



Benchmarking academic editor diversity at Springer Nature journals

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Springer Nature

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SPRINGER NATURE

Why do we care about Diversity, Equity and Inclusion?

Diversity is crucial to the integrity of the scientific endeavour.

The reliability, robustness, and impact of science depends on the
diversity of perspective,
diversity of experience, and
diversity of thought
of those who do it.

Diversity is integral to scholarship!

Joint commitment for action on inclusion and diversity in publishing

The Joint Commitment for Action on Inclusion and Diversity in Publishing was launched in June 2020.

Signatories to the commitment collectively agree to pool our resources to take decisive action to:

1. Understand our research community
2. Reflect the diversity of our community
3. Share success to achieve impact
4. Set minimum standards on which to build



DEI in Research publishing at Springer Nature

Objective: Build inclusive publishing practices working with diverse networks of researchers (Editors, Authors, Peer Reviewers) to advance diversity, equity and inclusion in the communities we serve

Pillars

Inclusive publishing practices

Researcher networks (editors, peer reviewers, authors) & content

Engagement & collaboration



Understanding the diversity of our editors is crucial to driving change

Going beyond business-as-usual to support under-represented scholars

The first guest-edited *Nature* Special in its 150+ year history

Melissa Nobles: political scientist, chancellor of MIT;

Chad Womack: vice-president of National STEM Programs and Tech Initiatives at the education philanthropic charity, UNCF, USA; founder of the Ernest E. Just Life Science Initiative and Society;

Ambroise Wonkam: professor & director of the McKusick–Nathans Institute and the Department of Genetic Medicine at Johns Hopkins University in Baltimore, USA;




Elizabeth Wathuti: environmentalist, climate activist & founder of the Green Generation Initiative in Kahawa Sukari, Kenya.



EDITORIAL | 08 June 2022

Science must overcome its racist legacy: *Nature's* guest editors speak

We are leading *Nature* on a journey to help decolonize research and forge a path towards restorative justice and reconciliation.

Melissa Nobles, Chad Womack, Ambroise Wonkam & Elizabeth Wathuti



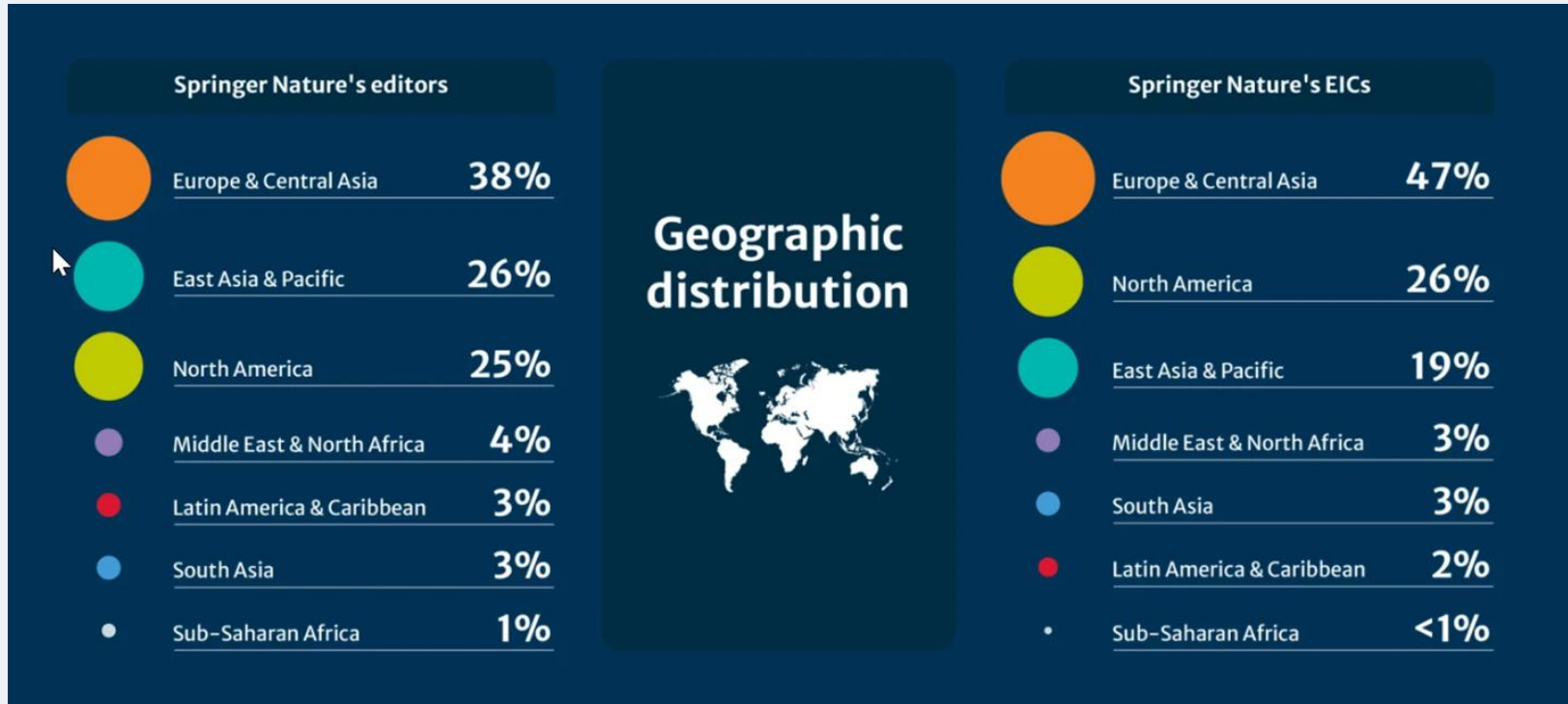
Editor Diversity at Springer Nature Journals

