

Redefining the

Culture

of Peer Review

Prepared by Mikayla Lee

Community-Centered Practices and Their Impact on
Open Access and Diverse Submissions



Introduction

Mikayla Lee is a Professional Writing Specialist at Rhode Island College who is in their final year of the MPS Publishing program at George Washington University. She is also the E-Publishing Lead for the *GW Journal of Ethics in Publishing*.

Mikayla specializes in ethics, digital publishing, and user experience design and has a passion for evaluating the presence of diverse voices in scholarly media with the goal of making the publishing industry more accessible and representative of Black, queer, and female-identifying populations.

The current approach* to confronting **racial disparities** in academic publishing is **insufficient and underdeveloped**.

***Demographic Data, Recruitment Goals, DEI Action Plans, Bias Prevention Training, etc.**

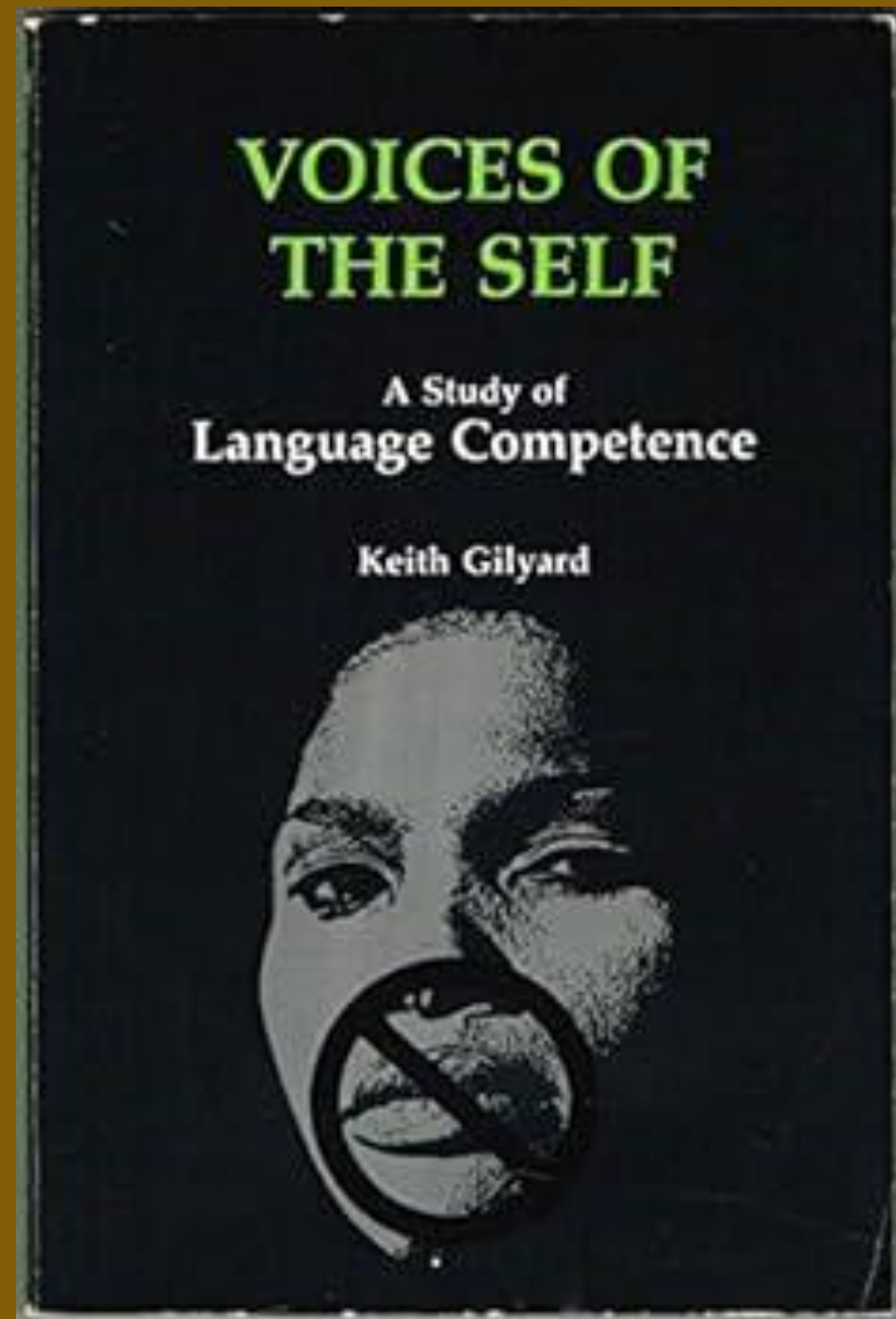
"I believe that mentorship is critical for those of us that come from working class (and non-white) backgrounds like myself to gain access to work in scholarly publishing. It became clear to me throughout college, including during my internship with a scholarly publisher, that certain career paths require insider knowledge and guidance that I simply did not have. I am so grateful to my professors, supervisors at my college library job, and internship supervisor who were so willing to give me such knowledge and guidance. You don't know how to pursue something you know nothing about. I think it is the responsibility of those within the industry to branch outward and provide support to those outside of it."

