C4DISC Connect - May 2021

Welcome C4DISC Members

Welcome members of C4DISC and our wider community! We're delighted you're here and taking the time to read the second issue of C4DISC Connect, our member newsletter. This is the best way to stay up-to-date with the Coalition. We aim to publish quarterly at a minimum to make sure we're regularly connecting with you. If this is your first time exploring C4DISC, we're pleased to have you.

As a membership organization, the Mission of C4DISC is to work with organizations and individuals to build equity, inclusion, diversity, and accessibility in scholarly communications. Our Vision is a socially just community that welcomes, values, and celebrates all who seek to contribute to scholarly communications.

The Values of C4DISC include:

- **Respect**: value differences, welcome diverse perspectives
- **Listen**: learn from different communities, make space for marginalized voices
- **Act**: eliminate barriers, be an ally

For more on the Coalition, please explore our [website](http://c4disc.org). This issue of the C4DISC Connect includes opportunities to engage with us, a celebration of AAPI Heritage Month, a response to a recent Scholarly Kitchen article, and more.

Please make sure to check out the Call to Action at the end. If you have content you would like to see or contribute for an upcoming issue, please don't hesitate to reach out to [C4DISC@gmail.com](mailto:C4DISC@gmail.com) or tweet us @c4disc. We would love to hear from you!

Thank you for reading!

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IN THIS NEWSLETTER

- Coalition Updates
- AAPI Heritage Month Feature
- C4DISC Voices Feature: Response from Dr. Geraldine Cochran
- Industry News
- Call to Action

CALL FOR VOLUNTEERS

C4DISC is looking for volunteers to join our...

- **Communications & Outreach Committee.** Do you have video editing, PR, communications, or social media experience? If so, this is the ideal opportunity to use your expertise to connect with members of scholarly publishing dedicated to DE&I. Volunteers with other types of experiences and backgrounds are also welcome.
- **Toolkit for Disability Equity Working Group.** This group is seeking a Project Manager—details can be found [here](http://c4disc.org).

If you are interested in volunteering, please apply [here](http://c4disc.org)!

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C4DISC CELEBRATES AAPI HERITAGE MONTH: MAY 2021

Asian American and Pacific Islander Heritage Month (AAPIHM) is celebrated every May in the United States, and recognizes the history, culture, and achievements of Asian and Pacific Islanders in America. The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks were Chinese immigrants (source).

Learn how this honorary month came about after President Jimmy Carter signed a public law calling on citizens, especially the educational community, to observe Asian/Pacific American Heritage Week. You can also add this PBS special to your watchlist - this 5-part series casts a new lens on U.S. history and the important and ongoing role played by Asian Americans.

As C4DISC members, we urge you and your organizations to take action and stand together for Asian Pacific American Heritage Month by:

- **Recognizing** that Asian Americans are projected to be the largest immigrant group in the United States by 2060, yet they continue to face invisibility in discussions on racism, prejudice, and bias. Spend 10 minutes reading this article, which highlights what researchers call the “perpetual foreigner” stereotype, and learn why more research is needed to gain a better understanding of Asian American populations.

- **Advocating and supporting** organizations that advance the works of Asian and Pacific Islanders in research and science, such as the Asian American Psychological Association, Association for Asian American Studies, and NYU Center for the Study of Asian American Health. A list of additional organizations that promote the advancement of Asian American and Pacific Islander communities can be found here.

- **Taking action** by attending a training on bystander intervention. Encourage your colleagues to register too! Read C4DISC’s recent statement on Anti-Asian violence and visit our Toolkits for Equity to learn how you can begin conversations about race at your organization.

- **Watching** C4DISC’s AAPI Heritage Month Spotlight Interview series. We sat down with 5 API scholarly communications leaders who are working towards greater diversity, equity, and inclusion in our industry.

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It is vital that all organizations are vested in achieving racial justice and change for BIPOCs beyond the recent traumatic events. One way leaders can help to create inclusive work environments is by making sure employees have access to DEI resource groups and employee assistance programs. As an individual you can enlist in the #StandupforAAPI movement and discover many ways to support causes and businesses.
GERALDINE COCHRAN REFLECTS ON THE PROBLEM WITH DE&I

Dr. Geraldine Cochran is an Assistant Professor in the Department of Physics and Astronomy and the Office of STEM Education at Rutgers University. In 2018, Dr. Cochran published an article in the Scholarly Kitchen: The Problem with Diversity, Inclusion, and Equity. Of course, a lot has changed since 2018; in this C4DISC blog post, Dr. Cochran reflects on how the COVID-19 pandemic and racial justice revolution has influenced her and her thinking. Below is an excerpt of her response:

"It is always interesting to revisit my own writing. Although my values have remained fairly constant over the last decade, with each year my mission becomes a little clearer. In like manner, my understanding of how to fulfill my mission deepens. Since writing this article in 2018, I realize there are two things that I will commit to doing in the future: more intentionally engaging in activism and sharing the personal experiences of marginalized and minoritized people, including my own.

Last year I found myself overwhelmed, depressed, and angered by the inequities and injustices that were highlighted and exacerbated by the multiple crises of 2020: the health crisis caused by the global pandemic, the associated economic crisis, and the civil uprisings due to racialized violence against Black people. During this time, it was quite difficult for me to work and I realized something that I have known for some time, but rarely discussed: Efforts to increase diversity, create inclusive environments, and address existing inequities should include activism. It should include activism in our communities and our workplaces. One way in which we engage in activism is by supporting and participating in the activities of social justice – oriented movements, such as the #Strike4BlackLives held on June 10, 2020 organized by Particles for Justice in collaboration with ShutDownSTEM and VanguardSTEM." Read more here.
INDUSTRY NEWS

Last year, the Royal Society of Chemistry released a Joint Commitment for action on diversity and inclusion in publishing. Since then, 35 publishers across multiple disciplines have signed up, demonstrating their commitment to effecting change. Last month, Alice Meadows interviewed two of the RSC staff leading this initiative about what prompted these efforts, what they’ve achieved so far, and what they hope to accomplish in the future. Read this Scholarly Kitchen post for the full interview.

CALLS TO ACTION

- Consider the actions suggested in this newsletter
  - Volunteer for one of C4DISC’s Working Groups
  - Send in your DE&I Consultant recommendations here
  - Celebrate AAPI Heritage Month by engaging with the resources on page 2 of this letter
  - Read and reflect on Dr. Geraldine’s Cochran’s article here
  - Register for upcoming webinars or watch recent webinar recordings

- Encourage your organization to adopt the C4DISC Joint Statement of Principles
- Follow C4DISC on Twitter and LinkedIn
- Share this newsletter with at least one colleague (bonus points if they’re not from a member or partner organization)

C4DISC is holding a free webinar on June 15 at 11am EDT that will reveal how the layering of our identities impacts our experience and contribution to our work environments. Registration is now open: Intersectionality: Considering Identity When Working Towards a More Diverse, Equitable, and Inclusive Future.

THANKS FOR READING!

- C4DISC Communications and Outreach Committee (Contact us at C4DISC@gmail.com)