

UC Office of the President

Sessions

Title

Implementing DEIA Training for Editors of eScholarship Journals

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Implementing DEIA Training for Editors in a Library Publishing Program

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Catherine Mitchell, Director of Publishing, Archives, and Digitization

Charlotte Roh, Publications Manager

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University of California

CDL
California Digital Library

What is library publishing?

- Library publishing refers to academic and research libraries engaging in or supporting the publication of scholarly works
 - Journals
 - Books
 - Conference proceedings
 - Data sets
 - and more!
- Library publisher + UP shared goals
 - Knowledge dissemination
 - Preservation of the scholarly record
 - Commitment to quality
 - Values: transparency, academic freedom, public good
- Some differences
 - Non-profit focus vs. revenue dependence
 - Support for open access
 - Staffing



10 YEARS OF LPC BY THE NUMBERS

11 Library Publishing Forums

2823 attendees (1298 in person, 1525 virtual)

10 Library Publishing Directories

1357 total entries (1134 from US/Canada and 223 from outside North America)

19 webinars

5 publications

55 blog posts

113 institutions

have been LPC members during the last 10 years

19 committees, task forces, and working groups



19 strategic affiliates

29 community calls

1700+ volunteer hours



23 awards and scholarships granted

2 IMLS-funded projects

Introduction to eScholarship

Providing solutions for the scholarly communication needs of the University of California academic community since 2002



Open Access Publishing Program

Journals

Conference Proceedings

Monographs

Multimedia

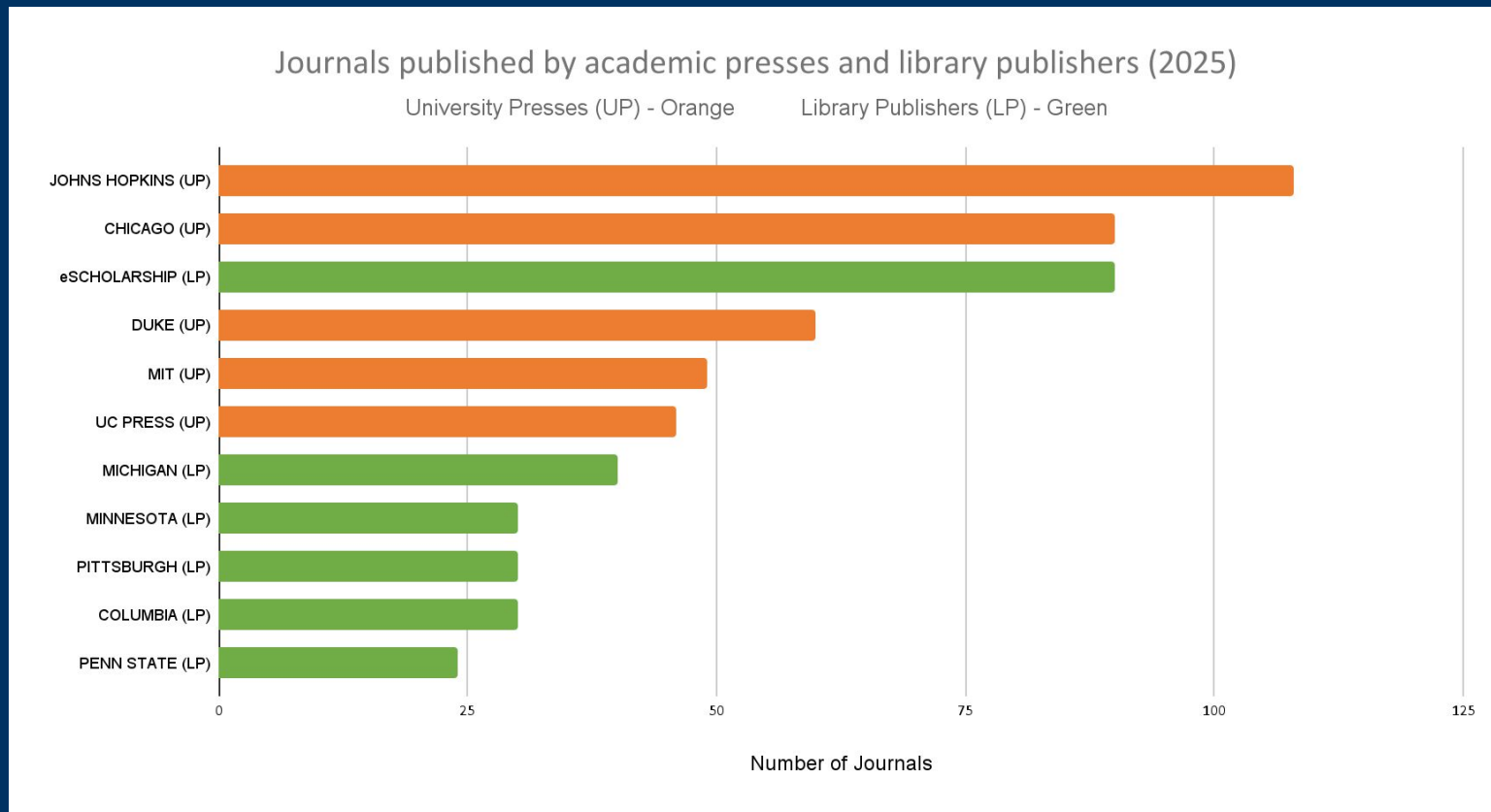
Open Access Repository Services

Postprints, including OA Policy publications

Preprints / Working Papers

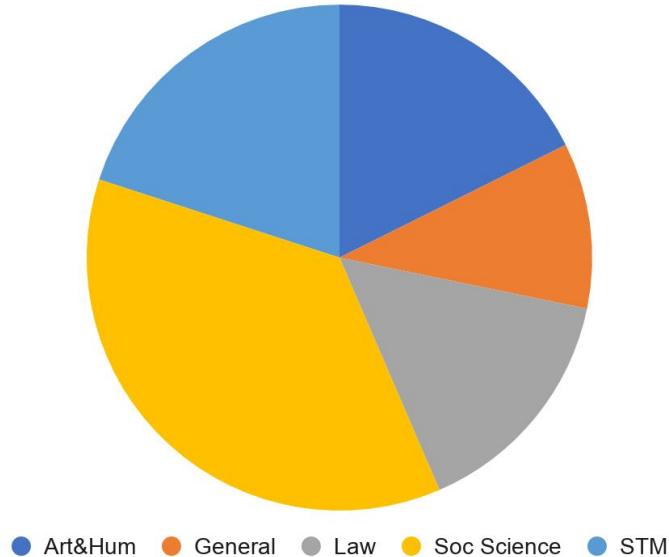
Electronic Theses & Dissertations (ETDs)

