



Openness is not enough

Dismantling structural inequities on
our quest for public knowledge

LPF Virtual Pre-conference

Amanda Stevens, Patricia Mangahis,
Kate Shuttleworth

May 19, 2022



Introductions



Amanda Stevens

(she/her) is a white, cisgendered, queer woman living in K'jipuktuk, Mi'kma'ki (Halifax, Nova Scotia) and Xalapa, Mexico.



Patricia Mangahis

(she/her) is a first-generation settler of Asian descent currently living and working on the ancestral and unceded traditional territories of the Kwikwetlem (k'wik'wəłəm), Squamish (Sḵw̱w̱ú7mesh Úxwumixw) Nations.



Kate Shuttleworth

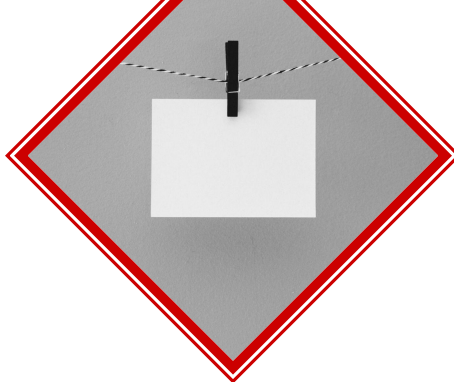
(she/her) is a first-generation settler of European descent currently living and working on the unceded traditional territories of the Tsleil-Waututh (səlilwətaʔl), Kwikwetlem (k'wik'wəłəm), Squamish (Sḵw̱w̱ú7mesh Úxwumixw), qícəy (Katzie), and Musqueam (x'wəθk'wəyəm) Nations (British Columbia, Canada).



Our presentation

- ◆ Introduction to the Public Knowledge Project (PKP) and a brief history
- ◆ The creation of the Equity and Inclusion team and the initiatives we've undertaken so far
- ◆ A discussion about challenges and next steps

Occasionally we'll ask for you to participate in a discussion question with Mentimeter. Participation is optional but welcome and encouraged!



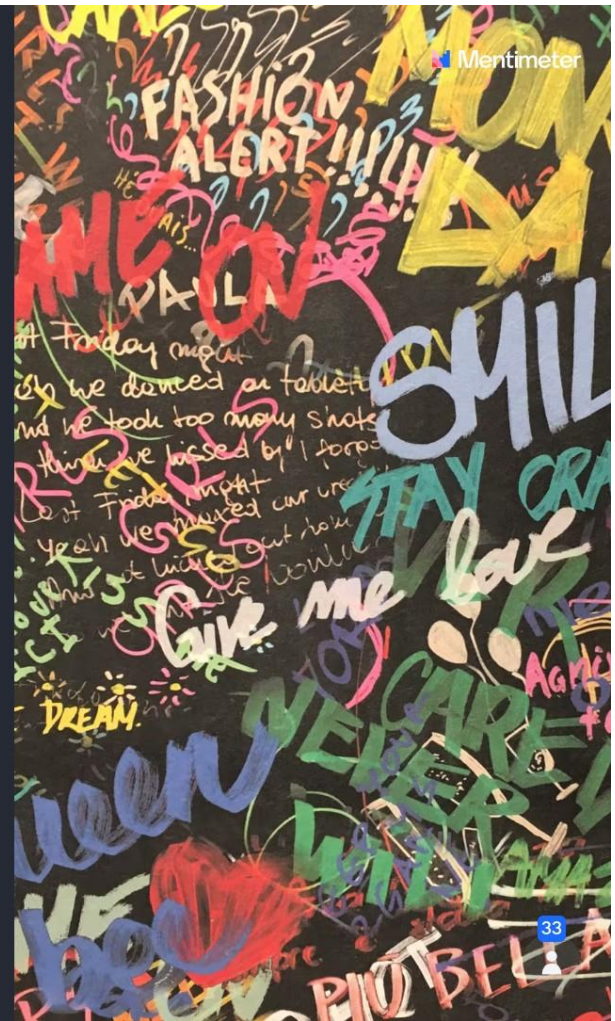
Who are you?

Intersectional identity, where you're situated in these conversations

URL: [menti.com](https://www.menti.com)

Code: 2617 7728

What are 3 words that describe your identity?






