Building an Inclusive Scholarly Publishing Workforce:

What we are learning from the Workplace Equity Survey

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Before we begin…

- Please respect differences of opinion and be inclusive of experiences and perspectives you hear today

- Results are representative of the survey respondents, not generalizable to the entire industry

Today's agenda

- Overview of survey

- Demographics of respondents

- Results: Key themes

- Deep-dive on Career Opportunities, Networking, and Mentorship by gender, age, and career level on mentorship

- Lived experiences

- What can we/you/industry do to improve responses?

How do we assess **DEIA** in scholarly communications workplaces?

Workplace Equity Project

The survey

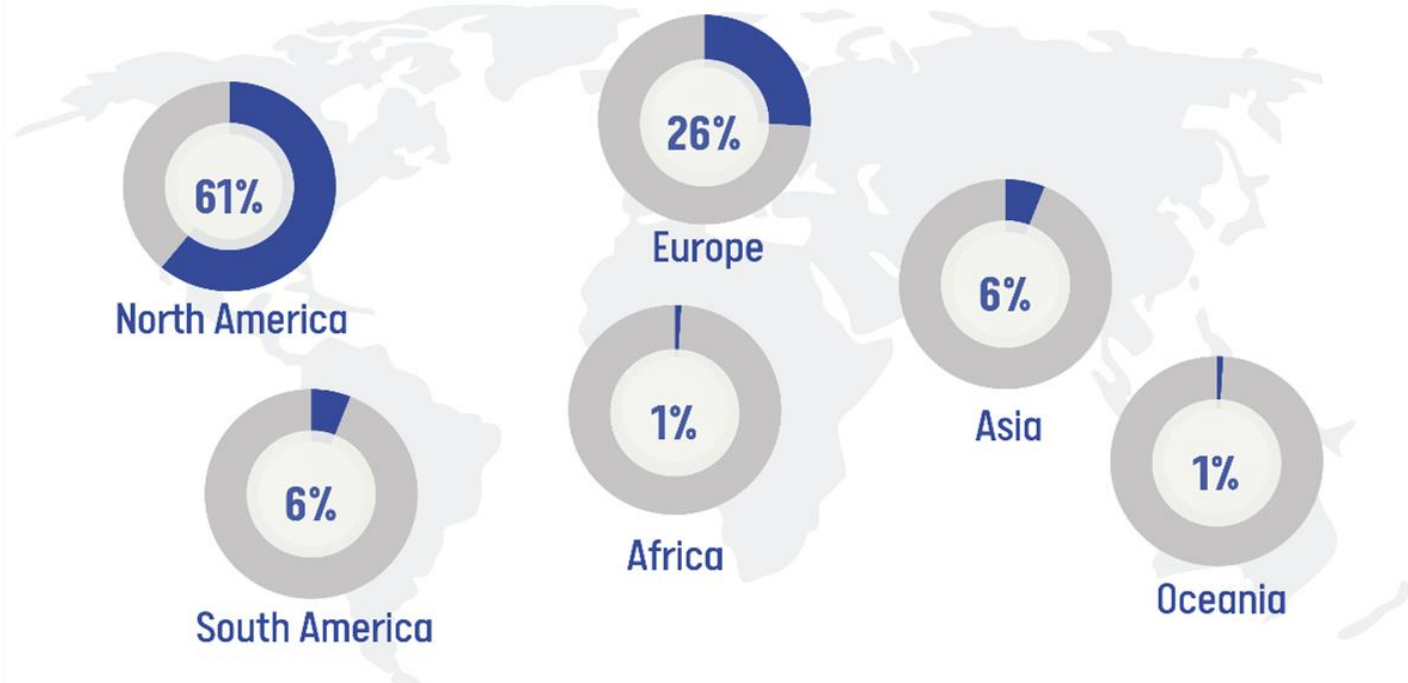What are people's lived experiences of workplace culture in scholarly communications?

- 1,755 responses in 2023
- 1,182 responses in 2018

Workplace Equity Project 2023: Key Demographics

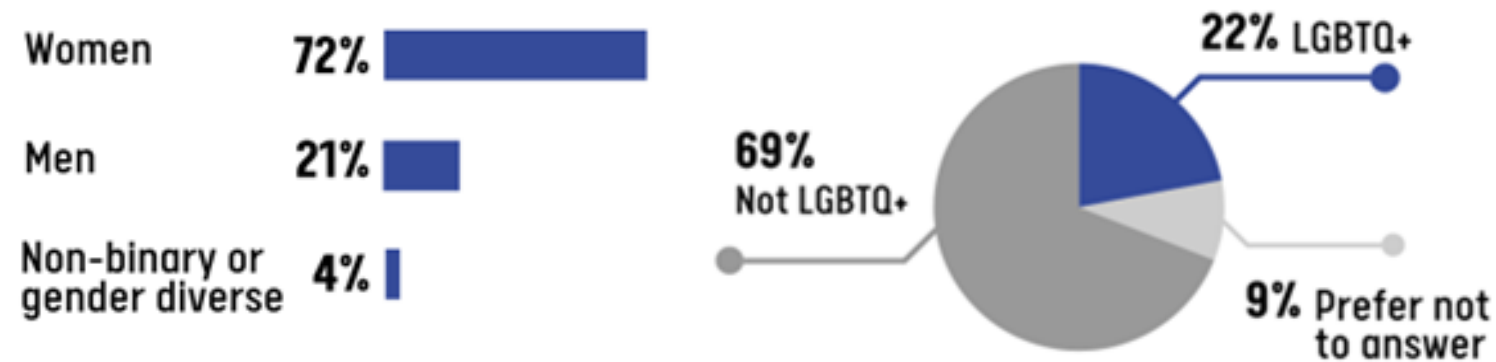**We heard from 1,755 voices across 6 continents.**

Where do respondents live?