eScholarship journals program scale, in context

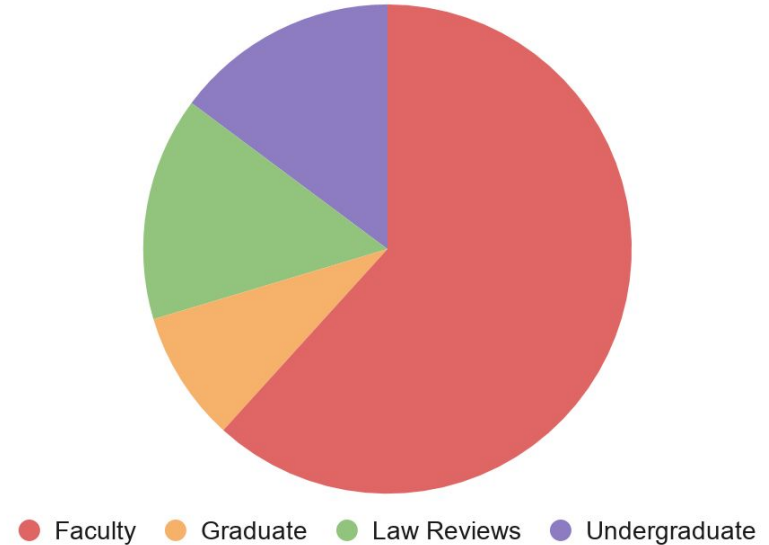


Disciplinary breadth and community coverage

Journals by Discipline (2021)



Journals by Category (2021)



eScholarship offers a values-based OA publishing alternative to commercial publishers

- Committed to Diamond Open Access
- Tuned to the needs of the faculty and students, rather than the requirements of the marketplace
- Dedicated to providing publishing opportunities for new disciplines/new voices
- Designed to provide low cost/equitable access to both research and publishing
- Scholar-led, aligned with the academic values of the institution

Values Alignment



UNIVERSITY
OF
CALIFORNIA

Board of Regents

About

Members and Advisors
Officers
Committees
Regents Emeriti*

Upcoming Meetings

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Regents Policy 4400: Policy on University of California Diversity Statement

Adopted September 20, 2007

Amended September 16, 2010 and November 14, 2024

RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY
THE ACADEMIC SENATE OF THE UNIVERSITY OF
CALIFORNIA

Adopted by the Assembly of the Academic Senate May 10, 2006
Endorsed by the President of the University of California June 30, 2006

Adopted as Amended by the Assembly of the Academic Senate
April 22, 2009

Endorsed as Amended by the President of the University of
California August 17, 2010

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language planet of disability, sexual orientation, gender identity, socioeconomic



[Code of Conduct](#) [Contact Us](#) [Members](#) [Log In](#)

Search website and resources...

[About](#) [Get Involved](#) [DEIA](#) [Forum](#) [Directory](#) [Awards](#) [Resources](#) [Blog](#)

Diversity, Equity, Inclusion, and Accessibility

The Library Publishing Coalition's commitment to diversity, equity, and inclusion in library publishing is foundational to the organization's vision of providing a "scholarly publishing landscape that is open, inclusive, and sustainable" through its values of openness and diversity. This commitment is further instantiated through the initial creation of the Diversity and Inclusion Task Force (2019-2021), and the formalization of that task force into a Diversity, Equity, and Inclusion Committee, starting in 2021. In 2024, the committee name was changed to recognize efforts regarding accessibility: it is now the Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee.

[Definitions](#) [Initiatives](#) [Accessibility Statement](#) [Webinars and Resources](#) [Accessibility Resources and Videos](#) [Partnerships](#) [General Resources](#)

Definitions

The LPC DEIA committee uses the definitions from the [Coalition for Diversity and Inclusion in Scholarly Communications' Joint Statement of Principles](#) as a jumping-off point for community discussion about our own definitions of these terms. The resulting language is a mix of C4DISC's and our own.

Accessibility

Accessibility is the practice of making information, activities, and/or environments sensible, meaningful, and usable for as many people as possible including those with various cognitive, emotional, motor, and learning abilities.

Anti-oppression

Actions to dismantle and prevent barriers and inequities experienced as a result of being part of historically disadvantaged groups. This includes, but is not limited to, groupings based on race, gender identification, sexual orientation, physical or mental ability, language, national origin, age, and physical appearance.

Anti-racism

Anti-racism is the interruption of racism, including white supremacy. It requires acknowledging that structural inequities exist in libraries and publishing spaces and taking action to dismantle and prevent racial barriers and inequities. This can include allyship, hiring, creating resources, fostering community, and dialogue about racism. Anti-racism is part of the larger anti-oppression category.

Diversity

Refers to the composition of a group of people from any number of demographic backgrounds: identities (innate and selected); the collective strength of their experiences, beliefs, values, skills, and perspectives; and the historical and ongoing ways in which these groups have been affected by structures of power. The variability in a diverse group is apparent in the characteristics we see and hear, as well as through behaviors and expressions that we encounter and experience in our workplaces and organizations. Diverse organizations are not by default inclusive.

Equity

Equity recognizes that each person has different circumstances and needs different resources to be successful. The term "equity" refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

Inclusion

The act of establishing philosophies, policies, practices, and procedures to ensure equitable access to opportunities and resources that support individuals... contributing to an organization's success. Through encouraging awareness of power structures, creating opportunities for those who have historically been

Trash

October 2023: Publishing Resource for the UC Community

The Diversity, Equity, and Inclusion in Scholarly Publishing site is endorsed by UC Academic Council and the University Committee on Library and Scholarly Communication, and is intended to help the UC community begin to take action to create a more equitable scholarly communication environment in alignment with our values as an academic institution.

The screenshot shows the website of the Office of Scholarly Communication at the University of California. The header includes the organization's name and a navigation bar with links for authors, publishers, and topics. The main content area features a sidebar with a list of links, including the current page, and a main text area that discusses the importance of diversity, equity, and inclusion in scholarly communication.

