Filed under Higher Education

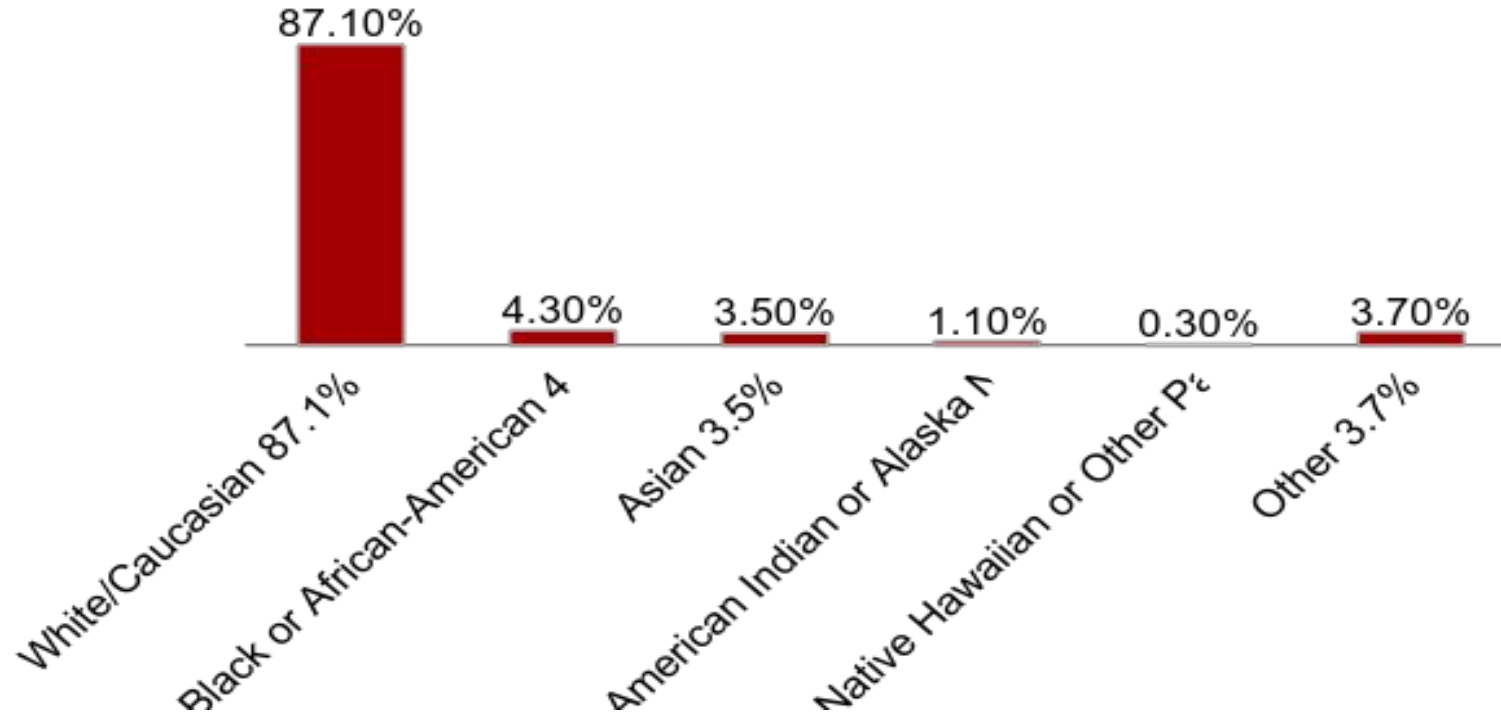
Clearly students experience lack of faculty diversity as a problem.

What Do Student Protesters Want?

Most common demands at 51 schools with student protests



Gatekeepers Exist in Every Industry



From the ALA Diversity Counts Study <http://www.ala.org/offices/diversity/diversitycounts/divcounts>

Scholarly communication is systemically flawed, like everything else.

HOW DO WE SOLVE THE PROBLEM?

What can we as librarians do?

Education for faculty and students in our daily practice:

- Why publishing is important for academic careers.
- How the process of publishing works.
- How they can get published.
- What are the barriers.

“Information literacy is the set of integrated abilities encompassing the reflective discovery of information, the understanding of how information is produced and valued, and the use of information in creating new knowledge and participating ethically in communities of learning.”

- Introduction to the Framework for Information Literacy for Higher Education

<http://www.ala.org/acrl/standards/ilframework#authority>

What can we as library publishers do?

Question the status quo

- Challenge the makeup of editorial boards, reviewers, and authors
- Ask publications, What's your diversity policy?
- Support publications that provide a voice.

