2023 Workplace Equity Survey

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Mission

The **Mission** of C4DISC is to work with organizations and individuals to build equity, inclusion, diversity, and accessibility in scholarly communications.

Values

The **Values** of C4DISC include:

Respect.

- value differences
- welcome diverse perspectives

Listen.

- learn from different communities
- make space for marginalized voices

Act.

- eliminate barriers
- be an ally

Vision

The **Vision** of C4DISC is a socially just community that welcomes, values, and celebrates all who seek to contribute to scholarly communications.

Get updates at www.c4disc.org

Member Organizations

Assn of Learned and Professional Society Publishers (ALPSP)

Association of University Presses (AUPresses)

Atla

Canadian Association of Learned Journals (ACRS)

Council of Science Editors (CSE)

Crossref

International Society of Managing and Technical Editors (ISMTE)

Library Publishing Coalition (LPC)

North American Serials Interest Group (NASIG)

National Information Standards Organization (NISO)

Open Access Scholarly Publishers Association (OASPA)

Scientific Electronic Library Online (SciELO)

Society for Scholarly Publishing (SSP)

UK Serials Group (UKSG)

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Workplace Equity Project

Industry-wide Survey
2023 – 1,755
2018 – 1,182   **+573 / +48%**

Workplace Culture
is supportive
2023 – 81% (n=1,681)
2018 – 62% (n=1,182)

Mentorship
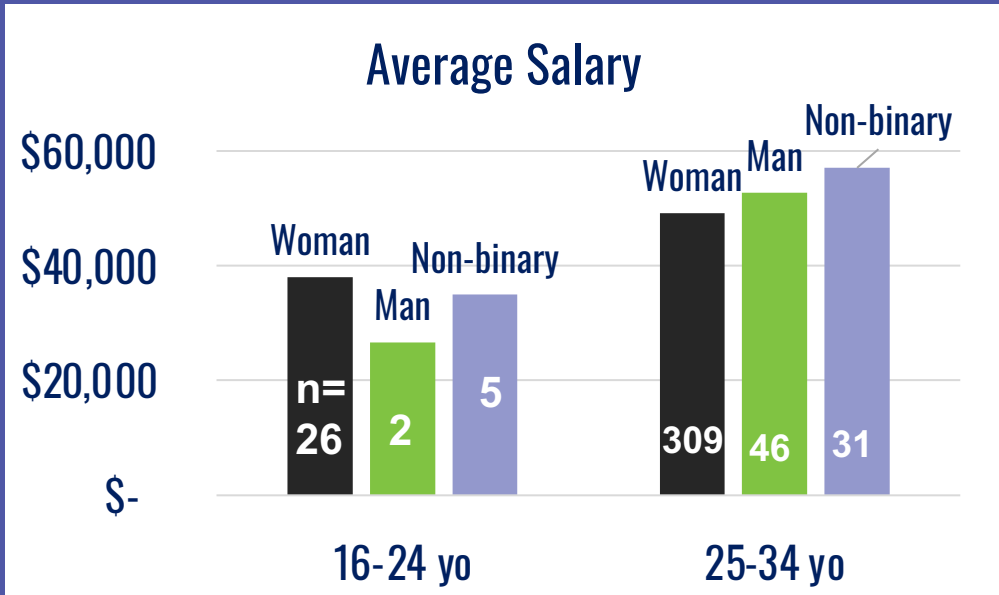**participation is increasing**
2023- 48% been mentor, 46% have had mentor (n=1596)
2018- 43% been mentor, 39% have had mentor (n=998)

89% In 2023, the large majority reported that their **employers have stated diversity values** (n=1,682)

60% In 2018, over half (n=1,182)