Office of Scholarly Communication
University of California

About OSC Campus Resources

For Authors & Researchers ▾ UC-Publisher Agreements ▾ Scholarly Communication Topics ▾ UC OSC Blog 🔍

▸ Diversity, Equity, and Inclusion in Scholarly Communication

▸ Peer Review and Editorial Boards

▸ Authors

▸ Scholarly Publishers

▸ Libraries

▸ The Need for Demographic Data

▸ Works Cited in this Resource

▸ About this Resource

Home » Scholarly Communication Topics » Diversity, Equity, and Inclusion in Scholarly Communication

Diversity, Equity, and Inclusion in Scholarly Communication

The Office of Scholarly Communication at the University of California seeks to provide resources to help the UC community navigate the complexities of an ever-evolving landscape for sharing and publishing scholarly research. One such complexity, which can take many forms, is the lack of **diversity, equity, and inclusion in scholarly communication**. Who has access to publishing opportunities? Who is making the decisions about who can publish and where? Who is reviewing publications and determining their worth and relevance to the field? Which disciplines and topics are given a voice within the scholarly record?

This resource, **endorsed** by UC Academic Council and the University Committee on Library and Scholarly Communication, is intended to help the UC community ask these questions, explore their implications, and begin to take action to create a more equitable scholarly communication environment in alignment with our values as an academic institution. Supporting a diverse community of scholars and researchers is fundamental to the advancement of knowledge: distinct and varied perspectives broaden and strengthen our understanding of the world and position us to more fully and effectively engage with the major challenges of our time.

Publishing Alignment

Committee on Publication Ethics Position Statement

COPE is committed to creating an inclusive and equitable culture, where all voices are welcomed and heard, and difference is celebrated. Through our words and actions, we have been working – and intend to continue working – for real change.

Coalition for Diversity and Inclusion and Scholarly Communications (C4DISC)

The Mission of C4DISC is to work with organizations and individuals to build equity, inclusion, diversity, and accessibility in scholarly communications.

The Vision of C4DISC is a socially just community that welcomes, values, and celebrates all who seek to contribute to scholarly communications.

- 14 member organizations
- 25 partner organizations

DEIA Training for Journal Editors

Rationale

- Active implementation of UC and eScholarship values and goals
- UC-wide resource already exists to provide content for training
- High interest from editors, particularly in the current political context
- Strong commitment from eScholarship team

Challenges

- Delivering training to off-site editors who are working as professors across different time zones and schedules
- Political environment and its chilling effect
- Inertia: Difficult to have journals actually enact change in short order

Webinar: DEIA in Scholarly Publishing Overview

Agenda

1. Editorial boards/Editorial staff
2. Author pool
3. Peer review
4. Inclusive language/style guides
5. Accessibility

Learning Objectives

1. Understand the ethical issues related to diversity, equity, inclusion, and accessibility in scholarly publishing.
2. Explore ways to address these issues in your publication.

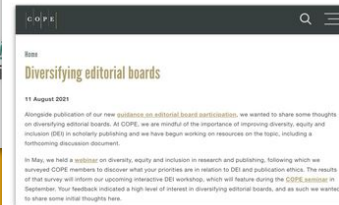
Editorial Boards and Staff

Why does diversity matter on editorial boards?

“Editors influence what is published and can bring their own conscious and unconscious bias to such decision-making. Broader representation on editorial boards is critical not only for expanding opportunities for underrepresented scholars, but also for ensuring the comprehensiveness of the scholarship itself.”

—[Diversity, Equity, and Inclusion in Scholarly Communication](#)
University of California Office of Scholarly Communication

Suggestions for diversifying your editorial board

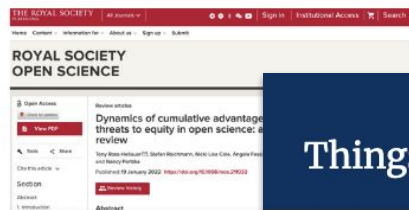


Author Pool

Why diversify your author pool?

"As in the case of editorial boards and peer-reviewers, lack of equitable access to scholarly publishing opportunities among researchers has repercussions for membership within academic fields, often perpetuating established and well-connected networks and, thus, sidelining new voices and perspectives."

- Diversity, Equity, and Inclusion in Scholarly Communication
University of California Office of Scholarly Communication



- Cumulative advantage (t)
- Consider how open access manifest cumulative advantage focus on equity

Things to consider for diversifying your author pool



- Make editors more accessible
- Offer author services
- Give feedback early and often



Peer Review

Peer review isn't perfect

"Impartiality ensures both the consistency and meritocracy of peer review. Research on bias in peer review—predicated on the ideal of impartiality—raises not just local hypotheses about specific sources of partiality, but much broader questions about whether the processes by which knowledge communities regulate themselves are epistemically and socially corrupt. Contra impartiality, the evidence suggests that peer evaluations vary as a function of author nationality and prestige of institutional affiliation; reviewer nationality, gender, and discipline; author affiliation with reviewers; reviewer agreement with submission hypotheses (confirmation bias); and submission demonstration of positive outcomes (publication bias)."

Lee, C.J., Sugimoto, C.R., Zhang, G. and Cronin, B. (2013), Bias in peer review. *Journal of the American Society for Information Science and Technology*, 64: 2-17. <https://doi.org/10.1002/asi.22784>

Research | Open Access | Published: 14 November 2021

A billion-dollar question: how do we fund research?

Balazs Aczel, Barnabás

Research Integrity and

47k Accesses | 40

Abstract

Background

The amount and value of publishing. However, alternative ways of

Methods

Using publicly available data, we estimate the contribution to the

Results

We found that the total number of hours in 2020, equivalent to the US-based reviewers, the estimated

Some tools to make peer review better

Office of Scholarly Communication

University of California

About OSC

Campus Resources

MENU

Diversity, Equity, and Inclusion in Scholarly Communication

Peer Review and Editorial Boards

Authors

Scholarly Publishers

Libraries

The Need for Demographic Data

Works Cited in this Resource

About this Resource

Home > Scholarly Communication Topics > Diversity, Equity, and Inclusion in Scholarly Communication > Peer Review and Editorial Boards

Peer Review and Editorial Boards

- Inequities in peer review
- Inequities within editorial boards
- What can I do?