A benchmarking report on geographic & assumed gender diversity of academic editors



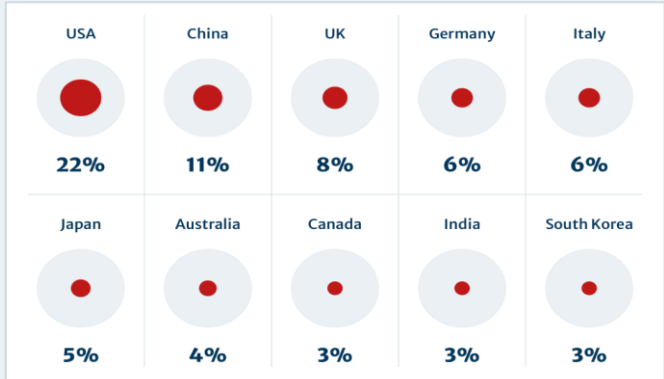
- **Our goal:** better reflect the diversity of our communities & our authors; ethical and business need for journal success.
- **The report:** analysis of **100,000+** dataset of academic editors including EICs of **3,000+** SN journals; and a case study on *Scientific Reports*.
- **Establish baseline:** A first-ever, snapshot look at the geographic & assumed gender diversity of editorial decision-makers.
- **Inform, inspire and provoke action for change:** shift the conversation and mindset of editors, societies, industry.

