DEIA Community of Practice Call Summaries

December 15, 2023
Topic: **Psychological Safety**

1. Do you have examples of what your workplaces does well?

- Having an ethics department that looks at cases in which authors (or anyone, even anonymously) feels like reviews weren't fair or had some bias, for example.
- Mental Health support/benefits
- [For repositories] encouraging having name change policy (ASM, IOP) or encouraging the adoption of inclusive linked data vocabulary
- Transparency around compensation
- Setting norms for meetings on psychological safety
- Mandatory training on unconscious bias
- A diverse leadership team to have space for different points of views
- Surveys, especially engaging external partners to facilitate
- Questions about anonymity from smaller publishers with fewer staff members. Brining in external monitors to support
- Flexible work environment

2. Do you have examples where your workplace could improve?

- (Bernie) C4DISC (in 2024) wants to showcase actual practical meaningful action from organizations leading in making workplaces more diverse and inclusive. Measurable practice more than policy. And what went wrong - lessons learned. Help others not make similar mistakes.
- Equity in editorial boards needs to be improved, what can be done in this regard? Open call for editors, for example. What can be done beyond surveying?
- Psychological safety practices should be re-evaluated every so often to maintain progress
- Relying on friendly connections you have isn't ideal, especially if someone doesn't have a friendly colleague to connect with. Need: a formal place for this type of work/support
- Managers have a lot of influence in creating the right culture. They can receive more training in these areas.

3. Is there anything in particular you would feel supported by?

- Mental health aid course for staff of publisher
- Transparent accountability when something is reported
- Would be great to have a designated place for employees to have a mental health break (for folks who work in-office)
- I think it will help us in the DEI forum and help the people engage a lot. Keeping my mind and things and making sure all on the same page of DEI activity
- It would be good to get used to setting healthy expectations and be open to critique/feedback - which can take practice - (in meetings / in groups / in orgs). It can feel scary and onerous to be the one calling something out and it can seem unfamiliar to the org/other employees, so establishing the expectations over and over and knowing at least a few people will be there to support/help if attacks happen would be good.

4. Do you have examples of different areas of psychological safety?

- Would love examples of how publishers communicate resources for authors, editors, peer reviewers, and board members
    - https://homosaurus.org/
    - https://journals.asm.org/author-name-change
    - https://publishingsupport.iopscience.iop.org/questions/name-change-policy/
- How to handle failure - this can be agreed as a whole org, between each team member and manager or between teams as we all handle failure differently and feeling safe can improve productivity, collaboration, and communication.
- Making space for new ideas
- How to handle productive conflict and decision making
- Giving and receiving feedback

We have resources/links in our shared sheet. Please feel free to add more and comment at any time.

Would anyone like to share any thoughts on our psychological safety discussion and summary? What have we missed? Please share with us. We can continue our discussions here before our next meeting on TBD.

October 12, 2023
Topic: **Inclusive Language**

We had 40 participants join our second call on October 12, 2023. Our discussion topic was Inclusive Language which allowed us to engage in meaningful conversations around different areas. We captured some of the highlights:

1. Is it possible to define inclusive communication in a uniform way across the globe?

- In principle yes, it is not hard to make it universal if we are willing to shift the paradigm.
- We can be conditioned to make an effort to be globally inclusive, if we are willing to accept and overthrow individuals who feel the opposite.
- Must acknowledge different language/terminology may be common in some countries but not others. Important to understand this.

2. Tools to make communication as inclusive as possible, beyond a list of words

C4DISC has narrowed down some resources [here](#).