- **61%** North America
- **26%** Europe
- **6%** South America
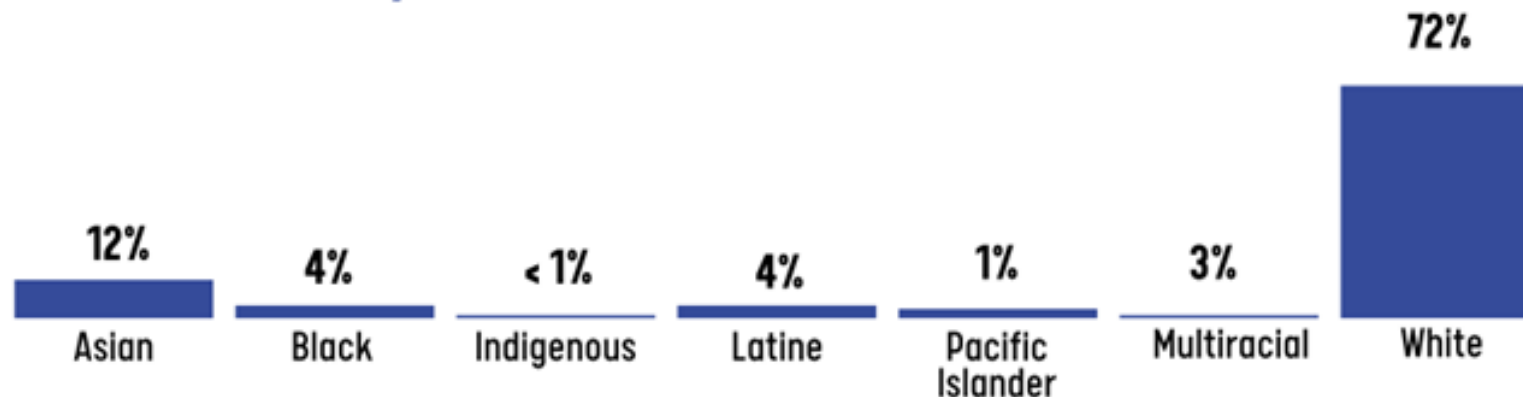- **1%** Africa
- **6%** Asia
- **1%** Oceania

Note: The sample size is 1,508. 14% of respondents (247 responents) did not select a country of residence.

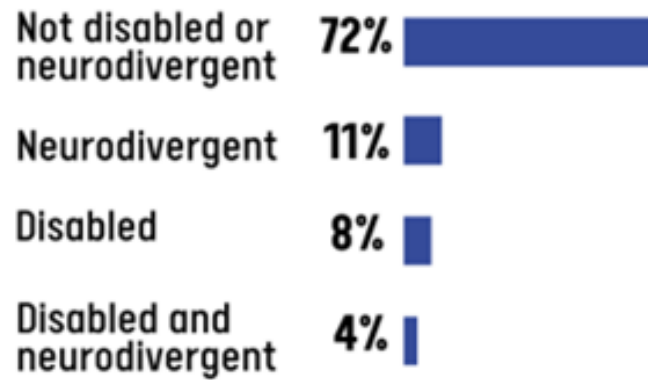# Respondent demographics

Gender identity and sexual orientation

Women **72%**

Men **21%**

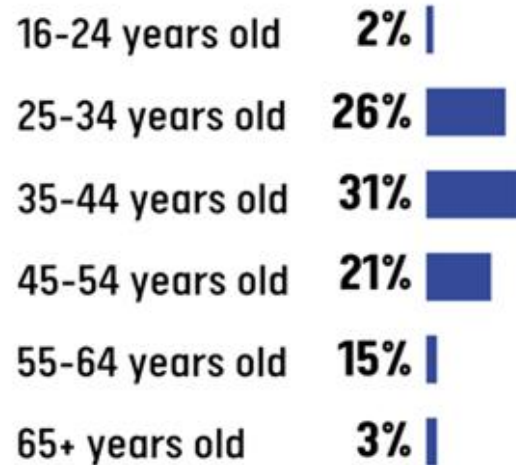Non-binary or gender diverse **4%**

69% Not LGBTQ+

22% LGBTQ+

9% Prefer not to answer

Race and ethnicity

12% Asian

4% Black

< 1% Indigenous

4% Latine

1% Pacific Islander

3% Multiracial

72% White

Respondent demographics

Disability and neurodiversity

Not disabled or neurodivergent	72%
Neurodivergent	11%
Disabled	8%
Disabled and neurodivergent	4%

Age

16-24 years old	2%
25-34 years old	26%
35-44 years old	31%
45-54 years old	21%
55-64 years old	15%
65+ years old	3%

Career Level

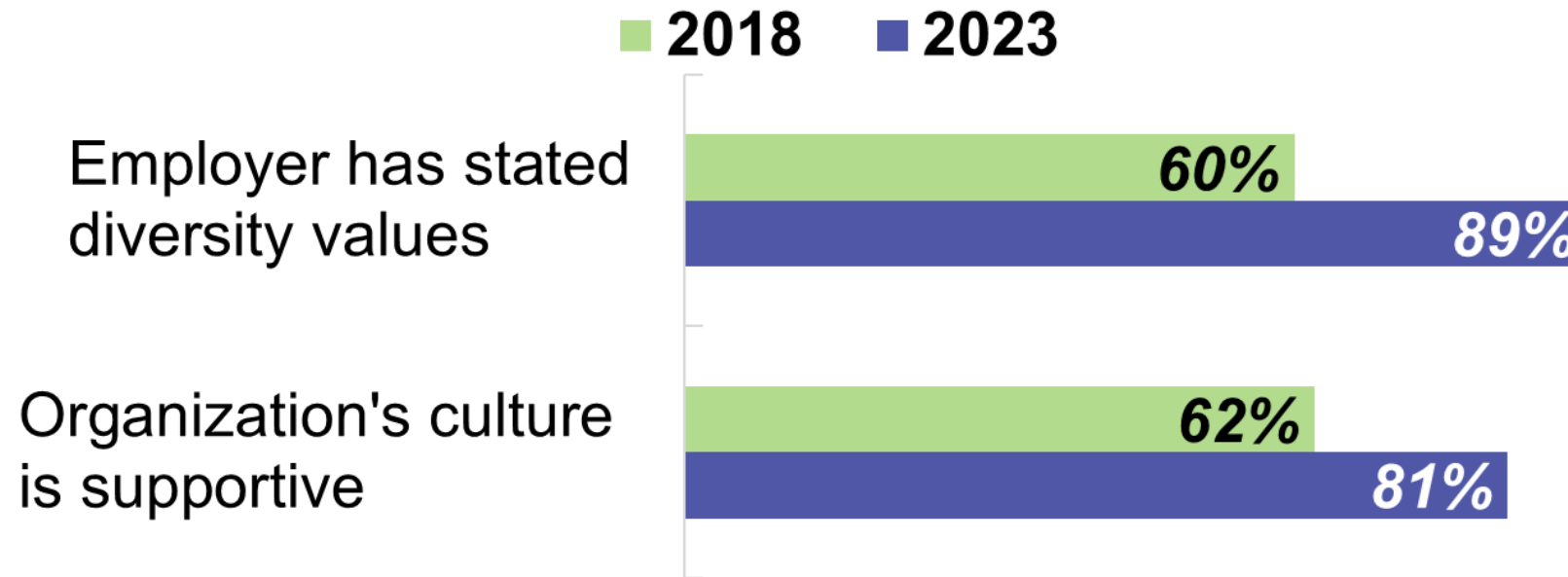|	
Entry-level	10%
Intermediate	26%
Mid-level	41%
Senior or executive-level	22%
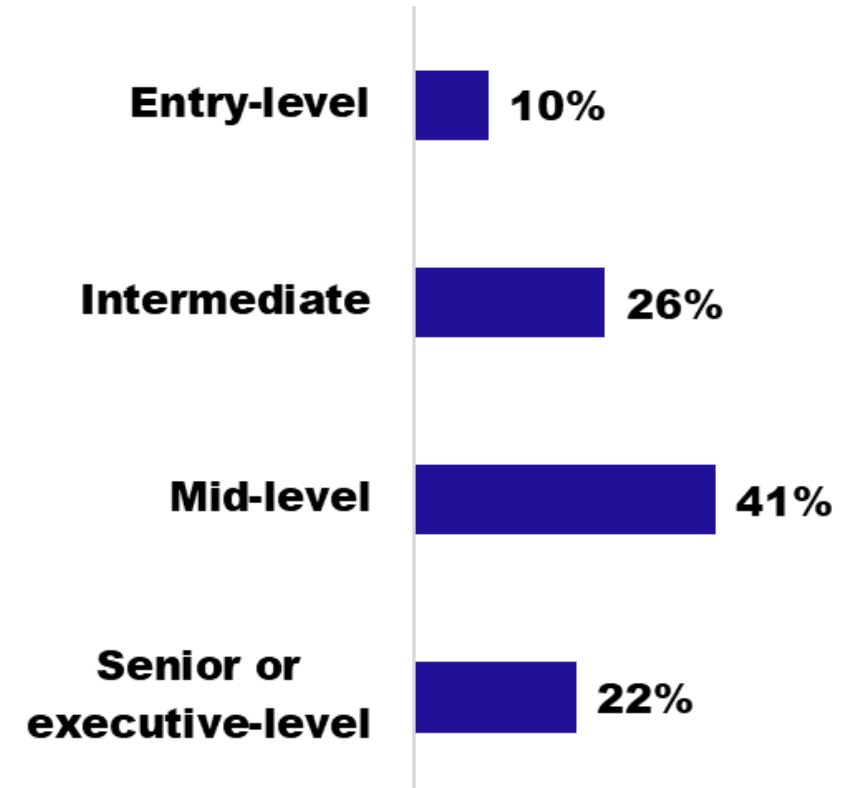
Key Themes