Introduction to the Public Knowledge Project

A research and development project that creates and supports open infrastructure to improve the quality, reach, and diversity of scholarly publishing

Established by Dr. John Willinsky in 1998

Develops open source software for scholarly publishing, including Open Journal Systems: the world's most widely used open source journal publishing software, available in more than 50 languages



20+ years

Improving the quality and quantity of
knowledge that is made public and
the participation in the creation of that knowledge



PKP's EDI story: Making scholarship diverse and global

“We believe that **scholarship is best when it is diverse and global**, and we build software to support those aims.”

(PKP 2020 Annual Report)



“

PKP's EDI story: Building scholarly communities

“...[enable] scholars from around the world to launch their own online publications with little or no money, to build scholarly communities around their areas of interest, and to share the results of their research with all”

(MacGregor, Stranack, & Willinsky, 2014).



PKP's EDI story: Openness is not enough

How can we look internally to address the ways we perpetuate inequities present in libraries and universities, scholarly communications, IT, and elsewhere?

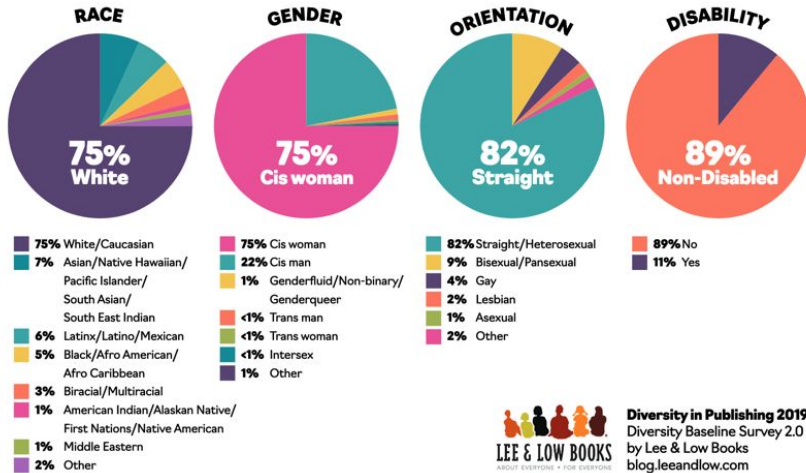
The Publishing & Schol Com Landscape

DIVERSITY IN PUBLISHING 2019 • DIVERSITY BASELINE SURVEY BY LEE & LOW BOOKS

INDUSTRY OVERALL* EXECUTIVE LEVEL EDITORIAL SALES MARKETING & PUBLICITY BOOK REVIEWERS LITERARY AGENTS INTERNS

Industry Overall

(not including Agent or University data)

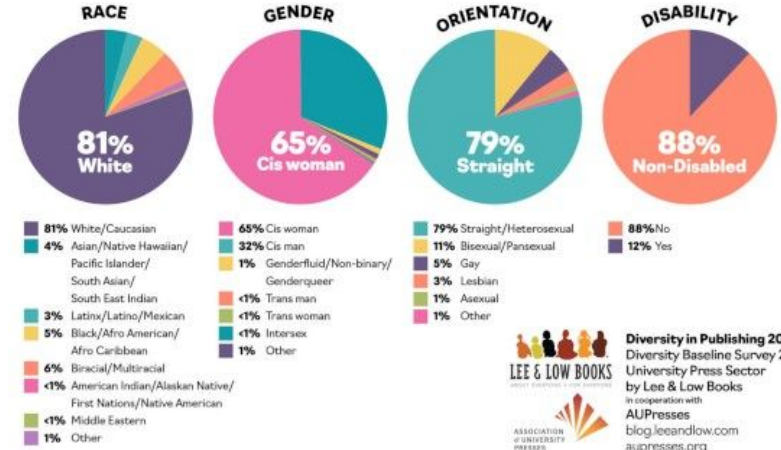


Diversity in Publishing 2019
Diversity Baseline Survey 2.0
by Lee & Low Books
blog.leeandlow.com

