



Gender and Race & Ethnicity Identity Data in Editorial Management Systems

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Strong Organizational Commitment

Inclusion & Diversity Advisory Board
Improving gender balance in academic research globally
[Meet the Board >](#)



“There has been important progress over the past decade, but challenges persist. We have more work to do to address issues of diversity and inclusion in research. There is no single solution here; the entire research ecosystem must come together to drive lasting change. To this end, we will accelerate our work with all stakeholders, including funding bodies, governments and institutions worldwide that share our goal of advancing science and improving health outcomes through greater diversity in research.”

Elsevier CEO Kumsal Bayazit



Gender Equity Taskforce

- Coordinate gender inclusion, diversity, and equality efforts across Elsevier business units, teams and individuals, with other publishers, and through partnerships;
- Greater gender diversity for journal editorial boards, peer reviewers and authors; invited speakers/panelists at Elsevier conferences; and Elsevier award selection committees;
- Uncover and address issues of inequalities and implicit bias in publication workflows;
- Support enhanced sex- and gender-based analysis in research studies and reporting on such analysis in research publications;
- Expand journal and preprint content: i) sex & gender aspects of health and biomedical research, ii) STM workforce diversity & inclusion, iii) women's health and iv) issues of gender diversity & inclusion broadly;
- Consider issues of bias in AI technologies and how to address them;
- **Using Elsevier's considerable data and analytics resources to address critical issues of gender inclusion and diversity via a strong evidence base;**
- **Capture Gender Identity demographic data within the editorial management systems**



Updated Gender Identity Data Field

Gender Identity

Elsevier is deeply committed to inclusion and diversity in research. Please help us in advancing gender diversity, inclusion and equity in research and informing our own processes by responding to the question below. The data will only be reported at an aggregate level. Refer to the Elsevier [Privacy Policy](#).

With which gender do you most identify? Please choose one option:

- Woman
- Man
- Non-binary or Gender diverse
- Prefer not to disclose



Implementation Considerations

Legal & Privacy Policy

- GDPR
- External stakeholders vs. Elsevier employees
- Transparent communication

Technology

- Existing/legacy system (Aries Editorial Manager), multiple systems
- Ability to collect information through open-ended options
- Appropriate access to data at appropriate time
- Data storage
- Multiple profiles
 - De-duplication of collected data
 - SSO development
- Platform development roadmap



In Practice

- Journal home page displaying **Editor Gender Diversity Indicator**
- Transparency and contextualized
 - Comparator data
 - Benchmarking coming soon
 - Disciplinary gender diversity data from Elsevier's 2020 Global Gender Report

Gender Diversity distribution of the Editors ①



- 46% woman
- 54% man
- 0% non-binary or gender diverse
- 0% prefer not to disclose

Benchmark Gender Diversity distribution across Neuroscience portfolio Editors ①



- 30% woman
- 69% man
- 0% non-binary or gender diverse
- 1% prefer not to disclose

[Read more](#) about Elsevier on the topic of diversity

Access Elsevier's most recent [global gender report](#)

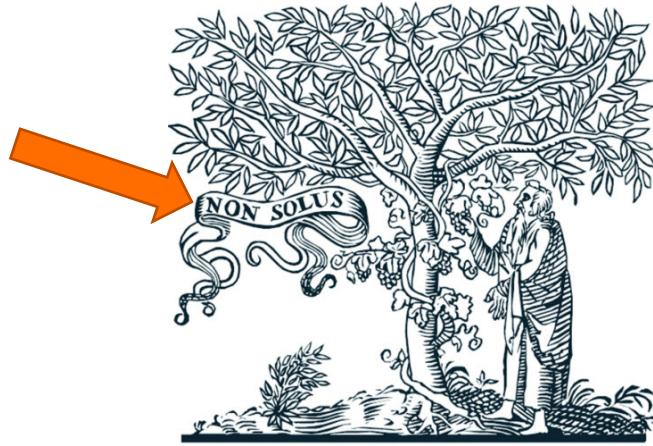


Extending Effort to Race & Ethnicity

- Complex Challenge
- R&E schema variability, nationally focused
- Lack of universality for global application
- Legal & policy considerations
- Technology considerations
- Greater sensitivity to this demographic data compared with Gender Identity
- Increased hesitancy when asked to answer multiple personal data questions

Working Through the Complexity

- Literature review
- Collaboration with RSC group!
- I&D Advisory Board input
- External Expert Consultant
- Additional internal and external input
- Global testing & UX considerations
 - Multiple demographic questions
 - Questions with many more options
 - Ability to select multiple options
- Using the schema to develop an inferred methodology that could be used in bibliometrics-based analysis on a large scale, to extend gender analysis to include other intersecting social identities



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Building on the RSC Effort

Race and Ethnicity Schema

Here we define an individuals' racial identity/ethnicity as their feeling of belonging and attachment to a distinct group of a larger population that shares their ancestry, color, language and/or religion. With which race and/or ethnicity do you identify? Please select all groups with which you identify:

- Aboriginal Australian
- African
- Black (including African American)
- Caribbean
- East Asian
- South Asian
- Southeast Asian
- Latino/a, Latin American or Hispanic
- Middle Eastern / North African / Arab
- Native Alaskan / Native American / Aboriginal or Indigenous Canadian
- Native Hawaiian or Other Pacific Islander
- White
- Self-describe [open text box]*
- Prefer not to disclose



2-Question R&E Schema

Elsevier is deeply committed to inclusion and diversity in research. Please help us advance **ethnic diversity, inclusion and equity in research and inform our own processes** by responding to the question below. The data will only be reported at an aggregate level; for details, see the Elsevier Privacy Policy.

Which of the following areas of the world best describe(s) your ancestry or **ethnic origins**? Please select all that apply.

- Eastern Europe (e.g. Russia, Poland, Hungary)
- Western Europe (e.g. United Kingdom, Germany, Greece)
- North Africa (e.g. Morocco, Egypt, Sudan)
- Sub-Saharan Africa (e.g. Nigeria, Kenya, South Africa)
- Middle East (e.g. Israel, Saudi Arabia, Iran)
- South and Southeast Asia (e.g. India, Indonesia, Singapore)
- East and Central Asia (e.g. China, Japan, Uzbekistan)
- Pacific / Oceania (e.g. Australia, Papua New Guinea, Fiji)
- North America (Canada, United States)
- Central America and Caribbean (e.g. Mexico, Panama, Jamaica)
- South America (e.g. Colombia, Brazil, Chile)
- Other: [open text box]
- Prefer not to disclose

How would you identify yourself in terms of **race**? Please select all groups that apply.

- Asian or Pacific Islander
- Black
- Hispanic or Latino
- Indigenous (e.g. North American Indian Navajo, South American Indian Quechua, Australian Aborigine)
- Middle Eastern or North African
- White
- Other: [open text box]
- Prefer not to disclose





Not Losing Sight

- **Data Collection:** Collect self-reported Gender Identity and R&E Identity data within systems we use to support editorial workflows
- **Actionable Insight:** Inform our decision-making processes and interventions development
- **Goal:** Greater diversity & inclusion of our editorial boards, reviewers and authors across Gender and Race & Ethnicity dimensions
- **Mission:** Research and a research workforce that is more diverse, inclusive and equitable

A photograph of a dirt path winding through a dense forest of tall, thin trees. Overlaid on the right side of the image are large, bold, orange-outlined letters spelling "TRUST".

TRUST

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Thank you

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