Early Career Demographics

28% of 2023 survey respondents: 16-34 years old

34% of 2018 survey respondents: 20-35 years old

16-24:
15% non-binary
79% women
6% men

25-35:
8% non-binary
80% women
12% men

vs. 2018: **2%** of 20-35 - non-binary

16-24:
59% LGBTQ+

25-34:
38% LGBTQ+

vs. 2018: **13%** of 20-35 - gay, lesbian, or bisexual

16-34: **30% POC**

vs. 2018: 20-35 -**24%** POC

Average Salary

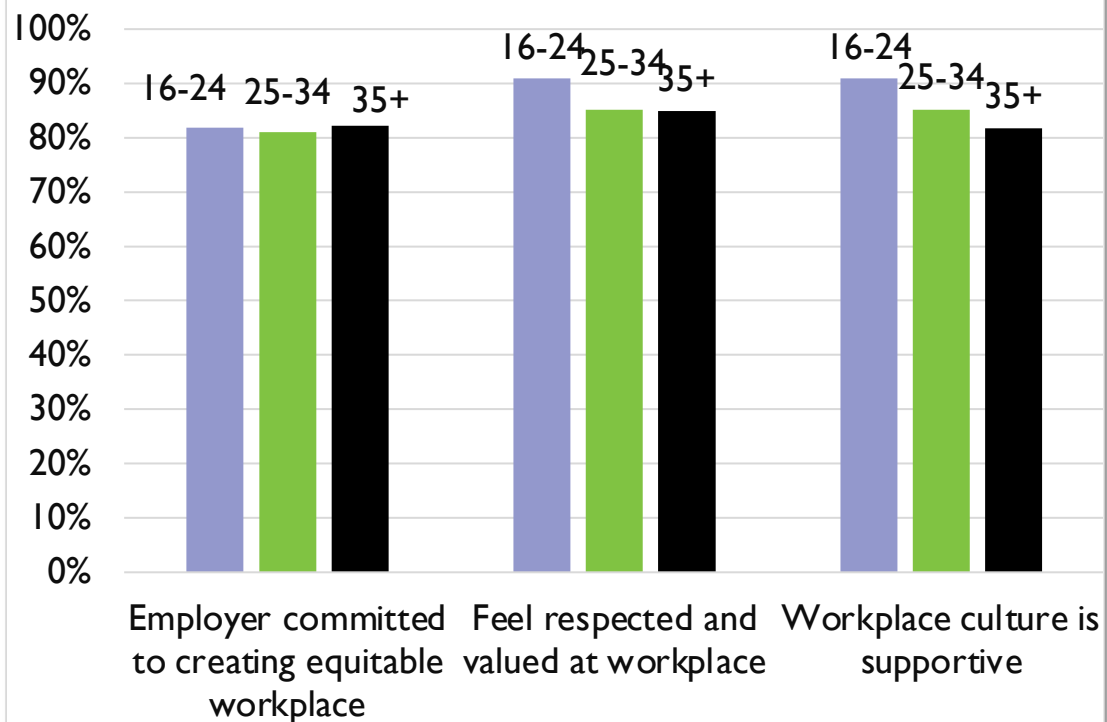|	16-24 yo			25-34 yo		
Label	Woman	Man	Non-binary	Woman	Man	Non-binary
Value	n=26	2	5	309	46	31