Geographic diversity of Springer Nature editors and Editors-in-Chief

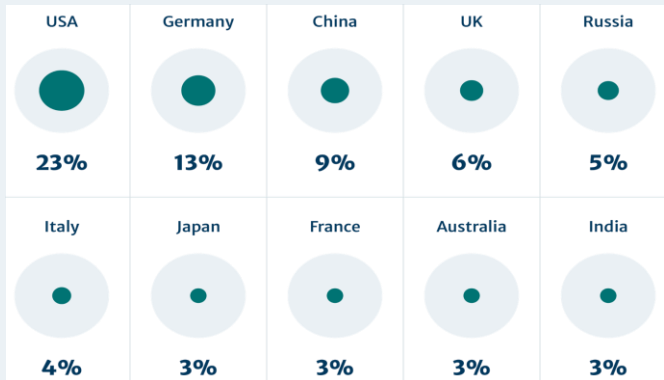


Geographic diversity of Springer Nature editors and Editors-in-Chief

The top ten countries contributing to editors



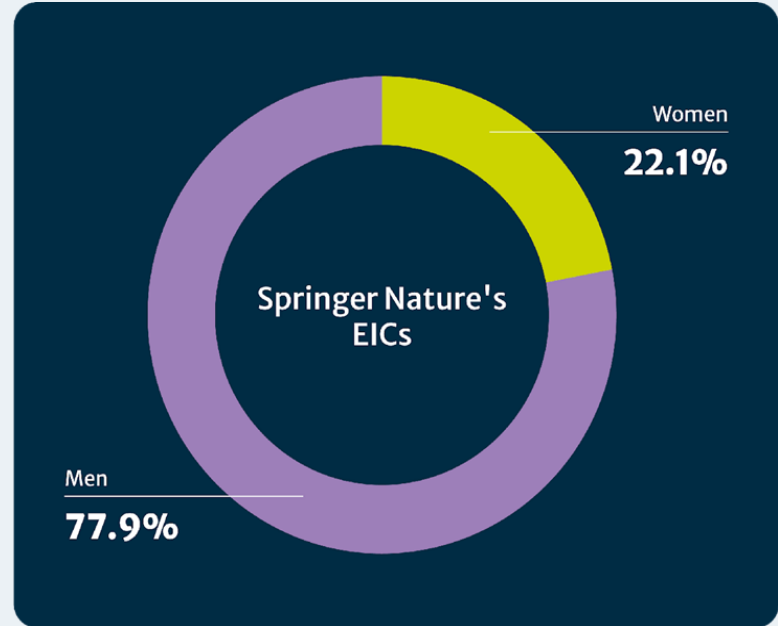
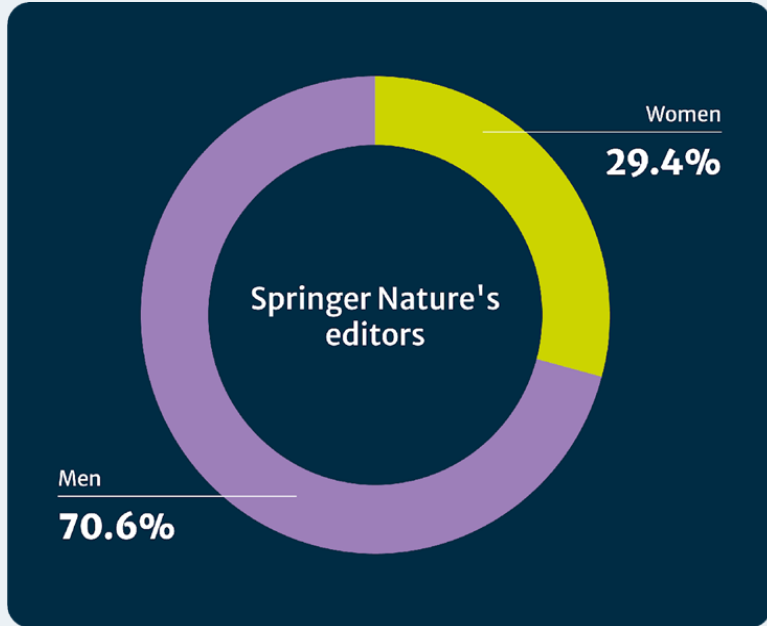
The top ten countries contributing to EiCs