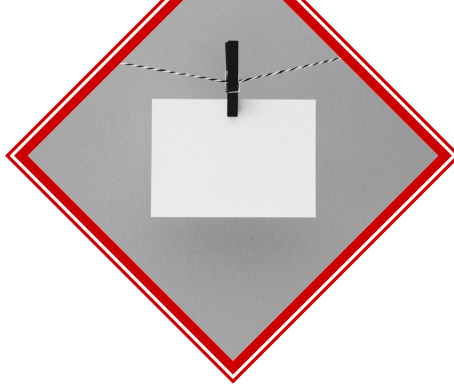
DIVERSITY IN PUBLISHING 2019 • DIVERSITY BASELINE SURVEY BY LEE & LOW BOOKS

UNIVERSITY PRESSES • 35 MEMBERS OF THE ASSOCIATION OF UNIVERSITY PRESSES

University Presses



Diversity in Publishing 2019
Diversity Baseline Survey 2.0:
University Press Sector
by Lee & Low Books
in cooperation with
AUPresses
blog.leeandlow.com
aupresses.org



Reflection

Do you see these trends reflected in your own organization?



PKP's EDI story

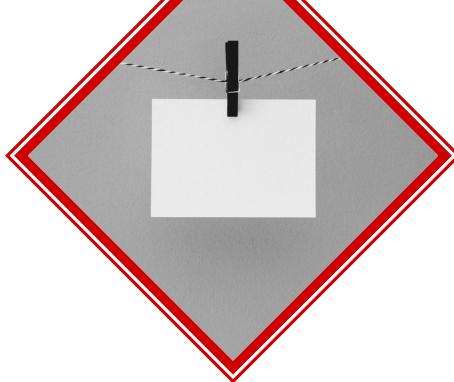
2019 keynote presentation by Tara Robertson:
Accessibility, Diversity, and Inclusion

*“What is something that we can do to make the
PKP community (even) more inclusive?”*



Forming PKP's EI Team

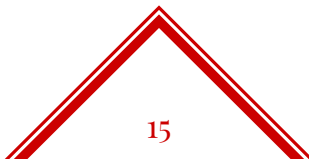
- ◆ 2020 all-staff meeting to discuss our approach to anti-racism at PKP.
- ◆ Equity and Inclusion Team was formed to take a more focused approach and to move initiatives forward.
- ◆ Goal is to create a safe and inclusive space where members can be vulnerable and open



Does your organization or library have a team or position dedicated to equity and inclusion? Who is on the team? How is membership decided?

URL: menti.com

Code: 2617 7728



Does your organization or library have a team dedicated to equity and inclusion? Who is on the team? How is membership decided?

Yes. Org and this situation for library too complex to describe.

We have an EDI team (with no "official" power to make changes)

Yes - a diversity, inclusion and belonging council. Members volunteer. an AUL is liaison to senior leadership but members set direction.

We have one person at a regional campus whose scope is limited. We used to have a dedicated position, replaced by a volunteer committee when that person left. Membership is voluntary.

We do not! I wish we did and am impressed that PKP created this space sans directors. So important

University does, but library does not. Currently membership is appointed.

yes, it has librarians and staff and admin, membership is voluntary

Yes, community has a DEI Committee, all volunteer

A combined committee of AULs, librarians and staff. A few great initiatives have been launched by that group

Does your organization or library have a team dedicated to equity and inclusion? Who is on the team? How is membership decided?

no. my org does not have a team.

DEI team, grassroots, mostly staff but a few librarians too

Yes. Library employees are on the group, and membership is voluntary, though I believe the leadership were asked to participate by administration.

Yes. Director + volunteer members.

vice-president position at the university level (as of 2021) and an task group within the library. Group membership is mostly librarians, with a 2 year membership. Members volunteer to be part of the group

Yes, but problematic. Led by senior admin for DEI.

We have a library EDI committee. Senior leadership is included and accountable. Membership is voluntary

Yes. Library faculty and staff. All volunteers.

We have a committee where it is a volunteer basis. It is a mix of library admin, faculty and staff.

Does your organization or library have a team dedicated to equity and inclusion? Who is on the team? How is membership decided?

No, unfortunately we do not.

Yes, rotating membership-theoretically, via application-though the same people have been on it for several years

Yes. Membership is currently being restructured

Committee with no power, volunteer-led. Need to be doing better.

Yes, we have a diversity committee and we have a handful of working groups in the committee.