Y-axis: $60,000 / $40,000 / $20,000 / $-
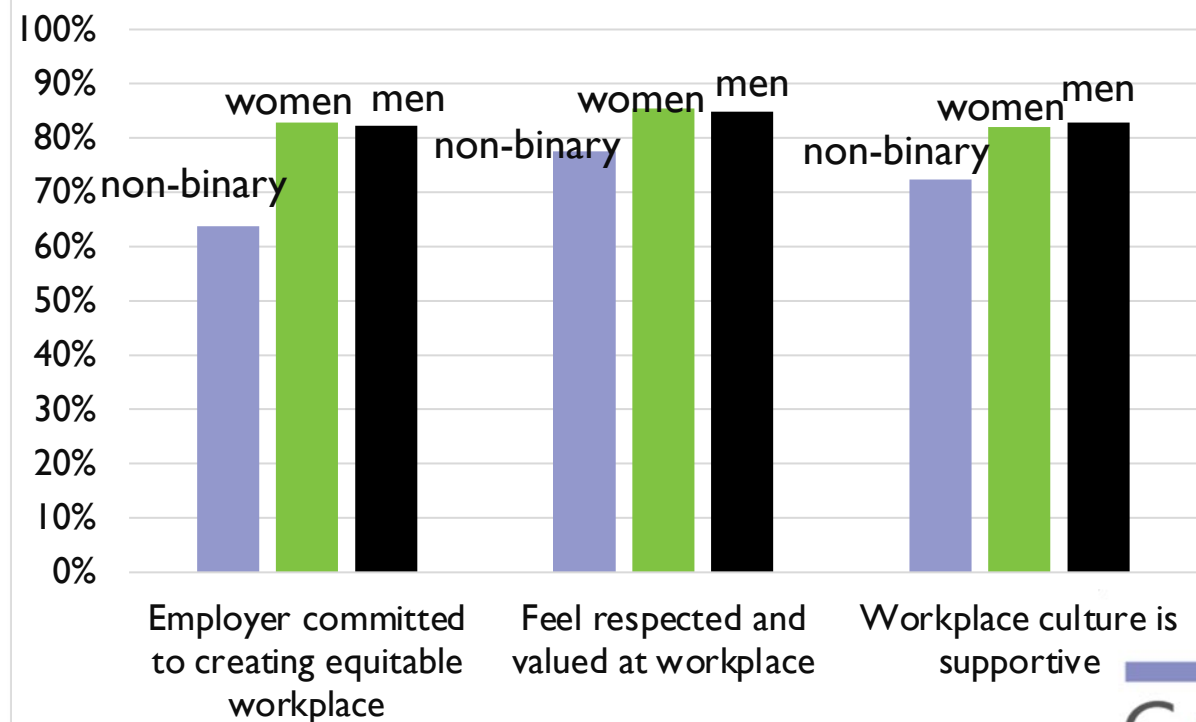
Early Career & Workplace Culture

The majority feel respected and valued in a culture that is supportive.

And most agree their employer is committed to creating an equitable workplace, though non-binary people don't agree as frequently.

Agree or Strongly Agree that…

16-24   25-34   35+

16-24   25-34   35+

16-24   25-34   35+

Employer committed to creating equitable workplace | Feel respected and valued at workplace | Workplace culture is supportive

Agree or Strongly Agree that…

non-binary   women   men

non-binary   women   men

non-binary   women   men

Employer committed to creating equitable workplace | Feel respected and valued at workplace | Workplace culture is supportive

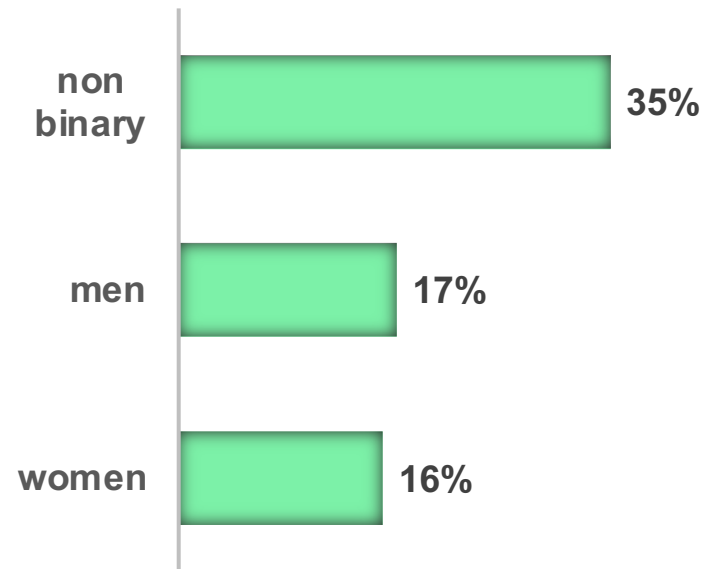# Workplace Culture & POV of marginalized groups

Disparities between employer stated values and lived experience exist.