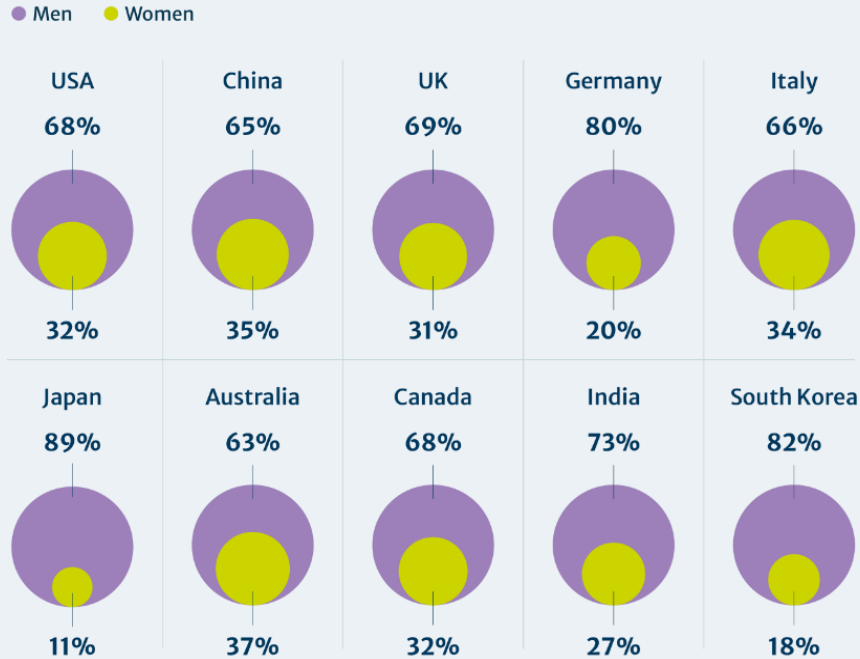
- The top three countries contributing to editors are the USA, China, and the UK.
- The top three countries contributing to EiCs are the USA, Germany, and China.
- India is in the top ten countries for both editors and EiCs.

Gender diversity of Springer Nature editors and Editors-in-Chief

Women make up 29% of editors and 22% of EICs.

