



UF

Leveraging library publishing to promote diversity

BIG IDEAS FOR LIBRARY PUBLISHING

LIBRARY PUBLISHING COALITION FORUM 2019
VANCOUVER, CANADA

Suzanne Stapleton & Perry Collins
May 10, 2019
George A. Smathers Libraries





MAKING DEI EXPLICIT AND ACTIONABLE

Agenda and goals

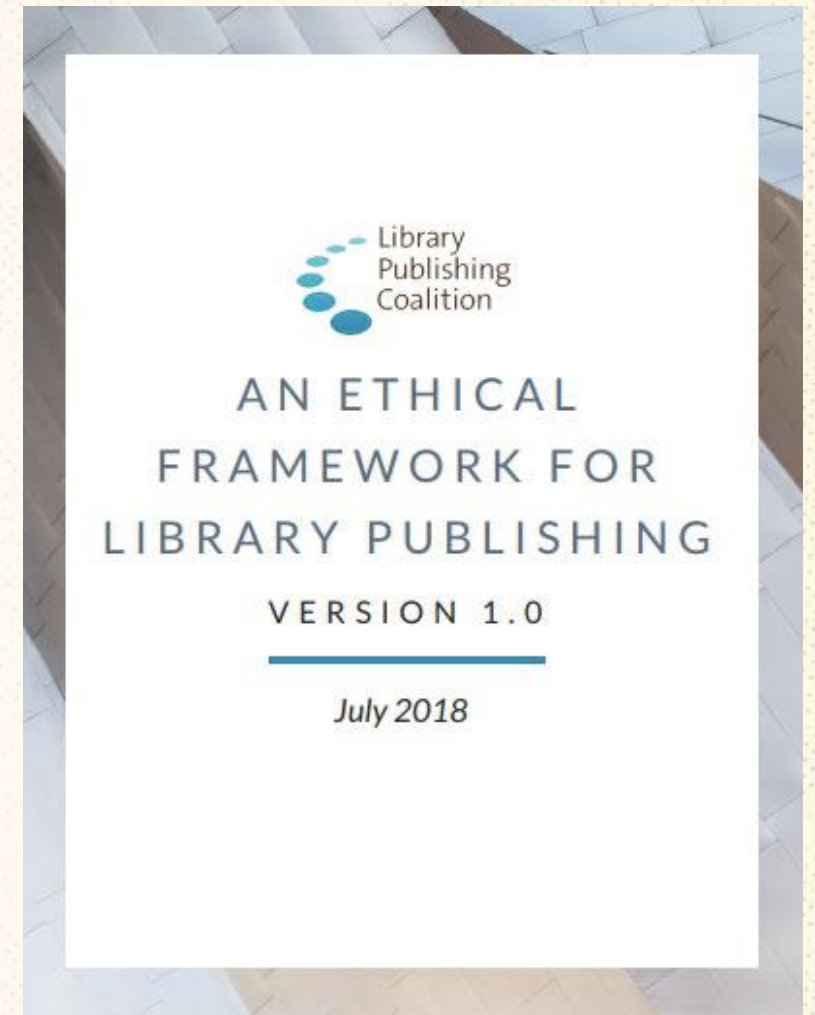
- Articulating our values and implementing these through the Press's policies, services, and outputs
- Beginning to assess awareness and engagement among partners on issues relevant to DEI
- Offering outreach and education to our journal partners, with a focus on concrete steps they can take to move toward more equitable and inclusive practices



**BRINGING TOGETHER EXISTING RESOURCES
AND EXPERTISE**

Why consider DEI in academic publishing?

“Diversity can apply to library publishing in several ways: diversifying the library publishing workforce to be more reflective of societal demographics; ensuring library publishing systems and outputs are accessible to the widest range of users; and utilizing library publishing to increase the diversity of voices and formats represented in the scholarly record.”



Why consider DEI in academic publishing?

2018 KALMAN SILVERT LECTURE

The Practice of Latin American Studies: Dilemmas of Scholarly Communication

by Carmen Diana Deere | Center for Latin American Studies, University of Florida and Facultad Latinoamericana de Ciencias Sociales, sede Ecuador | cdeere@ufl.edu

An on-going debate in Latin America, as elsewhere, is over what constitutes excellence in scholarly research and how to measure its impact. Over the past several decades, the paradigm has swung towards journal articles, with excellence increasingly defined as publishing in "international" as opposed to regional or national journals, and by journal impact factors. International journals are commonly defined in Latin America (and remain for ease of exposition) as those included in the databases of Web of Science & Scopus.

