

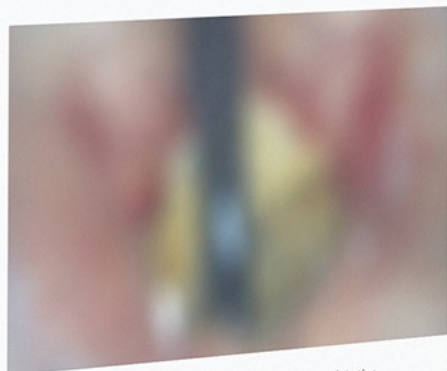


American
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THE JOURNAL of UROLOGY®

Official Journal of the American Urological Association

Volume 8 | Number 4 | January 2022



Factors Associated with Discontinuation of Active
Surveillance among Men with Low-Risk Prostate Cancer: A
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of Anatomical Region Yield and Complications

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Bladder Cancer

Visit AUAjournals.org/jurology for more information.



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A CLOSER LOOK AT OUR PUBLICATIONS

- 3 Peer-reviewed journals (JU, UPJ, JUOP)
- 1 CME product (Update Series)
- 1 Member newsletter/digital ecosystem (*AUANews*)
- 4 Annual Meeting products (Annual Meeting Program Book, JU abstracts, *AUA Daily News*, AUA Awards Dinner program)
- Internal AUA messaging – emails, reports, presentations



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UROLOGY
PRACTICE

AUANews

JUOpen Plus

WHERE WE WERE

- *The Journal of Urology*® launched in 1917
- Very little Editorial Board engagement
- COVID-19 and Jennifer Regala both arrive in 2020



WHERE WE ARE

- Excellent leaders are not afraid of change
- Greater Editorial Board engagement = more opportunity for voices to be heard
- Expanding the size of the table gives more people a seat
- Creating an environment where innovation and inclusion are expected
- Talking often within and beyond our Editorial Board



WHERE WE'RE GOING

- We will remember that DEI is NOT a box to be checked
- We understand that meaningful DEI efforts are never exclusive
- We will learn from each other and from others
- We will use the resources other organizations have provided as a roadmap
- We will provide transparent and consistent reporting
- We will collaborate our efforts with other journals



EARLY CAREER EDITORS

- **WHO are the ECEs?** “Early career” urologists serving in major topic areas plus online content promotion
- **WHY did you start this program?** Editorial Board training, cultivation of diverse voices, representation of all career levels
- **WHEN are they selected/how long do they serve?** January 1; 2-year term, not renewable
- **WHERE do the ECEs fit in on the Ed Board?** They fit into all aspects of EB life: policy decisions, EB meetings, strategic thinking
- **WHAT do they do?** Editorial consultations, peer review training, ambassadors for the journal, other JU-related speaking engagements
- **HOW do we train them?** Mentorship, frequent small group meetings, individual training, lots of time with our EiC, and inclusion as true team members

OPEN PEER REVIEW

- Historically, single-anonymous peer review has been used by *The Journal of Urology*®
- Double-anonymous peer review? NO, here's why...
- Open peer review launched as of November 1, 2021
- But wait. How are we defining open peer review? And how will it evolve?
- Goals: transparency and inclusivity
- Almost 1 year in, how's it going?

ENCOURAGEMENT OF OPEN DISCUSSION

of THE JOURNAL
UROLOGY®
www.auajournals.org/journal/juro

Special Article

JU Insight

AUA Diversity & Inclusion Task Force: Blueprint and Process for Justice, Equity, Diversity and Inclusion

Simone Thavaseelan, Arthur L. Burnett II, Sam Chang et al.

Correspondence: Simone Thavaseelan (email: simonethavaseelan@gmail.com).

Full-length article available at auajournals.org/10.1097/JU.0000000000002813.

Study Need and Importance: Urologists have a duty to provide high urological quality care to all patients. A growing body of evidence demonstrates that individuals from marginalized groups experience inequities in all areas of health. Such disparities begin with inadequate access to urological care and extend through experiences within the health care system, all of which ultimately widen gaps in morbidity and mortality for entire communities. As a leading professional organization in urology, the American Urological Association (AUA) has a duty to recognize the scope of these issues related to justice, diversity, equity, and inclusion, and to guide

ongoing AUA D&I initiatives and reports on the 14 recommendations made within the framework of the 5 focus areas of Just and Inclusive Environment, Diversity in the Workforce, Structural Competency, Advocacy and Research (see Figure).