Q: "My employer is committed to creating an inclusive and equitable workplace."
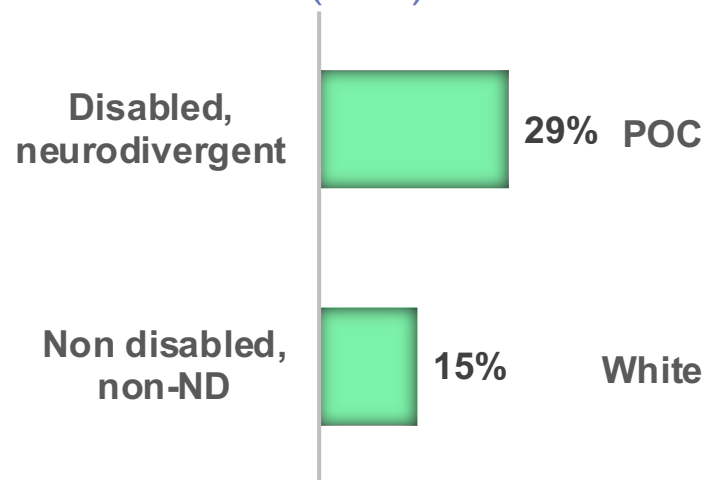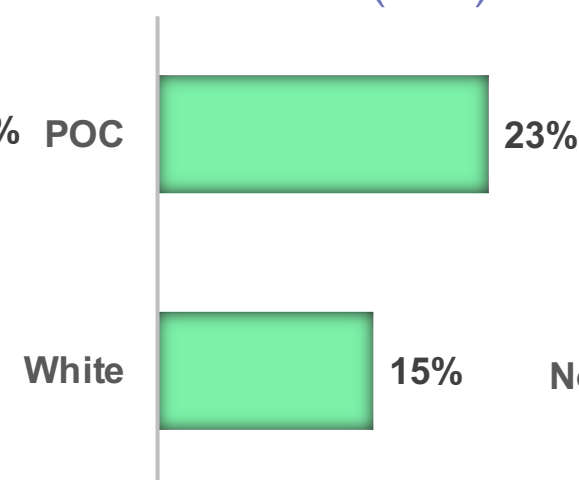n=1,681

"strongly disagree" or "disagree" responses:
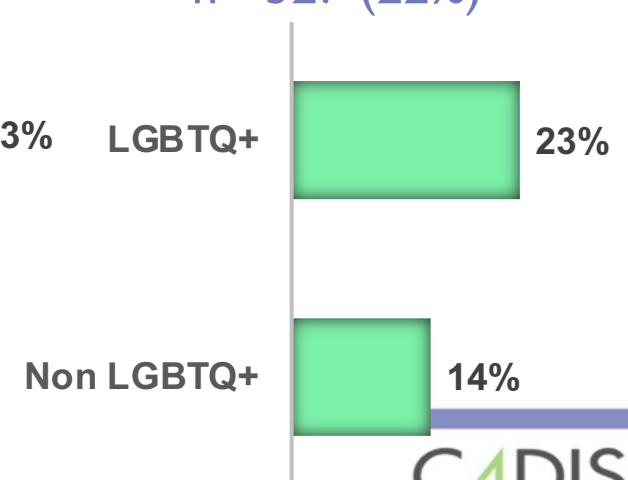
Non-binary or gender diverse
n= 58 (4%):

non binary	35%
men	17%
women	16%

Disabled and/or neurodivergent
n= 353 (23%):

Disabled, neurodivergent	29%
Non disabled, non-ND	15%

Identifying as POC
n= 350 (23%)

POC	23%
White	15%

Identifying as LGBTQ+
n= 327 (22%)

LGBTQ+	23%
Non LGBTQ+	14%

Mentorship

Mentorship opportunities have improved for everyone including those of historically marginalized groups.