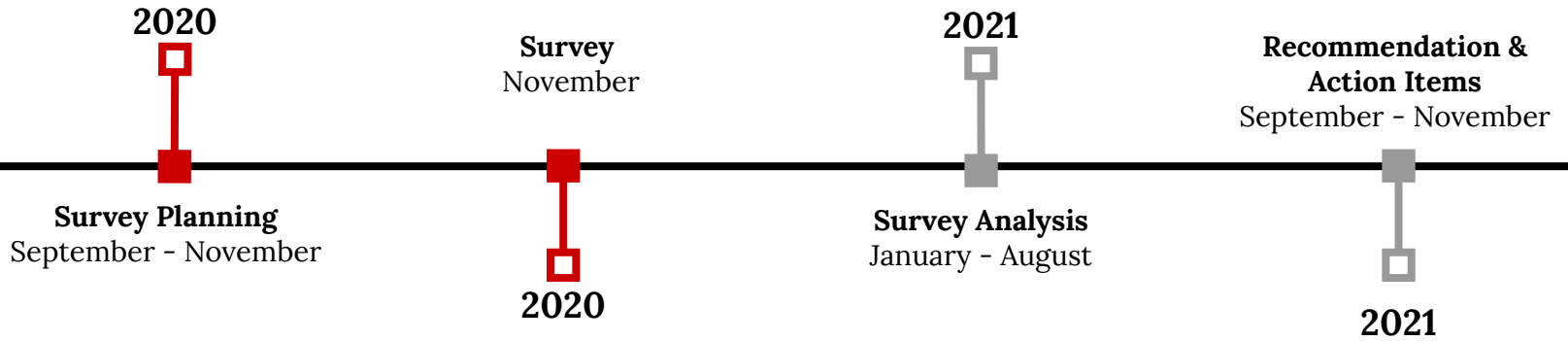
We have a committee that was charged by the University. It is comprised of volunteers.


We started a EDI committee last year -- membership consists of those who volunteered. So far we've primarily worked on internal education with the dean dedicating a portion of our monthly staff meetings to our 10 min talk on EDI related terms/issues.

Aa Name	☰ Status / timeline	☰ Description
PKP Hiring Procedure	Completed Fall 2020	A <u>step-by-step</u> guide to help PKP fill a job post developed based on diverse hiring practices and recommendations provided by the EI Team
Staff surveys	Completed Winter 2020	The EI Team invited staff to participate in two surveys to help assess PKP's progress on equity, diversity and inclusion (EDI) in the workplace.
Community Code of Conduct 🔗 OPEN	Completed Spring 2021	The EI Team developed a new <u>Code of Conduct</u> to provide guidance and expectations for behaviour for the entire PKP community. This was written to ensure a safe and positive experience for all and applies to all internal and external communities.
Survey Report and Recommendations for management	Completed Fall 2021	Following the 2020 staff surveys, the EI team wrote a <u>report summarizing the findings</u> , and included some explicit recommendations for management to undertake which could improve staff experiences and diversity at PKP.
Inclusive Meeting Practices	In Progress Spring 2022	A <u>guide</u> to conducting inclusive online meetings where attendees feel welcome and where everyone has an equal opportunity to participate and feel that their contributions are respected and heard.