Code4Lib Journal

In 2014, *Code4Lib Journal* reviewed its publications and found

- Women were less than 40% of the authors published
- Out of the 29 people who had been on the Editorial Committee, only eight were women.

After a call for new editorial board members, the current *Code4Lib Journal* editorial board has four women and eight men.

Journal of New Librarianship

Commitment to Diversity in the Editorial Board
Adapted from the Harvard Library Innovation Lab

The work and well-being of JONL's Editorial Board is strengthened profoundly by the diversity of our network and our differences in background, culture, experience, national origin, religion, sexual orientation, and much more. We actively seek and welcome applications from people of color, women, the LGBTQIA community, and persons with disabilities, as well as applications from researchers and practitioners from across the spectrum of disciplines and methods.

<http://newlibs.org/edboard.html>

Open Library of the Humanities

“[D]iversity of participation is important to our platform ... we will actively monitor and release reports on demographics across our platform (particularly with respect to editors), taking measures, where necessary, to remove barriers to participation and to ensure breadth of representation.”

- Martin Paul Eve, co-director of the Open Library of the Humanities

Making Content and Containers: Perspectives from an Editor

Emily Drabinski

Coordinator of Library Instruction, Long Island University, Brooklyn

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<http://www.emilydrabinski.com>

@edrabinski

What kinds of thing do I make?

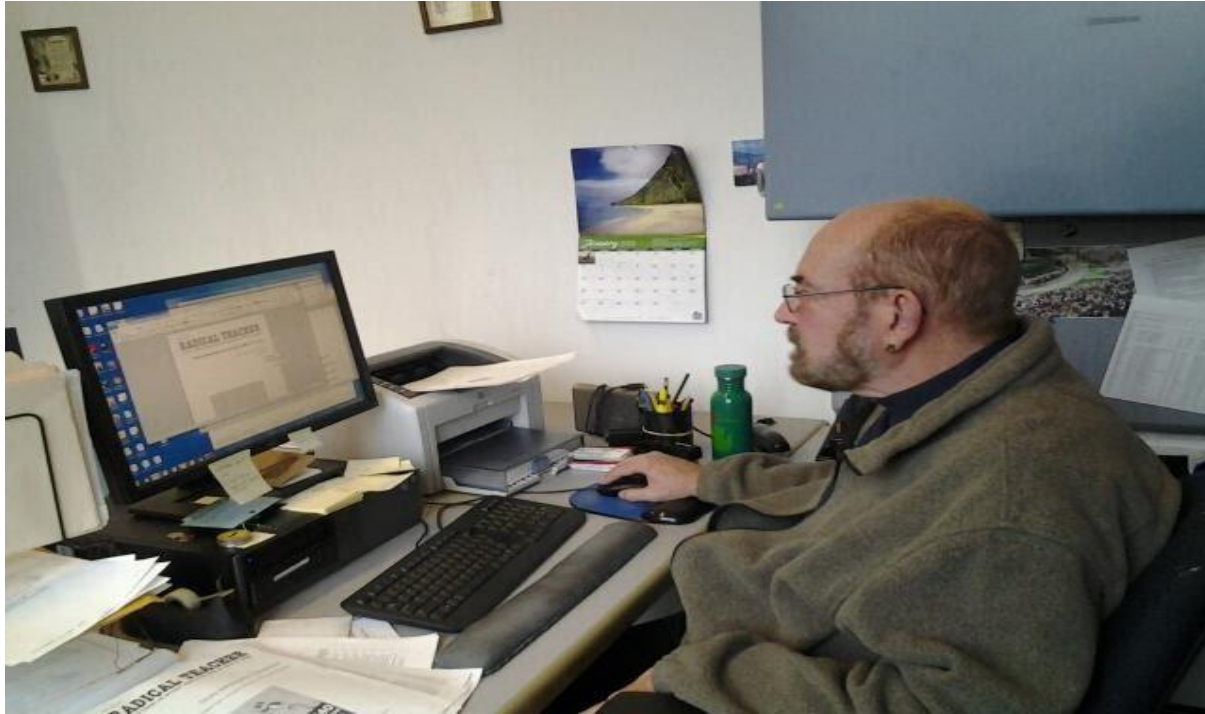
- I edit a book series, Gender & Sexuality in Information Studies, for Library Juice Press/Litwin Books
- I work on the *Journal of Critical Library and Information Studies*, a new open access journal from Library Juice Press
- I am a member of the editorial board of *Radical Teacher*, a journal of socialist, feminist, and anti-racist teaching
- I organize the biennial Gender & Sexuality in Information Studies colloquium

I spend a lot of time making structural space for the kinds of scholarship and discourse I see missing from the library field.

