

Diversity, Equity & Inclusion: why it matters in publishing

This primer summarizes key information from the Spotlight on...Diversity, Equity and Inclusion: why it matters in publishing [presentation](#). Please refer to the complete presentation for more details.

The global research community is more diverse than ever before

- China and India lead in growth of publication output in science and engineering in the period from 2010–2020 (China at 36% and India at 9% relative to the US at ~ 5%).¹
- The impact of research from China is increasing; comparable to the EU and the US.^{1,2,3}
- Demographics of doctoral degree awardees in the US has diversified in the last two decades; women earned 46% of total PhDs awarded in 2019, with 50% and more in some disciplines. PhDs awarded to Black, Hispanic, American Indians or Alaska Natives* candidates increased to ~ 16% in 2019 up from 8% in 2000 (although these groups remain underrepresented relative to the general population).⁴

*Race and ethnicity categories as described in data source.

Diversity in publishing does not match diversity of research community

- There are demographic disparities in research publishing; in particular, editorial boards and reviewer pools do not reflect share of authorship or the diversity of the research community.⁵⁻⁷
- Studies have also found evidence for gender-based “homophily” (ie., tendency to associate with similar others) in researcher collaboration networks and in peer review that cannot be explained by numeric representation of women in a given field.^{8,9}

How journal editors can have an impact on inclusive publishing practices

- Diversity can have positive impacts on journal teams but it requires conscious effort, first, to diversify representation and second, to create an inclusive team culture.
- Case studies from [npj Clean Water](#) and [Current Psychology](#) highlight actions that journals can take to diversify editorial boards (which also leads to an increase in diversity of reviewers) and in relation to research studies submitted to the journal. These case studies also highlight the positive benefits of consciously expanding representation on growing a journal's authorship base, and trust within the community.

How Springer Nature supports editors to build inclusive publishing

- Our continuously updated [DEI in Research publishing hub](#)¹⁰ has a range of resources, guides, data-rich insights, editor case studies and including the following areas: guides for diversifying Editorial Boards, peer reviewers, inclusive language, inclusion in research studies, editor case studies, data insights on diversity, insights on implicit bias

References

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