Leveraging library publishing to promote diversity

BIG IDEAS FOR LIBRARY PUBLISHING

LIBRARY PUBLISHING COALITION FORUM 2019
VANCOUVER, CANADA

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George A. Smathers Libraries
MAKING DEI EXPLICIT AND ACTIONABLE
Agenda and goals

• Articulating our values and implementing these through the Press’s policies, services, and outputs

• Beginning to assess awareness and engagement among partners on issues relevant to DEI

• Offering outreach and education to our journal partners, with a focus on concrete steps they can take to move toward more equitable and inclusive practices
BRINGING TOGETHER EXISTING RESOURCES AND EXPERTISE
Why consider DEI in academic publishing?

“Diversity can apply to library publishing in several ways: diversifying the library publishing workforce to be more reflective of societal demographics; ensuring library publishing systems and outputs are accessible to the widest range of users; and utilizing library publishing to increase the diversity of voices and formats represented in the scholarly record.”
Why consider DEI in academic publishing?

“Having editorial boards that reflect this increasing geographic diversity of the global scientific community is thought to benefit both journals and disciplines in ways that parallel the benefits resulting from other forms of diversity.” (Espin et al., 2017)
The Libraries are committed to protecting and advancing intellectual freedom, as an important set of rights. Intellectual freedom includes the right to access the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous. Intellectual freedom includes the right to free expression, where an individual or group may fully engage in the quality and diversity of thought and expression, and develop their own views and expressions without being coerced and/or inhibited. The right to privacy is essential for intellectual freedom.
Status of the UF Library publishing program

• New Digital Strategies & Partnerships Department
• LibraryPress@UF collaboration with
  University of Florida Press
• Florida Online Journals collaboration with
  Florida Academic Libraries Services Cooperative
UF Library Publishing Examples

- Out-of-print works of regional importance
- Research featuring library collections
- Source magazine
- Educational Works
- Research journals
Values-driven philosophy

- Quality content that is broad & varied
- Featuring local stories
- Transformative collaborations
- Publicly accessible

Photo by Jordan Ladikos on Unsplash
IMPLEMENTING ETHICAL PUBLISHING
Implementing an Ethical Framework for Scholarly Publishing

• **Role model**
• Use existing venues to broach topic with publishing partners
• Develop new materials (e.g. best practices guidelines)
• Assess progress over time
Implementing an Ethical Framework for Scholarly Publishing

- Use existing venues to broach topic with publishing partners
  - Journal meetings
  - Memorandum of Understanding
  - Publishing LibGuide and websites
  - Journal Publishers Round Table series
  - Annual Survey
Implementing an Ethical Framework for Scholarly Publishing

Promoting Diverse, Equitable, & Inclusive Publishing Practices at the University of Florida

Perry Collins and Suzanne Stapleton

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READ BOOK
Sharing best practices

**Geography and Language**

Academic publishing is overwhelmingly dominated by publishers based in Western Europe and North America—in Scimago Journal & Country Rank, the top 100 journals are published in either the United States, the United Kingdom, the Netherlands, and Germany, with 49 of the top 50 journals coming from the U.S. and the U.K. (Scimago Lab, 2016). In addition to impacting who is able to publish, there is a geographical bias on what topics are selected for publication—in economics, for example, papers about the United States are more likely to be published than papers on other countries (Das et al, 2009).

As academic publishing has consolidated in Western Europe and North America, English has become the lingua franca of academic publishing. This forces scholars to choose between publishing in English in hopes of reaching a wider audience, or publishing in their native language in venues that are typically assigned lower values. If authors choose to publish in English, their work risks losing nuances that can be captured in their native language, but cannot be conveyed in English.


  AuthorAID is a network of researchers that provide support and resources for researchers in low- and middle-income countries.

- **Yin, K.** (2015). [Conscious style guide](https://consciousstyleguide.com/). A resource that promotes “critical thinking about language and how we can use conscious words, portrayals, framing, and representation to empower instead of limit.”

- **INASP and African Journals Online.** (2017). [Journal publishing practices and standards framework](https://www.journalquality.info/en/). In 2017, an interdisciplinary team of UF researchers published "A persistent lack of international representation on editorial boards in environmental biology" in the open-access journal PLOS Biology. The article found that while the number of countries represented on 23 journals in the field increased from 1985-2014, only a small number of editors come from countries in the Global South.

- **Distinguished Professor Emerita Carmen Deere has conducted extensive research on the publishing ecosystems of Latin America and the Caribbean in the context of international scholarly communication. In her 2018 essay "The Practice of Latin American Studies: The Dilemmas of Scholarly Communication," Deere outlines major challenges both for Latin American scholars as well as journals in the U.S. seeking greater collaboration and inclusion.**

Collaborate globally

A widely recognized challenge in scholarly publishing is the lack of geographic diversity among editors, peer reviewers, and authors in United States journals. Issues include:

- the common requirement that all submissions be in English and cost of translation
- inadequate guidance for reviewers who encounter articles authored by non-native English speakers
- the expectations of research institutions and funding agencies internationally regarding preferred publication venues
- broad lack of access to high-cost subscription journals
- persistent assumptions and implicit biases regarding the quality of international scholarship
Sharing best practices

Diversity Statements

Diversity statements provide transparency into the practices of organizations around diversity and inclusion. Most diversity statements address organizational and workplace diversity, while some address diversity in the materials published. Below are some diversity statements by publishers or associations representing publishing or libraries.


  “For each module, the authors were asked to consider the skills, workflows, and strategies they covered through a diversity and inclusion lens... As a result, the curriculum includes guidance on recruiting a diverse staff for publishing, creating a portfolio of publications that includes underrepresented perspectives, and writing a diversity policy for the publishing program, among other topics.”


Craft a Diversity Statement

Clearly stating a commitment to diversity, equity, and inclusion is one step to signal to authors and readers that your journal values and seeks out a range of perspectives. Whether such a statement stands alone or is incorporated into your mission statement, journal staff should refer to this language when developing journal policies, writing author and peer reviewer guidance, and reaching out to your community. See one robust example from The Georgetown Law Journal.
Implementing an Ethical Framework is a Journey, not an End Point

- Role model
- Use existing venues to broach topic with publishing partners
- Develop new materials (e.g. best practices guidelines)
- **Assess progress over time**
Assessment Tool

• Annual survey of publishing partners
• Instrument can be shared
Moving forward and next steps

- Reviewing and releasing current projects (survey and best practices guide)

- Laying groundwork for long-term sustainability of these projects, led by LibraryPress@UF with ongoing input from partners and experts

- Tackling ongoing challenges
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FLORIDA ACADEMIC LIBRARIES SERVICES
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“We will continue to support efforts to abolish intolerance and cultural invisibility, stand up for all members of the community, and promote understanding and inclusion through our work”
ALA President Loida Garcia-Febo, 2/8/2019
References

https://theijournal.ca/index.php/ijournal/article/view/29477/21968


http://ufdc.ufl.edu/IR00004144/00005?search=strategic+directions