

LPC Roadmap for Anti-Racist Practice

Created by the Library Publishing Coalition Diversity and Inclusion Task Force, February 2021

The participants in the September 2020 Community Call express a shared goal for the Library Publishing Coalition to be an anti-racist organization. The work to be done addresses the very foundations of the Library Publishing Coalition and touches on all areas of its work. Anti-racism and anti-oppression must become fundamental values of the LPC and core to its mission to enact the expressed values of diversity and inclusion. The LPC community sees the need for a critical examination of the governance and financial structure of the LPC to see the ways in which these are exclusionary and to creatively devise ways to make them more equitable. Anti-oppression must be embedded in our processes and our programs, including the Library Publishing Forum.

Change is needed at the level of the LPC, LPC member institutions, and the publishing programs members administer. Just as the LPC needs to take a critical look at its own structures and processes, members need to do the same, examining the strength of their own commitments to anti-racism and anti-oppression, enacting change where necessary, and assessing progress along the way. This will require frameworks for analysis, data collection, assessment, and a fundamental rethinking and retooling of the way we conduct library publishing. This includes creating an environment of equitable labor and technological practices for our workforce, as well as taking a critical look at the voices we provide space for, what we consider to be scholarly work, and what we consider to be publication. LPC can support members' efforts by providing resources and thought leadership to the community, incentivizing anti-racism and anti-oppression, and collecting and disseminating standardized demographic data from and within the community.

The following Roadmap organizes the community responses from the Community Call. It envisages broad areas of action into a 6-Month Plan, Continuing Action, and Big Ideas. The sections are organized using the following buckets:

- I. Building an Anti-Racist Organization
- II. Community Building
- III. Demographics
- IV. Education

- V. Resource Creation
- VI. Supporting BIPOC (Black, Indigenous, and people of color) Library Publishing Workers

An implementation plan and an evaluation plan will be needed to take the Roadmap forward and ensure accountability. It will be critical to center the voices of BIPOC library publishing workers. Therefore we will need to increase engagement with BIPOC library publishing workers, and we may need to consider hiring BIPOC persons from within the LPC Community as consultants. These are already actions suggested by members during the Community Call and appear in the Roadmap.

During the call, there were multiple suggestions for evaluating and certifying members' progress or score on anti-racism and anti-oppression initiatives, and also evaluating vendors and service providers. At this time, we do not think it is appropriate for the LPC to undertake work of this nature. Instead, we propose that the LPC provide resources and assistance to members to evaluate their programs and make progress on anti-racism and anti-oppression, and commit to taking collective action to counter racist and oppressive behavior in the field.

While this Roadmap focuses on anti-racism as a priority discussion point from the Community Call, it does not preclude the DEI Committee from working on other aspects of diversity and inclusion, such as accessibility, gender, and other areas. Finally, we recommend that the Community Call be held on an annual basis, for being an anti-racist anti-oppressive organization is an active endeavor. Above all, the Library Publishing Coalition needs to envision the landscape of scholarly publishing that we want to exist and devise the mechanisms we need to take us there.

I. 6-Month Plan (January - June 2021)

This section sets out a 6-month plan for projects that the LPC can begin to affirm its commitment to anti-racism and anti-oppression.

Initiative and Rationale	Responsibility
I.A. Building an Anti-Racist Organization	
I.A.1. Make commitments prominent on the website (Code of Conduct, Anti-Racism Statement, any resources created)	Library Publishing Coalition/Educopia Staff
I.A.2. Craft a protocol/recommendation to the board regarding requirements for an anti-racist statement from board candidates. Ask for a separate statement on how they incorporate anti-racist and anti-oppressive practices into their professional lives.	DEI Task Force

