

Increasing Diversity of Editorial Boards:

A Literature Review and Case Study Analysis

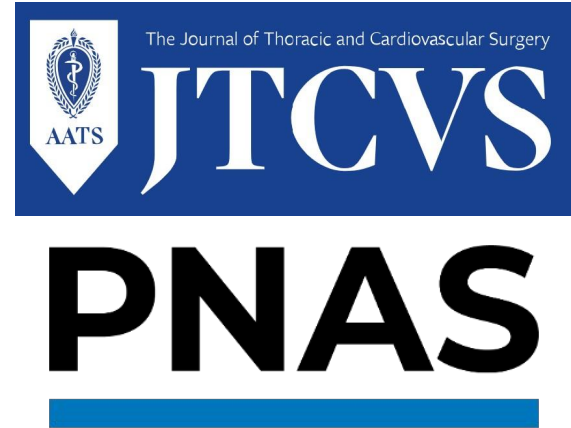
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Background

Why Study Editorial Board Diversity?

- Diverse content best represents a journal's audience and its need for impactful, ground-breaking research
- Diversification of editors promotes downstream diversification of reviewers, authors, and readers
- Diversity of thought/perspective fosters innovation and creative problem-solving





Methodology



Literature Review

- Reviewed popular scholarship on editorial board diversity in any scope
 - Selected 39 research articles for further analysis
- Categorized articles by: factor(s) of diversity, journal discipline(s), methodology

Case Study Analysis

- Obtained self-reported data from PNAS and JTCVS editorial boards
 - Accurate as of Feb. 1, 2024 (PNAS) and Sep. 27, 2023 (JTCVS)
 - Collected additional data for JTCVS Board from journal masthead for ease of comparison
- Sample size:
 - 299/299 PNAS Board Members
 - 207/268 JTCVS Board Members