Gender

non binary
n=58 (4%) — 45% | 52%

men
n=317 (21%) — 39% | 65%

women
n=1101 (72%) — 49% | 54%

Had mentor | Measurable impact on career

Disability

Disabled, neurodivergent,
n= 353 (23%) — 48% | 56%

Non disabled, non-ND
n=1092 (72%) — 47% | 55%

LGBTQ+

LGBTQ+
n= 164 (23%) — 50% | 56%

Non-LGBTQ+
n=483 (69%) — 46% | 56%

Race/ethnicity

POC
n= 351 (23%) — 51% | 63%

White
n=490 (72%) — 45% | 53%
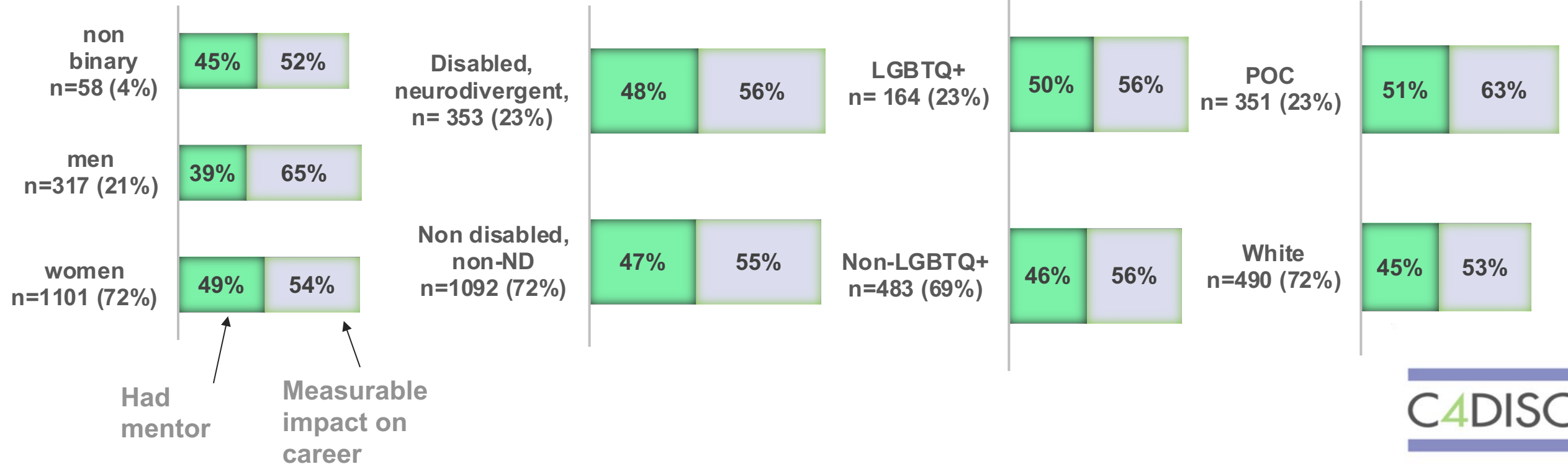
Workplace Culture & Disability

Voices on Equity & Inclusivity

"There continues to be a lack of understanding (or willingness to understand, in some cases) and **the onus is put onto the disabled person/people** to make enough noise for change to occur, rather than it being a consideration to begin with."

"My employer likes to think they are good with DEI, but **they do not include disabled and immunocompromised** people when they talk about inclusion."

The office is in a building with **only staircase, no lift or ramp**. It is not at all disabled friendly.

My employer has some **great benefits (short-term disability leave, medical leave)** … to figure out what was actually required… **I wish they were more upfront** about what they are and how they work. I think more people would take advantage if they knew what the benefits are and how they work (...which seems, perhaps, like what the employer is trying to avoid by making the prereqs and the process unclear.)