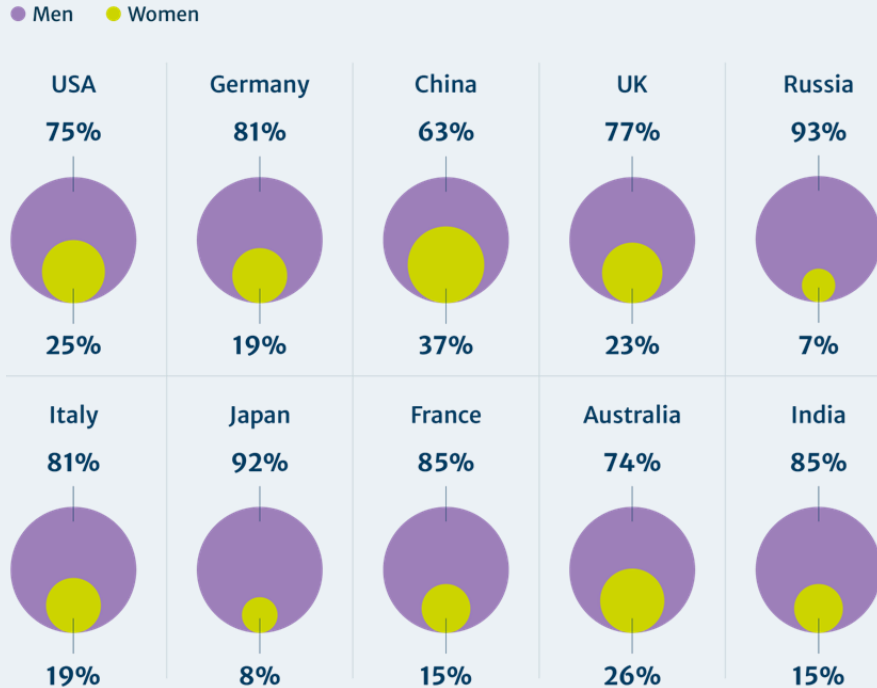


Gender diversity of Springer Nature editors by country



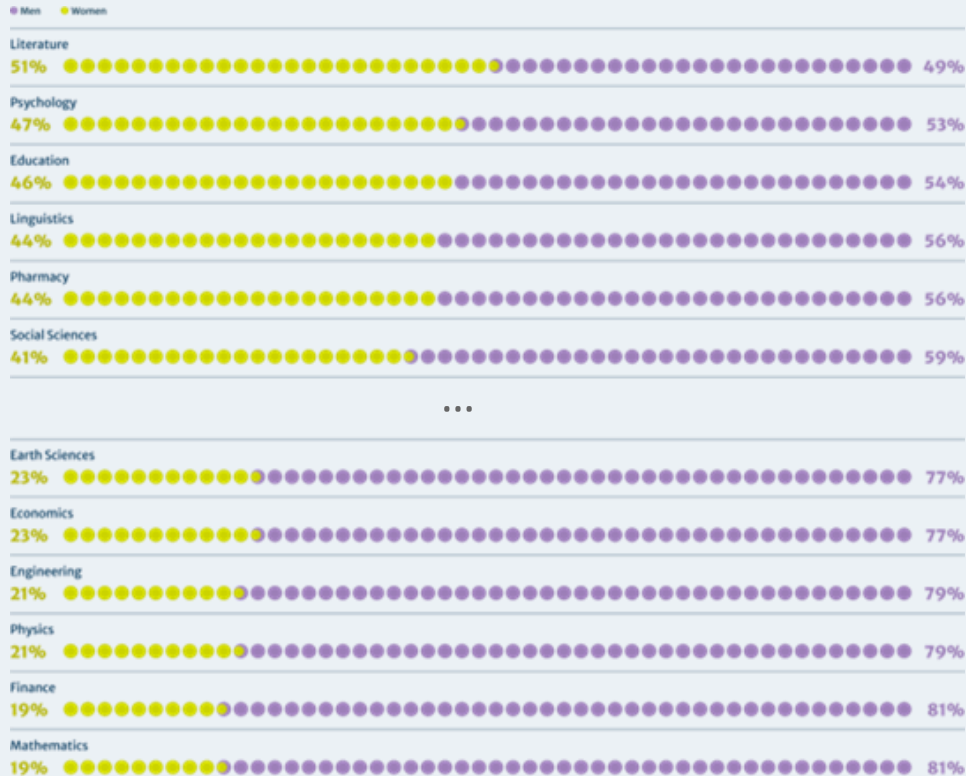
For the top ten countries contributing to Springer Nature's editors, women's representation is highest for editors from Australia, China, and Italy and lowest in Japan and South Korea.

Gender diversity of Springer Nature Editors-in-Chief by country



For the top ten countries contributing to Springer Nature's EICs, women's representation is highest for editors from China, Australia and the USA and lowest in Japan and Russia.

Gender distribution varies by discipline



Gender balance ranges from over 50% women to 19% women.

Disciplines such as psychology, linguistics and social science have greater than 40% women editors, whereas women editors range from 25-31% in Medicine & Public Health, Life Sciences and Chemistry.

Physics, Engineering, and Mathematics journals are at the lower end of the range with less than 25% women editors.

How does Springer Nature compare to industry peers?

- Decision makers in publishing are less diverse than author/researcher communities.
- Geographic disparities and strong focus on Global North in editor community is seen across the industry.
- Gender disparity among editors globally is also consistent with what peers with large multidisciplinary journals see.
- Globally, percentage of women researchers is ~31%; global mean percentage for women's authorship is ~30% (across all levels of seniority).

