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EMUG 2023



Courtyard Boston Downtown Hotel
June 14-15, 2023

Aries
systems.



EMUG 2023

Inclusionary Data

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Agenda

Welcome to
EMUG: Day 2

- Introductions and Welcome
- Joint Commitment Group
- Inclusionary Data Collection Options
- Demonstration
- Configurations
- Frequently Asked Questions (FAQ)
- Questions from Attendees





Joint Commitment Group

DEI in Scholarly Publishing

- Definitions of 'rigor' are shifting to include diversity of perspective
- Diversity among Authors; goal is to have this reflected in Reviewer pool and editorial board
- Importance of gender-balanced editorial teams
- Signifier of less bias?
- Signal to potential Authors
- New Editorial positions to lead and manage DEI initiatives
- But... very hard to measure



How to Measure and Harness DEI Data?

- Why not ask Authors and Reviewers for this demographic data?
 - Some publishers already did!
 - But...
 - Sensitive data
 - May not be comfortable sharing
 - Additional security considerations
 - Interoperability?
- There had to be a better way

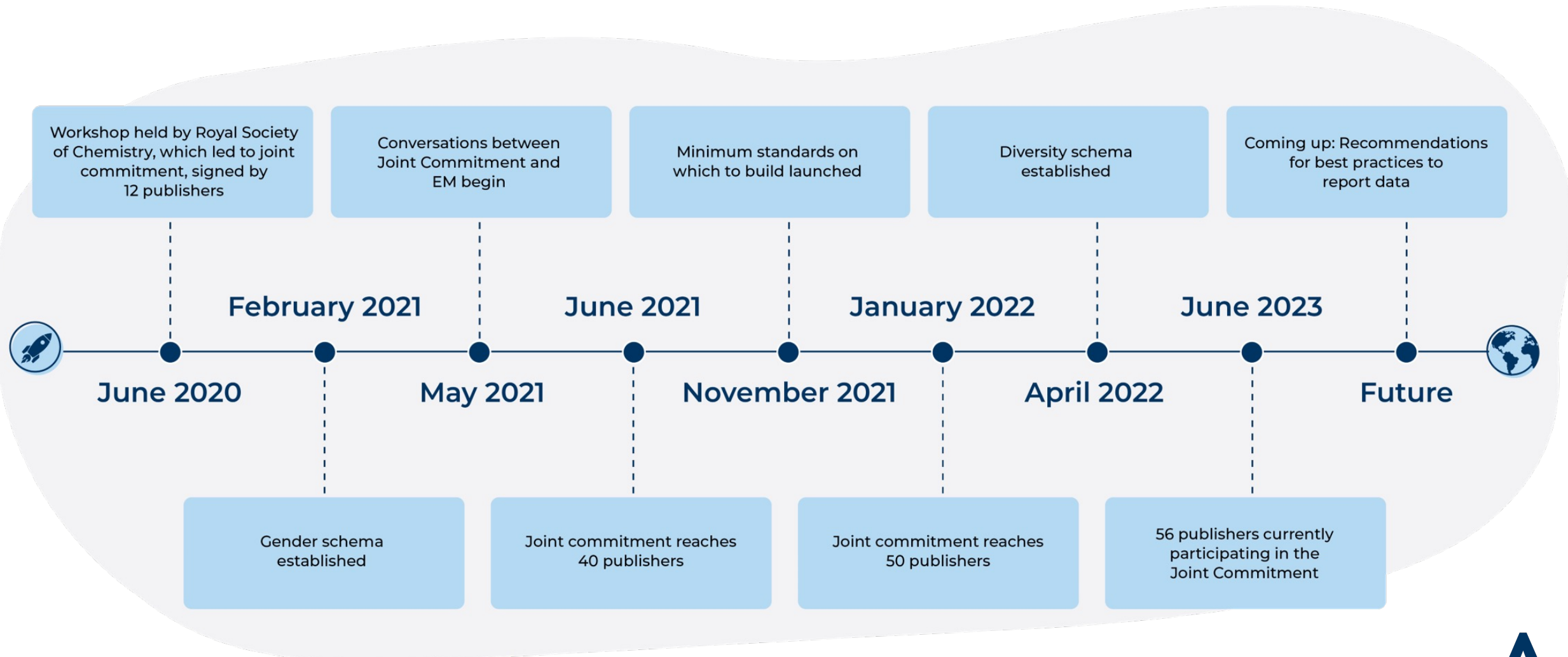


Joint Commitment for Action on Inclusion and Diversity in Publishing

- Referred to as the 'Joint Commitment'
- 56 publishing organization members
- Launched in 2020
- Led by Royal Society of Chemistry
- Dedicated to building frameworks and standards to drive diversity and inclusion in publishing
 - E.g. reduce bias

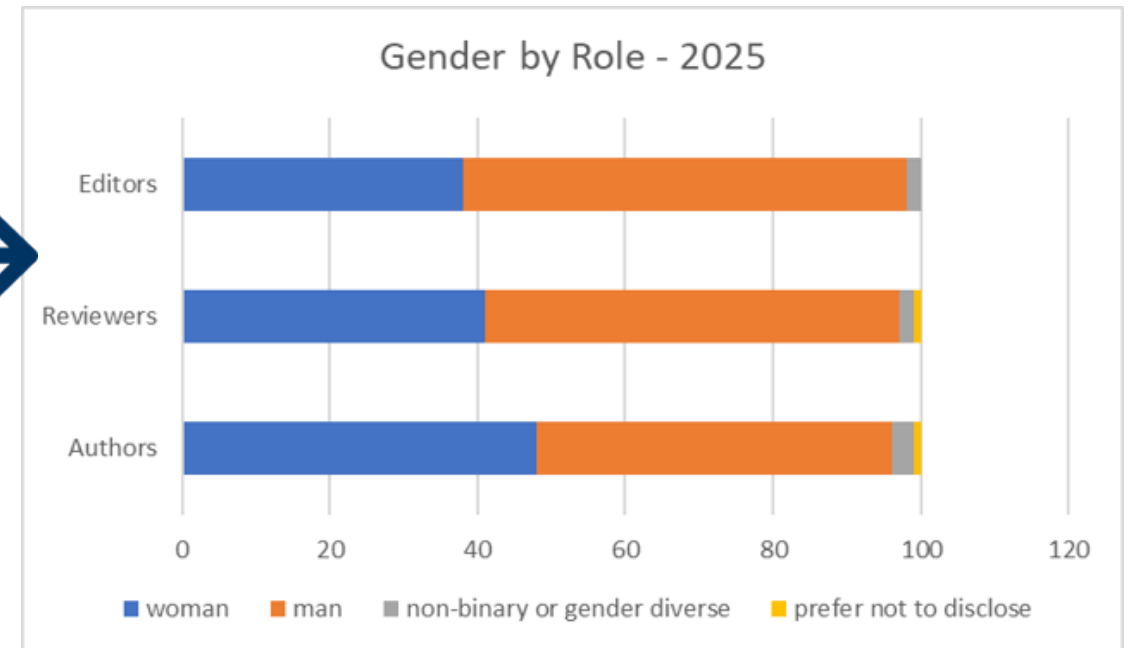
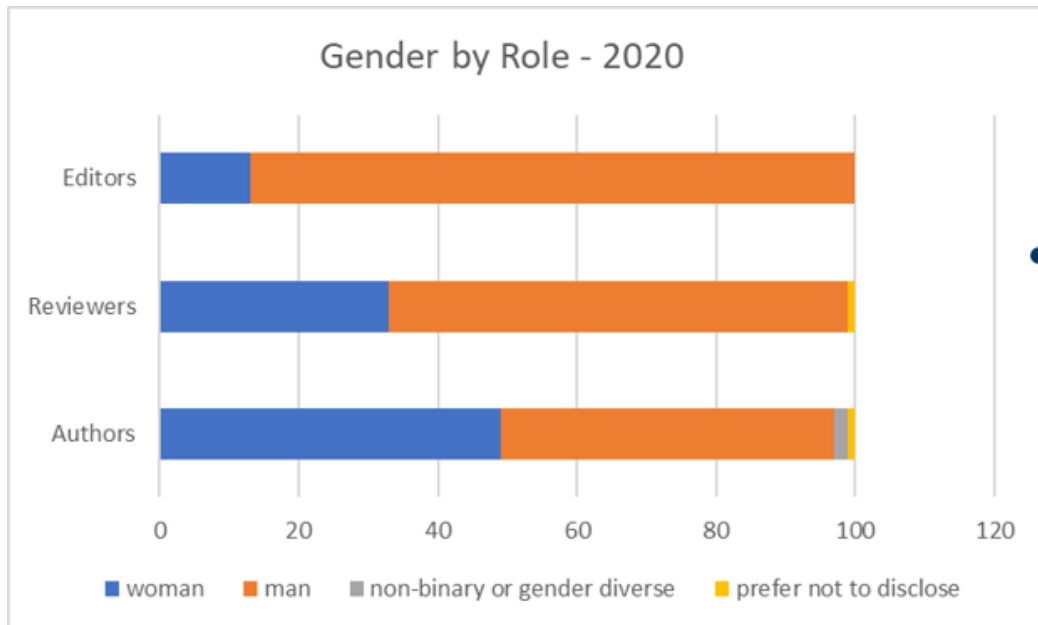


