

Centering the Margins of the Scholarly Record

Librarians, Social Justice, and Scholarly Communication



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The Issue

Systemic barriers in academic publishing push voices representing diversity to the margins of the scholarly record.

Diversity

DIVERSITY OF IDENTITIES

Race and Ethnicity

Gender Identity

Sexual Orientation

Ability

Socioeconomic Status

Nationality

Language

DIVERSITY OF THOUGHT

Academic Discipline

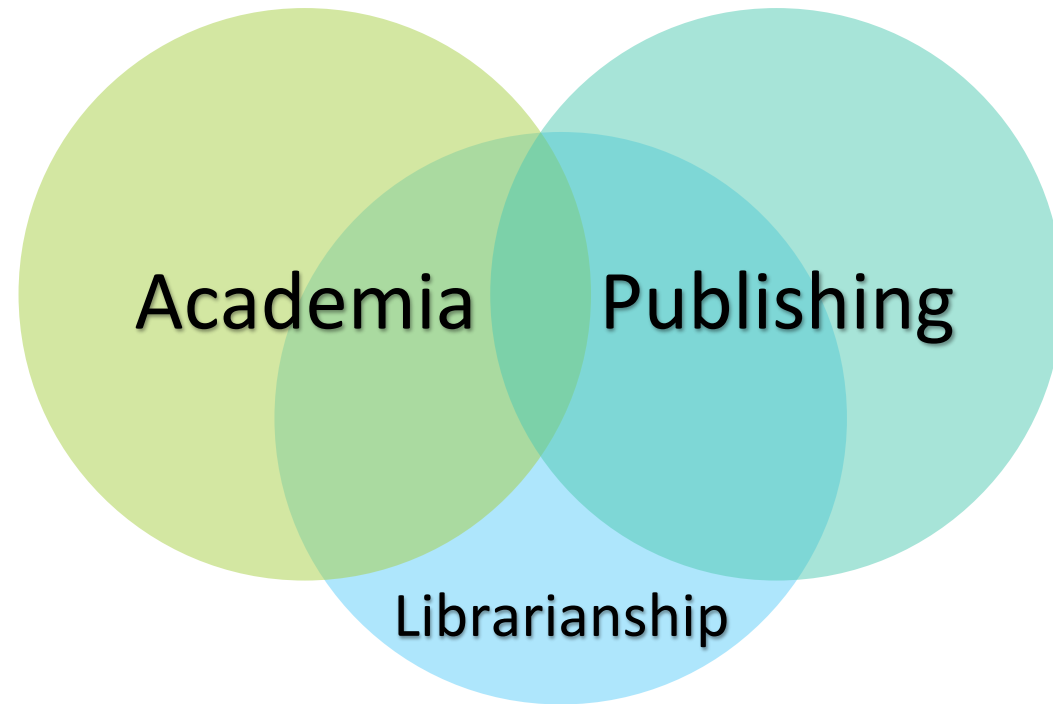
Methodologies/Theories

Research Subject

Writing Style

Language

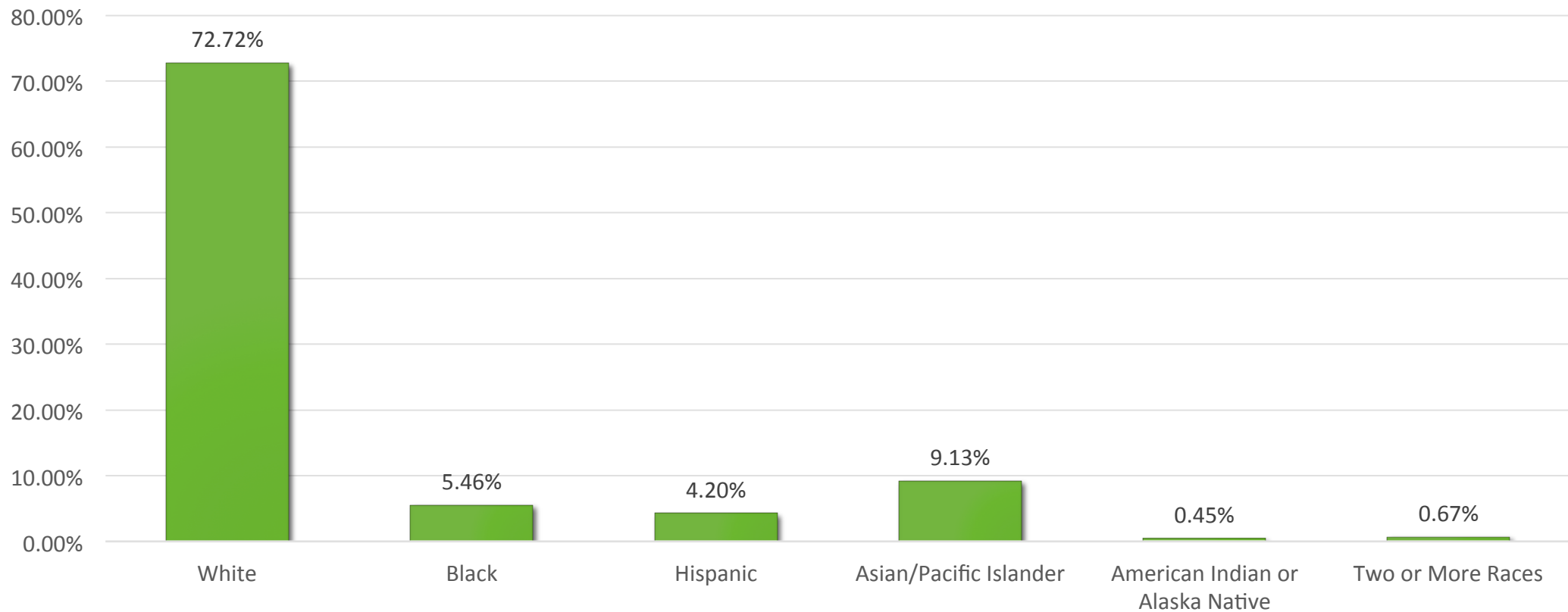
Scholarly Publishing



