Diversity of Editorial Boards: A Call for Industry Collaboration

Shelley Allen, Publisher

With help from

Ande Nicholls, Managing Editor

Madeline Markey, Managing Editor
Overview

• Case Study 1: Diversity and Inclusion Survey

• Case Study 2: Best Practice for Hiring New Editors

• Case Study 3: Diversifying the Editorial Board
Current picture of T&F Editorial

- A Diversity & Inclusion Survey was sent to T&F Global Editorial for those who currently manage journals
- 9 required multiple choice & 6 optional open-ended questions
- 57 respondents answered within a 2-week deadline (Oct. 25-Nov. 9, 2018)

Do you work with journals in S&T, Medicine, or SSH? (please check all that apply)

- S&T: 26%
- Medicine: 33%
- SSH: 41%
How often do you have conversations with your editors regarding D&I in their journals?

- Frequently: 5%
- Sometimes: 16%
- Rarely: 25%
- Never: 25%

When you interview/onboard new editors, do you discuss D&I?

- Yes: 42%
- Sometimes: 39%
- No: 19%

When you discuss D&I, how positive have your editors been generally?

- Very Positive: 2%
- Positive: 9%
- Neutral/Apathetic: 24%
- Negative: 65%
- Very Negative: 65%
Approximately what proportion of your Editors-in-Chief are women?

- 44% 3%
- 21% 28%
- 0%

Approximately what proportion of your Editors-in-Chief are people of color?

- 25% 25%
- 14% 3%
- 0%

Approximately what proportion of your Editors-in-Chief are women of color?

- 56% 44%
- 0%
About how many journals on your list actively promote D&I through activities such as awards, collaborations, etc.?

Summary of open-ended responses:

- Editors are generally positive, but little follow-through unless they are an Editor of a society-owned title.
- Majority of respondents provide gender & regional breakdowns of boards to editors to encourage the conversations. Often Editors aren’t aware if there are disparities.
- Journals often engage with D&I by doing special issues that highlight women researchers or people of color. Some journals sponsor awards or scholarships.
- Some respondents are keen to encourage more mentoring by Editors and within the Editorial Boards.
- Most answered that they would like to learn more about how to promote D&I or are unsure of how to do so.
Geographic Diversity on Editorial Boards

We analysed the composition of the Editorial Boards of the top 10 Asian Studies journals and the top 10 African Studies Journals in the 2016 Journal Citation Reports (Area Studies category).

<table>
<thead>
<tr>
<th>Asian Studies Journals</th>
<th>JCR Rank</th>
<th>African Studies Journals</th>
<th>JCR Rank</th>
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<tbody>
<tr>
<td>China Quarterly</td>
<td>1</td>
<td>African Affairs</td>
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<td>China Journal</td>
<td>2</td>
<td>Journal of East African Studies</td>
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<td>Journal of Contemporary China</td>
<td>3</td>
<td>Journal of Modern African Studies</td>
<td>3</td>
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<tr>
<td>Asia Pacific Viewpoint</td>
<td>4</td>
<td>Review of African Political Economy</td>
<td>4</td>
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<tr>
<td>Journal of Contemporary Asia</td>
<td>5</td>
<td>African Studies Review</td>
<td>5</td>
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<td>The Pacific Review</td>
<td>6</td>
<td>Africa</td>
<td>6</td>
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<tr>
<td>China Information</td>
<td>7</td>
<td>Journal of Southern African Studies</td>
<td>7</td>
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<tr>
<td>China Review - An Interdisciplinary Journal on Greater China</td>
<td>8</td>
<td>Journal of Asian and African Studies</td>
<td>8</td>
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<tr>
<td>Journal of Asian Studies</td>
<td>10</td>
<td>Africa Spectrum</td>
<td>10</td>
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</tbody>
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Geographic Representation among Editors

**Asian Studies**
- Of 27 Editors across the top 10 Asian Studies journals, only 10 are based in Asia.
- Only Japan, Hong Long, Taiwan and China are represented from Asia.

**African Studies**
- Of 42 Editors across the top 10 African Studies journals, only 5 are based in Africa.
- Only South Africa and Ghana are represented from Africa.
African Studies Journals Editorial Board Composition

Top 10 JCR African Studies Journals Editorial Board Composition from Africa

- Ghana: 5
- Kenya: 4
- South Africa: 23
- Mozambique: 1
- Uganda: 1
- Zambia: 1
- Tanzania: 3
- Ethiopia: 2
- Botswana: 2
- Madagascar: 1
- Senegal: 3
Asian Studies Journals Editorial Board Composition

Top 10 JCR Asian Studies Journals Editorial Board Composition

Top 10 JCR Asian Studies Journals Editorial Board Composition from Asia
Case Study: Critical African Studies

Targeted call for Editors based in the region

Issue of representation, inclusion and knowledge access

Appointed Editors from the University of Cape Town, South Africa and Midlands State University, Zimbabwe

1. Decolonizing gatekeepers
2. Whether to mandate that special issues must include African or Africa-based authors
3. Special issue on decolonizing the academy

Moving the journal base

Currently in discussions about moving the journal’s ‘home’ from the University of Edinburgh to the University of Cape Town.

How to apply

To apply, please send an academic CV and one page covering letter to Editorial Board Chairs, Drs Lizelle Blischoff and Zoe Marks, at critical.african.studies@ed.ac.uk by 30 April 2017.
Case Study: Review of African Political Economy

Affiliate programme

Several years ago, the journal started an affiliate programme. ECRs who are currently based in the UK can apply for a one year affiliate term on the journal’s Editorial Working Group (EWG).

The group is particularly keen to encourage postdocs from Africa, and current and past affiliates have originated from Ethiopia, Ghana, Nigeria and South Africa.

A number of these scholars have subsequently been elected to the International Advisory Board or to the Board of Contributing Editors.
How Can Publishers Collaborate To Increase Editorial Board Diversity?

Some initial thoughts…

• **Collaborate in questioning the status quo** – an essential part in raising awareness and making the case for change involves gathering evidence (over time) on levels of representation.

• **Key figure detection and cultivation** – using the research knowledge tools available to them, publishers can assist in identifying trends in research using country and institution profiling and finding ‘up and coming’ researchers (potential Editorial Board members).

• **Academic Editor ‘career development’ support** – publishers can make a contribution to the training in peer review and ultimately to the career development of future Board members and Editors, with a view to diversifying Editorship.

• **Access and Authorship Initiatives** – dissemination, access and authorship initiatives; use of networks for driving reach, impact and engagement.

• **Advisory vs Editorial Boards** – some journals have regional Advisory Boards with those scholars playing a smaller role; can those researchers be ‘promoted’ to the Editorial Board?
Gender Diversity on Editorial Boards

• 12 journals recruited new editors in 2016. 4 used an open call.

• 61 applicants (all methods). 56 Male (92%), 5 Female (8%)
• 25 people were interviewed*. 23 male (92%), 2 female (8%)
• 13 people appointed: 12 male (92%), 1 female (8% - as part of co-editorship with a male)
Gender Diversity on Editorial Boards

Geography of Recruitment

- Applied
- Interviewed
- Recruited
Steps taken…

• Review the call for editor advert

• Widely disseminate the advert

• Blind the application process

• Use consistent interview practice – standard questions, with a panel
Case Study Results

Gender split of applicants

- Female
- Male

Geography of Applicants

- Netherlands 10%
- Australian 10%
- Belgium 10%
- Greece 10%
- Italy 10%
- UK 20%
- USA 10%
- US 10%
- India 10%
- USA 10%
Case Study Results

Gender of Appointees

- Female
- Male

Geography of Appointees

- UK 40%
- Netherlands 20%
- Italy 20%
- USA 20%
Considerations in Diversity Projects

• Beware of bias

• What are the internal and external barriers that the Publishing industry could - and should - be helping to remove?

• What tools and programmes can we use to effect change?

• What should be the timeframes for change?

• What data do we need to collect for current and future needs?

• What are the benchmarks?

• How do we collaborate with system vendors and people who handle data out of house?
Thank You

Any Questions?

Shelley.allen@tandf.co.uk

Taylor & Francis
4 Park Square, Milton Park
Abingdon, OX14 4RN
United Kingdom

+44 (0)20 7017 6000
enquiries@taylorandfrancis.com
taylorandfrancis.com