The 'Joint Commitment': Timeline



Why is it Important?

Is your journal moving in the right direction?



Why is it Important?

- Creates awareness and accelerates change
- Industry standards for collecting data on gender identity, race, and ethnicity (GRE)
- GDPR compliant and secure
- External consultant ([Professor Ann Morning of New York University](#)) with expertise in racial and ethnic classification; changes made based on feedback from researchers
- Subject-specific benchmark data (how does your journal compare to its competitors?)



Driving Transparency & Change

- Understand where your journal needs to focus, using a data-driven approach
 - Does your Editorial board composition reflect the diversity of your pool of Authors?
 - Are Reviewer invitations being declined more often by a subset of researchers? What can you do to encourage them to review with your journal?
 - How to engage with Early Career Researchers (ECRs) if they do not have the experience required to conduct peer review or participate on an Editorial board?
- More ability to detect biases
 - Invited Authors vs. Authors of unsolicited manuscripts
 - Set goals and measure progress



Signatories



... and many more!



How to Get Involved?

- Participation in the Joint Commitment for Action on Inclusion and Diversity in Publishing is not required to use Aries's Inclusionary Data Collection feature
- Visit the Joint Commitment's website: <https://www.rsc.org/policy-evidence-campaigns/inclusion-diversity/joint-commitment-for-action-inclusion-and-diversity-in-publishing/>
- For more questions, please contact Nicola Nugent at the Royal Society of Chemistry: nugentn@rsc.org





Inclusionary Data Collection Offerings

*Pathways to Collecting
Sensitive Data*

Joint Commitment Group

Gender Identity, Race & Ethnicity Schema

- Aries will offer the standard questions and list values recommended by the Joint Commitment as the Minimum Viable Product (MVP)
- We continue to participate in discussions around reporting
- Security of this sensitive information is our priority



Vision – Inclusionary Data

Phase 1: Collect Data

- Aries presents Inclusionary questions & stores responses
- Editorial Manager API Integration with Publisher Host Inclusionary data collection

Phase 2: Analyze

- Reporting on the Gender and Race & Ethnicity (MVP)
- Expand Reporting to include EM Metadata