Limitations: The AUA D&I Task Force recognizes that this list of recommendations is not exhaustive and represents only the start of an ongoing process of pursuing diversity, equity and inclusion within the AUA. In order for these Task Force recommendations to be effective, our organization will need to



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Health **E**quity **A**nd **D**iversity **T**able

Short-Term Goals

- All Ed Board members invited and included; inclusion extended past Ed Board
- Editorial co-written by HEAD Table members to announce efforts
- Self-reported data on Editorial Board diversity
- In the short term, the Table will serve as another layer of review for health equity-/DEI-related papers
- Collection of self-reported peer review data assessing gender, geography, race/ethnicity, and expertise of authors, reviewers, and submitters
- Submitters: Is this paper related to DEI/disparities? Track acceptance rates separately



Health **E**quity **A**nd **D**iversity **T**able

Long-Term Goals

- Study open peer review data: Who is choosing to have their name published? Other relevant trends
- Transparency and reporting of peer review data/Ed Board representation/open peer review, both in front matter and in research format articles
- Training of Table, Ed Board, Ed Office staff from experts in urology and beyond
- Use social media as an ongoing tool to engage discussion on DEI and JU
- Reassess the aims of scope of JU. “What is a JU paper?”
- New section and Associate Editor for a “DEI and Health Disparities” section of the journal

Health **E**quity **A**nd **D**iversity **T**able

Spaceship Idea



To create a collaborative DEI-focused pool of peer reviewers across all urology publications



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NEXT STEPS

Editorials

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We've Got a Long Way to Go, and a Short Time to Get There

This editorial was adapted with permission from the April 2022 AUANews special edition on diversity, equity and inclusion (DEI).¹

A focus on DEI has become an important part of our clinical, educational and/or leadership roles. Reflecting on DEI-related issues in my own life, I keep coming back to a song from *Smokey and the Bandit*. (For the astute reader, this late 1970s classic movie reference would confirm that, yes, I am obviously an older, privileged, white male who has remotely coveted a black Trans Am). Although the movie unlikely holds up in 2022, the earwig line from Jerry Reed's song "East Bound and Down," borrowed here for the title of this article, speaks to me as anthemic.² Although a bit reductive, it reminds me that DEI

these rates approximate the percent of U.S. women urologists. However, a much higher representation, of all equity deserving groups, in academic leadership positions such as editorial boards is required to fortify efforts in bridging the current diversity gaps of our specialty. I take this responsibility as an honor and understand that we have a lot of work to do.

How are we on the JU Editorial Board, with the full support of the American Urological Association (AUA) and our Editorial Office, working together to improve the flagship journal in its approach to DEI? The Editorial Board composition of members itself is an obvious area for ongoing scrutiny. Working with Dr. Joseph A. Smith, Jr. over the last year, we have selected individuals to replace outgoing Editors who



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EDUCATING THE EDITORIAL BOARD AND EDITORIAL OFFICE

- The JU DEI Educations series
- Voices outside of urology – including Adrianna Borgia!
- Monthly interactive conversations

WHAT DOES THE FUTURE LOOK LIKE?

- Hearing from other perspectives: patients, wellness experts
- Creating a Publishing Institute
- Broadening global education efforts – reviewing/authorship
- Identifying allies in the community
- Reaching a wider office – social media (even TikTok), patients/other scientists and researchers, Journal Insights
- Looking, listening, learning

QUESTIONS?



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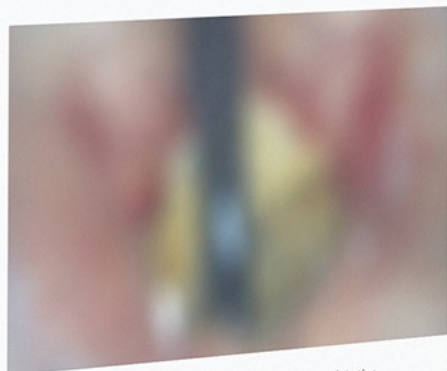


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