This trend reflects a convergence in academic practices between North and South, facilitated as much by the reforms of higher education since the 1980s as by the technological and communication revolutions that have opened the globalization of knowledge. The emphasis on efficiency, accountability, and evaluation have reshaped higher education worldwide. In addition, since the release of the first global ranking of universities in 2003, the competition for excellence has escalated and become truly universal. Among the criteria employed in the various global rankings of universities is research productivity, with this measure largely focused on the number of publications in international journals and the citations that they garner (Buela-Casal et al. 2007).

As the UNESCO and International Social Science Council (ISSC) World Social Science Report (2010) makes clear, a convergence in academic practices does not mean that North-South gaps have been closed or even ameliorated. Persistent asymmetries continue to exist in access to knowledge, in research capacities, and in the visibility of science production. The competition for excellence, driven by the universalization of bibliometrics' as an evaluation tool and the commercialization of

scientific knowledge, have strengthened the major players (the United States, the United Kingdom, and the rest of Europe), even if there are a few new ones, such as China and Brazil (UNESCO and ISSC: 2010; Beijing 2003).

In trying to understand this debate in Latin America and how it affects the practice of Latin American studies worldwide, a number of initiatives by Latin American governments can be identified that constitute decisive steps to improve the quality and visibility of scientific research. Besides, the spread of PhD programs across the region, there are efforts to improve national scientific journals and enhance their visibility through the development of regional information systems and journal databases. Concomitantly, Latin American governments have become global leaders in the open access movement¹ and in the development of national and regional research repositories.

Nonetheless, when it comes to research excellence this seems to be defined quite narrowly, such as by efforts to include Latin American journals in the databases of Web of Science and Scopus, or in the case of evaluations of faculty research, by the number of publications attained in these international journals and their rankings. This leads to several questions: Are these pursuits—quality and excellence—compatible? To paraphrase Vesun, Guillon, and Cotto (2016), will the pursuit of excellence, "the best," undermine "the good"? In addition, will these quests contribute to closing the knowledge divide between North and South? Consider the following, five dilemmas.

The first is that Latin American scholars often face a trade-off in terms of where to publish, captured by the saying "publish globally and perish locally"

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PERSPECTIVE

A persistent lack of international representation on editorial boards in environmental biology

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13 Current address: School of Natural Resources & Environment, University of Florida, Gainesville, Florida, United States of America
14 Current address: Smithsonian Migratory Bird Center, Washington, DC, United States of America
19 embruna@ufl.edu



for this work.

Competing interests: The authors have declared that no competing interests exist.

Abbreviations: EB, environmental biology; GDP, gross domestic product; STEM, science, technology, engineering, and math.

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INCLUSIVE VISIONS

UF Libraries Statement of Inclusion & Intellectual Freedom



The Libraries are committed to protecting and advancing **intellectual freedom**, as an important set of rights. Intellectual freedom **includes the right to access the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous...** Intellectual freedom includes the right to **free expression**, where an individual or group may fully engage in the quality and diversity of thought and expression, and develop their own views and expressions without being coerced and/or inhibited. The right to privacy is essential for intellectual freedom.



**EVOLVING LIBRARY PUBLISHING
AT THE
UNIVERSITY OF FLORIDA**

Status of the UF Library publishing program

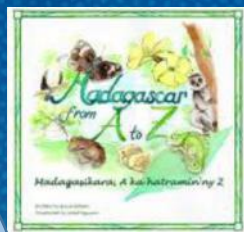
- New Digital Strategies & Partnerships Department
- LibraryPress@UF collaboration with University of Florida Press
- Florida Online Journals collaboration with Florida Academic Libraries Services Cooperative



Out-of-print
works of
regional
importance



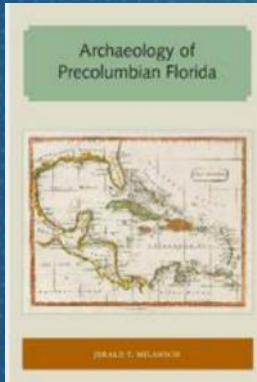
Creative
Works



Educational

UF Library Publishing Examples

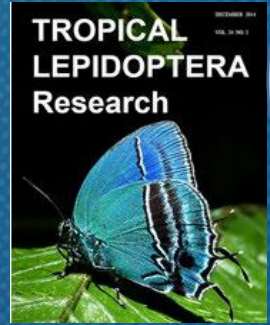
Research
featuring
library
collections



Source
magazine



Research
journals



Values-driven philosophy

- Quality content that is broad & varied
- Featuring local stories
- Transformative collaborations
- Publicly accessible