Phase 3: Define Action Plan

- Developing the pipeline of early Researchers



Inclusionary Data Collection: Two Options

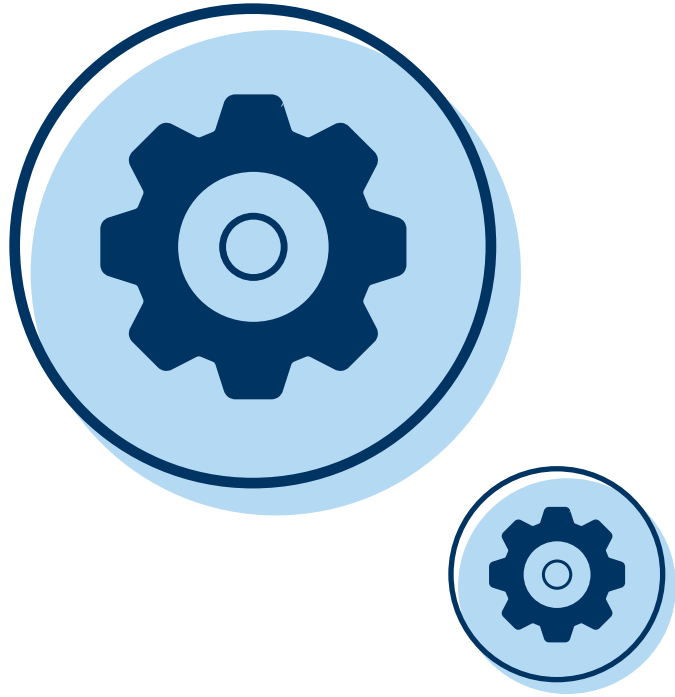
EM API Integration with Publisher Host

- URL triggers API calls to Publisher System
- Questions are presented to the user and responses are stored by this 3rd party
- User returns to EM with status they responded
- Presented Once
- Users can change responses on 'Update My Information' page

Aries Publisher Agnostic Inclusionary Data Collection

- URL opens questionnaire outside of EM
- Questions are presented to the User and responses are stored in an Inclusionary Data database
- User returns to EM with status they responded
- Presented Once
- Users can change responses on 'Update My Information' page





Inclusionary Data Collection

*Aries Publisher Agnostic
Solution*

Required Questions – Inclusionary Data Collection URL

Registration Questions

Required Questions

Please respond to any questions below and click Continue:

Diversity, Equity and Inclusion

We are deeply committed to fostering a scientific community that supports and benefits from the talents of researchers from a wide range of backgrounds. Please help us collect the data we need to gauge our success at advancing diversity, inclusion and equity in research by responding to the survey. Important: individuals' gender, ethnic or racial identities will in no way be used when evaluating journal submissions; this data may be reported in order to improve our policies and processes. For details about the storage of and access to this data, please see our Privacy Policy.

The survey questions are based on those recommended by the [Joint commitment for action on inclusion and diversity in publishing](#). Accessing the survey questions is required, but you may opt not to disclose your information.

Click the link below to respond to the survey:

* [Self-report your diversity, equity and inclusion data](#)

<< Logout

Continue >>



New Loading Image



- A fun new loading "spinner" is introduced with this new feature
- Keep an eye out for this image elsewhere in EM!

Questions Presented



Diversity, Equity and Inclusion Survey

Question 1 of 3

We are deeply committed to fostering a scientific community that supports and benefits from the talents of researchers from a wide range of backgrounds. Please help us collect the data we need to gauge our success at advancing diversity, inclusion and equity in research by responding to the survey.

With which **gender** do you most identify?

Please select **one** option:


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

[Cancel](#)

Next Question



Questions Presented – 2nd Question

 **Diversity, Equity and Inclusion Survey**

Question 2 of 3

We are deeply committed to fostering a scientific community that supports and benefits from the talents of researchers from a wide range of backgrounds. Please help us collect the data we need to gauge our success at advancing diversity, inclusion and equity in research by responding to the survey.

