ALPSP Annual Conference and Awards

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Session 2

Building an Inclusive Workplace Culture: Lessons from the C4DISC Toolkits for Equity and Beyond

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Dianndra Roberts, *Royal College of Psychiatrists (Co-Chair)*
Pooja Aggarwal, *Bloomsbury*
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Building an Inclusive Workplace Culture

SESSION CO-CHAIRS: SIMON HOLT AND DIANNDRA ROBERTS

SPEAKERS: POOJA AGGARWAL, MARK RICHARDS AND KAREN STOLL FARRELL
Ground rules

Themes including racism, ableism, misogyny and homophobia may be raised during this discussion. We ask that this space is respectful to views and experiences shared.

Topics covered in the session:

• What have we achieved with commitments made in 2020?
• How do we integrate deia into the bones of the workplace?
• How do you measure cultural change
• Identity in the workplace
Sr Product Manager, Content Accessibility & Disability Inclusion Business Lead, Elsevier | C4DISC Toolkit for Disability Equity SteerCo | Board of Directors, SSP | Publishing Accessibility Action Group, UK Publishers’ Association

• What are you working on
  - Normalising conversations about disability inclusion at work
  - Scalable workplace adjustments process & policy
  - Making books, journals, video and audio more accessible to people with print disabilities.

• What have you learned
  - Change happens one conversation at a time
  - Meet people where they are, rather than where you would like them to be. Consider how your goals align with your audience’s?
  - Equity, Diversity and Inclusion is not a competitive sport - either between individuals or organizations. Everybody has their own story worth listening to.

• Biggest barriers and biggest opportunities

• - Barriers: People feeling too afraid either to speak up or ask questions, for fear of offending or being discriminate against.

• Opportunity: 15% of the world’s working-age population have a disability. As many as 1 in 4 people are neurodiverse. Imagine what potential we could unlock and the positive impact on our authors, readers and customers?
Active looking for people to share their experiences of social justice within the scholarly publishing industry. Initiating climate change discussions and practices within ISMTE. Safety within the Black experience at work.

I have learned that there will be times you have to walk away from an initiative if the authenticity is not there. Embracing equity in the workplace has to be authentic and genuine, if your marginalised status is being used to prove a point rather than make change – protect your peace and walk away.

Biggest barriers: changing the narrative that equity means someone will miss out or have less than what they started with. Biggest opportunities: changing policy to better support workplace culture.
Embedding the DEI Action Plan - 6 core activities for A&P:

- Data Capture Report
- Widening Representation Fund
- Bloomsbury Fellowship
- Bloomsbury Lecture Series
- Editorial Advisory Boards
- Partnerships

Lessons learnt = it’s a work in progress, takes time, people don’t always want to give information, where to start?

Barriers & Opportunities = lack of transparency but opportunity through forums like this to de-mystify and bring industry together to come up with ways of bringing creative people on the journey

Key take away = there is still much to do, but it is better to focus and do a few things really well and make meaningful change, rather than try to do lots and not make a real difference
Mark Richards

Article Transfer Service Manager, BMJ | Chair of BMJ’s LGBTQ+ Staff Network ‘OUT@BMJ’ | Chair of BMJ’s EDI Editorial Advisory Panel

• Actively looking to define what equality, diversity and inclusion means for BMJ. Historically, a British medical publisher that has transitioned to a global healthcare knowledge provider, but how do we ensure our people (staff and editors), processes (recruitment through to editorial workflows) and our products (journals and published content) reflect the diverse communities we aim to serve.

• A willing band of volunteers who are passionate about EDI is great to start the conversation, but to make real progress and move the needle forward, you need allocated time, dedicated resource and top-down support.

• Biggest barriers: where to start and which aspect of EDI to prioritise, and how to keep EDI on the agenda with constant change in the publishing industry.

Biggest opportunities: EDI is the key to unblocking the perennial barriers in publishing -- researchers in the Global South are our future authors, reviewers, editors and readers, we just need to put the energy into how we reach them.
Karen Stoll Farrell

Head, Scholarly Communication Department, Indiana University Libraries | Project Manager, Toolkit for Disability Equity, C4DISC

- What are you working on:
  - Toolkit for Disability Equity Project for Schol Comms
  - Autistic Academic Librarians projects

- What have you learned:
  - It’s all about trust and relationships.
  - The change that we are looking for can only come by putting our attention there.

- Biggest barriers and biggest opportunities
  - Barriers: fear and disinterest
  - Opportunities: better workplace cultures for everyone
Keywords

• Intersectionality: A person's various social and political identities combine to create different modes of discrimination and privilege

• Equity: Fairness and justice in distinguishing the different needs within a community

• Diversity tax: an unintentional burden placed on marginalized individuals to help address diversity, equity, inclusion, and accessibility (DEIA) issues and participate in these efforts

• Inclusivity: the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised
Additional resources

- Guest Post - 10 Quick Wins to Make Your Organization More Disability Inclusive - The Scholarly Kitchen (sspnet.org)

- What Have You Done for DEIA Lately? - The Scholarly Kitchen (sspnet.org)

- Toolkits for Equity – Coalition for Diversity and Inclusion in Scholarly Communications (c4disc.org)

- Guest Post – Reducing the Burden of Diversity Tax: Recommendations for Organizations - The Scholarly Kitchen (sspnet.org)
Thank you for joining us!
The recording will be available in the On Demand library within 1-2 hours.