One of the primary ways that inequities are established and perpetuated within scholarly communication is via the gatekeeping function of editorial boards and peer reviewers. Both roles play a significant part in determining what kinds of topics are deemed worthy of publication and which particular articles are chosen to address those topics.

A lack of diversity in these gatekeeping roles can result in barriers to publication for scholars working in new fields, those challenging the status

Anti-Racist Scholarly Reviewing Practices: A Heuristic for Editors, Reviewers, and Authors

Contributors include: Lauren E. Cagle, Michelle F. Eble, Laura Gonzales, Meredith A. Johnson, Nathan R. Johnson, Natascha N. Jones, Liz Lane, Templatous Mckoy, Kristen R. Moore, Ricky Reynolds, Emma J. Rose, Gihan Patterson, Fernando Sánchez, Ken Shivers-McNair, Michele Simmons, Erica M. Stone, Jason Tham, Rebecca Walton, Miriam F. Williams

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3. Academic Review Processes Can Reinscribe Racism	4
4. Scenarios/Stories	5
5. Heuristic Guide for Anti-Racist Scholarly Reviewing Practices	7
Recognize a range of expertise and encourage citation practices that represent diverse careers, epistemological foundations, and ways of knowing	7
Recognize, intervene in and/or prevent harmful scholarly work—both in publication processes and in published scholarship	7
Establish and state clear but flexible contingency plans for review processes that prioritize humanity over production	8
Make the review process transparent	8
Value the labor of those involved in the review process	9
Editors commit to inclusivity among reviewers and in editorial board makeup	9
6. Signaling Your Commitment	10

Inclusive language/style guides



THE RISE OF CITATIONAL JUSTICE

An emerging movement aims to push scholars to pay more heed to inequities in citations. **By Diana Kwon**

Smith was at a conference in October 1967 when she felt a "sharp pain" of inspiration. A presenter showed a slide with graphics that had been part of a slide from one of her lectures, and she decided she had to write a book.

Smith, an anthropologist at the University of Texas at Austin, decided not to call the new book *Black Women* because she knew from experience that such actions were typically met with resistance. But this wasn't the first time that Smith had seen her work used without proper citations, and she was fed up. "I'd been saying, 'I'm not going to let you take it back,' Smith says. "I remember calling one of my best friends and telling them that when I happened and crying. The next day I go to a class and I see a student who had read *Black Women*, period, and then people start to take it to me again."

In December that year, Smith arrived at the conference of the National Women's Studies Association (NWWSA) in Baltimore, Maryland, with a pile of 3 letters that disfigured "Black Women" in large, bold letters across the front. The letters were a huge success.

Style Guides: Citations are more than formatting

"How often a researcher is cited usually plays a decisive role in that person's career advancement, because academic institutions often use citation metrics, with or without it, implicitly, to estimate research productivity. Research shows that citation patterns are affected by various biases, including the prestige of the authors, gender, race, and nationality. Self-attested or perceived research productivity is also a factor. Publishers are responding to these biases by offering alternative metrics."

Keisha S. Ray, Perry Zurn, Jordan D. Dworkin, Da
diversity, and ethics. *Accountability in Research*.

**Publishers
are
responding
through
updates and
new guides.**



Foreword

This is the second edition of APA's *Inclusive Language Guide*. By updating its 2021 edition, the American Psychological Association (APA) continues to work to dismantle the destructive hierarchies that have marginalized people from equitable representation and participation in society. APA remains committed to effecting true change toward achieving equity, diversity, and inclusion (EDI). With this guide, we acknowledge the power of language and explain why certain terms are harmful to marginalized communities. We also understand that some of the terms and concepts that are included may be offensive and painful to different groups.

This second edition of the *Inclusive Language Guide* incorporates the constructive input and collaborative feedback we received from individuals within and beyond the Association and the

DOWNLOAD IN PDF
FORMAT (900KB)

Related

- Equity, diversity, and inclusion resources
- Racism, bias, and discrimination resources

Accessibility is a right, not a privilege

Why is accessible publishing important?

- 10% of people in the developed world and 15% in the developing world have impairments that can affect reading
- It's a call for equal access and social justice, as well as a push for research of the greatest quality and with the broadest impact
- Accessibility initiatives improve reading for all people, regardless of ability

"A completely accessible product offers the maximum flexibility of user experience for all readers and allows the content to be accessed and manipulated with ease by those with or without disabilities."

Sarah Hilderley, *Accessible Publishing Best Practice Guidelines for Publishers*. Accessible Books Consortium, 2013.

Implementing Accessibility

Minimum PDF/UA Requirements

- File metadata (title, author, language)
- Content in logical reading order
- Semantic structure (headings, lists, tables, etc.)
- Image alt text
- Security settings allow for assistive tech
- Embedded fonts

[Accessible Publishing Best Practice Guidelines](#)

[BISG Guide to Accessible Publishing](#)

"Born-accessible" features

TEXT:

Structure (headings, body, etc.)

IMAGES:

Captions

Alternative text

Long descriptions

FILE METADATA



Fig. 3 Field of Our Dreams produce stand with staff working at a residential sidewalk corner.

From Andrew Herscher, *Unreal Estate Guide to Detroit* (2012).

Accessibility Checker ▾ ×

Inspection Results

Errors

- ✦ Missing Alt Text
Table
- ✦ No Header Row Specified
Table

Warnings

- ✦ Infrequent Headings
This Document
- ✦ Blank Table Rows or Columns
Table Column
Table Row
- ✦ Repeated Blank Characters
4 Characters
8 Characters
9 Characters
5 Characters
8 Characters
6 Characters

Next Steps and Bibliography

Next steps

- Share and discuss this slide deck with your journal.
- Review the resources and identify areas for improvement in your journal.
- Quick survey about presentation:
<https://forms.gle/nhiJsRMDzxtxms8C9>
- Work with us to implement changes in your communication practices. Contact help@scholarship.org to
 - Workshops
 - Consults
 - Checklists

Bibliography

Accessible Books Consortium, Accessible Publishing Best Practice Guidelines for Publishers:

https://www.accessiblebooksconsortium.org/en/web/abc/publishing/accessible_best_practice_guidelines_for_publishers

Adobe, PDF Accessibility Overview: <https://www.adobe.com/accessibility/pdf.html>

American Psychological Association (2023), Equity, Diversity, and Inclusion: Inclusive Language Guide, Second Edition.