What are your **ethnic origins** or ancestry?
Please select **ALL** the geographic areas from which your family's ancestors first originated:

- Western Europe (e.g. Greece, Sweden, United Kingdom)
- Eastern Europe (e.g. Hungary, Poland, Russia)
- North Africa (e.g. Egypt, Morocco, Sudan)
- Sub-Saharan Africa (e.g. Kenya, Nigeria, South Africa)
- West Asia / Middle East (e.g. Iran, Israel, Saudi Arabia)
- South and Southeast Asia (e.g. India, Indonesia, Singapore)
- Other (please specify):

[Back](#) [Next Question](#)

“Back” button goes back to prior question



Questions Presented – 3rd Question

Diversity, Equity and Inclusion Survey

Question 3 of 3

We are deeply committed to fostering a scientific community that supports and benefits from the talents of researchers from a wide range of backgrounds. Please help us collect the data we need to gauge our success at advancing diversity, inclusion and equity in research by responding to the survey.

How would you identify yourself in terms of **race**?

Please select **ALL** the groups that apply to you:

- Asian or Pacific Islander
- Black
- Hispanic or Latino/a/x
- Indigenous (e.g. North American Indian Navajo, South American Indian Quechua, Aboriginal or Torres Strait Islander)
- Middle Eastern or North African
- White
- Self describe
- Prefer not to disclose