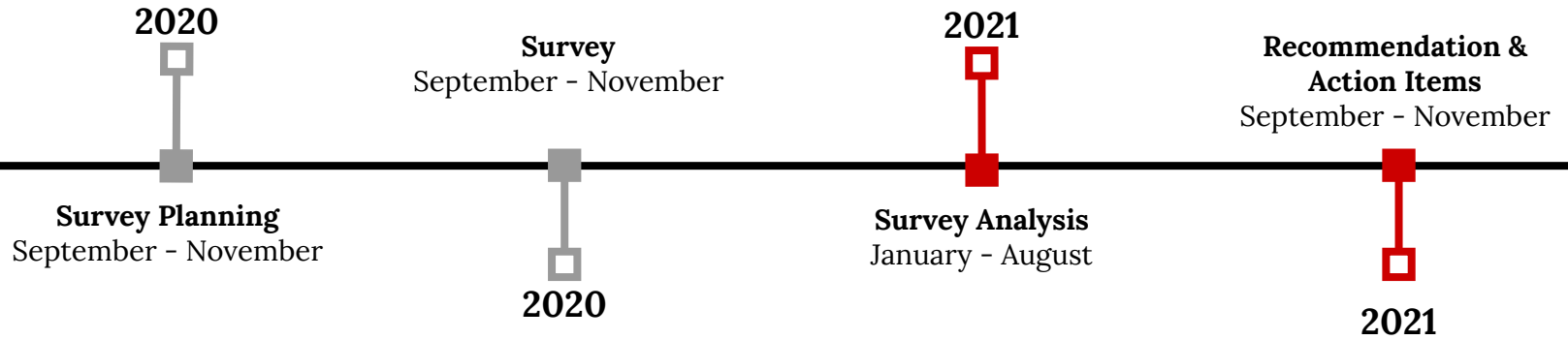


Staff Surveys





Survey report



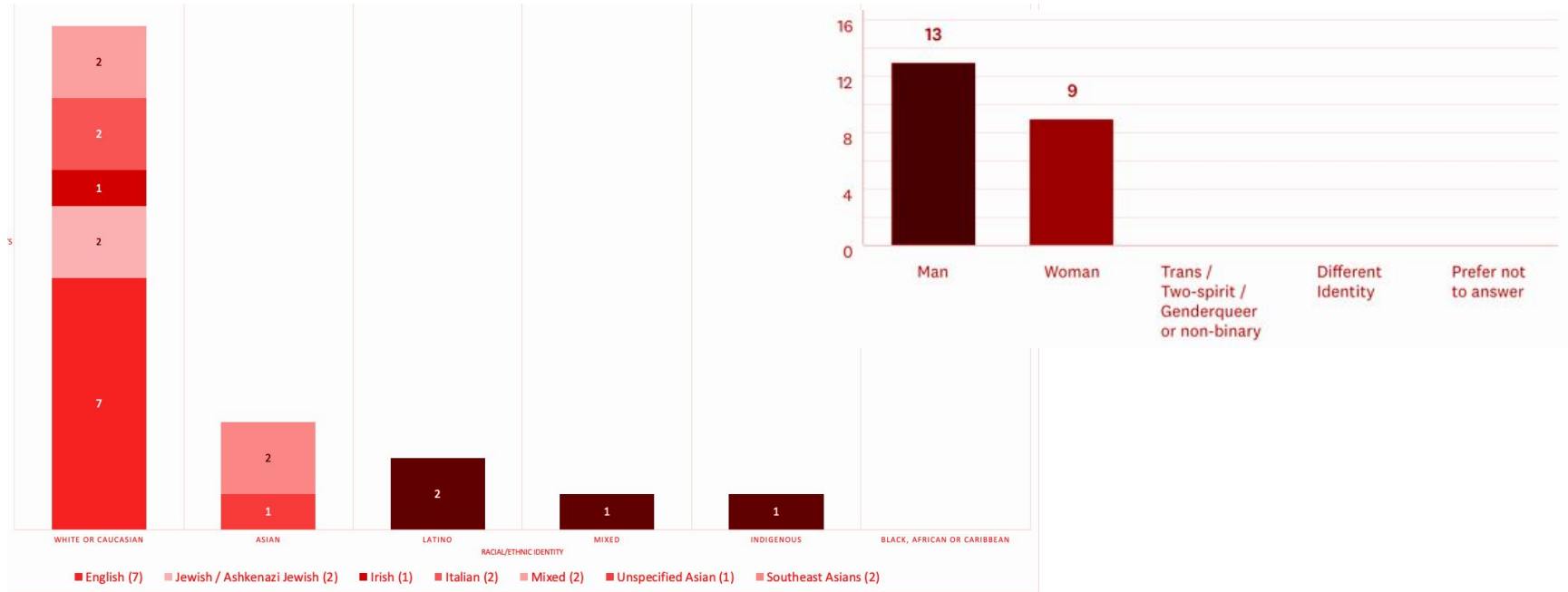


Recommendations for management

Three categories:

1. Hiring and Staffing
2. Education and Training
3. General resources

Recommendations for Diverse Hiring Practices & Hiring Procedure





Human Resources Practices

- ◆ Formal staff orientation and peer program
- ◆ Addressing precarious employment statuses
- ◆ Implementing annual reviews and policies for professional development



Code of Conduct

- EI Team developed a Code of Conduct that applies to all virtual and physical PKP community spaces (e.g., Community Forum, PKP sprints)
- Code of Conduct encourages positive behaviour, inclusiveness, and consent
- Reports of violations can be made anonymously and addressed by a committee of 2 PKP staff and 1 community member



Inclusive meeting practices

Meeting cultures and practices can play a role in determining:

- How much someone can participate in discussions and decisions
- Whose voices are heard and have influence
- Job satisfaction



Inclusive meeting practices

The EI Team researched and developed recommendations on how to make meetings more inclusive for people who are:

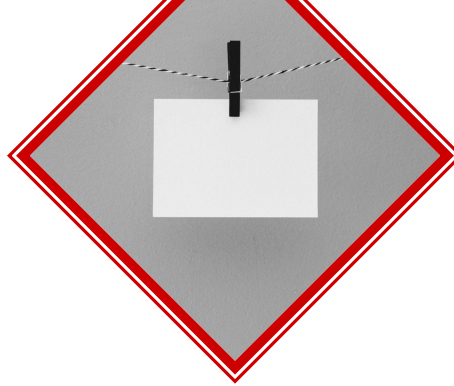
- ◆ Women
- ◆ BIPOC
- ◆ Differently abled
- ◆ Linguistically or culturally different from the dominant culture and language of the organization
- ◆ Neurodiverse
- ◆ Trans or non-binary
- ◆ Introvert



Inclusive meeting practices

Recommendations include:

- ◆ Use Zoom live transcriptions
- ◆ Send the agenda 1-2 days in advance
- ◆ Have a clear decision-making process that ensures all voices are heard
- ◆ Use facilitation techniques to equalize participation
- ◆ Use video (or not)



Discussion about initiatives

- What initiatives have you tried?
- What has been most successful?

URL: [menti.com](https://www.menti.com)

Code: 2617 7728

What initiatives have you tried? What has been most successful?

Rethinking how information is communicated throughout the organization. Traditionally this was handled top-down, which often erased any sort of feedback or critique opportunity

Unit is trying to develop a "charter" but its not about EDI necessarily, seems to be more about conforming to a unit culture...

Equity walks successfully raised awareness but now we await changes that need to be made.

re-doing onboarding documentation and actions

Mandatory supervisor training. Somewhat successful.

Reading group. Starting this summer - no data yet!

Lots of changes related to hiring practices, in line with what PKP has done - plus training opportunities for staff on unconscious bias

Mandatory, system wide EDI training. It was very basic, but at least now we are all coming to the discussion with common terminology

We have created a standard role for meetings of the 'narrator', who is responsible for verbalizing things happening visually, for the benefit of anyone who isn't able to be on video.

We're also rethinking our on -boarding process to bring peers in, rather than strictly HR

14-part training course for everyone. People reference some of these presentations and changed their practices. Not accessible to everyone esp. those with desk duties.



Other EDI initiatives in scholarly communications

- Library Publishing Coalition: Roadmap for Anti-Racism Practice (February 2021)
- Coalition for Diversity and Inclusion in Scholarly Communications: Antiracism Toolkit for Allies (August 2020)
- Radical Inclusion: Equity and Diversity Among Female Faculty at Simon Fraser University (April 2021)
- Please add other resources to the chat

Challenges faced by our Team

Changing the culture of an organization is hard and takes a long time



Challenges faced by our Team

Securing resources and support



Challenges faced by our Team

Who does the work?

And who should do the work?



How corporate diversity initiatives trap workers of colour

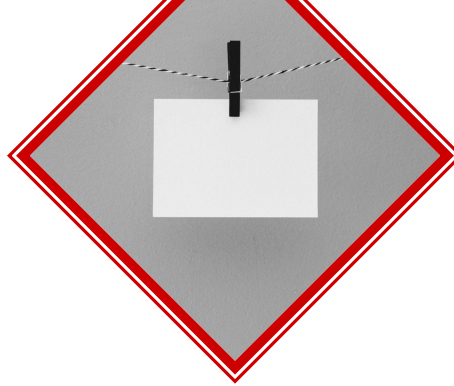
“The programmes that have been most successful are those that create processes that make everyone accountable for implementing the work; balance the programme work and responsibility with an employee’s main role; and compensate or recognise the work for advancement opportunities... If there is trust that the organisation will engage meaningfully in this process, this can increase organisational commitment, job satisfaction, organisational citizenship behaviours and other positive employee and organisational outcomes.”

(Nance-Nash,2020)



Challenges faced by our Team

What and how to prioritize?



Discussion about initiatives

What is the biggest challenge or barrier you have faced in doing this work?

URL: [menti.com](https://www.menti.com)

Code: 2617 7728

What is the biggest challenge or barrier you have faced in doing this work at your organization or library?

Time

Resistance from admin to challenge larger-university policy

Decisions always seem top-down without a lot of consultation or transparency.