<https://www.apa.org/about/apa/equity-diversity-inclusion/language-guidelines>

BISG Guide to Accessible Publishing, BISG: https://docs.google.com/document/d/1e110gbbtWgXnayuUnaGDz_IAKkzaw6R_1bQFq2kmJsA/

Diversity, Equity, and Inclusion in Scholarly Communication, University of California Office of Scholarly Communication:

<https://osc.universityofcalifornia.edu/scholarly-publishing/diversity-equity-and-inclusion-in-scholarly-communication/>

Keisha S. Ray, Perry Zurn, Jordan D. Dworkin, Dani S. Bassett & David B. Resnik (2022) Citation bias, diversity, and ethics, Accountability in Research, DOI: 10.1080/08989621.2022.2111257

Kwin, D. (2022) The rise of citational justice: how scholars are making references fairer. Nature 603, 568–571 (2022) DOI: 10.1038/d41586-022-00793-1

Lee, C.J., Sugimoto, C.R., Zhang, G. and Cronin, B. (2013), Bias in peer review. Journal of the American Society for Information Science and Technology, 64: 2-17. <https://doi.org/10.1002/asi.22784>

W3C, WCAG 2 Standards: <https://www.w3.org/WAI/standards-guidelines/wcag/>

Planning, Challenges, and Feedback

Platform Migration

- Began Janeway platform migration in Fall 2023
- Necessary migration check-ins with journals were a convenient opportunity
- Integrated webinar registrations into migration requirements

Scheduling + Communication

- Piloted webinar in Spring 2024
- Began regular monthly sessions in Summer 2024
- Some journals required multiple invitations

Implementation

- Understanding this is an overview
- Further training is needed, planned for Fall 2025

Platform Migration: OJS to Janeway

[MY JOURNALS](#) [HL HOME](#) [HELP CENTER](#)

HL Home

HL Home

[» Site Administrator](#)

Himalayan Linguistics

[» Configure Journal](#) [\[QuickSubmit\]](#)

» Manage All Submissions	1 Unassigned	21 In Review	2 In Editing	[Create Issue] [Notify Users]
» Submit or Revise Manuscript	1 Active	0 Archive	[New Submission]	

HIMALAYAN LINGUISTICS AK

Dashboard

Summary

EDITOR

0
Unassigned

1
Copyediting

0
Prepublication

27
Review

0
Typesetting Plugin

Search all submissions

REVIEWER [View Requests](#)

0
Review Requests

0
Accepted Reviews

0
Completed Reviews

COPYEDITOR [View Requests](#)

0
Copyedit Requests

0
Accepted Requests

0
Completed Requests

TYPESETTING PLUGIN

There are currently 0 articles in the Typesetting stage.

There are 0 articles in Typesetting

You have 0 Typesetting tasks

You have 0 Proofreading tasks

Communication Plan: Scheduling



eScholarship DEIA Overview Webinar Registration

The first of eScholarship's editorial training webinars, *Diversity, Equity, and Inclusion in Publishing: An Overview for eScholarship Editors*, includes guidance on diversifying editorial boards, staff, and author pools and describes best practices for peer review and accessibility to ensure inclusivity in your publishing practice.

Please indicate your availability for the following sessions. After you have completed this webinar, we'll be in touch with information about additional resources and future session topics.

amanda.karby@ucop.edu [Switch account](#)

* Indicates required question

Session Scheduling

- Early 2024: Began with inviting migrated journals to a pilot webinar in early 2024
- Summer 2024: Scheduled regular bimonthly webinars
- Winter 2024–present:

Challenges

- Journal editors located all across the globe in different time zones
- Some journals more responsive than others
- Fewer attendees in summer months (understandably!)

Communication Plans: Invitations

Invitations and Reminders

- Created four invitation + reminder templates, escalating in language and tone:
 - Initial invitation: cordial and invitational
 - Reminder 1: more urgent with two months' worth of dates
 - Reminder 2: personalized and required—we didn't think we would need this, but we did!
- Webinar attendance is now a requirement noted in editors' post-migration checklist

Dear [Name],

Your eScholarship journal has received three invitations to register for our editorial training webinar "Diversity, Equity, Inclusion, and Accessibility in Publishing: An Overview for eScholarship Editors." This presentation includes guidance on diversifying editorial boards, staff, and author pools and describes best practices for peer review and accessibility.

We see that your journal has yet to register for a DEIA webinar session. **Participation in this session is a mandatory requirement for all eScholarship editors.** As a reminder, it is our expectation that at least one editor from your publication will attend.

[Please sign up for one of the following sessions](#) (all at 12:00pm PT), now including March and April 2025 options, using the linked Google Form.

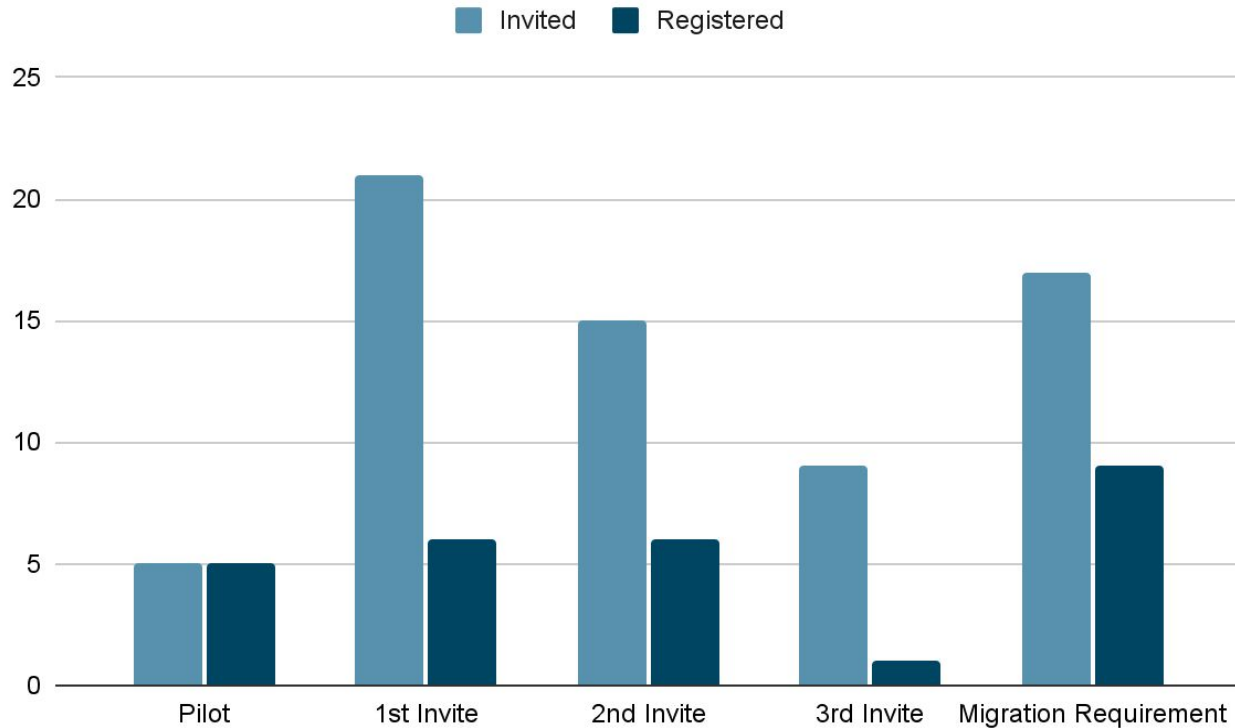
- **November 2024:** Friday 11/15 or Thursday 11/21
- **December 2024:** Friday 12/13
- **January 2025:** Tuesday 1/28 or Thursday 1/30
- **February 2025:** Wednesday 2/26 or Thursday 2/27