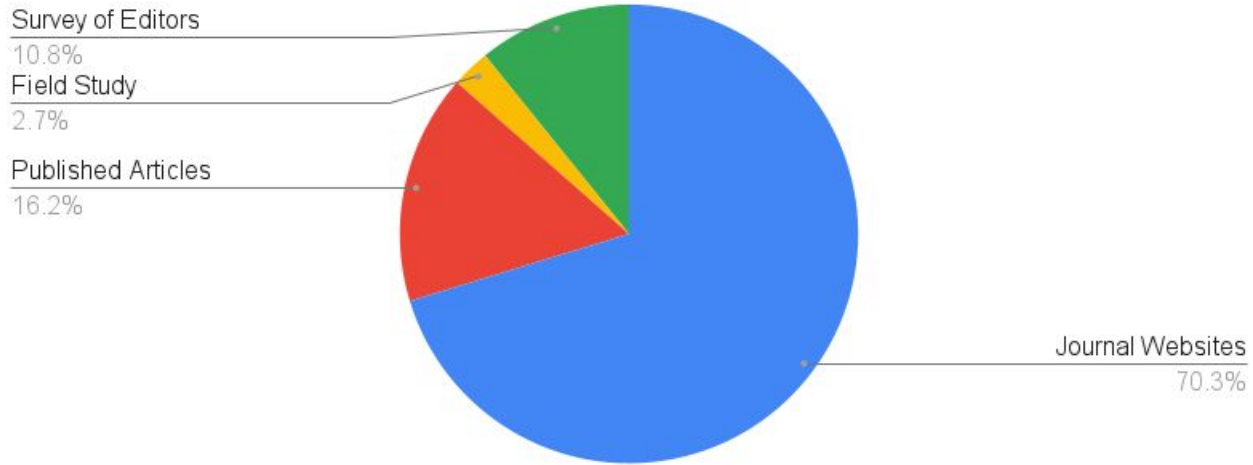


Results

Literature Review

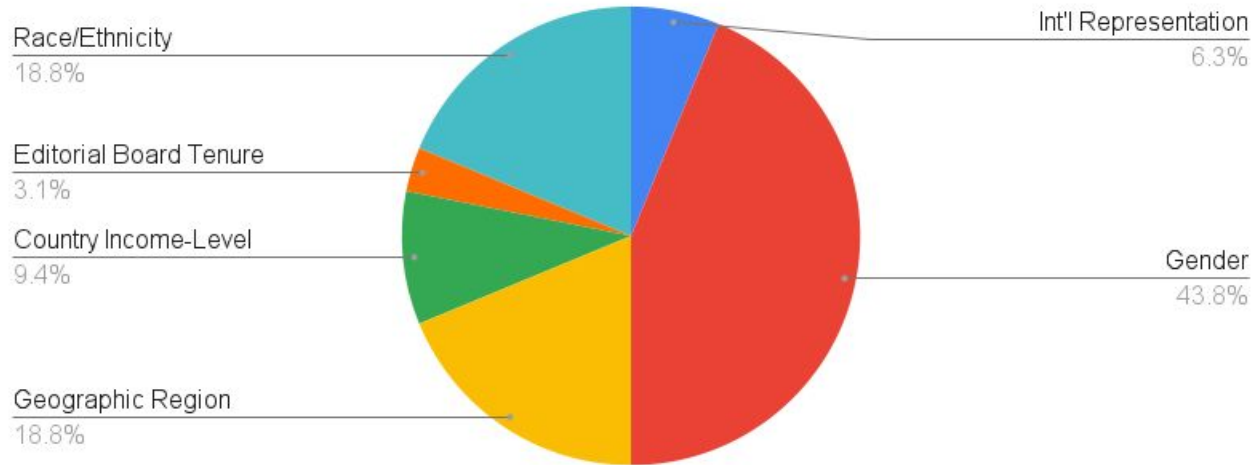
Literature Review: Methodology

Methodology by which data was obtained



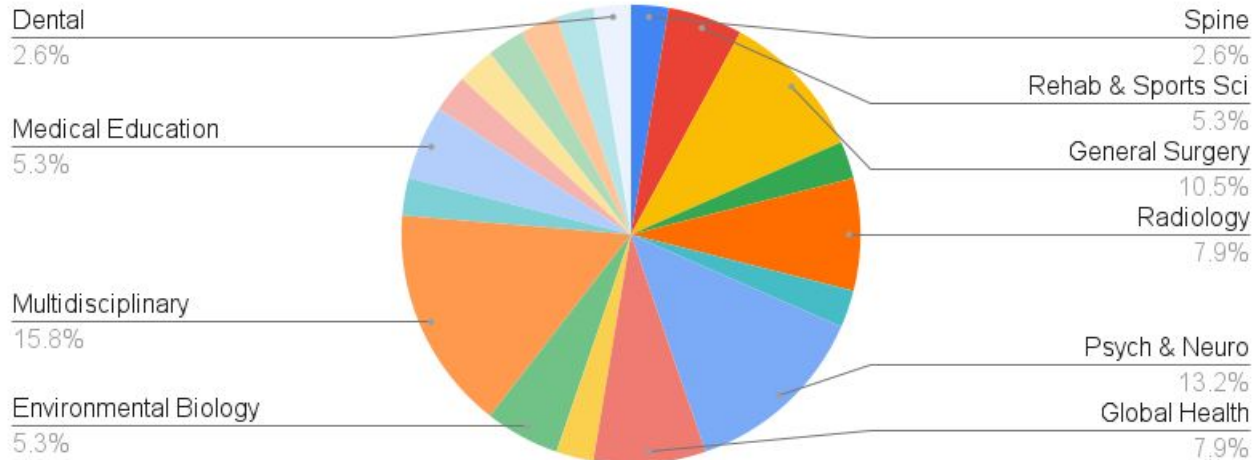
Literature Review: Factor(s)

Factor(s) Analyzed



Literature Review: Discipline(s)