Responding to immediate needs vs. long-term changes

no institutional buy in. They talk but don't make changes.

Ditto to top-down decisions.

Continuation of work with committee/employee turnover

Burnout among volunteers on DEI Committee

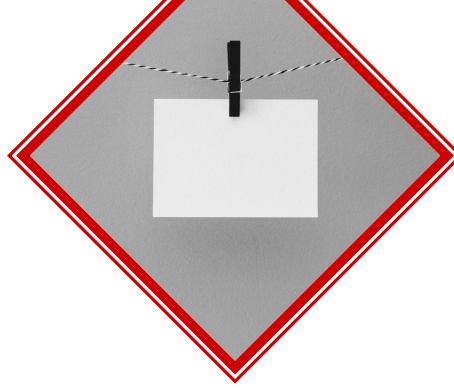
That One Colleague - smart enough to not be fireable, resistant to all accountability, impossible to fully quarantine.

Bottom-up efforts can only go so far if there is no buy-in/uptake at the higher level

Local environment. You can be as inclusive as you can be, but if the local area isn't, diverse populations may not want to stay or feel welcome.

in the small sphere where I maybe could make changes, I don't have the time / capacity to do so

The "bringing along" of people who are resistant to change



Ask us anything

URL: [menti.com](https://www.menti.com)

Code: 2617 7728

Email: pkp-edi@sfu.ca



References

- Bookcareers.com salary survey results 2017*. (2021, December 13). Bookcareers.
<https://www.bookcareers.com/bookcareers-com-salary-survey-results-2017/>
- Boyd, R. W., Lindo, E. G., Weeks, L. D., & McLemore, M. R. (2020, July 2). *On racism: A new standard for publishing on racial health inequities*. Health Affairs: Leading Publication Of Health Policy Research & Insight.
- Brown, J., Ferretti, J. A, Leung, S., & Méndez-Brady, M. L. (2018). We Here: Speaking Our Truth. *Library Trends*, 67(1), 163-181.
Retrieved from <https://escholarship.org/uc/item/5cb040z6>
- Espinal, I, Sutherland, T., Roh C. (2018). A Holistic Approach for Inclusive Librarianship: Decentering Whiteness in Our Profession.
Library Trends, 67 (1), 147-162. Retrieved from <http://hdl.handle.net/2142/101941>
- Ettarh, F. (2017, May 30). Vocational Awe? WTF is a Radical Librarian, Anyway?
<https://fobaziettarh.com/2017/05/30/vocational-awe/>
- Feature: Women leaders in publishing: Bringing diversity to research, science. American College of Cardiology. (2022, February 25). Retrieved May 16, 2022, from
<https://www.acc.org/latest-in-cardiology/articles/2022/02/12/01/42/feature-women-leaders-in-publishing-bringing-diversity-to-research-science>
- Greco, A.N., Wharton, R.M., Brand, A. (2016). Demographics of scholarly publishing and communication professionals. *Learned Publishing*, 29 (2), 97-101. Retrieved from <https://doi-org.proxy.lib.sfu.ca/10.1002/leap.101>



References (cont'd)

- Hathcock, A. (2015, Oct 7). White Librarian in Blackface: Diversity Initiatives in LIS. *In the Library with the Lead Pipe*.
<http://www.inthelibrarywiththeleadpipe.org/2015/lis-diversity/>
- Lee & Low Books. (2020, January 28). *Where is the diversity in publishing? The 2019 diversity baseline survey results*. Lee & Low Blog. <https://blog.leeandlow.com/2020/01/28/2019diversitybaselinesurvey/>
- MacGregor, J., Stranack, K., & Willinsky, J. (2014). The Public Knowledge Project: Open Source Tools for Open Access to Scholarly Communication. In S. Bartling & S. Friesike (Eds.), *Opening Science: The Evolving Guide on How the Internet is Changing Research, Collaboration and Scholarly Publishing* (pp. 165–175). Springer International Publishing.
https://doi.org/10.1007/978-3-319-00026-8_11
- Matthews, A. (2021). Reading the silence: Canadian library responses to racial injustice. *The Canadian Journal of Information and Library Science / La Revue canadienne des sciences de l'information et de bibliothéconomie*, 44(1), 82–104.
<https://doi.org/10.5206/cjilsrscib.v44i1.11008>
- McLaughlin, B. (2021, March 31). *Guest post - Reckoning with whiteness in scholarly publishing - Updated*. The Scholarly Kitchen.
<https://scholarlykitchen.sspnet.org/2021/03/18/guest-post-reckoning-with-whiteness-in-scholarly-publishing/>
- Milliot, J. (2019, November 15). *The PW publishing industry salary survey, 2019*. PublishersWeekly.com.
<https://www.publishersweekly.com/pw/by-topic/industry-news/publisher-news/article/81718-the-pw-publishing-industry-salary-survey-2019.html>
- Mind the gap: Addressing the need for more women leaders in scholarly publishing*. (2015, May 29). SSP Society for Scholarly Publishing.
<https://www.sspnet.org/library/mind-the-gap-addressing-the-need-for-more-women-leaders-in-scholarly-publishing/>