Employee satisfaction and recognition of employer commitments to diversity have increased since 2018

■ 2018 ■ 2023

Employer has stated diversity values
- 2018: 60%
- 2023: 89%

Organization's culture is supportive
- 2018: 62%
- 2023: 81%

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Not everyone experiences tangible improvements in workplace culture and workplace equity efforts.

- 71% of neurodivergent individuals reported their workplace culture was supportive compared to 81% overall
- Just 63% of black individuals and 72% of non-binary respondents reported their workplace culture was supportive.
- Negligible differences among men & women, age groups, and career level.

Key focus areas for improving equity

- Mentorship opportunities
- Networking opportunities
- Promotion structures and processes
- Supporting employees returning from career breaks

The future of workplace equity requires organizational and personal accountability

- The final report provides ways to increase workplace equity; we'll review some towards the end of this presentation.

Career Opportunities

Career Opportunities
Questions

- I take **initiative** to identify **new job opportunities**.

- I am likely to **pursue job opportunities** that are presented to me.

- I pursue job opportunities even if I **do not fulfill all of the requirements** on a job **description**.

- I find that job **opportunities** I pursue [don't] **come to fruition**.

- I let my **manager** know what I want, with the expectation that it will **generate growth opportunities**.
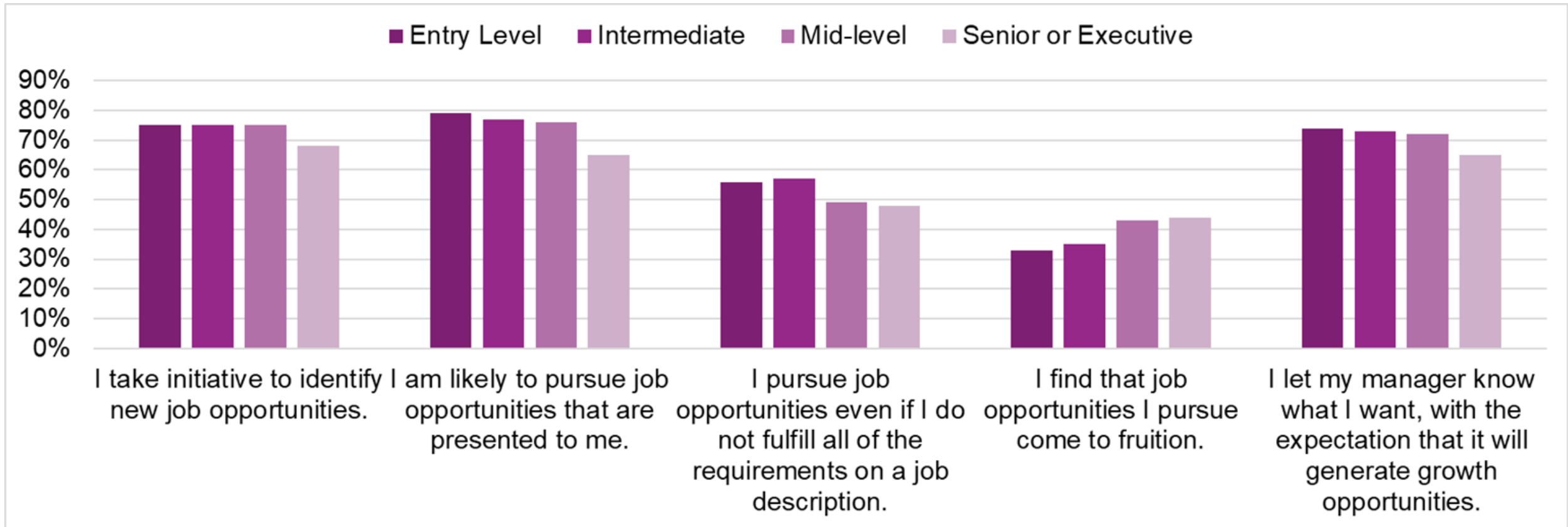
By Gender
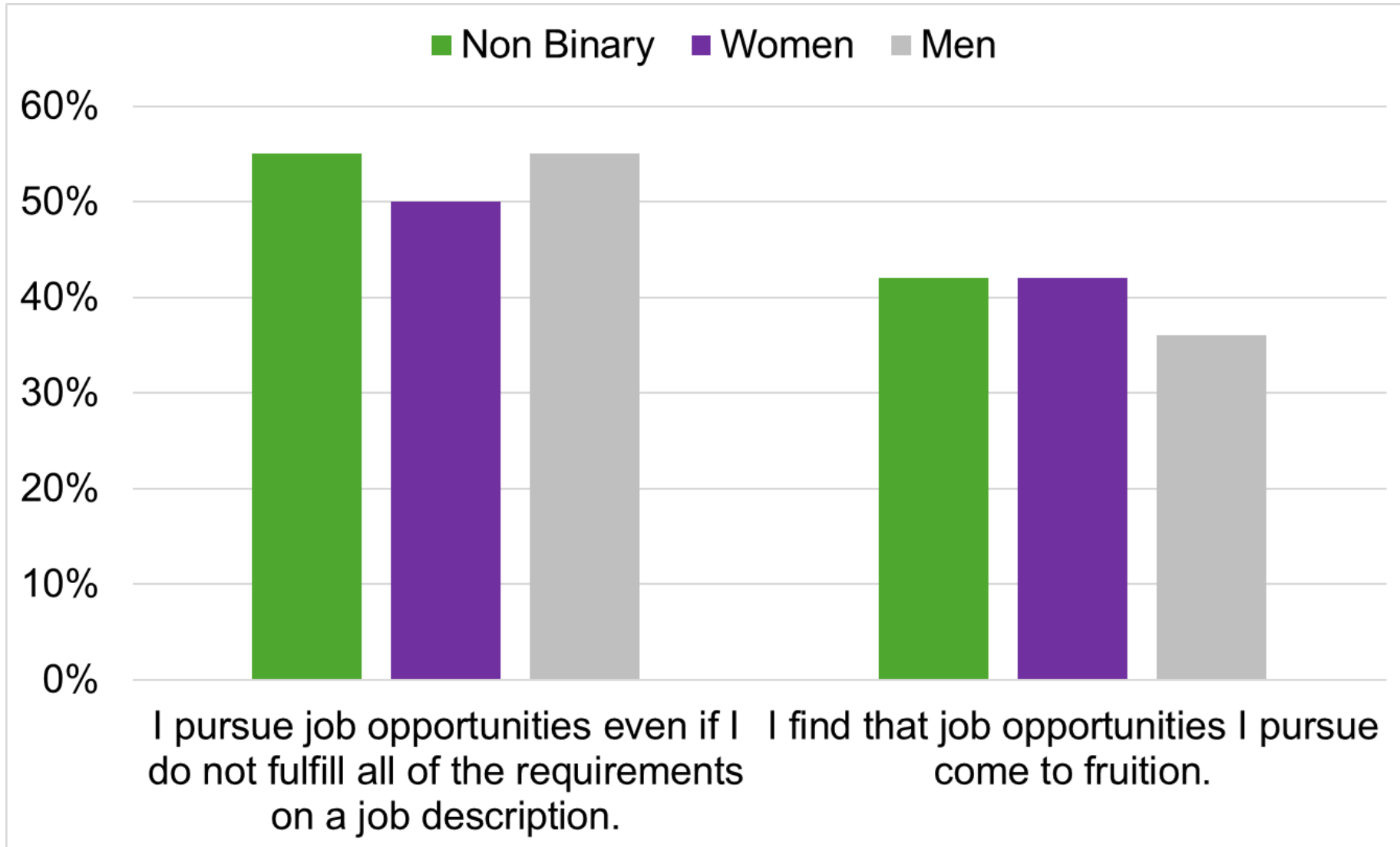
By Age
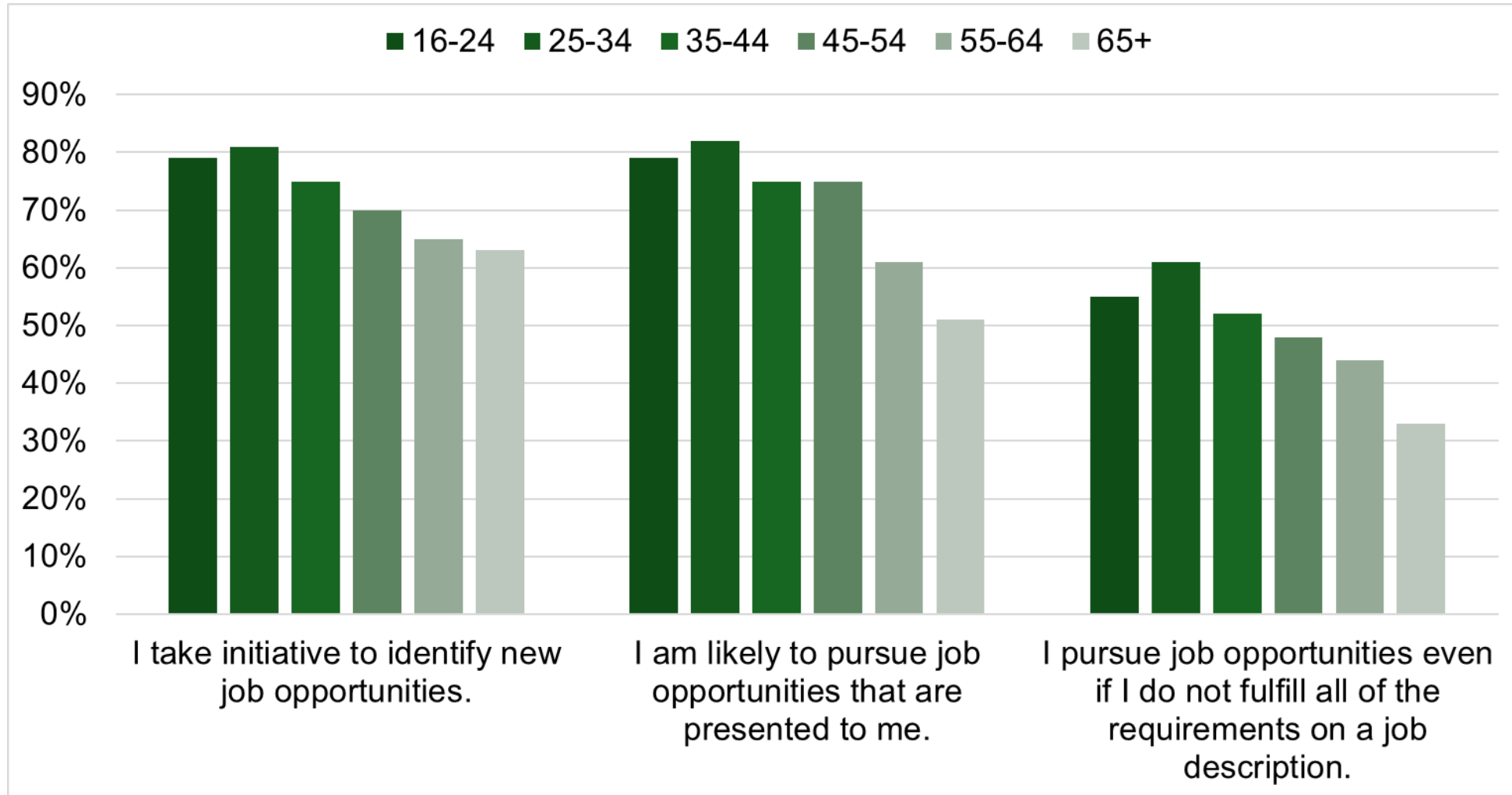
“I'm over 55 - guess how hard it is get a new job? Ageism is a kind of inequity too. Maybe not as destructively systemic, but it's pretty rough.” - U.S. respondent