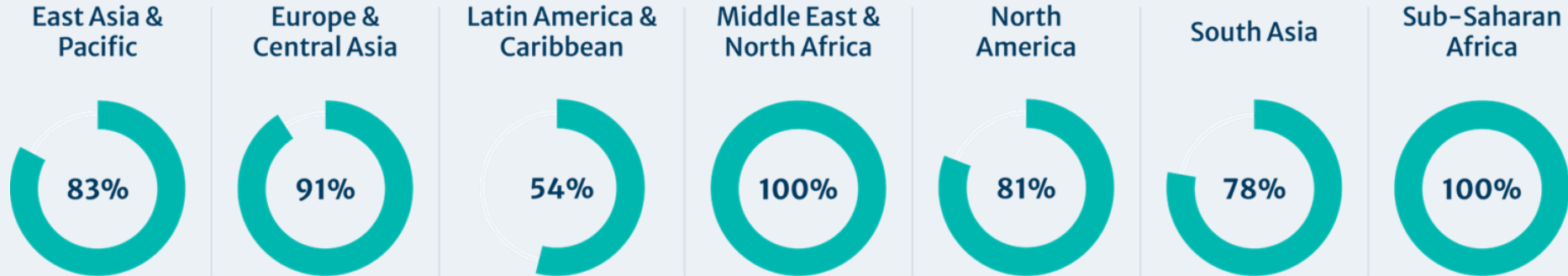


Insights from *Scientific Reports*

Women are **75%** as likely as men to accept an invitation to join the *Scientific Reports* Editorial Board

Acceptance rates of women invited to editorial board relative to men are fairly high across regions