References (cont'd)

- Nance-Nash, S. (2020, September 13). *How corporate diversity initiatives trap workers of colour*. BBC Worklife. Retrieved May 11, 2022, from <https://www.bbc.com/worklife/article/20200826-how-corporate-diversity-initiatives-trap-workers-of-colour>
- Pinho-Gomes, A., Vassallo, A., Thompson, K., Womersley, K., Norton, R., & Woodward, M. (2021). Representation of women among editors in chief of leading medical journals. *JAMA Network Open*, 4(9), e2123026. <https://doi.org/10.1001/jamanetworkopen.2021.23026>
- Revisiting: *Why Aren't There More Women at the Top in Scholarly Publishing?* (2022, March 10). The Scholarly Kitchen. <https://scholarlykitchen.sspnet.org/2022/03/10/revisiting-why-arent-there-more-women-at-the-top-in-scholarly-publishing/?informz=1>
- Roh, C., Inefukum H.W., Drabinski, E. (2020). *Scholarly Communications and Social Justice. Reassembling Scholarly Communications Histories, Infrastructures, and Global Politics of Open Access*. <https://doi.org/10.7551/mitpress/11885.003.0007>
- Schonfeld, R. C., & Sweeney, L. (2017, August 30). *Inclusion, diversity, and equity: Members of the association of research libraries*. Ithaka S+R. <https://sr.ithaka.org/publications/inclusion-diversity-and-equity-arl/>
- Software developers, applications & systems software*. (n.d.). Data USA. <https://datausa.io/profile/soc/software-developers-applications-systems-software#demographics>
- Software development statistics*. (2021, October 22). 99firms - Discover The World's Best Service & Software Providers. <https://99firms.com/blog/software-development-statistics/#gref>
- Software engineer demographics and statistics in the US*. Zippia. (n.d.). Retrieved May 1, 2022, from <https://www.zippia.com/software-engineer-jobs/demographics/>
- Toth, S. (2021). *Women in Canadian Publishing: Gender Equity in the Canadian Book Publishing*



References (cont'd)

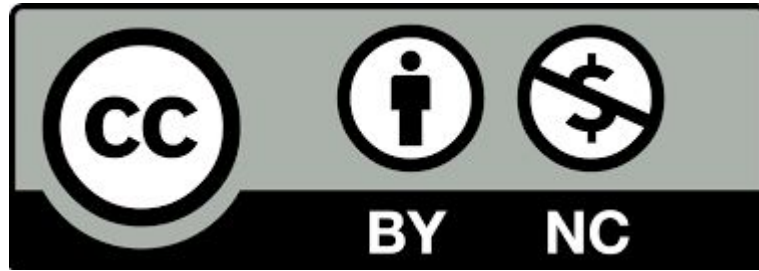
Watts, V. (2021). Dismantling racism in scholarly publishing, intentionally and unapologetically: *Health Affairs*.
<https://www.healthaffairs.org/doi/10.1377/forefront.20210125.666787/full/>

WOC+lib (2021). *Sep 3 Statement Against White Appropriation of Black, Indigenous, and People of Color's Labor*. WOC+lib: Showcasing Various Voices. Retrieved May 11, 2022, from
<https://www.wocandlib.org/features/2021/9/3/statement-against-white-appropriation-of-black-indigenous-and-people-of-colors-labor>

Workplace equity survey. (2021, April 14). Coalition for Diversity and Inclusion in Scholarly Communications.
<https://c4disc.org/workplace-equity-survey/>

Resources





Except where otherwise noted, this presentation is licensed under a Creative Commons Attribution-NonCommercial4.0 International License.