- It's important to assign roles on who gathers and shares/trains on this information for each organization
- Strategies for addressing resistance to progress in equity from individuals within our orgs or communities. Resistance can be quite strong if you push back on unhelpful terms, so anything that can help is useful and welcomed. e.g. "I don't use that term anymore because…"
- For DEAI meetings:
    - when advertising - make meetings and activities optional to avoid pushing people further into their camps
    - helpful to offer trigger warning at the beginning, some things might make you feel uncomfortable/ sensitive topics.
    - Some strategies in the meeting when gathering input from participants of examples of bias they've been subjected to - .anonymous Google Doc option; Silent Google Doccing activity for participants to write in without having to identify themselves - provide prompts, switch off cameras, give participants 10 minutes to share, takes a while for people to get going, but then it happens. People are invited to speak up if they'd like.
    - Make explicit reference to welcoming silence in groups where people may need time to process what they are hearing, or their thoughts. Not every space needs to be filled.

3. Inclusive Authorship

- Giving equal credit to everyone involved regardless of order and quantity. It is also worth acknowledging those who provide translations.
- The pool of peer reviewers can affect the end result of publication and whether an article is published at all if they are of the same group (lack of diversity) or do not understand the topics presented in the papers.

4. Inclusive language in publications (e.g. books, journals, other formats)

- Language evolves - staying aware even if language changes. How to keep abreast? How to manage different people's and groups' preferences and what has changed . (eg BAME in the UK no longer favoured, BIPOC in the US, LatinX vs Latina/Latino).
- C4DISC wonder if compiling a selection of opinion pieces on langage to reflect different positions may be helpful.

5. Inclusive visual choices (e.g. data visualisations, images)

- Marketing/branding needs to pay special attention to visuals and might want to consider including a diverse group of participants when curating images (C4DISC resource - see here
- Adding a disclaimer to images to say "some images may be offensive to some groups" might or might not be effective depending on the discipline and message
- Inclusive "googable" images:
    - Black.illustrations: Illustrations of Black people for your next digital project. Many packs are free, some packs come with a small fee.
    - Canva Natural Woman Collection: Images featuring everyday women who are as diverse as they are beautiful. While most are available for a fee, some are free.
    - CreateHER Stock: Authentic stock images featuring melanated women. Some freebies, others available with a monthly subscription fee.
    - Disabled And Here: Free and inclusive stock photos featuring disabled Black, Indigenous, people of color (BIPOC) across the Pacific Northwest.
    - The Disability Collection: Images that break stereotypes and authentically portray people with disabilities in everyday life. Available for a fee.
    - Gender Spectrum Collection: Free images of trans and non-binary models that go beyond the clichés.
    - Stock Photography and Illustrations Featuring People from Underrepresented Groups

6. Intersectionality (investigating the intersection of different social identities and language)

7. Unconscious bias

- Making training mandatory for all editors, hiring managers, leaders and more is a step in the right direction

8. Wider world

- We acknowledge that some problematic language that is used exists beyond scholarly communications - for example in technology and marketing (master/slave; whitelisting) and we may need to engage with the wider community.

We added more resources/links to our shared sheet. Please feel free to add more and comment at any time.

August 8, 2023
No topic for the first call

We had 70 participants in our first call! Thank you for a great turnout and for everyone's valuable contributions to our initial discussion. Below is a high level summary:

1. What do you hope to gain from this Community?

- Learn from other organizations' journeys on what has worked and what has not.
- How are DEIA initiatives structured in other organizations?
- What are best practices?
- How can we still create change during difficult times when DEIA is under attacks in certain regions?
- How to go from talk to action?
- How to speak up when you feel at risk?
- Learn how to create awareness
- Possibly create materials together
- Build an external network
- How to build from the ground up?
- Finding a way to leverage our collective voice with bigger/parent organizations
- To inspire each other!

2. How can we hold ourselves to account in implementing meaningful change in our organizations?

- Be better allies for one another
- To have actual goals that are measurable
- To be open and transparent
- To accept failure as part of the learning process
- To be patient and kind with each other
- To be courageous and positive when speaking up and implementing change
- Upholding a culture of psychological safety
- Analytics are important to bring information forward

We started a [resources sheet](#) that everyone can contribute to. Pleas feel free to add and comment anytime.