I.A.3. Ensure that LPC committees include a link to the code of conduct in communications regarding LPC programming (e.g., in the email to the list announcing a community call).	Professional Development Committee, LPC staff, Program Committee, DEI Task Force
I.A.4. Develop guidelines for collective action by the LPC to counter racist behavior by other organizations in the field.	Board, DEI Task Force
I.A.5. Add hosting an annual anti-racism community call to the DEI Committee charge. Use the call as an opportunity to report out on the roadmap, get feedback on the work we've done so far, and gather ideas for the future.	Board
I.A.6. Formalize the process for the DEI Committee to work with other LPC committees/groups; Make sure chairs of committees know that they can and should reach out to the DEI Committee.	DEI Task Force
I.A.7. Revisit the membership pricing structure to make membership possible for a wider range of institutions	Board
I.A.8. Expand the DEI task force and offer training for incoming members.	Board
I.B. Community Building	
I.B.1. Highlight good work in advancing DEI--award those making great strides	Publishing Practice Awards Committee
I.C. Demographics	
I.C.1. Conduct a brief demographic assessment of the Forum, either a survey of attendees and/or an assessment of speakers/past speakers. (Build this into existing structures, registration forms; gather demographics from speakers upon acceptance)	DEI Task Force, Program Committee
I.C.2. Consult with the Directory committee around adding something to Library Publishing Directory questionnaire about anti-racist activities, and collection of demographic information.	DEI Task Force, Program Committee

II. Continuing Initiatives

This section details important matters that will take a longer time-frame to accomplish. It is meant to present a menu of items that the LPC can choose from in carrying out anti-racist work and is not meant to be inflexible or prescriptive.

Initiative and Rationale	Responsibility
II.A. Building an Anti-Racist Organization	
II.A.1. Revise LPC’s code of conduct to incorporate the ground rules from this community call into all LPC spaces. <ul style="list-style-type: none"> ● Make adherence to LPC’s code of conduct and self-education on anti-racist activities a clear expectation. 	Educopia Staff
II.A.2. Engage in strategic planning with anti-racism as a fundamental principle. <ul style="list-style-type: none"> ● Take an anti-racist stance throughout the strategic plan and report to LPC membership periodically ● Clearly articulate DEI pain points ● Reconsider decision-making practices to ensure voices of marginalized and underrepresented groups are heard ● Establish anti-racist practitioners in key governance positions in the organization ● Apply an anti-racist lens to every facet of organizational practice and policy ● Reflect on changes to LPC funding--current structure requires appealing to institutions, which implicates us in member institutional priorities that benefit white supremacy 	Board, All Committees
II.B. Community Building	
II.B.1. Foster safe spaces within the community for sharing struggles and failures in anti-racist action and helping each other do better.	
II.B.2. Foster partnerships between institutions of different sizes and in different countries.	
II.C. Demographics	
II.C.1. Report on the proportion of members of the Board and committees that are of different identity categories	Board, All Committees

II.C.2. Report on the proportion of speakers at LPC events of different identity categories	Program Committee, Professional Development Committee
II.C.3. Incorporate demographics in the Research Agenda - workers, editors, reviewers, rejection rates, etc. -- cf. Royal Society of Chemistry's plan https://www.rsc.org/new-perspectives/talent/framework-for-action/	Research Committee
II.D. Education	
II.D.1. Embed anti-racism in Library Publishing Forum <ul style="list-style-type: none"> • Incentivize anti-racist approaches in conference proposals. Require an explicit explanation of how the proposal is inclusive of multiple perspectives, addresses DEI, or incorporates anti-racist and anti-oppressive approaches • Increase sessions that talk about or highlight the work of LPC members of color. Eg: keynote in Vancouver about publishing in the Global South to provide perspective • Seek out non-traditional speakers for LPF annually, make a concerted effort for that. • Seek out proposals that balance geography, identity, and representation • Sponsor and intentionally deploy travel awards, and use inclusive formats that allow for access to LPF even if travel is not possible/affordable 	Program Committee
II.D.2. Sponsor and facilitate anti-racist training for LPC community	Board/Professional Development Committee
II.D.3. Offer active-bystander training to new Board and Committee members and consider offering this to the wider LPC Community.	Board
II.D.4. Convene discussions in various LPC venues about what anti-racism looks like in practice.	DEI Committee
II.D.5. Create a DEI book club/reading group for LPC members	Professional Development Committee
II.E. Resource Creation/Identification	
II.E.1. Locate or create resources for LPC members' to evaluate their programs, policies, & structures and report on them. Are	DEI Committee