— LATINE RESPONDENT

2023 Workplace Equity Survey from
the Coalition for Diversity and
Inclusion in Scholarly Communications
(19)

While these strategies are helpful and well-intentioned, **they ignore the problem.**

The Problem: Systemic Inequities in Public Education



“[Underserved students] typically fall behind academically by the end of the third grade, as they have found academic pursuit **unfulfilling** and have begun to **retreat from the process**” (61).

“School identifies those who can accept a strict routinizing of their lives, points out those who can be expected to perform [...] Those who are slated to live lower-class lives are **conditioned to accept their fate and taught how to function in their prescribed roles**” (62-63).

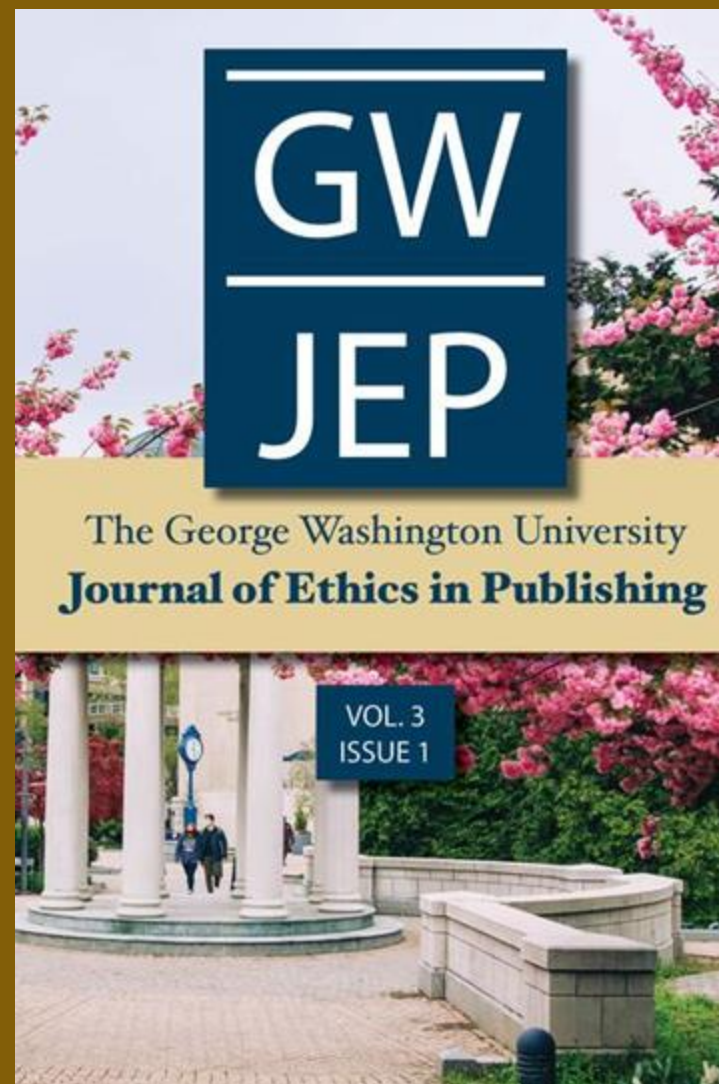
Research Question

How can university presses and the scholarly publishing industry promote diversity in academia and combat the effects of an inequitable public education system?

1

Cultivate Partnerships

Build a network of local grade schools, community colleges, universities, nonprofits, and organizations that are interested in collaboration.



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2

Identify Grant Opportunities

Research grant opportunities through government agencies and nonprofit organizations.

Consider how you can use your network of community partnerships to meet the specifications of the grant.

Black Stripe 2024 Grant Partnerships:

Local Children's Board of Howard County

We Need Diverse Books

Maryland State Arts Council

BLACK STRIPE

3

Develop Publications

Develop publications that serve the needs of your community and expose more students to the field of scholarly publishing.