Acceptance rates of women relative to men by region

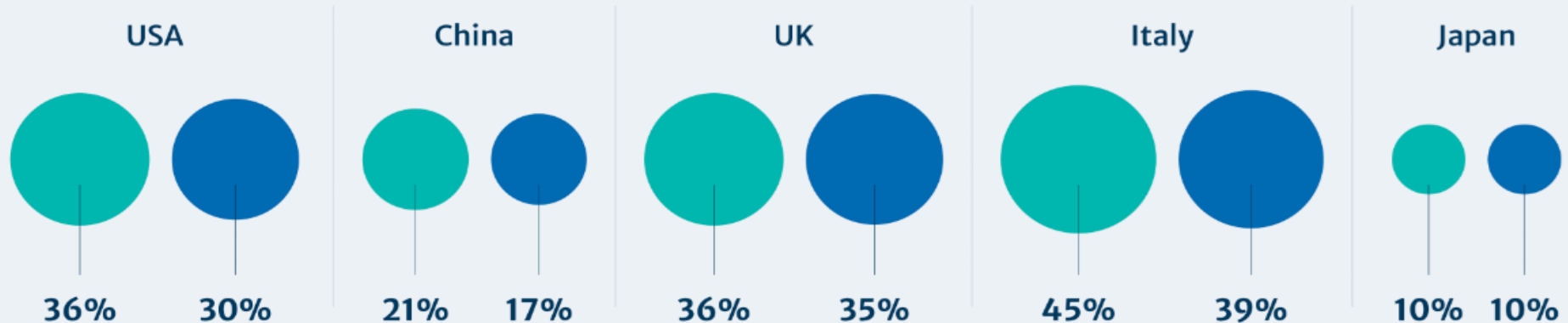


Inviting more women leads to appointing more women

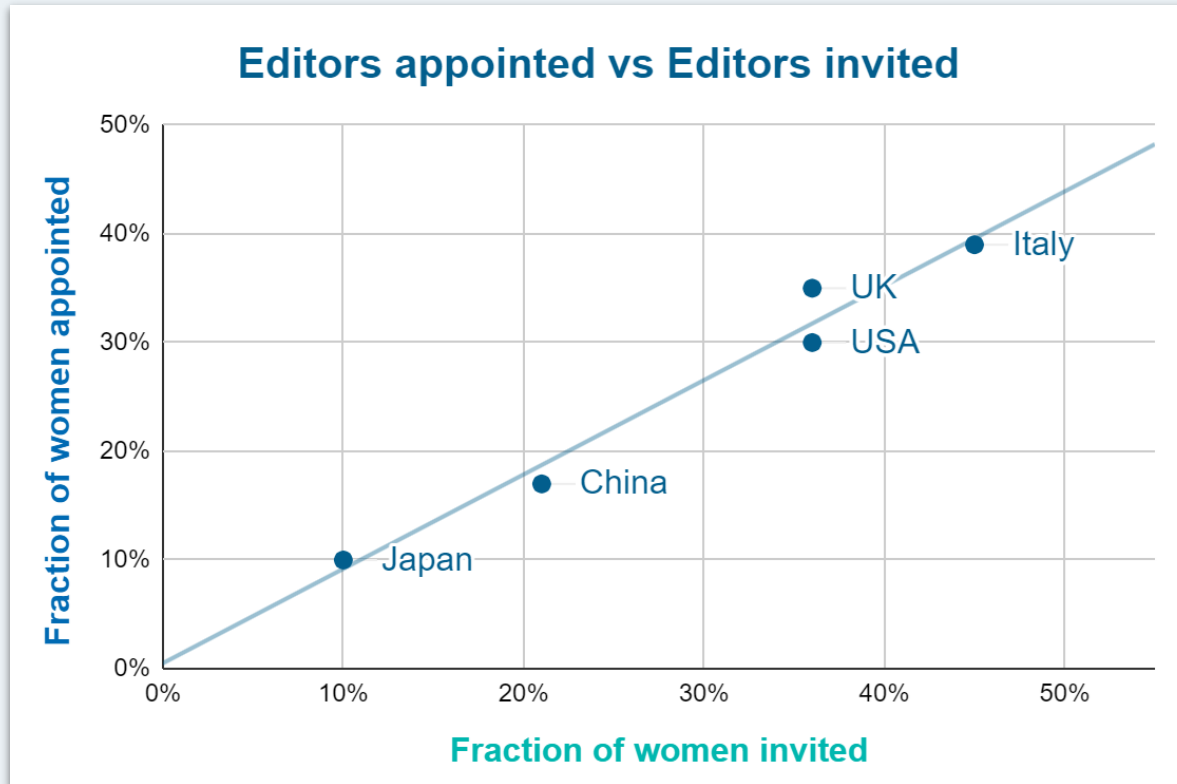
Percentage of women among invited and current editors for the top five countries among current editors

● Invited Editors

● Current Editors



Inviting more women leads to appointing more women





Where to next?

The importance of championing diversity

Actively seeking out diversity in our editorial recruitment influences positive change, and our EICs are embracing this approach.



Prof Bhekie B. Mamba
Editor-in-Chief, *npj Clean Water*

“With half the world’s population in China and India, and with the research we publish in *npj Clean Water* being of such high relevance to this region, we felt that it was critical to engage more actively with these research communities.”



Prof F. Richard Ferraro and other editors,
Clinical Psychology

“If the journal is to provide a representation of what is happening in psychology on a global scale, then authors, reviewers, and Editors from all regions must be encouraged and welcomed. This is how good science happens — when all voices are listened to.”



Prof Joanna M. Setchell
Editor-in-Chief, *Intl Journal of Primatology*

“Those who are disadvantaged by this system have less experience of the publishing process and of reviewing. They’re less likely to become an editor themselves...this in turn impoverishes our discipline because the more voices we hear from, the better we can understand primates.”

Providing resources to help editors to improve DEI in research publishing



The banner features the Springer Nature logo at the top left, a search bar and language selector at the top right, and navigation tabs for Editors, Resources and Tools, Research Integrity, and Courses. The main title is "Diversity, Equity and Inclusion in Research Publishing" with a QR code on the right and silhouettes of diverse people on the left.

SPRINGER NATURE

Search EN

Editors Editing a Journal Resources and Tools Research Integrity Courses

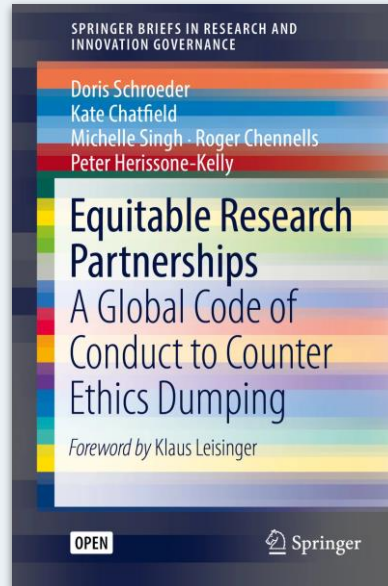
< Resources & Tools

Diversity, Equity and Inclusion in Research Publishing

Editor case studies



In this interview, Prof. Joanna M. Setchell, Editor-in-Chief of the International Journal of Primatology, talks about the actions she took to amplify underrepresented voices in research.