we building an anti-racist organization on a foundation of systemically racist institutions?	
II.E.2. Locate or create sample documents and templates used to promote DEI (e.g., a statement on oppressive language, language for job descriptions, resources for hiring, sample policies)	DEI Committee
II.E.3. Locate or create information for journal editors and reviewers on anti-racist practices	DEI Committee
II.E.4. Locate or create resources for combating bias in peer review, as in some cases anonymous peer review is insufficient	DEI Committee
II.E.5. Locate or create resources to help member institutions increase engagement with on-campus groups that represent or serve BIPOC, and underrepresented voices/communities, to demonstrate library publishing services, find out what resources can be provided, and provide those resources.	DEI Committee
II.E.6. Locate or create a “talking points” document to facilitate conversations between library publishing workers and library administration on anti-racist issues (e.g., hiring)	DEI Committee
II.F. Supporting BIPOC Library Publishing Workers	
II.F.1. Initiate a call for speakers of color in library publishing, curate a list that amplifies their visibility	DEI Task Force
II.F.2. Establish a private group for BIPOC library publishing staff (LPC-only initially) [Refer to WeHere for a model, https://www.wehere.space/] Also listed under Community Building	
II.F.3. Engage with BIPOC and underrepresented or underserved groups/communities to determine what resources may be needed in relation to the publishing process and competencies for library publishing, and identify or create openly accessible resources geared toward these groups and communities. Not asking BIPOC to teach us: focus on expertise in publishing	Members
II.F.4. Encourage members to support and publish publications that center historically excluded groups	Members

<p>II.F.5. Engage in proactive outreach to create pathways into the field and into leadership roles for individuals from marginalized groups e.g.,</p> <ul style="list-style-type: none"> recruitment of students recruitment of members of BIPOC communities to the library publishing field) 	Members
<p>II.F.6. Look more into recruiting HBCUs and non-R1 institutions as LPC members, and report on our progress in doing this.</p> <ul style="list-style-type: none"> Increase engagement with institutions that serve BIPOC, and underrepresented voices/communities. Could take the form of extra support for their library-publishing efforts. 	Board
<p>II.F.7. Continue the Forum Scholarship Program and ensure an anti-racist lens is applied in the rubric</p>	Board, DEI Committee

III. Big Ideas

This concluding section sets out really important things that we should be grappling with but may not fit into earlier sections or may need significant fleshing out before implementation.

Initiative and Rationale	Responsibility
III.A. Building an Anti-Racist Organization	
<p>III.A.1. Discuss how to change economic structures upholding white supremacy: e.g. unpaid or temporary internships and residencies explicitly for BIPOC staff (LPC fellowship plays a similar role)</p>	Board
III.B. Resource Creation	
<p>III.B.1. Locate or create best practices for responsible, and where appropriate, mediated sharing of certain types of information, as open access is problematic for some groups</p> <ul style="list-style-type: none"> Oral histories Information/research on Indigenous groups 	Research Committee
<p>III.B.2. Make LPC resources available in other languages (In collaboration w/ IFLA)</p>	Board
III.C. Supporting BIPOC Library Publishing Workers	
<p>III.C.1. Support initiatives to increase diversity in the published record</p>	LPC & LPC Community

- Support for technical solutions for language diversity
- Support for publishing programs, and under-resourced societies or organizations that focus on supporting publications that serve or give voice to BIPOC, and underrepresented voices/communities.
- Outreach/Support/Resources for global publishing efforts to increase participation outside the US. e.g.
 - leveraging federal government educational funding under Title VI to support expanding publishing services to under-resourced/Global South institutions with whom LPC members may have existing relationships or may develop relationships.
 - scope for library publishing programs to publish journals not directly linked to the institution in an effort to increase diversity in the published record.