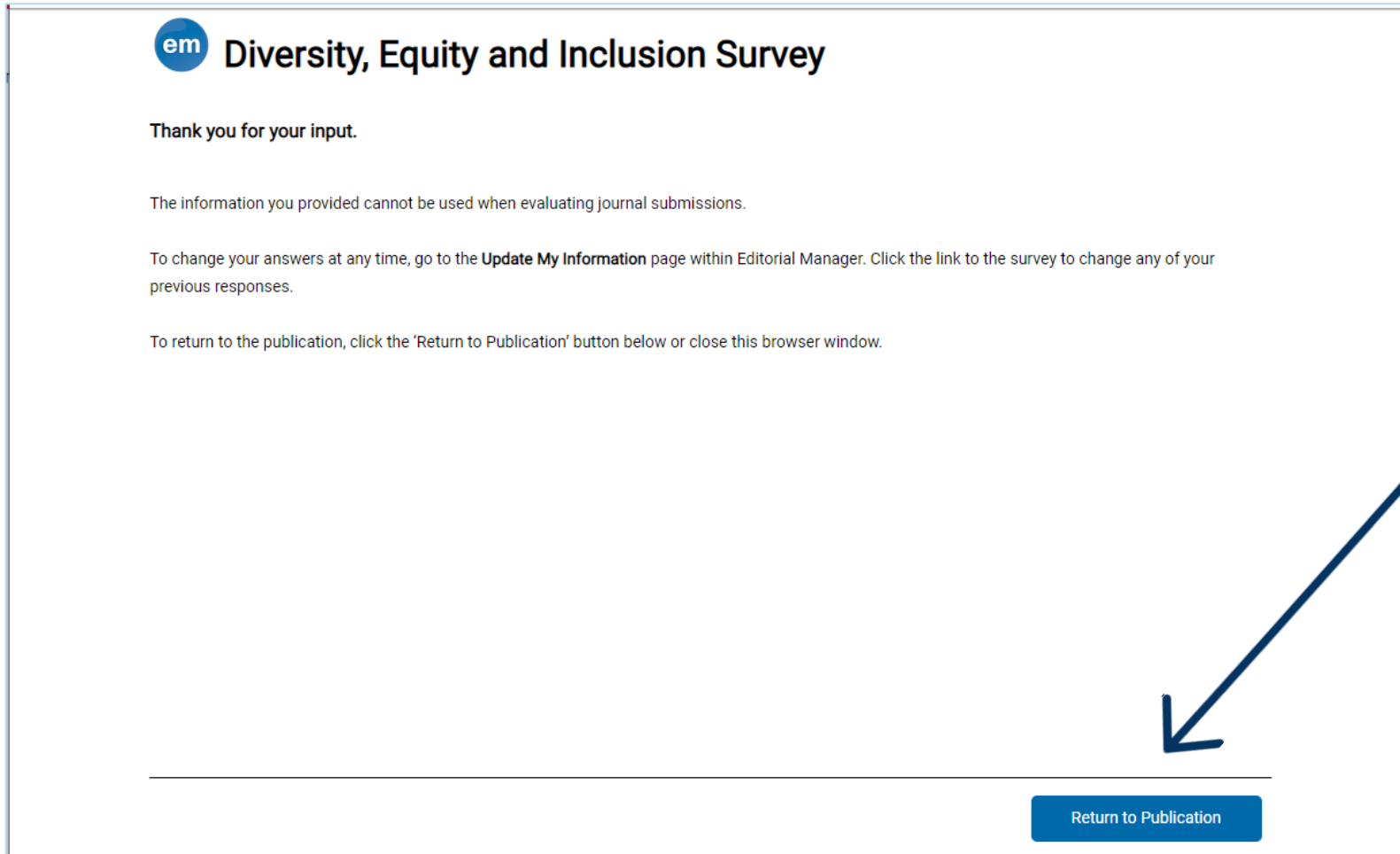
Back

Submit Your Responses

Commits
Response Data
to Aries IDC
database



Questions Presented – Confirmation



The screenshot shows a confirmation page for the 'em Diversity, Equity and Inclusion Survey'. The page includes a thank you message, a disclaimer that the information cannot be used for journal evaluations, instructions on how to update answers, and a 'Return to Publication' button at the bottom. A blue arrow points from the text 'Return to EM' to the button.

em Diversity, Equity and Inclusion Survey

Thank you for your input.

The information you provided cannot be used when evaluating journal submissions.

To change your answers at any time, go to the **Update My Information** page within Editorial Manager. Click the link to the survey to change any of your previous responses.

To return to the publication, click the 'Return to Publication' button below or close this browser window.

[Return to Publication](#)

Return to EM



Change Responses

Security around Proxy

Update My Information

- A URL link will only display for logged in user who answered the questions previously
- Clicking the URL connects to the Aries Questionnaire page
- Questions are pre-populated and can be changed

<input checked="" type="checkbox"/>	Self-report your diversity, equity and inclusion data
-------------------------------------	---

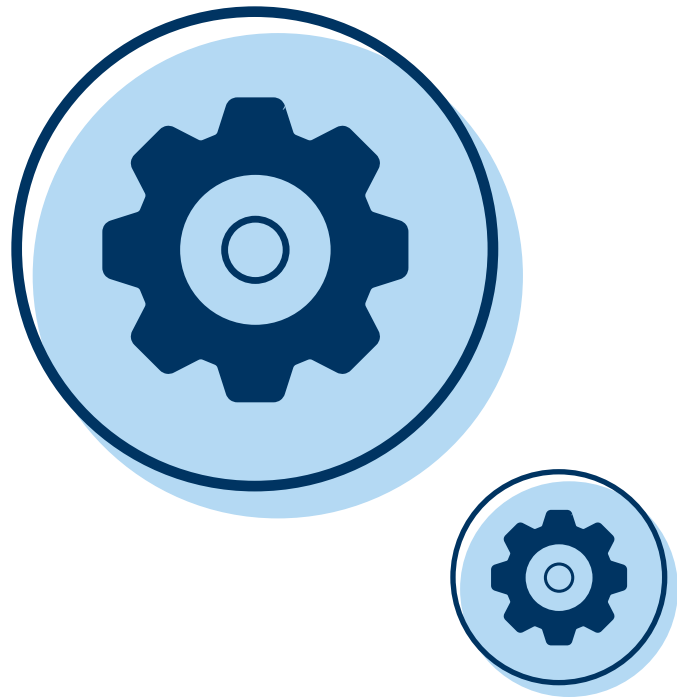
Proxy and Search People-Update Information functionality will be blocked from viewing or making any changes

- Simply the status of whether the questions were answered with a checkbox indicator

<input checked="" type="checkbox"/>	Self-report your diversity, equity and inclusion data
-------------------------------------	---

