
Equity at the Editorial Table: Rethinking Board Policies for Inclusive, Ethical Publishing

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Who are we?

- Two teams that are a unique group within WKH
- Jennifer's background
- Daniella's background
- Side note: the importance of a work bestie and ally



What's our focus today?

- The editorial board plays a vital role in setting the intellectual tone, values, and standards of scholarly journals
- Importance of understanding what your publication is and means to its community: “What is an XXXX journal?”
- Board composition
- Board policies
- How do we define and encourage inclusive representation?
- Diversity includes gender, race, geography, career stage, institution type, area of specialty, and so much more
- Outcomes: representation, peer review processes and decisions, topic coverage, publication bias.
- Today's goal: We want to give you a to-do list for consideration to revise editorial board composition and policies to embed principles of transparency, accountability, and equity in your publication
- Today's structure: interactive case studies
- We often talk about ethics in abstract terms, but today we're going to put ourselves in the editor's chair and tackle real-world moments where leadership and integrity collide.

Story 1



- The story we've all heard before: "THIS IS HOW WE'VE ALWAYS DONE IT!"
- A new Editor-in-Chief inherits a board where every member has served for more than a decade. Meetings are perfunctory, decisions are opaque, and new voices are never included.

Story 2

- The new EiC says: “Well, we’re not doing it this way any longer!”
- Imagine the new EiC applies a new framework. What will that look like?



Reflections for take-home to-do list



- Back to the question: What is an XYZ journal?
- What type of publication do you have? Who are the authors, editors, peer reviewers (if applicable), primary consumers, secondary consumers, are there more people you want to access the content?
- Organizational buy-in
- Community involvement in the process

Thank you and questions?

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Connect on LinkedIn. We look forward to continuing the conversation!

