

# Diversity and Inclusion in Scholarly Publishing

## A Cross-Organizational Discussion

### MEETING NOTES

Diversity and Inclusion Cross-Organizational Initiatives

DATE Tuesday, August 29, 2017 | 12:00 pm EDT

LOCATION Teleconference

ATTENDEES **John Tagler**, Association of American Publishers Professional/Scholarly Publishing Division  
**Audrey McCulloch**, Association of Learned and Professional Society Publishers  
**Katherine Skinner**, Library Publishing Coalition  
**Melanie Dolechek**, Society for Scholarly Publishing  
**Jennifer Pesanelli**, Society for Scholarly Publishing  
**Emmanuel Hogg**, Canadian Association of Learned Journals  
**Anna Creech**, NASIG  
**Angie Coleman**, International Society of Managing and Technical Editors

Unable to attend the call:

**Peter Berkery**, Association of American University Presses  
**Patty Baskin**, Council of Science Editors  
**Melanie Schlosser**, Library Publishing Coalition  
**Kelly Schild**, International Society of Managing and Technical Editors  
**Darrell Gunter**, STM - International Association of Scientific, Technical, and Medical Publishers  
**Michael Mabe**, STM - International Association of Scientific, Technical, and Medical Publishers  
**Claire Redhead**, Open Access Scholarly Publishers Association  
**Sarah Bull**, UKSG  
**Charlie Rapple**, UKSG  
**Alice Meadows**, Society for Scholarly Publishing  
**Crystal Stone**, Society for Scholarly Publishing  
**Tim Bennett**, Council of Science Editors  
**Suzanne Kettle**, Canadian Association of Learned Journals

#### Agenda:

- Welcome/Roll Call
- Review comments/changes and collectively edit [Statement of Principles Draft](#)
- Determine timeline/process for approving and adopting Statement of Principles
- Review preliminary questions for Organizations regarding what data they would be willing to share
- Discuss [scope of survey](#)
- Determine next steps

NOTES:

### Statement of Principles

Those on the call reviewed comments/suggested edits to the Working Statement of Principles. Most comments/suggested edits were incorporated. One comment remains which it was requested that we give the wording some additional thought about how to incorporate. It was also suggested that we provide evidence of the benefit claims regarding having a more diverse workforce.

[NOTE: *Suggested text has been added; feel free to edit/refine or suggest alternative text.*]

**ACTION ITEM:** Group participants will review the open comment and suggest edits/new language.

**ACTION ITEM:** Melanie will seek out the sources for the benefit claims we've included. Others should feel free to contribute any sources they are aware of.

**ACTION ITEM:** Group participants will circulate and seek feedback/provisionary approval from their governing/advisory bodies (board, committee, etc.) by Oct 31. Please add any feedback/suggested revisions to the Google Doc.

The group will reconvene the first week of November to address any concerns for the various organizations or requests for changes and to report back on organizational support for the statement.

### Survey

Audrey reported that she has feedback from several group participants on the questions we want to informally ask HR contacts regarding willingness to share data and will work on getting those inquiries sent out.

We acknowledged that we may need to do more than just send out an online survey to ensure we get a representative and broad data set and not just have those that self-select. We may be able to use our Annual Meetings to collect data in person. Further development on the survey will resume after we receive the next round of feedback from within our organizations.

### Next steps:

Schedule call for early November.

**ACTION ITEM:** Melanie will send out a Doodle Poll for the first week of November.