We appreciate your attention and look forward to discussing this topic with you in the coming weeks.

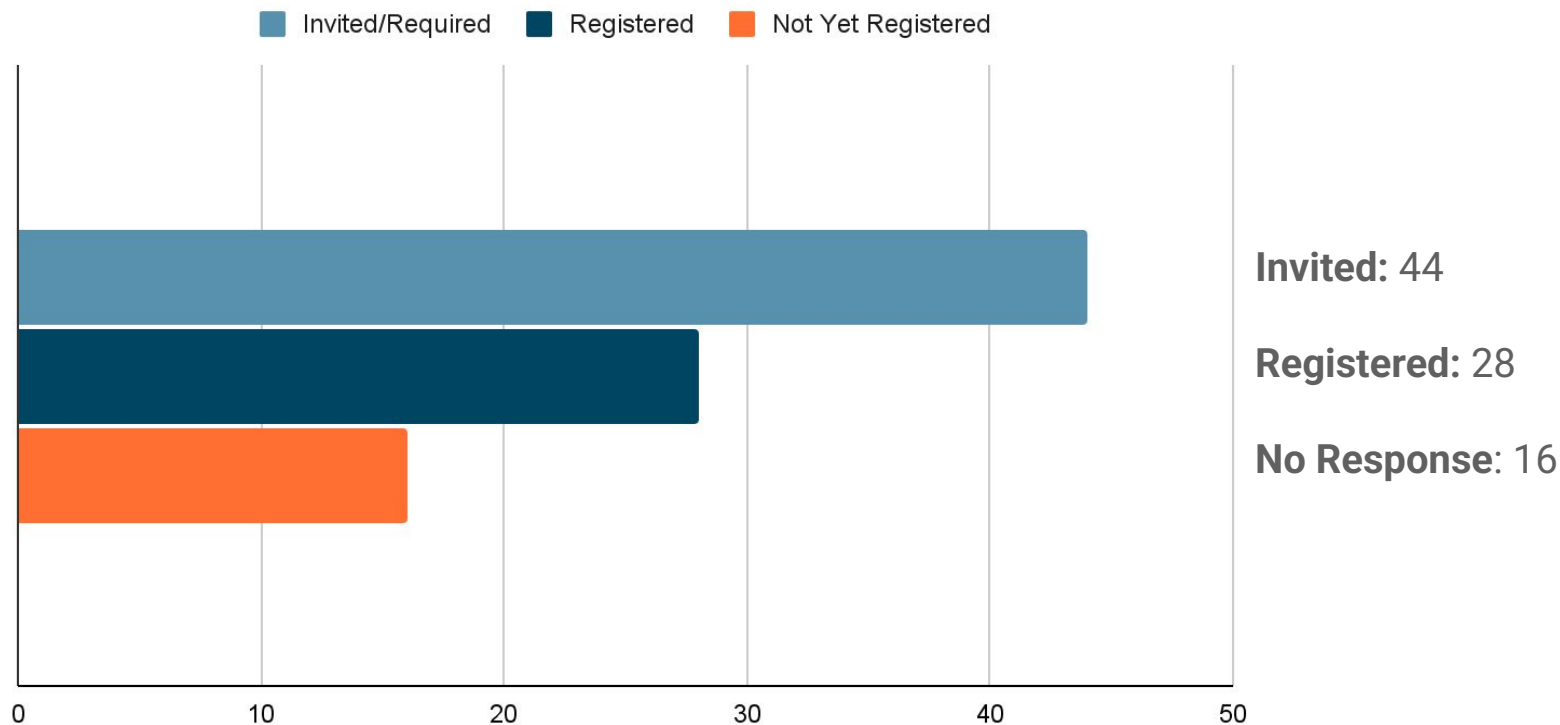
- eScholarship Team

Example of firmest reminder

Invitation Response Rate

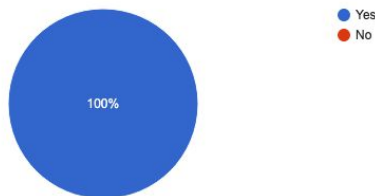


Invitation + Registration Totals

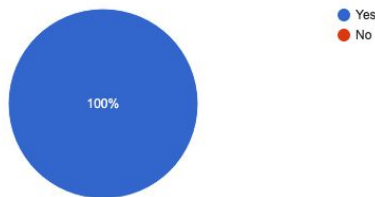


Feedback from Attendees

Was the material clear and engaging?



Was this session a good use of your time?



Thanks for the feedback on accessibility. We are not where we need to be on this, yet. I am looking forward to checking out the resources in the slide deck.