By Career Level

Legend: Entry Level, Intermediate, Mid-level, Senior or Executive

"When I was hired, I felt like I couldn't negotiate my salary at all, partially because it was the first time I was being offered a real salary (after working part-time retail). I have spoken with many early career workers at my job and they had a similar feeling and experience. I believe that the young people hired into this industry are somewhat taken advantage of in this way. Maybe it's the same for most industries, though."

- Entry-level respondent

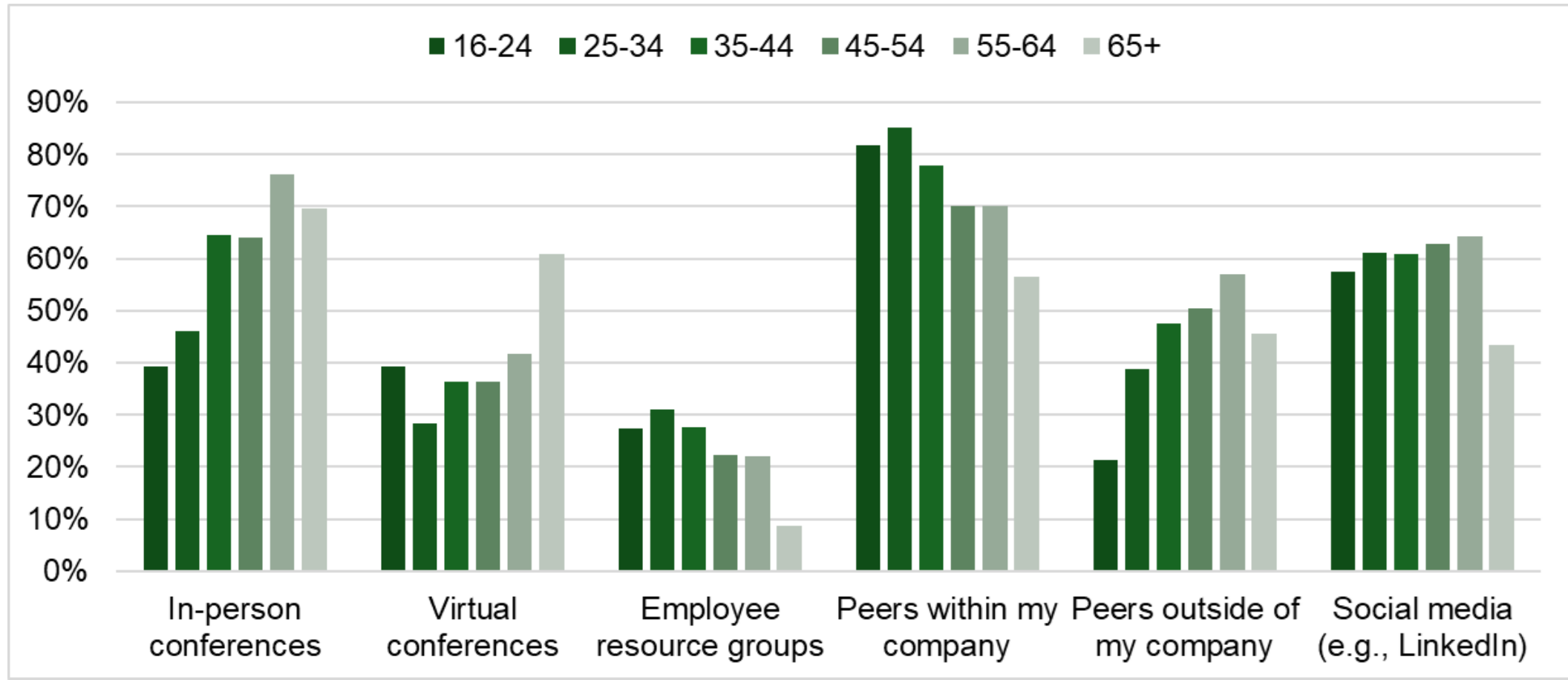# Networking

Networking Questions

Which of the following networking activities do you utilize? Select all that apply.

- Networking at in-person conferences

- Networking at virtual conferences

- Participate in employee resource groups

- Socialize with peers within my company

- Socialize with peers outside of my company

- Use social media (e.g., LinkedIn)