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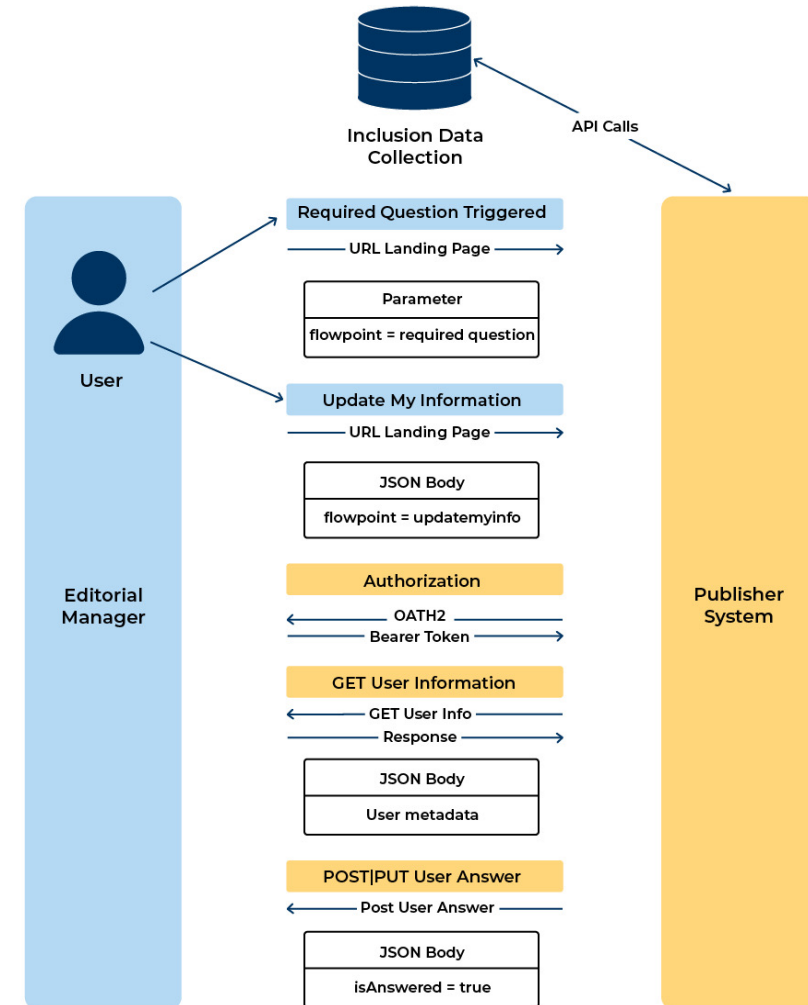




Configurations

Publisher Hosted Integration API Calls

- Oauth Authorization
- GET and POST calls
 - JSON body
- Response status is the only data stored in Editorial Manager database
 - Used to determine if the questions have been answered by the logged in user or not



Exclude by Role

Configurations allow for some Roles to be excluded from being asked to answer sensitive questions

We offer the following configurations:

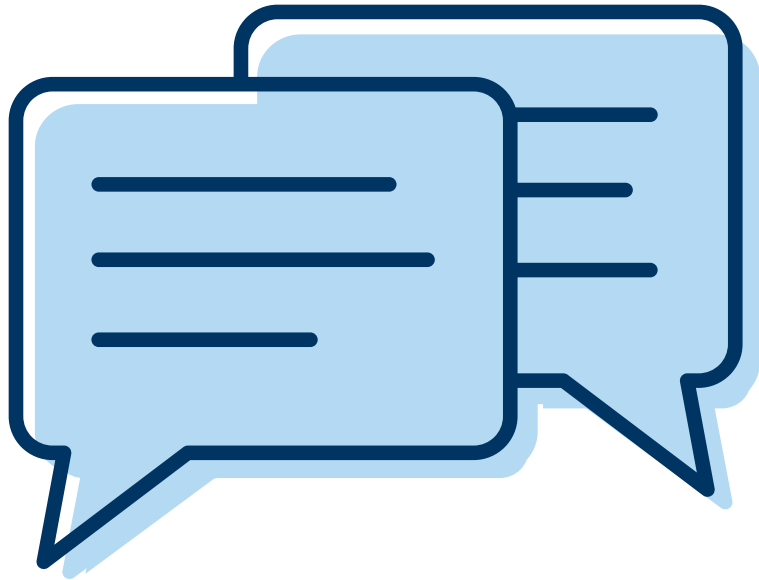
- Exclude Reviewer Roles
- Exclude All Editor Roles
- Exclude Specific Editor Roles



What's Next?