Great presentation, satisfactory answers to questions, great resources supplied

The webinar had an important focus on proactive engagement with DEIA; Charlotte Roh and Amanda Karby not only introduced vital context and research motivating best practices but also gave us clear strategies for self-assessment concerning how our journals are or are not aligned with those practices. This was a very smart move, since modeling this kind of self-reflection encourages us to understand DEIA practices as necessarily dynamic and adaptive, constantly changing, and as fundamental to our work as editors, rather than as something extra. One of the takeaways for me was that although DEI is on the radar, accessibility is something to be urgently addressed at JTAS. The webinar will be an inspiration to continue/start many conversations with the editorial team. I'm very grateful as well for the web resources provided in the PowerPoint handout, as well as the many tips we received in the Q&A for concrete ways journals can recognize and acknowledge the otherwise invisible labour of anonymous reviewers. It is wonderful that eScholarship is offering a series of workshops and presentations to support editors to grapple with all aspects of DEIA at a structural level.

Great resources, thanks!

Very succinct presentation with lots of information and links to resources.

Perfection!

I have learned a lot. It will take time to process and implement, but I am grateful for this workshop.

It covered a good range of ground in the lifecycle of an article, from authors to reviewers and audience. Gave us a few things to think about. I'm already scheming how to rewrite some of our About page content. Thank you!

Thank you for your time!

Really informative and enjoyed the conversation after the presentation. Thank you!

Next Steps:

Implementing DEIA Values and Practices in Additional Editor Trainings

The DEIA webinar served as a pilot for ongoing training and communication for journal editor professional development.

Our new curriculum for eScholarship journal editors embeds DEIA topics in practical ways.

Peer Review

Creating a peer review policy and process for your journal



California Digital Lib

Turnaround time and finding reviewers

- The turnaround time from submission to publication is increasingly being made transparent in scholarly publishing. For some fields, this is now a requirement for database indexing.
- Who are you asking to review?
 - Authors
 - Editors
 - Reviewers
 - Editorial board members
 - Readership - website visitors
 - Social media community
 - Conference/networking community

Evaluation of our journals' peer review practices suggests that women were less likely than men to be asked to review. Please help us improve the diversity of our reviewer pool by including women, young scientists, and members of other underrepresented groups in your suggested reviewers (e.g., age, ethnic, and international diversity).

Hanson and Lerback (October 2017) "Diversifying the Reviewer Pool", Eos

<https://eos.org/agu-news/diversifying-the-reviewer-pool>

Citation, Grammar, and Style Guides

An Overview for eScholarship Editors



Front end / Public guidelines

Edit your administrative page to clearly state citation and style guidelines.

- APA, Chicago, MLA, etc.
- [University of California Gender Recognition and Lived Name Policy](#)
- Any other small things that are helpful!

hboxes.

- the bibliography is not presented properly.

Here is a list of other undesirable common typesetting issues that we ask you to avoid and that will cause delays in the edition of your file:

- Using ellipses ... instead of Idots, dots, cdots.
- Including spaces before a comma or full-stop/period.
- the grant acknowledgments and the other acknowledgments are misplaced.

For questions regarding the final version of your submission, authors may contact publisher@combinatorial-theory.org.

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Inclusive Language Guide



Foreword

This is the second edition of APA's *Inclusive Language Guide*. By updating its 2021 edition, the American Psychological Association (APA) continues to work to dismantle the destructive hierarchies that have marginalized people from equitable representation and participation in society. APA remains committed to effecting true change toward achieving equity, diversity, and inclusion (EDI). With this guide, we acknowledge the power of language and explain why certain terms are harmful to marginalized communities. We also understand that some of the terms and concepts that are included may be offensive and painful to different groups.

This second edition of the *Inclusive Language Guide* incorporates the constructive input and collaborative feedback we received from individuals within and beyond the Association and the

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Related

- [Equality, diversity, and inclusion resources](#)
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Implementing Accessibility in Scholarly Publishing

An Overview for eScholarship Editors



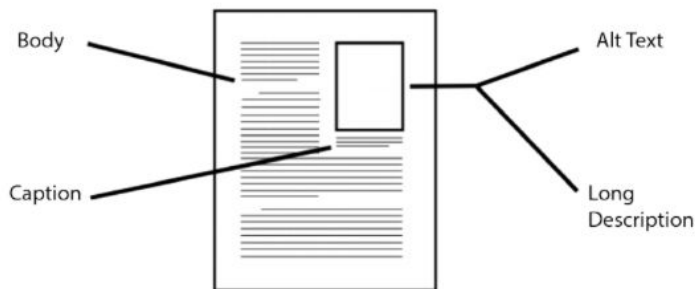
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Accessibility Updates: Federal Requirements and eSchol Resources

Federal and State Requirements

- **Americans with Disabilities Act (ADA):**
Prohibits discrimination; DOJ expects compliance with WCAG 2.1 AA
- **Section 508 of the Rehabilitation Act:**
Requires digital content to meet WCAG 2.0 AA standards
- **California state law:** UC must comply with Section 508

Updating Our Resources

- eScholarship Help Center articles
- Lists of accessibility checking tools
- Instructional documents
- Templates for author guidelines

How does this apply to you?

How are journals and associations responding?

News

RFK Jr threatens to stop US scientists from publishing in major medical journals

BMJ 2025 ; 389 doi: <https://doi.org/10.1136/bmj.r1110> (Published 29 May 2025)

Cite this as: BMJ 2025;389:r1110

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US health secretary Robert F Kennedy Jr said during a podcast interview that the Trump administration will stop government scientists from publishing their research in major medical journals “unless those journals change dramatically.”

“We’re probably going to stop publishing in the *Lancet*, *JAMA* [the *Journal of the American Medical Association*], *New England Journal of Medicine*, and those other journals because they’re all corrupt,” he told Gary Brecka of the Ultimate Human podcast.¹

“Unless those journals change dramatically, we are going to stop NIH [National Institutes of Health] scientists from publishing in them and we’re going to create our own journals inhouse,” he said. These are “going to become the preeminent journals, because if you get [NIH] funding, it is anointing you as a good, legitimate ...

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Medical Journals Get Letters From DOJ

— At least three journals received letters from a U.S. Attorney asking about "competing viewpoints"

by [Kristina Fiore](#), Director of Enterprise & Investigative Reporting, MedPage Today

April 18, 2025 · 3 min read

Last Updated April 19, 2025



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A federal prosecutor **sent a letter** to a medical journal editor, probing whether the publication is "partisan" when it comes to "various scientific debates."