Workplace Culture & Race / Ethnicity

Voices on Equity & Inclusivity

"I would say that my immediate team is generally trying to be inclusive, trying to be supportive, etc..… but it is hard to "agree" with any of those statement **when I have seen and experience the way the company does or does not act in relation to certain inclusive areas and needs of marginalized people."**

"If there had been a "neutral" option, I would have selected that to describe my employer's commitment to a diverse and equitable work environment. **We have several good and helpful policies, but many of them just don't go far enough**."

"Extremely good at **promoting gender equality**; **relatively poor on other aspects** of diversity and inclusion."

"Even if your employer is committed to promoting work/life balance and being inclusive, championing diversity**, your experience depends on what kind of manager you have. There are many managers who do not showcase their commitment in action**, so even though you are part of a wonderful organisation, **you still have a terrible time because you have a terrible manager."**

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Workplace Culture

Voices on Mentorship

"Both **informal and formal mentor relationships have made a huge impact on my career**. I wish there were more opportunities to create those mentored relationships, as they feel especially important in the post-Covid, remote workplace."

"**BIPOCs have a much harder time** finding and retaining mentors because **senior leaders don't have interest in mentoring** them."

"As a senior female in my industry**, I take on so much** of the work and much of it **is voluntary/unpaid** that **I don't have time to mentor others.** My employer did **cover a few coaching sessions when I was at a career crossroads - it was very much driven by me rather than offered proactively, but it helped!"

"There is a **mentorship program for new hires**. It's not always well organized, so people may not be connected to a mentor until months after they start. **There is no mentorship for people who have been promoted to higher level roles** and are **taking on new responsibilities."**

"In my organization it is **competitive to get into mentorship program**."

"At my workplace, **mentorship is for people who grew up affluent** and went to **name brand schools** or **have advanced degrees only**. **I do not have any access** to mentoring."

Workplace Culture & Work – Life Balance

"The importance of work/life balance is frequently mentioned, and my department (generally) seems to practise what it preaches. **Work culture is very supportive, with a shared responsibility** + "what can we learn" perspective rather than "blame game" when things go wrong."

"The ability to **flexi-work, to work from home or office whenever I like,** to move around key hours when necessary, **make work/life balance very easy**. The only downside is that work culture is lacking, as people are seldom together in the office- when we are together, however, the culture is great."

Where it's working…

"We very successfully allow everyone to work from home. **I find my direct reports are more productive** and all around happier with this arrangement, as am I!"

"I believe **individual managers have a lot to do with work/life balance**. My current manager is very much in favor of a good balance and **I believe I have a good balance because of her."**

"My commitment to maintaining a work/life balance is largely based on **accepting that I will have to continue disappointing everyone just a little**. The **sheer volume of work that needs to be completed is not possible within acceptable working hours,** at any time."

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TOOLKITS FOR EQUITY

Transforming Scholarly Publishing Communities

✓ **Antiracism Toolkit for Allies**

Provides analyses of white advantage and information about how to disrupt racism and create work communities where everyone thrives

✓ **Antiracism Toolkit for Black, Indigenous, and People of Color**

Provides advice on safely navigating predominantly white spaces that may feel exclusionary

✓ **Antiracism Toolkit for Organizations**

Provides tools for understanding institutionalized racism, broadening hiring and recruiting, working to correct bias, including historically marginalized perspectives in decision making, developing retention plans and a more inclusive pipeline, and creating affinity groups and mentorship programs.

Coming soon...

Discussion - Your questions and comments...

Workplace Culture

Conversation starters –

In one word, what is most important to you in your workplace culture?

How can you influence workplace culture every day?

Are there employee resource groups you would participate in? lead?

Mentorship

Conversation starters –

What are benefits / disadvantages of formal and informal programs?

What are benefits of mentorship programs within / outside of your own organization?

Where are you most likely to look for mentors?

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![Workplace Equity Project logo]

Workplace Equity Project

Look for the full report in early 2024

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