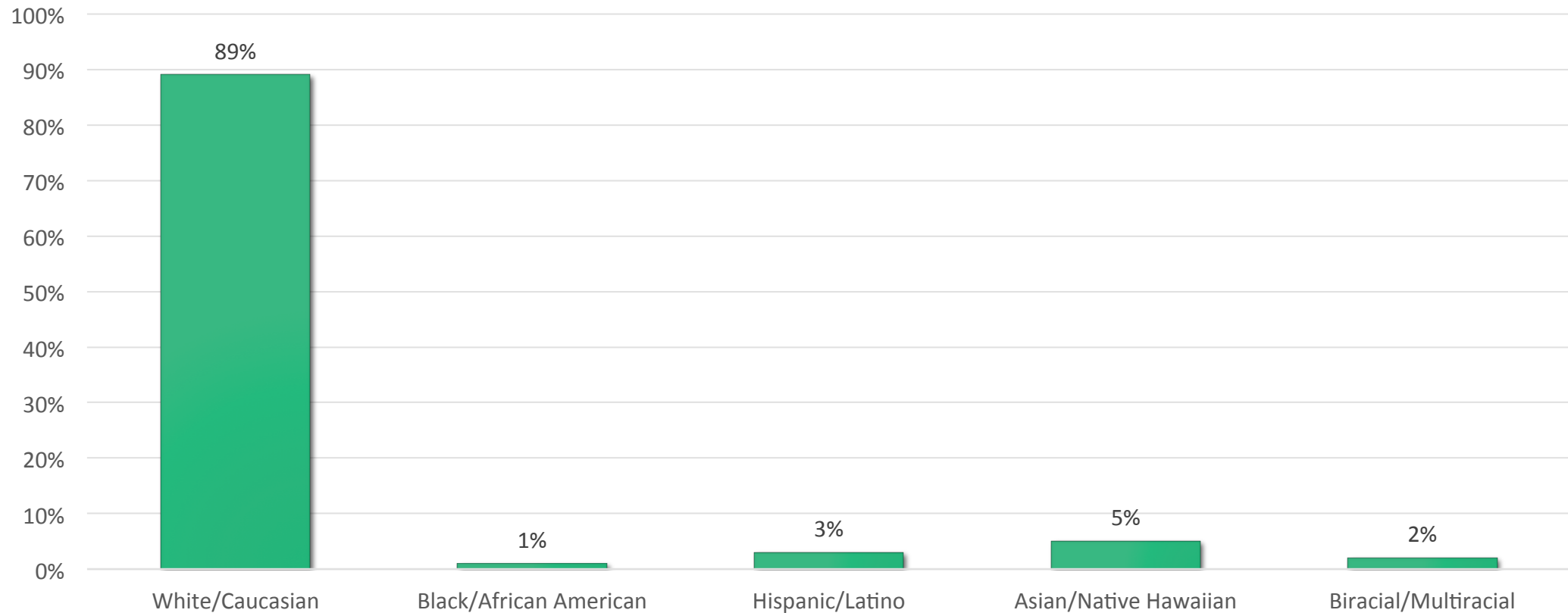
Barrier: Lack of racial diversity

The lack of racial and ethnic diversity in the professions involved in scholarly publishing is a barrier for racial and ethnic minorities engaged in scholarly publishing.

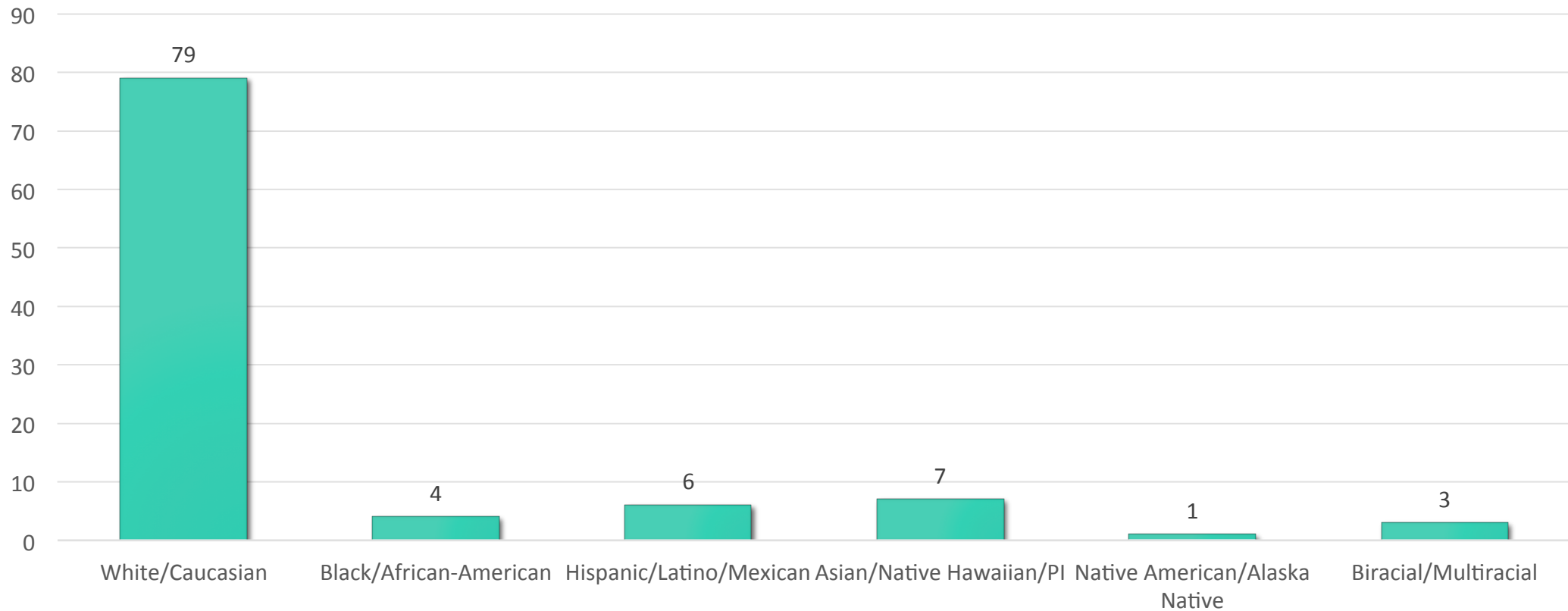
Race/Ethnicity of Full-time Faculty (Fall 2013)