Edward R. Martin Jr., U.S. Attorney for the District of Columbia, sent a

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THE LANCET



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EDITORIAL · Volume 405, Issue 10488, P1439, April 26, 2025

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Supporting medical science in the USA

The Lancet

Article Info  Linked Articles (1) 

The pursuit of rigorous medical science is not compatible with capitulation to government demands aimed at weaponising and eroding science. On April 14, Edwin R Martin Jr, the Trump-appointed interim US attorney for the District of Columbia, sent a [letter](#) to at least one medical journal, *CHEST*, saying “that more and more journals and publications like CHEST Journal are conceding that they are partisans in various scientific debates”. The letter asked the journal to respond to five questions on topics such as how it handles misinformation and different viewpoints. This is an obvious ruse to strike fear into journals and impinge on their right to independent editorial oversight. *The Lancet* stands with *CHEST* and the other medical journals that are being intimidated by the Trump administration.

The harassment of journals comes amid wider radical dismantling of the USA's scientific infrastructure. The US Office of Management and Budget's response to the [Department of Health and Human Services](#) (HHS) draft budget for fiscal year 2026 was leaked on [April 18](#). The Food and Drug Administration's (FDA) request for fiscal year 2026 is US\$2.9 billion, down from \$3.6 billion in 2024. Of concern, food inspection could shift to the states, weakening federal oversight and coordination. The National Institutes of Health (NIH) and Centers for Disease Control and



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04.28.2025 | SSP NEWS & RELEASES

SSP Reaffirms Principles of the Coalition for Diversity and Inclusion in Scholarly Publishing



As a founding member of C4DISC, the Society of Scholarly Publishing has been a leader in promoting accessibility, diversity, and equitable and inclusive practices within the scholarly communications ecosystem. The current challenges threatening academic freedom, DEIA (Diversity, Equity, Inclusion, and Accessibility) initiatives, the scholarly record, and federal research funding that are affecting our community remind us why our collective work through C4DISC is vital. SSP is reaffirming the Society's commitment to the principles and mission of the Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC).

▼

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Gastroenterology
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Organizations Speak Out Against Trump's Censorship of Data, Journal Publications

Julie Ehlers, Jen Smith |

February 28, 2025



The Trump administration's censorship has extended beyond federal websites and datasets to include research to be published in academic journals.

Source: Getty Images

This article was updated on February 11 to reflect new developments.

Over the last few weeks, certain terminology, web pages, and data [have been removed](#) from federal health websites to comply with orders from President Donald Trump.¹⁻⁸ This censorship has been extended to include prospective publications in academic journals as well.⁹⁻¹¹

The Trump administration began removing terminology related to diversity, equity, and inclusion (DEI) — including mentions of gender in general — from federal health websites last month.¹⁻⁸ The administration also removed entire web pages and datasets that scientists rely on for public health research.



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CALJ Affirmation of Diversity and Inclusion Principles

on April 16, 2025 7:51 AM

As part of the Coalition for Diversity & Inclusion in Scholarly Communications (C4DISC) community, we affirm the C4DISC principles and its mission to:

- eliminate barriers to participation, extend equitable opportunities across all stakeholders, and ensure that our practices and policies promote equitable treatment and do not allow, condone, or result in discrimination;
- create and maintain an environment that respects diverse traditions, heritages, and experiences;
- promote diversity in all staff, volunteers, and audiences, including full participation in programs, policy formulation, and decision-making;

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CSE NEWS

CSE's Commitment to Diversity, Equity, Inclusion, and Accessibility: Staying the Course

By: Peter J. Olson, Emilie Gunn, Amy Ritchie Johnson, CSE DEIA Committee, CSE Board of Directors
Olson P.J., Gunn E., Ritchie Johnson A., CSE DEIA Committee and Board of Directors. CSE's commitment to diversity, equity, inclusion, and accessibility: staying the course. Sci Ed. 2025;48. <https://doi.org/10.36591/SE-4802-07>

APRIL 18, 2025

Best Practices | Diversity & Inclusion

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The Executive Orders issued in early 2025 by the incoming U.S. administration have sent shockwaves across the nation, drastically impacting multiple industries, communities, and populations—including the scholarly publishing industry. The unprecedented threats to federally funded research, public health monitoring, academic freedom, and the scholarly record are far-reaching and are likely to alter both the practice of scientific research and the



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☐ A Manual for Author Guidelines: Improving the Author Experience

☐ Advancing Communications Between Editors and Institutions: News from the Office of Research Integrity

☐ Reimagining Peer Review: A More Efficient and Rewarding Approach

ESSAY

☐ Scientific Communication in a New U.S. Government Regime: What We Need to Consider Now

CASE STUDY

☐ Transparency Principles and Best Editorial Practices: A Case Study of



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LPC Blog

The Library Publishing Coalition Blog is used to share news and updates about the LPC and the Library Publishing Forum, to draw attention to items of interest to the community, and to publish informal commentaries by LPC members and friends.

April 11, 2025

Reaffirming LPC's Commitment to Diversity, Equity, Inclusion, and Accessibility

By [Nancy Adams](#)

The increasing attacks on diversity, equity, inclusion, and accessibility (DEIA) in the United States at the national and state levels has negatively impacted research and scholarly communication and caused harm to many in our community, professionally and personally. The Library Publishing Coalition (LPC) reaffirms our commitment to diversity, equity, inclusion, and accessibility and support of the Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC).



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News

Home » News » AUPresses Reaffirms Principles of the Coalition for Diversity and Inclusion in Scholarly Publishing

April 8, 2025 Categories: [Announcements](#) Tags: [C4DISC](#), [Diversity](#), [Equity & Inclusion](#), [Featured](#)

AUPresses Reaffirms Principles of the Coalition for Diversity and Inclusion in Scholarly Publishing

The Board of Directors voted at its spring 2025 meeting to reaffirm the Association's commitment to the [principles and mission of the Coalition for Diversity and Inclusion in Scholarly Communications \(C4DISC\)](#), of which AUPresses is a founding member. As a community and with others in C4DISC, we aim to build a socially just community that welcomes, values, and celebrates all who contribute to scholarly communications.



We are discouraged that the very words "equity" and "inclusion," along with too many others, are currently being miscast, even made illegal, and we resolve to continue articulating why these words and the concepts they represent are essential to ensuring academic excellence and the cultivation of knowledge. Even as language

Questions and Discussion