By Gender
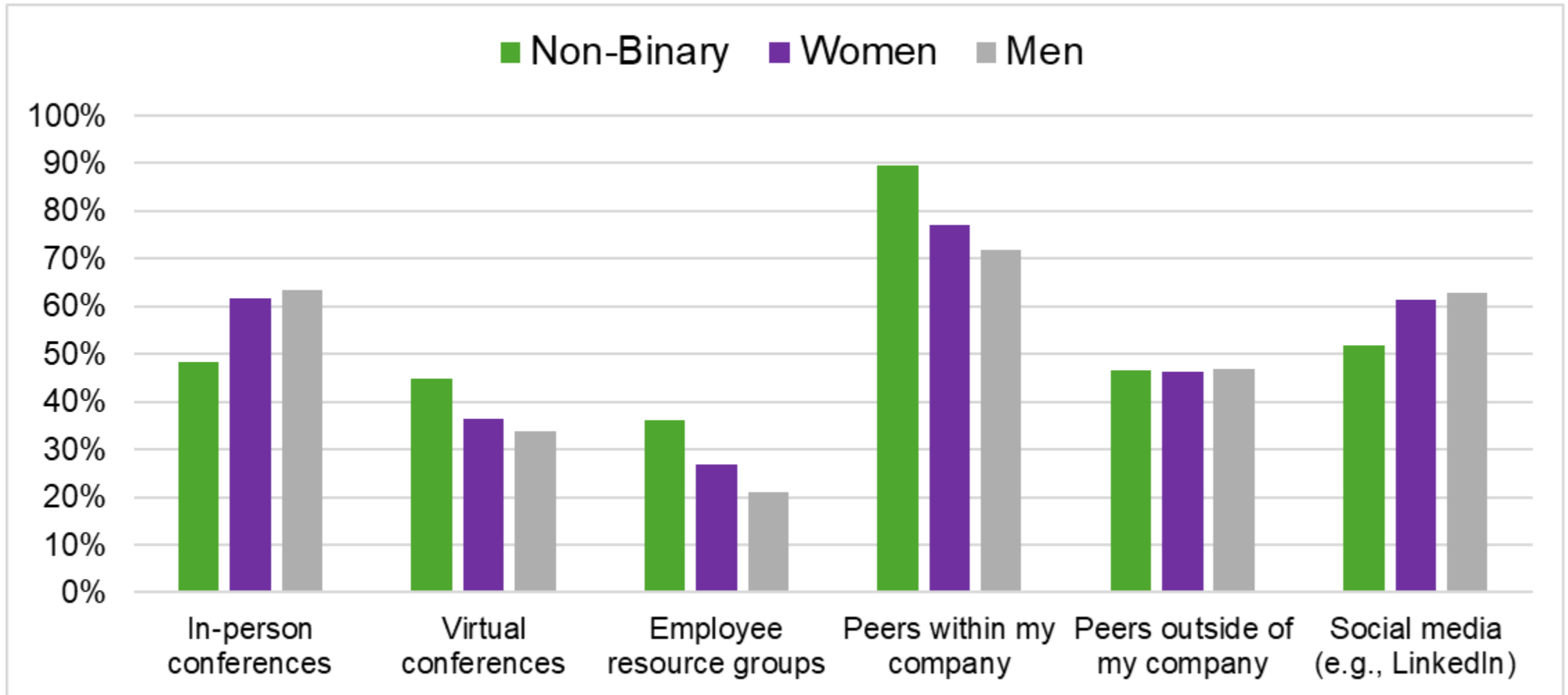
By Age

"Junior staff at our press are not allowed to attend conferences, so any networking we do must be done through online meetings and/or with our peers during free time outside of the office."