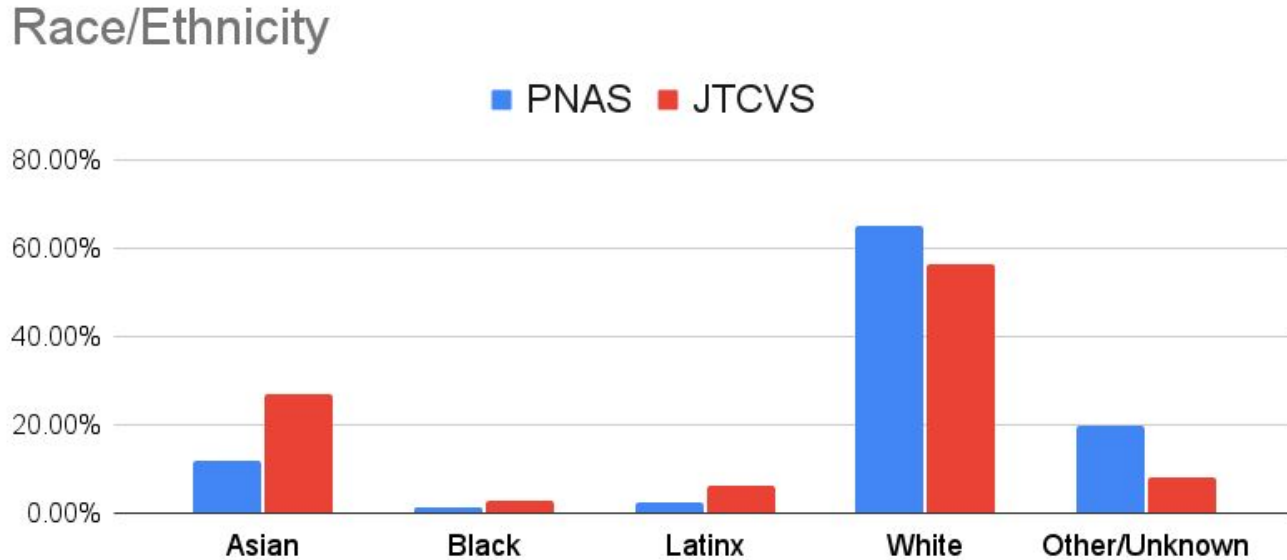
Discipline(s) of selected journals



Case Study Analysis



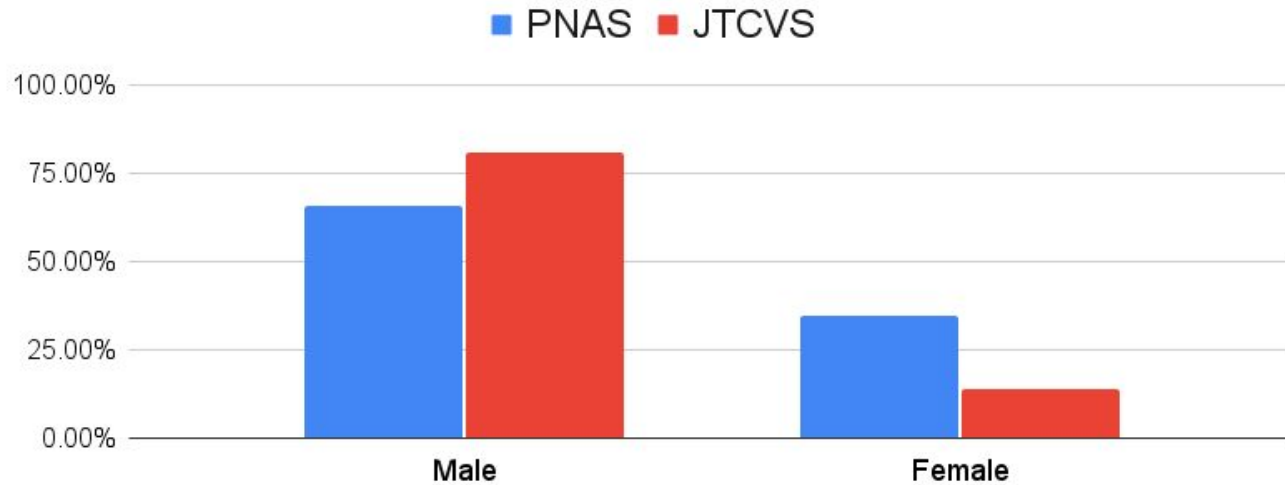
Case Study Analysis: Race/Ethnicity





Case Study Analysis: Gender

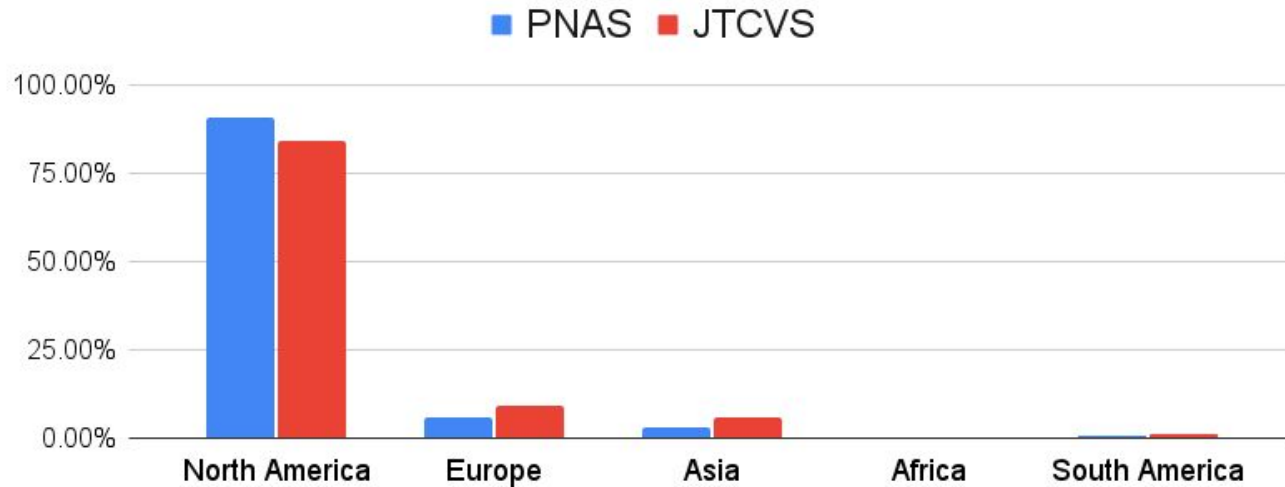
Gender





Case Study Analysis: Geographic Location

Geographic Location



Conclusions & Recommendations

Gathering Data

- Assess the current diversity of the journal's editorial board
 - But: be aware of data privacy concerns
- Continue collecting updated data to measure improvement over time



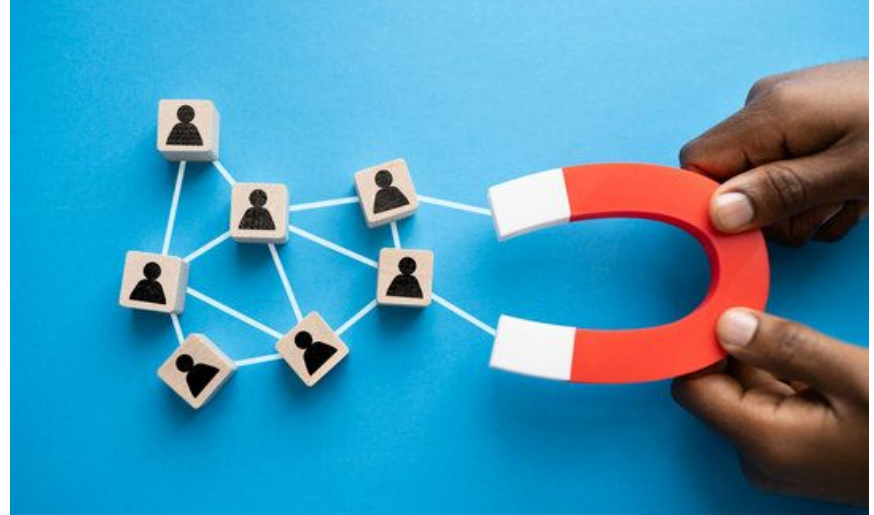
Board Member Recruitment

- Create and promote open calls for new editors
- Establish DEI-specific editor positions
- Reserve positions for editors with certain lived experiences
- Audit the board member selection process
- Provide monetary compensation



Board Member Retention

- Recognize that editors from underrepresented groups may have more demands on their time
- Set term limits
- Create mentorship programs and opportunities
- Seek feedback from new board members about what hurdles they have to engaging with board
- Acknowledge board members and their contributions when possible



Questions?

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View our bibliography:

