

Collective action to make things better, together

Dr Nicola Nugent

Publishing Manager, Quality & Ethics

Royal Society of Chemistry



Royal Society of Chemistry

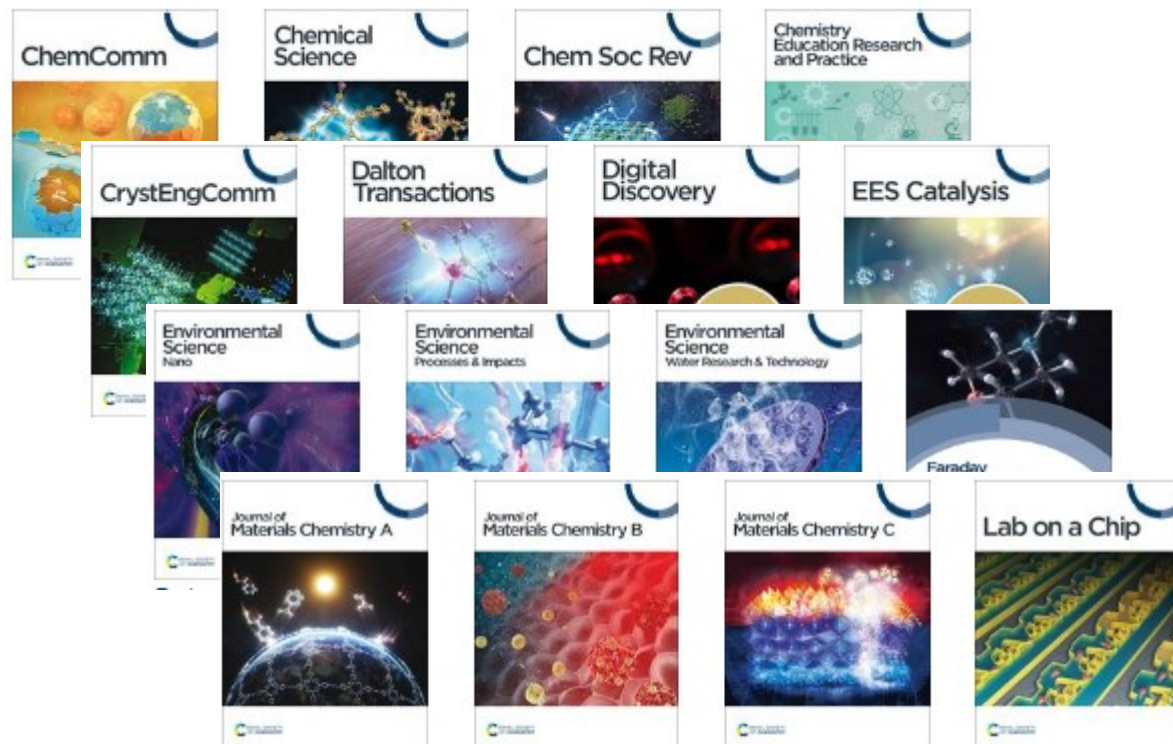
Our **purpose** is to help the chemical science community **make the world a better place.**

Our **vision** is a world in which the chemical sciences fulfil their **potential as a force for good.**

Part of our **mission** is to provide the opportunities and **tools for the chemical science community to network, create and exchange knowledge,** adapt and thrive.



Royal Society of Chemistry; Publishing



We publish over **50 world-leading journals** that span the core chemical sciences and related fields. Known for **rigorous, fair peer review and fast publication times**, our journals **publish the best science**, from original research articles to authoritative reviews.

Inclusion and diversity

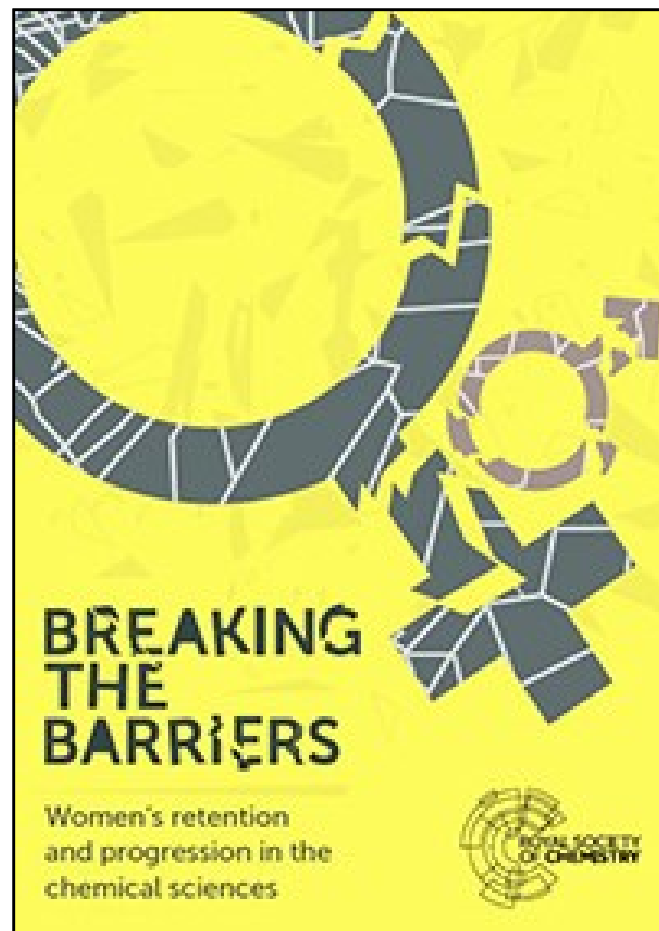
Equality and equity of opportunities lead to better science – and it's simply the right thing to do

- Adopted a bold approach, demonstrating thought-leadership and our long-term commitment to drive change in the culture of chemistry and its ethical practice
- Our strategy and I&D Strategic Plan will push us harder and further than ever before
- Our belief in equality will permeate every project, event, process, policy and message
- We will increase the diversity of people choosing the chemical sciences and fulfilling their potential



Diversity landscape of the chemical sciences

A report by the Royal Society of Chemistry



Our analysis of over 700,000 papers concludes:

“Biases exist at each step of the publishing profile. Many of these appear minor in isolation, yet their combined effect puts women at a significant disadvantage.”

To combat gender bias in chemical science publishing we will:



1 Increase transparency



2 Reflect our research community



3 Empower and innovate



4 Encourage intervention

A framework for action

“ This framework maps out the steps we will be taking to minimise bias from our entire suite of journals. We are sharing it so that other publishers can join us in making scholarly publishing more inclusive and diverse. ”

Emma Wilson – Director of Publishing,
Royal Society of Chemistry



A framework for action in scientific publishing

Improving inclusion and diversity
in the chemical sciences



Joint commitment for action on inclusion and diversity in publishing

Collective action to make things better, together

rsc.li/publishing-equality

We will:

- Understand our research community
- Reflect the diversity of our community
- Share success to achieve impact
- Set minimum standards on which to build



Science
JOURNALS



IOP Publishing



THE LANCET



PNAS



BRILL



F1000Research



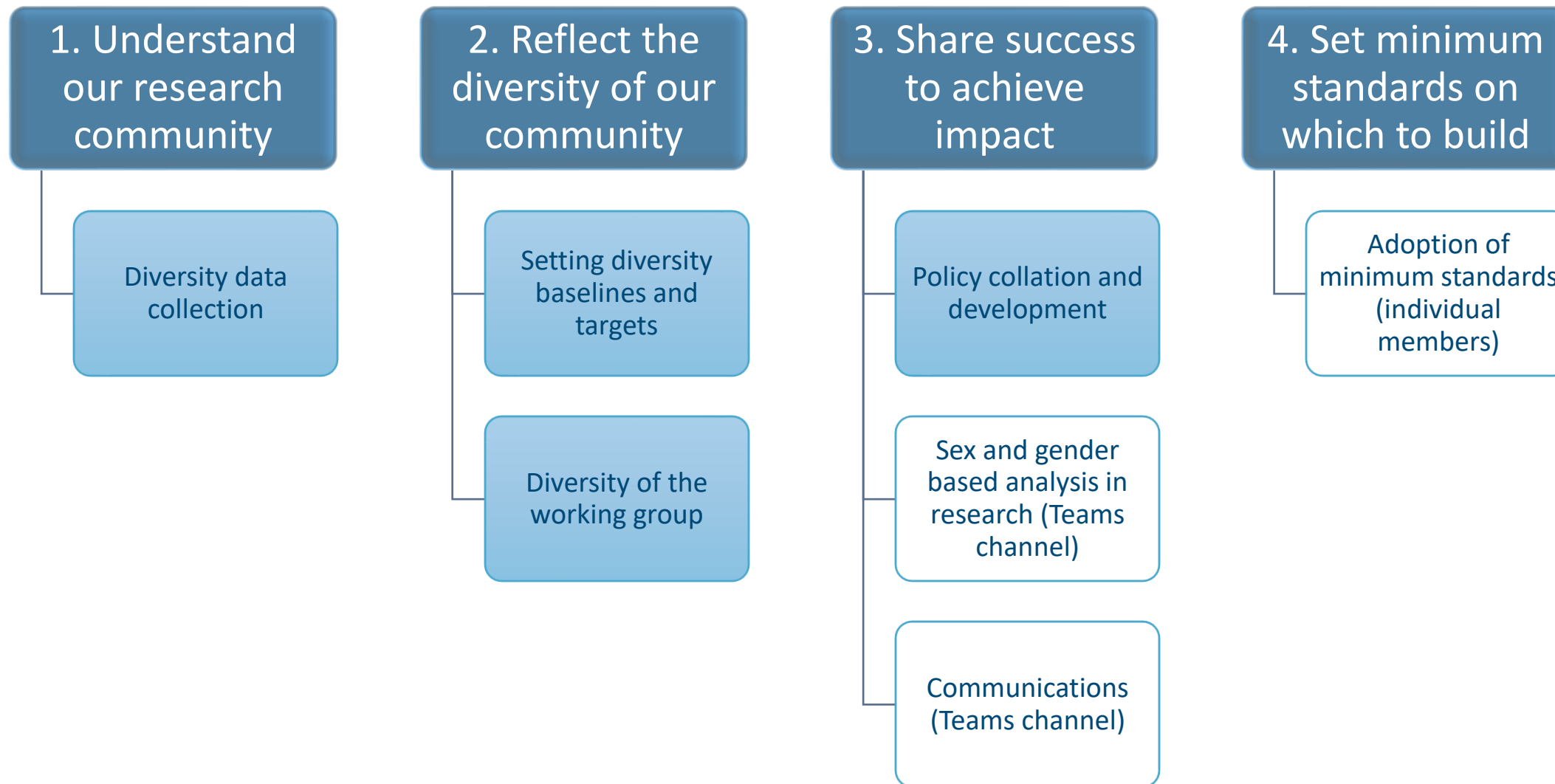
RSNA[®]
Radiological Society of North America



SPRINGER
NATURE
GROUP



WILEY



Milestones and achievements





Minimum standards for inclusion and diversity for scholarly publishing

Collective action to make things better, together

1

Ensure inclusion and diversity are integrated into publishing activities and strategic planning.

2

Work to understand the demographic diversity of authors, editorial decision makers and reviewers, such as gender, geography and ethnicity data.

3

Acknowledge the barriers within publishing which authors, editorial decision makers and reviewers from under-represented communities experience and take actions to address them.

4

Define and communicate the specific responsibilities authors, editorial decision makers, reviewers and staff members have towards inclusion and diversity.

5

Review and revise as appropriate the appointment process for editors and editorial boards to capture the widest talent pool possible.

6

Publicly report on progress on inclusion and diversity in scholarly publishing at least once a year.



Diversity data collection in scholarly publishing

Standardising how we collect self-reported data on gender identity and race & ethnicity

Recommended questions

- Gender identity
- Race & Ethnicity

Standardisation across publishers

- Create comparable datasets
- Set subject specific baselines
- Identify where action is needed most

Steering committee



[Members' area](#) | [Make a donation](#)

Google™ Custom Search

[About us](#) | [Membership & professional community](#) | [Policy, evidence and campaigns](#) | [Journals, books & databases](#) | [Teaching & learning](#) | **[News & events](#)** | [Locations, contacts & venue hire](#)

[Home](#) > [News & events](#) > [Articles](#)

News & events

[Articles](#)

[Community](#)

[Profiles](#)

[Features](#)

[Opinions](#)

[Journals Highlights](#)

Share



Joint Commitment for action on inclusion and diversity in publishing: new steering committee

11 July 2023

A new Joint Commitment steering committee is our next step in working together to accelerate research culture change – pooling resources to achieve higher standards of inclusion and diversity within scholarly publishing.

Three years ago we [brought together 56 publishing organisations](#) to set a new standard to ensure a more inclusive and diverse culture within scholarly publishing.

The organisations involved pledge to pool their resources and take action, promising to:

1. Understand our research community, by collecting diversity data
2. Reflect the diversity of our community, by setting representation targets for authors, reviewers, and editorial decision-makers
3. Share success to achieve impact, by sharing resources, policies, measurements, language and standards
4. [Set minimum standards on which to build.](#)



Members of the committee

Nicola Nugent, Royal Society of Chemistry (chair)

Holly Falk-Krzesinski, Elsevier (co-chair)

Phil Hurst, Royal Society

Danielle Ormshaw, Emerald

Cecilia Marshall, Frontiers

Shan Mukhtar, John Wiley & Sons

Vicky Gardner, Taylor & Francis (secretary)

Gordon MacPherson, IEEE

Resources



Who can...
...research **inequality** in the chemistry community?

You can.
We're here to help

Inclusion & Diversity

RSC Participant Agreement

We agree to...

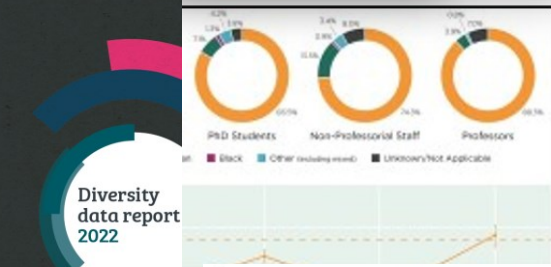
- ...foster equal participation
- ...not tolerate bullying, harassment, or discrimination
- ...maintain privacy/confidentiality
- ...respect people's identities & experiences
- ...keep communication professional
- ...contribute constructively

Accessibility Grants

ROYAL SOCIETY OF CHEMISTRY
Chemists' Community Fund

Grants for Carers

ROYAL SOCIETY OF CHEMISTRY
Chemists' Community Fund



ACCEPT THAT BIASES SHAPE THE DECISIONS WE MAKE

Take your time.

THE TRUTH IS BULLYING AND HARASSMENT

ROYAL SOCIETY OF CHEMISTRY

BULLYING & HARASSMENT SUPPORT LINE

0800 5200115 (UK FREEPHONE) | +44 1223 624606 (INTERNATIONAL)

ROYAL SOCIETY OF CHEMISTRY
Supported by the Chemists' Community Fund

talk?

Thank you



nugentn@rsc.org