By Career Level

Legend: ■ Entry ■ Intermediate ■ Mid-level ■ Senior / Executive

Categories:
- In-person conferences
- Virtual conferences
- Employee resource groups
- Peers within my company
- Peers outside of my company
- Social media (e.g., LinkedIn)
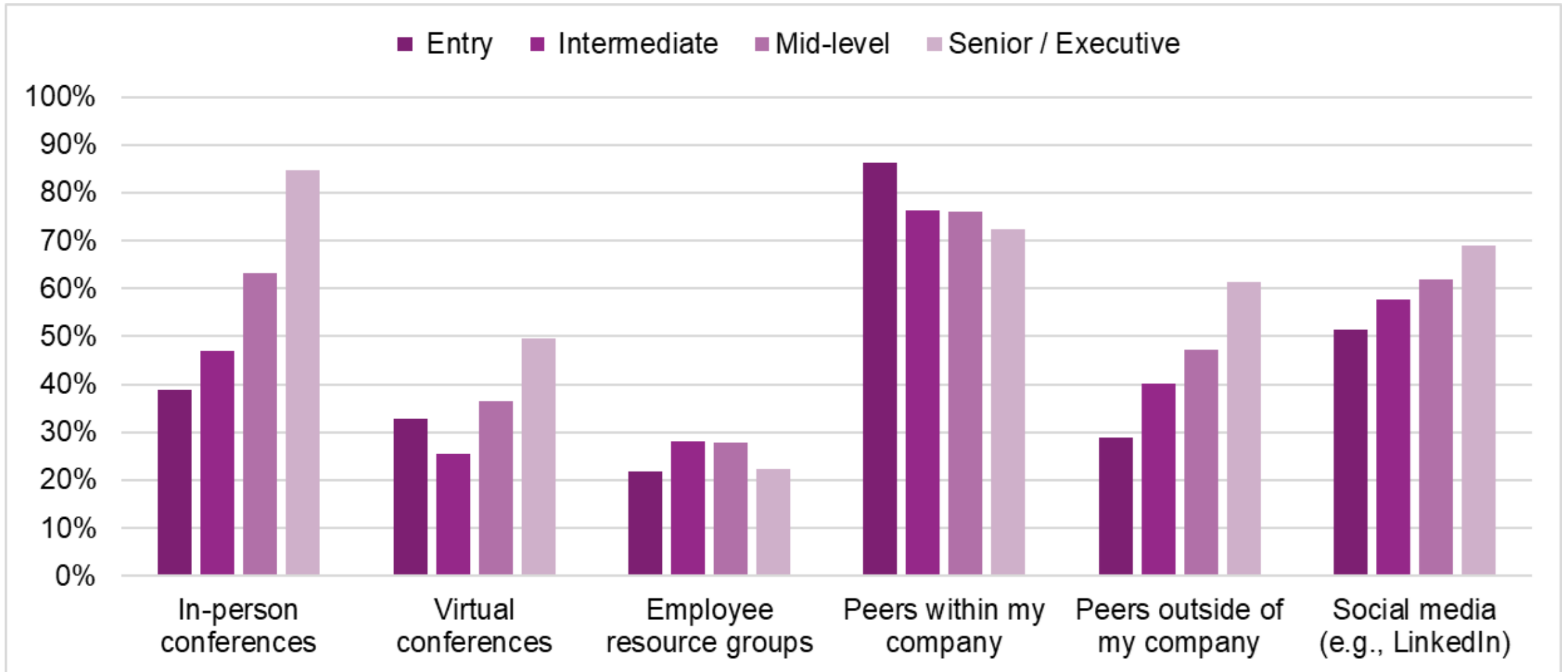
"In-person networking is so important, especially for those of us averse to using social media. One does not replace the other, merely supplement it, though the obvious benefits of social media being more accessible than, say, in conference meetings is very important too. That said, I feel with peers and colleagues I have got to know only through zoom or virtual meetings its just not the same in terms of learning from colleagues, developing a supportive or encouraging relationship or just getting to know someone at a personal level."
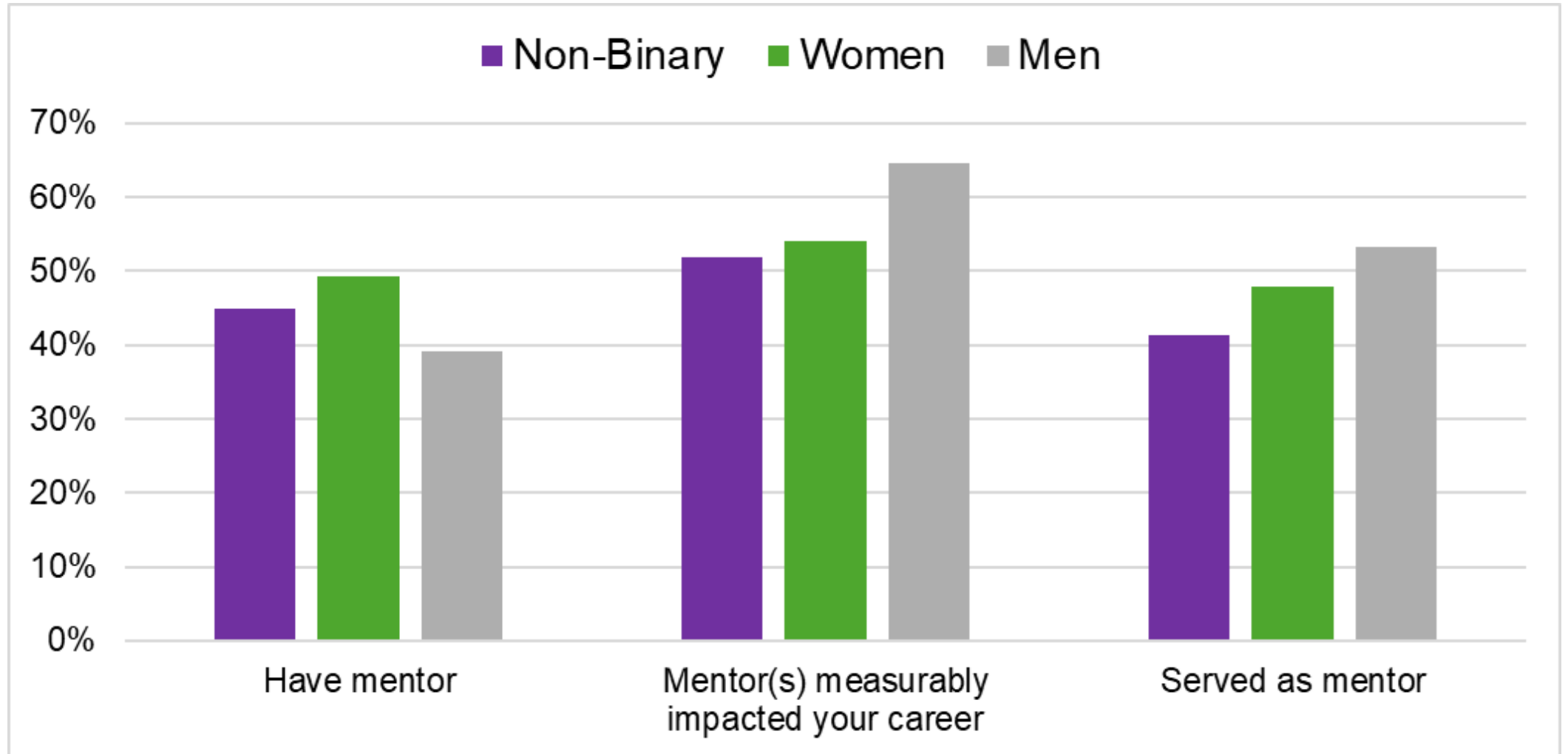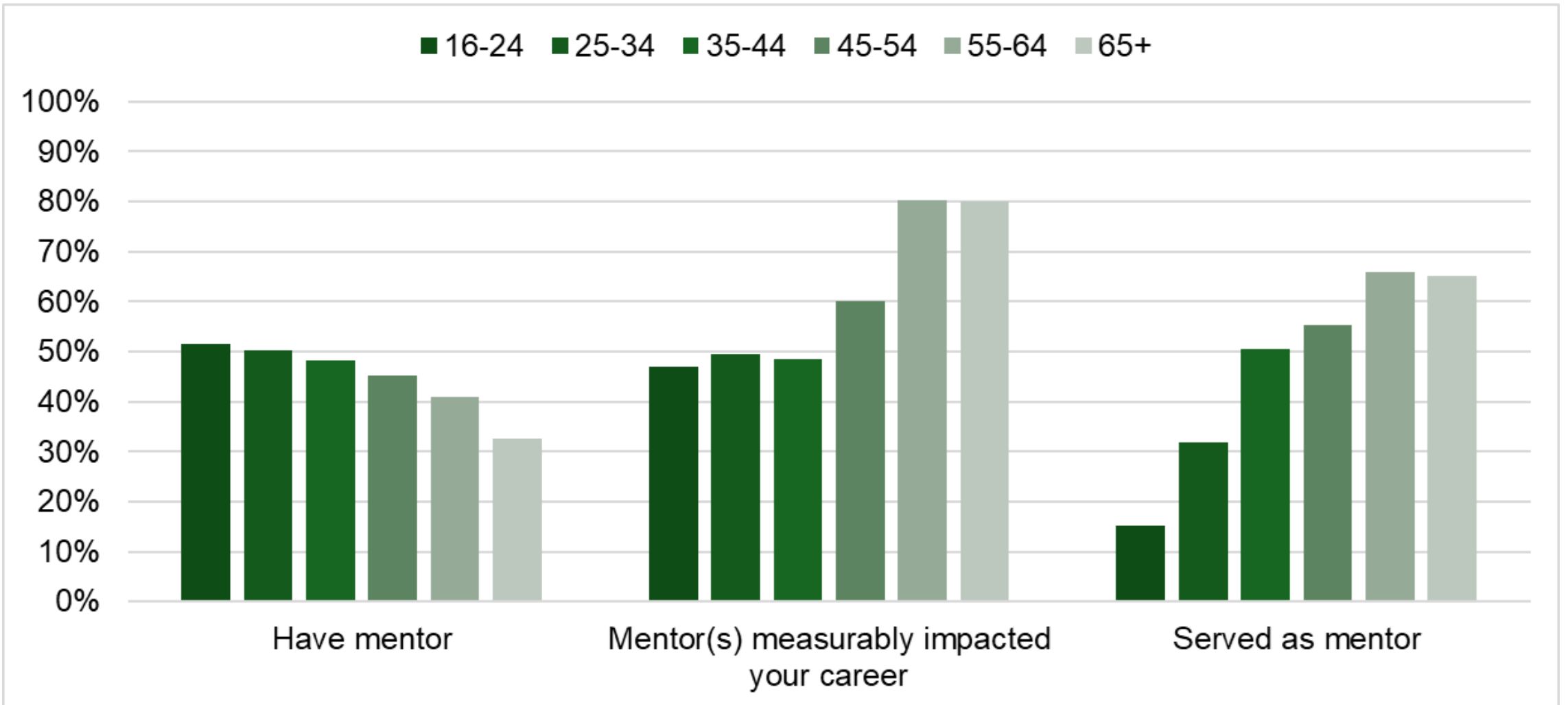
Mentorship