Photo by [Jordan Ladikos](#) on [Unsplash](#)



IMPLEMENTING ETHICAL PUBLISHING

Implementing an Ethical Framework for Scholarly Publishing

- **Role model**
- Use existing venues to broach topic with publishing partners
- Develop new materials (e.g. best practices guidelines)
- Assess progress over time

Implementing an Ethical Framework for Scholarly Publishing

- Use existing venues to broach topic with publishing partners
 - Journal meetings
 - Memorandum of Understanding
 - Publishing LibGuide and websites
 - Journal Publishers Round Table series
 - Annual Survey


Implementing an Ethical Framework for Scholarly Publishing

Promoting Diverse, Equitable, & Inclusive Publishing Practices at the University of Florida

Perry Collins and Suzanne Stapleton

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READ BOOK



Promoting Diverse,
Equitable, and Inclusive
Publishing Practices at the
University of Florida

Sharing best practices

Geography and Language

Academic publishing is overwhelmingly dominated by publishers based in Western Europe and North America—in Scimago Journal & Country Rank, the top 100 journals are published in either the United States, the United Kingdom, the Netherlands, and Germany, with 49 of the top 50 journals coming from the U.S. and the U.K. (Scimago Lab, 2016). In addition to impacting who is able to publish, there is a geographical bias on what topics are selected for publication—in economics, for example, papers about the United States are more likely to be published than papers on other countries (Das et al, 2009).

As academic publishing has consolidated in Western Europe and North America, English has become the lingua franca of academic publishing. This forces scholars to choose between publishing in English in hopes of reaching a wider audience, or publishing in their native language in venues that are typically assigned lower values. If authors choose to publish in English, their work risks losing nuances that can be captured in their native language, but cannot be conveyed in English.

- **AuthorAID.** (n.d.). Retrieved from <http://www.authoraid.info/en/>
AuthorAID is a network of researchers that provide support and resources for researchers in low- and middle-income countries.
- Yin, K. (2015). *Conscious style guide*. Retrieved from <https://consciousstyleguide.com/>
A resource that promotes “critical thinking about language and how we can use conscious words, portrayals, framing, and representation to empower instead of limit.”
- INASP and African Journals Online. (2017). *Journal publishing practices and standards framework*. Retrieved from <https://www.journalquality.info/en/>

Collaborate globally

A widely recognized challenge in scholarly publishing is the lack of geographic diversity among editors, peer reviewers, and authors in United States journals. Issues include:

- the common requirement that all submissions be in English and cost of translation
- inadequate guidance for reviewers who encounter articles authored by non-native English speakers
- the expectations of research institutions and funding agencies internationally regarding preferred publication venues
- broad lack of access to high-cost subscription journals
- persistent assumptions and implicit biases regarding the quality of international scholarship

University of F

- In 2017, an interdisciplinary team of UF researchers published “[A persistent lack of international representation on editorial boards in environmental biology](#)” in the open-access journal *PLOS Biology*. The article found that while the number of countries represented on 23 journals in the field increased from 1985-2014, only a small number of editors come from countries in the Global South.
- Distinguished Professor Emerita Carmen Deere has conducted extensive research on the publishing ecosystems of Latin America and the Caribbean in the context of international scholarly communication. In her 2018 essay “[The Practice of Latin American Studies: The Dilemmas of Scholarly Communication](#),” Deere outlines major challenges both for Latin American scholars as well as journals in the U.S. seeking greater collaboration and inclusion.

Sharing best practices

Diversity Statements

Diversity statements provide transparency into the practices of organizations around diversity and inclusion. Most diversity statements address organizational and workplace diversity, while some address diversity in the materials published. Below are some diversity statements by publishers or associations representing publishing or libraries.

- Benson, S., Green, H., Hensley, M., Swatscheno, J. (In Press). **Library Publishing Curriculum Policy Module**. Retrieved from <https://educopia.org/deliverables/library-publishing-curriculum>

“For each module, the authors were asked to consider the skills, workflows, and strategies they covered through a diversity and inclusion lens... As a result, the curriculum includes guidance on recruiting a diverse staff for publishing, creating a portfolio of publications that includes underrepresented perspectives, and writing a diversity policy for the publishing program, among other topics.”