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SPRINGER BRIEFS IN RESEARCH AND INNOVATION GOVERNANCE

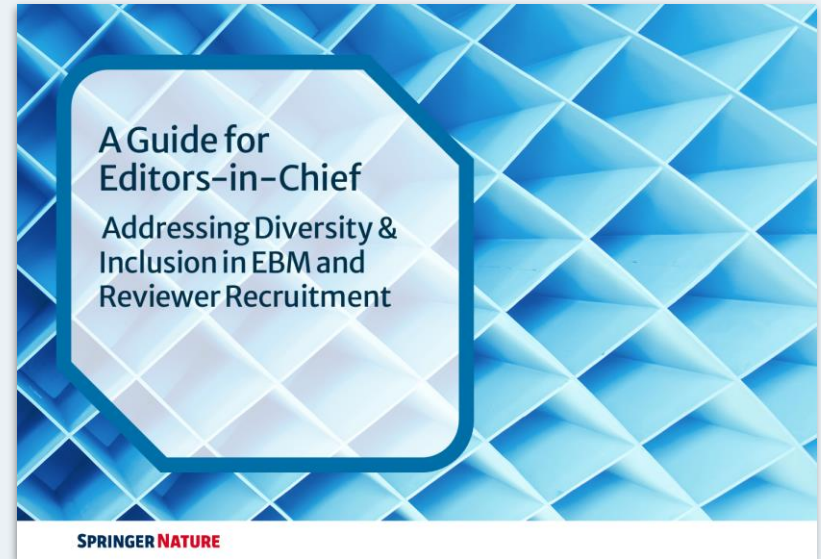
Doris Schroeder
Kate Chatfield
Michelle Singh - Roger Chennells
Peter Herissone-Kelly

Equitable Research Partnerships

A Global Code of Conduct to Counter Ethics Dumping

Foreword by Klaus Leisinger

OPEN Springer



The book cover has a blue geometric pattern background. The title is in white text inside a white rounded rectangle. The Springer Nature logo is at the bottom.

A Guide for Editors-in-Chief

Addressing Diversity & Inclusion in EBM and Reviewer Recruitment

SPRINGER NATURE

Providing more opportunities to recognize women in science

Sony Women in Technology Award
with Nature

Sony Women in Technology Award with Nature

Applications now open until May 31st, 2024, 23:59 (UTC)

Apply now ▶



MENTORING

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Two prizes of 5,000 USD to be won

Nominations are now open!

nature awards



Inspiring Women in Science

IN PARTNERSHIP WITH THE

ESTÉE
LAUDER
COMPANIES

Applications now open - apply here

Embedding Diversity, Equity and Inclusion into everything we do

Nature Conferences: no more 'manels'
A new code of conduct strives for more-diverse research meetings and events.

Nature addresses helicopter research and ethics dumping
New framework aims to improve inclusion and ethics in global research collaborations amid wider efforts to e

INSIGHTS INTO DIVERSITY, EQUITY & INCLUSION IN THE GLOBAL RESEARCH COMMUNITY
Report

SPRINGER NATURE GROUP

New Springboard blog:

Nature Masterclasses in partnership with HBCUs: How Springer Nature's Employee Networks drove change

By Marilyn "Mimi" McDonald Hendricks and Bernadette Bynoe Mack

“Working with colleagues from across the company, including the Nature Masterclasses team, and with support from strategic partners the Breast Cancer Research Foundation in October 2021 we created the inaugural HBCU Nature Masterclass.”

Thank you

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Scan QR code for
the benchmarking
report



<https://stories.springernature.com/journal-editor-diversity/>

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Diversity Equity Inclusion, Data

Biz Turnell — Senior Editor, *Scientific Reports*

Claire Jones — Senior Marketing Manager

Celia Fuhr — Senior Business Analyst

Keerti Singh — Senior Business Analyst