- Publisher Hosted IDC has been available since December 2022
 - Contact your Account Coordinator; documentation available upon request
- Aries Publisher agnostic IDC launches in Q3 2023
- Reporting will follow the recommendations issued by the Joint Commitment; discussions in progress





Frequently Asked Questions

FAQs

Reporting

- Reporting - Data Records
 - Business Publisher Access to records
 - In Discovery phase for sharing records
 - Data will be Anonymized



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FAQs

Branding and Customization

- Branding/Customization
 - Foundation exists to expand
 - Standard offering today with plans to expand to customization



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FAQs

Security

- Security: Who can access data?
 - Enhanced auditing on IDC database
 - Internally restricted to DBA team at Aries
 - Key required to link data back to a particular user
 - Encrypted database that sits outside of EM



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FAQs

Questionnaires

- Can I implement the Gender Identity question, and not the Race or Ethnicity ones?
 - Currently all three questions are the standard offering. This will be a future customizable option



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FAQs

Questionnaires

- Can I add another demographic question (such as age)?
 - Currently the three questions will be part of the standard offering. This will be a future customizable option



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FAQs

Questionnaires

- Is it available in other languages than English?
 - Still being discussed by the Joint Commitment. Aries will follow their standardized selections
 - The foundation exists to implement language pack support when agreements are reached by the Joint Commitment Group



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FAQs

Vision/Feedback

- How can I get more involved with shaping the design of future questions, or the overall feature?
- Where can I share my feedback?
 - Join the Joint Commitment!
 - <https://www.rsc.org/policy-evidence-campaigns/inclusion-diversity/joint-commitment-for-action-inclusion-and-diversity-in-publishing/>



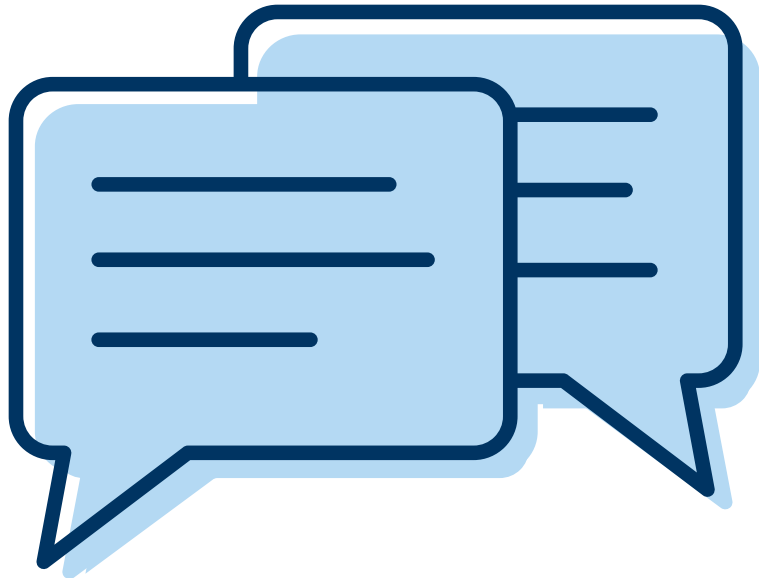
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FAQs

Appendix

- Is there a way to choose "prefer not to disclose" for all three questions at once?
 - A user will need to click "prefer not to disclose" for each question
- If it is the same user for a different journal, will they be asked again?
 - We gave this control to the user to decide which publications with which to share their very personal data
 - We will explore options to propagate to multiple sites within a Business Publisher (cross publication) in the future
- What happens if a user logs in, clicks on the link, then abandons the questions?
 - They can proceed, but will be asked to answer the questions upon their next login





Questions?

Thank you!

Stay Connected

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