Mentorship
Questions

- Do you currently or have you ever had a mentor, sponsor, coach, or other advisor who helped you navigate your career?
- Did their support measurably impact your career?
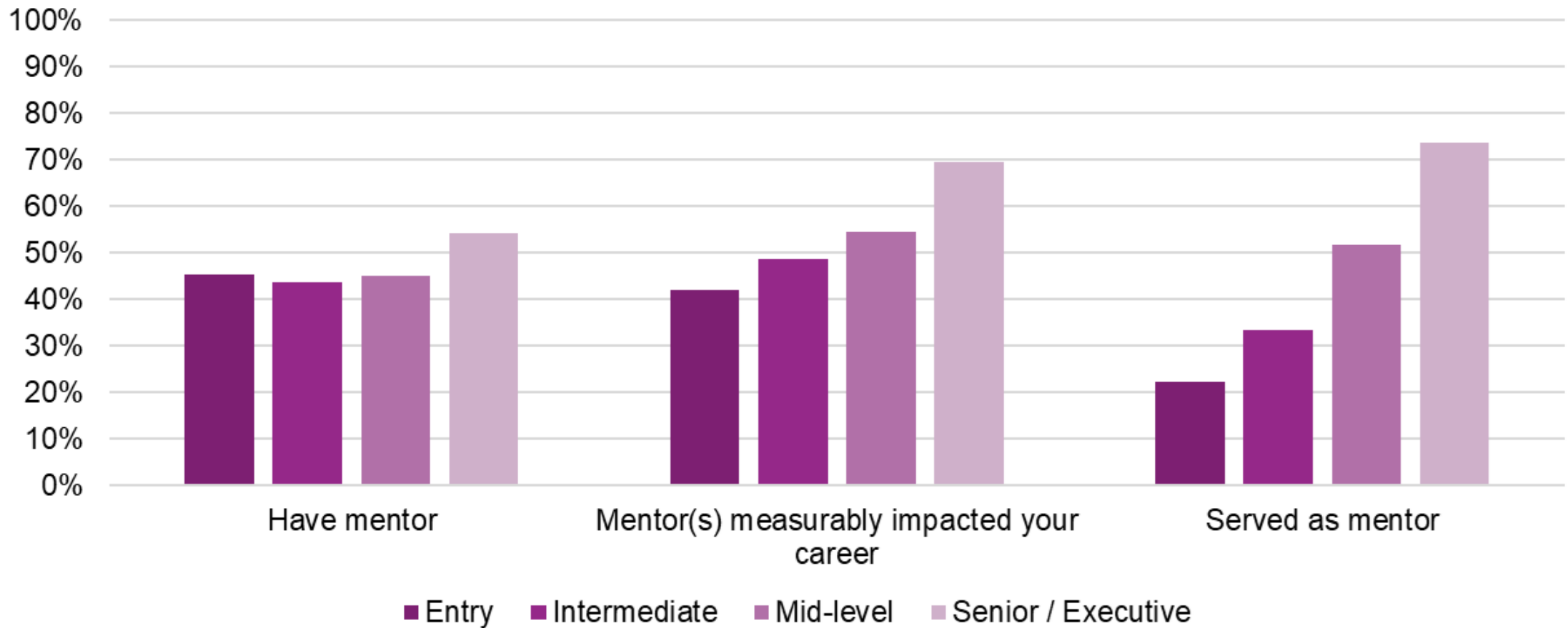- Have you ever served in the workplace as a mentor, sponsor, coach, or other advisor?

By Gender

Non-Binary Women Men

	Have mentor	Mentor(s) measurably impacted your career	Served as mentor

By Age

By Career Level

Mentorship

"I think having an advocate and a mentor is extremely valuable for professional development and career management, especially for women and POC in this industry. This activity has to be part of a structured program to be truly useful."

"...I think that late career professionals should recognize that they have as much to learn as to teach if paired with earlier career colleagues."

"Just started the mentorship, but I believe it will help me a lot in my professional and personal growth"

"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… 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."

Personal Testimony

Career Advancement through Networking
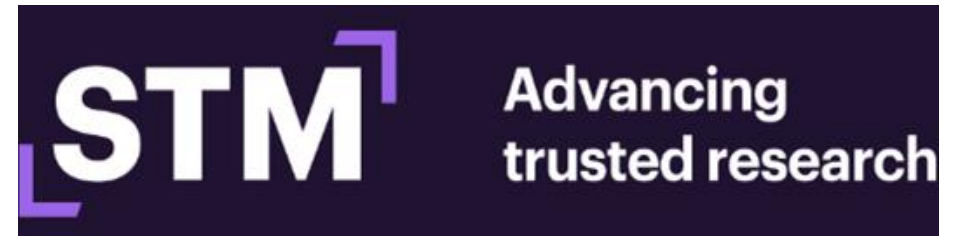
What to Do?

Suggestions for Showing up as an Advocate and Ally

- Support peers in their early career through mentorship, sponsorship or networking.

- Contribute to employee resource groups.

- Level-up your everyday allyship actions.

- Be mindful of your use of inclusive language.

TOOLKITS FOR EQUITY | Transforming Scholarly Publishing Communities

- Antiracism Toolkit for Allies
- Antiracism Toolkit for Black, Indigenous, and People of Color
- Antiracism Toolkit for Organizations
- For Editors and Publishers: Building DEIA in Editorial Roles and Peer Review

Visit www.c4disc.org

Career Progression Suggestions

In early and mid-career:

- Ask about progression pathways

- Lateral movement & intentional skill growth

- Align day-to-day work as closely as you can to the skills needed for the position you want

For people managers:

- Discuss career pathways and on-the-job growth opportunities

- Enable direct reports to pursue career development opportunities where feasible

- Show interest in direct reports' career plans

Networking Suggestions

ACCESS TO NETWORKING
• Expand in-person networking opportunities to **early-career employees** as part of professional development activities. • Get involved in **volunteer opportunities** to show commitment • Look for events with **industry professionals** e.g. free events

CONFERENCE ENVIRONMENTS
• Design in-person events with spaces that can meet a variety of sensory and mobility needs • Consider asking people you want to connect with to lunch to learn more about their career path

Mentorship Suggestions from Previous Audiences

Focus on mental health proactively.

Have frequent career conversations–both managers and direct reports can initiate the conversation.

Reverse mentorship programs–participate as both mentor and mentee!

Provide personal surveys/scoring to assess individual strengths; leverage strengths, work on weaknesses.

THANK YOU!

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Read the full Workplace Equity Survey report at www.c4disc.org.