Scholarly Communication and Diversity

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Atlanta, GA
Clearly students experience lack of faculty diversity as a problem.
Faculty who have left Dartmouth

Facebook keeps scrubbing this image of the faculty of color who have left Dartmouth over the past 15 years. Dartmouth students are organizing to #Fight4FacultyOfColor after Professor Aimee Bahng was denied tenure, despite doing all the things (multiple books out, incredible service and programming resume). The lack of critical faculty here always means that any new person hired who can feel wh... See More

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The Role of Gender in Scholarly Authorship

Jevin D. West, Jennifer Jacquet, Molly M. King, Shelley J. Correll, Carl T. Bergstrom

Published: July 22, 2013 - http://dx.doi.org/10.1371/journal.pone.0066212

Abstract

Gender disparities appear to be decreasing in academia across various metrics such as grant funding, hiring, acceptance at scholarly journals, and even the number of postgraduate students. However, attempting to think that gender inequity will soon be a problem of the past ignores the fact that gender disparities remain. For instance, even where raw publication counts seem to indicate that women are equally productive, close inspection reveals that, in certain fields, men predominate in controlling author positions. Moreover, women are significantly underrepresented in the most highly authored papers. Academics should be aware of the subtle gender disparities that occur in scholarly authorship.

Summary.

We present here a global and cross-disciplinary scientometric analysis of the relationship between gender and a) the distribution of papers, b) collaboration, and c) impact (measured through citations). We analyzed 5,483,841 research papers and review articles published between 2008-2012 in journals indexed in the Web of Science. Women are underrepresented across nearly all countries and disciplines. Globally, women account for fewer than 30% of fractionalized authorships, whereas men represent slightly more than 70%. We find that in the most productive countries, all articles with women in dominant author positions receive fewer citations than those with men in the same positions. And this citation disadvantage is accentuated by the fact that women's publication portfolios are more domestic than their male colleagues in all of the most productive countries. Given that citation now play a central part in the evaluation of researchers, this situation can only worsen gender disparities.

U.S. and Them
The Geography of Academic Research

Jishnu Das
Quy-Toan Do
Karen Shain
Soumya Srinivasan

The World Bank
Development Research Group
Poverty and Inequality Team
&
Human Development and Public Services Team
December 2009
Challenges for scholars from the Global South

• Research topics
• Language
• Perceptions of quality/intent
The Journal of Critical Thought and Praxis is a peer-reviewed online journal that provides a space for emerging scholars, educators, and activists to engage in critical and progressive inter/transdisciplinary scholarship and dialogue that supports awareness of social justice issues and challenges individuals to move towards advocacy and concrete engagement with social justice movements. JCTP is also committed to providing all authors with developmental feedback that helps clarify, sharpen, and communicate ideas and arguments in a manner accessible to a broad social justice community. See the About for a complete coverage of the journal. Please contact us at jctp@iastate.edu with your comments or questions.

JCTP is pleased to announce that we are moving to a special issue model. We will no longer be accepting open submissions, but currently accepting submissions for our special issue of Practices of Social Justice.

The call for our special issue closed on October 20, 2016. This special issue on Everyday Practices of Social Justice. The special issue is expected to be published in February 2017. The second issue is expected to be published in March 2017.
Examples of Library Publishing Action

In 2014, *Code4Lib Journal* reviewed its publications and found

- Women were less than 40% of the authors published
- Out of the 29 people who had been on the Editorial Committee, only eight were women.

After a call for new editorial board members, the current *Code4Lib Journal* editorial board has four women and eight men.

**Martin Paul Eve, co-director of the Open Library of the Humanities**

[D]iversity of participation is important to our platform ... we will actively monitor and release reports on demographics across our platform (particularly with respect to editors), taking measures, where necessary, to remove barriers to participation and to ensure breadth of representation.

**Journal of New Librarianship, Commitment to Diversity in the Editorial Board**

The work and well-being of JONL's Editorial Board is strengthened profoundly by the diversity of our network and our differences in background, culture, experience, national origin, religion, sexual orientation, and much more. We actively seek and welcome applications from people of color, women, the LGBTQIA community, and persons with disabilities, as well as applications from researchers and practitioners from across the spectrum of disciplines and methods.
Mainstream Publishing Demographics 2015

Lee & Low: Diversity Baseline

- White/Caucasian: 79%
- Black/African-American: 4%
- Native American/Alaskan: 1%
- Asian/Native Hawaiian/Alpine: 7%
- Hispanic/Latino/Mexican: 6%
- Middle Eastern: 1%
- Biracial/Multiracial: 3%

Low, J. “Where is the Diversity in Publishing? The 2015 Diversity Baseline Survey Results.” (January 2016)
Why does this matter?

“The dearth of minority employees directly affects the types of books that are published, industry members agreed, and for this issue to be addressed, there needs to be more advocates for books involving people of color throughout the business, including in management, editorial, and marketing executives in publishing houses, as well as among booksellers and librarians.”

- Milliot, J.


Who holds the power in these dynamics?

- You submit an abstract, article, or proposal.
- The editor (or editorial board) takes a quick look and decides it's worth a review.

**Publisher/editor**

- Your work gets sent out to a couple reviewers.
- They decide whether it's good, needs revision, or is no good.

**Academic reviewers**

- Puts together a package with marketing and sales projecting success
- It is approved with stakeholders

**Editorial board/marketing**

- You are offered a contract.
- It gets published.

**Publisher and author**

Slides: https://works.bepress.com/charlotteroh/21/
Narrative: http://academicworks.cuny.edu/ulj/vol22/iss2/2/
Full-time Faculty Fall 2013

- White/Caucasian: 72.70%
- Black or African American: 5.50%
- Hispanic: 4.20%
- Asian/Pacific Islander: 9.00%
- American Indian or Alaska Native: 0.40%

Data from the National Center for Education Statistics [https://nces.ed.gov/programs/digest/d14/tables/dt14_315.20.asp](https://nces.ed.gov/programs/digest/d14/tables/dt14_315.20.asp)
Who are the expert reviewers?

More distressingly, contingent academic labor is gendered and raced. Bousquet notes that “the typical faculty member has become a female nontenurable part-timer earning a few thousand dollars a year without health benefits.” Women still make up the majority of contingent faculty. According to Vitae’s new JobTracker, 61 percent of available tenure-track jobs in 2013-14 went to men. Bousquet points out that nontenurable faculty and nonteaching staff are more likely to “identify themselves as belonging to an ethnic or racial minority than tenure stream faculty.”

Gatekeepers Exist in Every Industry

From the ALA Diversity Counts Study http://www.ala.org/offices/diversity/diversitycounts/divcounts
# Things You Can Do

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<tr>
<th>Cataloging</th>
<th>Purchasing</th>
<th>Teaching</th>
<th>Research</th>
<th>Publication</th>
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<tr>
<td>Include open access and marginalized publications in your library catalog</td>
<td>Support open access efforts like Knowledge Unlatched</td>
<td>Educate faculty and students on structures of power - ACRL Framework for info lit</td>
<td>Read broadly</td>
<td>Challenge the makeup of editorial boards, reviewers, and authors</td>
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<tr>
<td>Subscribe to publications that provide a voice for marginalized</td>
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<td>Share what you read, subscribe to those things</td>
<td>Partner w/those doing social justice work</td>
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<td>Ask: What’s your diversity statement/policy? How are you ensuring accessibility?</td>
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Questions?
Our questions for you

What social justice initiatives are happening on your campus that scholarly communications could connect with?

What *isn’t* happening but ought to be?

How can you connect your work to the goals of the greater institution to serve social justice?

What training do you need amongst staff?