- Ford, E., Kaspar, W. A., & Seiden, P. (2017). **Diversity of ACRL publications, editorial board demographics: A report from ACRL’s Publications Coordinating Committee**. *College & Research Libraries News*, 78(10). Retrieved from <https://crln.acrl.org/index.php/crlnews/article/view/16805/18379>
- Iowa State University Scholarly Publishing Services. (n.d.). **Iowa State University Digital Press diversity statement**. Retrieved from <http://scholarship.lib.iastate.edu/digital-press/publishing-services>

Craft a Diversity Statement

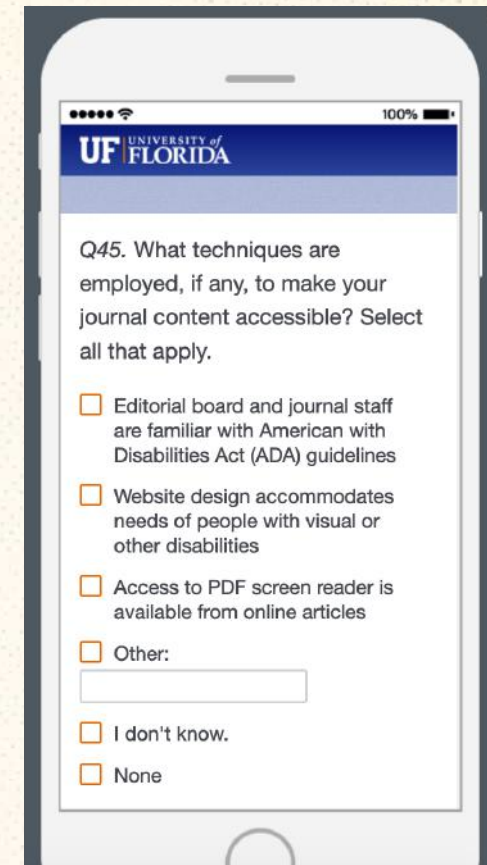
Clearly stating a commitment to diversity, equity, and inclusion is one step to signal to authors and readers that your journal values and seeks out a range of perspectives. Whether such a statement stands alone or is incorporated into your mission statement, journal staff should refer to this language when developing journal policies, writing author and peer reviewer guidance, and reaching out to your community. See one robust [example from The Georgetown Law Journal](#).

Implementing an Ethical Framework is a Journey, not an End Point

- Role model
- Use existing venues to broach topic with publishing partners
- Develop new materials (e.g. best practices guidelines)
- **Assess progress over time**

Assessment Tool

- Annual survey of publishing partners
- Instrument can be shared



Q45. What techniques are employed, if any, to make your journal content accessible? Select all that apply.

- Editorial board and journal staff are familiar with American with Disabilities Act (ADA) guidelines
- Website design accommodates needs of people with visual or other disabilities
- Access to PDF screen reader is available from online articles
- Other:
- I don't know.
- None

Moving forward and next steps

- Reviewing and releasing current projects (survey and best practices guide)
- Laying groundwork for long-term sustainability of these projects, led by LibraryPress@UF with ongoing input from partners and experts
- Tackling ongoing challenges

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UNIVERSITY OF FLORIDA PRESS

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"We will continue to support efforts to abolish intolerance and cultural invisibility, stand up for all members of the community, and promote understanding and inclusion through our work"

ALA President Loida Garcia-Febo, 2/8/2019

Q/A

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<https://theijournal.ca/index.php/ijournal/article/view/29477/21968>

Deere, C.D. (2018) The Practice of Latin American Studies: Dilemmas of Scholarly Communication. *Kalman Silvert Lecture*. Gainesville, FL: Center for Latin American Studies, University of Florida.

Espin, J., Palmas, S., Carrasco-Rueda, F., Riemer, K., Allen, P. E., Berkebile, N., ... Bruna, E. M. (2017). A persistent lack of international representation on editorial boards in environmental biology. *PLOS Biology*, 15(12), e2002760. <https://doi.org/10.1371/journal.pbio.2002760>

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Library Publishing Coalition Ethical Framework Task Force. (2018) *An Ethical Framework for Library Publishing, Version 1.0*. Atlanta, GA: Educopia. <http://dx.doi.org/10.5703/1288284316777>.