Occupy Wall Street (OWS) and
of Occupy across the United
and. The commune-like camp
es and use of the people's mic,
rations, the provocative refusal
feration of working groups and
tive explosion of revolutionary
ct condemnation of corporate
e inequalities that structure our
ity" teach-ins, the campaigns
t—all these elements of Occupy
cal change might happen in our

protestors opposed in vigorous de
College in the fall of 2011. At Brook
of us teaches, students brought th
campus by leading a series of gen
central quad and in the lobby
building. These assemblies, groups
only sites for political organizing
events, designed to share and spre
they were often short-lived, and a
numbers, they created spaces where
staff, community members—could
know to an emergent understandin

Leonard inserting his first title.



Leonard, after we learned how to
format pull quotes.



ISSN 1941-0832 (online)

RADICAL TEACHER

A SOCIALIST, FEMINIST, AND ANTI-RACIST JOURNAL ON THE THEORY AND PRACTICE OF TEACHING

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Vol 101 (2015)

Teaching Across Borders

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[Different from Us: Teaching About the Rich After Occupy and the Great Recession](#)

Richard Ohmann

[PDF](#)

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["It's Not Personal, It's Business: or Teaching Structural Explanation" \(at an HBCU\)](#)

Greg Meyerson

[PDF](#)

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▼ Why aren't you publishing TSQ as a free, open-source journal?

Some people have asked us why we don't self-publish, or produce a cheaper online-only journal. There are a couple of reasons for this. One important consideration, however pretentious it might sound, is prestige and respectability. Because our goal is to change the way the world thinks about transgender issues, we are marshaling all of our intellectual and cultural "capital" to create an authoritative, peer-reviewed publication venue with an elite university press, with an editorial board filled with accomplished and well-credentialed scholars, so that we have the most credible and persuasive voice possible in the marketplace of ideas. We think this is especially important given the newness of transgender studies as a field, and the stigma often attached to transgender lives. We are determined to produce a journal that demands to be taken seriously. Duke gives transgender studies a lot of credibility.

▼ Why do you have to raise so much money?

It takes a lot of money to launch a new journal, and Duke University Press is taking a big risk in agreeing to publish TSQ. They estimate that it will require somewhere between \$100,000 and \$200,000 in outlays before the journal becomes profitable, in about Year 5 of publication. To offset that risk, our contract with Duke asks us partner with them to raise at least \$100,000 to underwrite the cost of launching TSQ. This is an increasingly common practice among academic publishers, which often operate at a loss in order to support the mission of publishing non-commercial contemporary scholarship.

Community, Hospitality and Transformation in Social Justice Publishing

Harrison W. Inefuku

Digital Repository Coordinator, Iowa State University

<http://works.bepress.com/hinefuku>

@hnltraveler

JOURNAL OF CRITICAL THOUGHT AND PRAXIS



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The *Journal of Critical Thought and Praxis* is a peer-reviewed on-line journal that provides a space for emerging scholars, educators, and activists to engage in critical and progressive inter/transdisciplinary scholarship and dialogue that supports awareness of social justice issues and challenges individuals to move towards advocacy and concrete engagement with social justice movements. JCTP is also committed to providing all authors with developmental feedback that helps clarify, sharpen, and communicate ideas and arguments in a manner accessible to a broad social justice community.

See the About for a complete coverage of the journal.

JCTP is pleased to announce that we are moving to a special issue model. We will no longer be accepting open submissions, but are currently accepting submissions for our special Climate Change issue. The submissions deadline is April 15, 2016. Please see our Call for Submissions for more details.



Journal of Critical Thought and Praxis

<http://lib.dr.iastate.edu/jctp/>

“Our journal is an ***act of activism***; there is ***no current accessible space for us***; our messages won’t be neutral; we are about critical scholarship”

The journal aims to ***create a community*** for social justice scholars, as transdisciplinary researchers can be isolated in academia.

“What makes us unique is the fact that ***we are developmentally aiding emerging scholars***; we are also open to unique and transdisciplinary work.”

The journal is ***grounded in hospitality*** to a diversity of voices, including emerging scholars, activists and practitioners.

“If the academy doesn’t
change, ***we will change the
academy.***”

—Cristobal Salinas, Jr.

How ***transformational*** is
library publishing?

Now you've seen some examples, let's do some work.

BUT FIRST, ANY QUESTIONS?

Our questions for you

- What social justice initiatives are happening on your campus that scholarly communications could connect with?
- What *isn't* happening but ought to be?
- How can you connect your work to the goals of the greater institution to serve social justice?
- What training do you need amongst staff?