



Coalition for Diversity & Inclusion
in Scholarly Communications

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C4DISC Steering Committee

About C4DISC

Mission

To work with organizations and individuals to build equity, inclusion, diversity, and accessibility in scholarly communications.

Vision

A socially just community that welcomes, values, and celebrates all who seek to contribute to scholarly communications.

Values

C4DISC's values include:

Respect:

- Value differences
- Welcome diverse perspectives

Listen:

- Learn from different communities
- Make space for marginalized voices

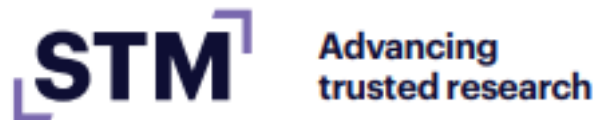
Act:

- Eliminate barriers
- Be an ally

A brief history of C4DISC

- 2017: Initial discussions about forming a Coalition
- 2018: Regular meetings of the 10 founding members and development of Joint Statement of Principles (150+ signatories to date)
- 2019-20: Coalition formalization, with pro bono support from Educopia
- 2020: C4DISC officially launched and open to new members and partners, C4DISC takes on hosting of Toolkits for Equity
- 2021: Antiracism Toolkit for Organizations published, Statement of Principles updated
- 2022: Publication of Anti Racism Toolkit for Black, Indigenous and People of Color in Scholarly Publishing, and The Guidelines on Inclusive Language and Images in Scholarly Communication
- 2023: Volunteer honorarium pilot, Community of Practice launched, Workplace Equity Project survey, and more
- 2024: Our first community meeting, launch of Workplace Equity Survey results, launch of Focused Toolkit for Journal Editors and Publishers: Building DEIA in Editorial Roles and Peer Review and plans to be explained later

Members and Partners



Gold Level Partners

1. ACS Publications
2. California Digital Library
3. Elsevier
4. Knowledge Futures Group
5. National Communication Association
6. ORCID
7. PLOS
8. ProQuest LLC
9. SAGE
10. Wiley

Silver Level Partners

1. AIP Publishing
2. Annual Reviews
3. ASME
4. CHORUS
5. Origin Editorial, LLC
6. Oxford University Press
7. Springer Nature
8. Taylor & Francis Group

Bronze Level Partners

1. Emory University Libraries
2. Hamad Bin Khalifa University Press
3. Iowa State University Library
4. Princeton University Press
5. SOPHE Society for Public Health Education
6. University of Minnesota Libraries

Honorary Partners

- PubPub

Partners

Gold Level Partners

ACS Publications

California Digital Library

Elsevier

Knowledge Futures Group

ORCID

PLOS

ProQuest LLC

SAGE

Wiley

Silver Level Partners

AIP Publishing

Annual Reviews

ASME

CHORUS

Origin Editorial, LLC

Oxford University Press

Springer Nature

Taylor & Francis Group

Bronze Level Partners

Emory University Libraries

Hamad Bin Khalifa University Press

Iowa State University Library

Princeton University Press

SOPHE Society for Public Health

Education

University of Minnesota Libraries

Honorary Partners

PubPub

Funding

- Funds received from Members, Partners and any donors are the main source of income for the organization
- Accounting and administrative support is supplied by AUPresses as fiscal sponsor for C4DISC.

Funds are spent:

- Program support encompasses a number of things, some specific examples include support for toolkit development and publishing as needed like graphic design or specific software
- Professional services includes a number of things such as
 - Honorarium program for volunteers
 - Staffing - Community Administrator and Communications and Engagement Coordinator
 - Promotional and website support

Recent Efforts

Hires/Governance:

- New and replacement staff roles
- Convenor and Treasurer term changes

Strategic priorities:

- Content Strategy
- Communications and Outreach
- Community of Practice

Volunteer Work:

- Toolkits for Equity
- Workplace Equity Survey
- Honorarium pilot

2023 Strategic Planning

Content strategy

Managing our content - focused on translations, format types, balancing creation of new resources versus reformatting existing, maintenance and updating of existing resources, questions of accessibility and more.

Communications and outreach

With the hiring of a part-time role dedicated to communications and outreach in 2023, we have ramped up our activity and hope to extend our reach.

DEIA Community of Practice (*a peer-to-peer community of interest for those working in any DEIA capacity*).

Bimonthly community calls enable participants to build trusted connections and provides knowledge-sharing opportunities. Scholarly communications organizations are welcome to participate.

Toolkits for Equity



Existing Toolkits

- A Focused Toolkit for Journal Editors and Publishers: Building Diversity, Equity, Inclusion, and Accessibility in Editorial Roles and Peer Review
- Guidelines on Inclusive Language and Images in Scholarly Communication
- The Antiracism Toolkit for Black, Indigenous, and People of Color
- The Antiracism Toolkit for Organizations
- The Antiracism Toolkit for Allies

Forthcoming:

- Toolkit for Disability Equity

2024 Strategic Priorities

Future-proofing C4DISC

Formalizing processes and succession planning

Clarifying C4DISC's value proposition

To ensure we offer maximum benefits to our partners and members and to continue bringing value to all scholarly communications organizations

Resource development and maintenance

To ensure we use the knowledge shared with us to drive useful content; to help equip organizations to normalize DEIA and to report on the impacts of DEIA initiatives they implement

Looking Ahead: 2024



- **Workplace Equity Survey**

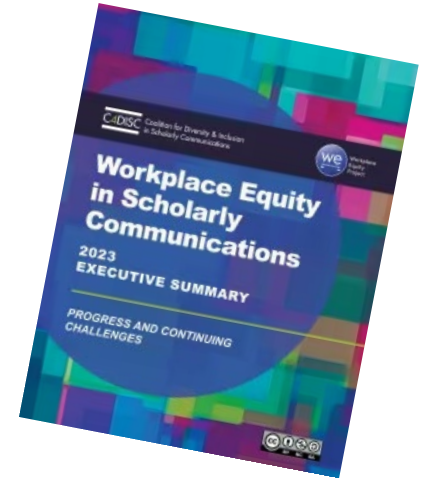
Last month we shared findings from the Workplace Equity Survey which will guide us in terms of celebrating progress and highlighting areas where work needs to happen.

- **Communications and Outreach Committee**

We will be advertising for volunteers for a relaunched Communications and Outreach Committee as well as working with other organizations to carry out an audit of all DEIA initiatives ongoing to help amplify efforts and spot any gaps.

- **Member and Partner DEIA Showcase Webinar Series Launch**

A new regular webinar series to enable organizations to share practical information about DEIA initiatives. These sessions will be practical, interactive and focused on lessons learned, measurable change and advice to others with the objective to help other organizations replicate or learn how to adapt.



Get Involved!

- Sign up for C4DISC news
- Share your Working Group suggestions
- Join the Community of Practice (CoP)
- Look for project or committee volunteering opportunities
- Volunteer for an existing committee
- Let us know about your DEIA events - consider taking part in a showcase webinar
- Join us as a member, partner and/or adopt our Statement of Principles

And any other ideas you have to ensure we build equity, inclusion, diversity, and accessibility in scholarly communications.

GET INVOLVED!

GET IN CONTACT!

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www.C4DISC.org



JOIN



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PARTNER



VOLUNTEER



ADOPT

THANK YOU!!

C4DISC