Diversity and Inclusion Manifesto
STM Week 2017 – Future of Publishing

#STMFuture

Nancy Roberts, Business Inclusivity / Umbrella

Isabel Thompson, Holtzbrinck

Michiel Kolman, Elsevier
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.

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

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

1. SUPPORT 4 MENTAL HEALTH
2. NON-ALCOHOLIC SOCIAL EVENTS
3. SALARY TRASparency
4. BETTER SUPPORT 4 REGIONAL OFFICES
5. MANDATE GOOD DIVERSITY TRAINING
6. PROACTIVE BOTTOM-UP WELCOME
7. MANAGEMENT BUY-IN
8. ROBUST ANONYMOUS QUESTIONS
9. NAME + OTHER GROUPS
10. TAKE NAMES OFF COS 1 SPECIFIC PEOPLE TO TALK TO
Manifesto Working Group

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

Joined later by...
- Nikul Patel, OUP
- Danielle Ormshaw, Emerald Publishing
First draft: August 2018

Diversity and Inclusion Manifesto

Welcome

The Diversity and Inclusion Manifesto is a collaborative project that owes its origins to a workshop at the 2017 Researcher to Reader conference in London. A group of scholarly publishing professionals, inspired by the desire for change in the industry and positive response to the workshop task, set out to develop a manifesto. We are a draft version and want to discuss it with anybody and everybody who wants to contribute. Please leave comments on the Manifesto page. We will be posting them. We will be at conferences through the second half of 2018 and the early part of 2019 and hope to have a finished document in mid-2019.

https://diversitymanifesto.wordpress.com

scholcommdivinc@gmail.com #scholcommdivinc
Structure of the Document

- Hiring
- Onboarding
- Inclusive environment
- Advancement
- Working with others
Public Comments During August/September

- 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
A statement of principles that organizations can sign up to

Collaboration between trade bodies

A living document and learning resource

Community driven
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

scholcommdivinc@gmail.com  

#scholcommdivinc
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?
A website or Blog?
A publication?

Conversation starter?
The end or the beginning?
Learning and development resource?
Diversity and Inclusion Within Publishers

The manifesto as a learning resource at OUP