Photos from the
2024 Black Stripe
Pride Conference



BLACK STRIPE

Benefits of a Community-Centered Approach

1

University presses and scholarly publishing organizations become active participants in the essential reformation of our public school system.

2

Academic presses authentically open themselves up to a more diverse body of submissions by cultivating community partnerships.

3

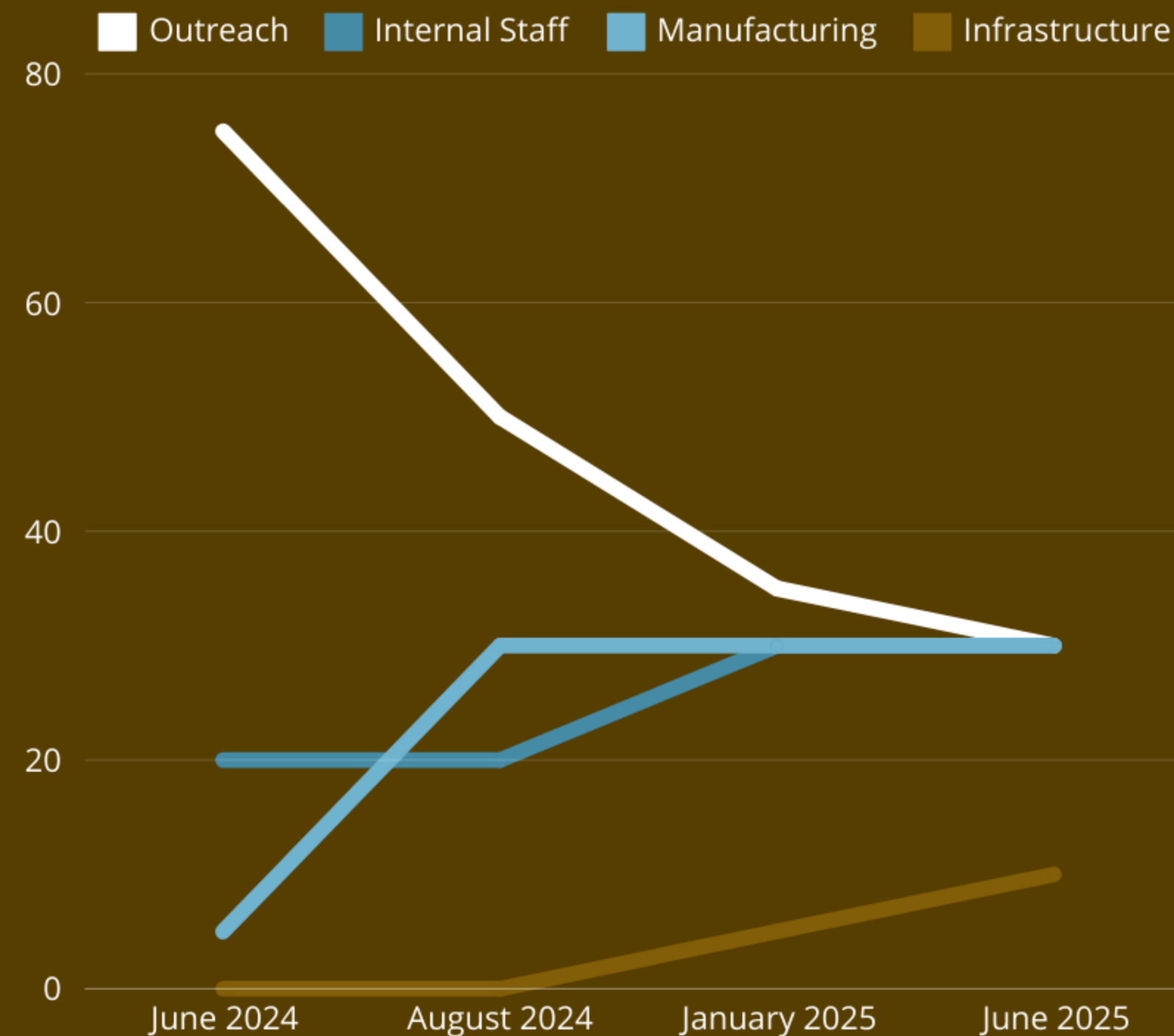
Small university and/or student-run presses benefit from funding opportunities, allowing them to sustain an open access model.



Projected Expenses

Over time, we hope to spend less on community outreach and more on infrastructure, staffing, and manufacturing.

This will ensure that we are profitable and sustainable long-term.



Thank you for attending!

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