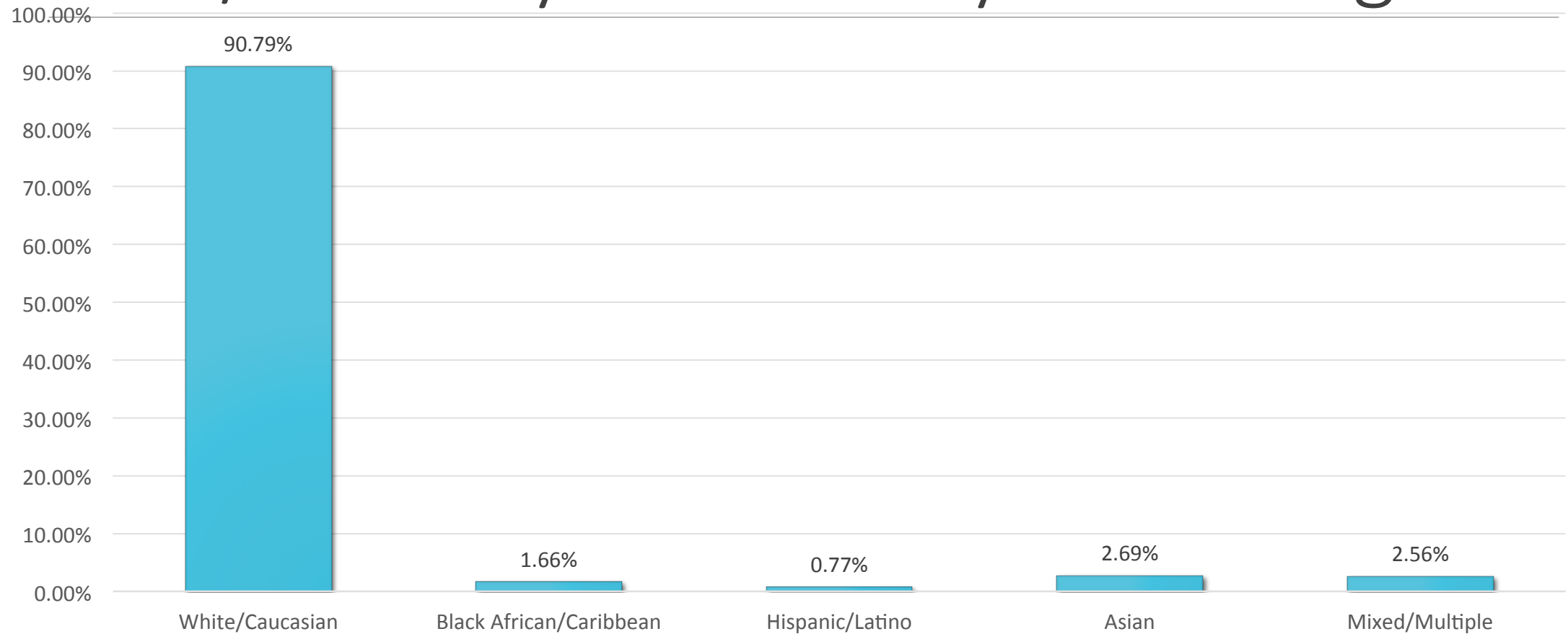
Race/Ethnicity in Mainstream Publishing



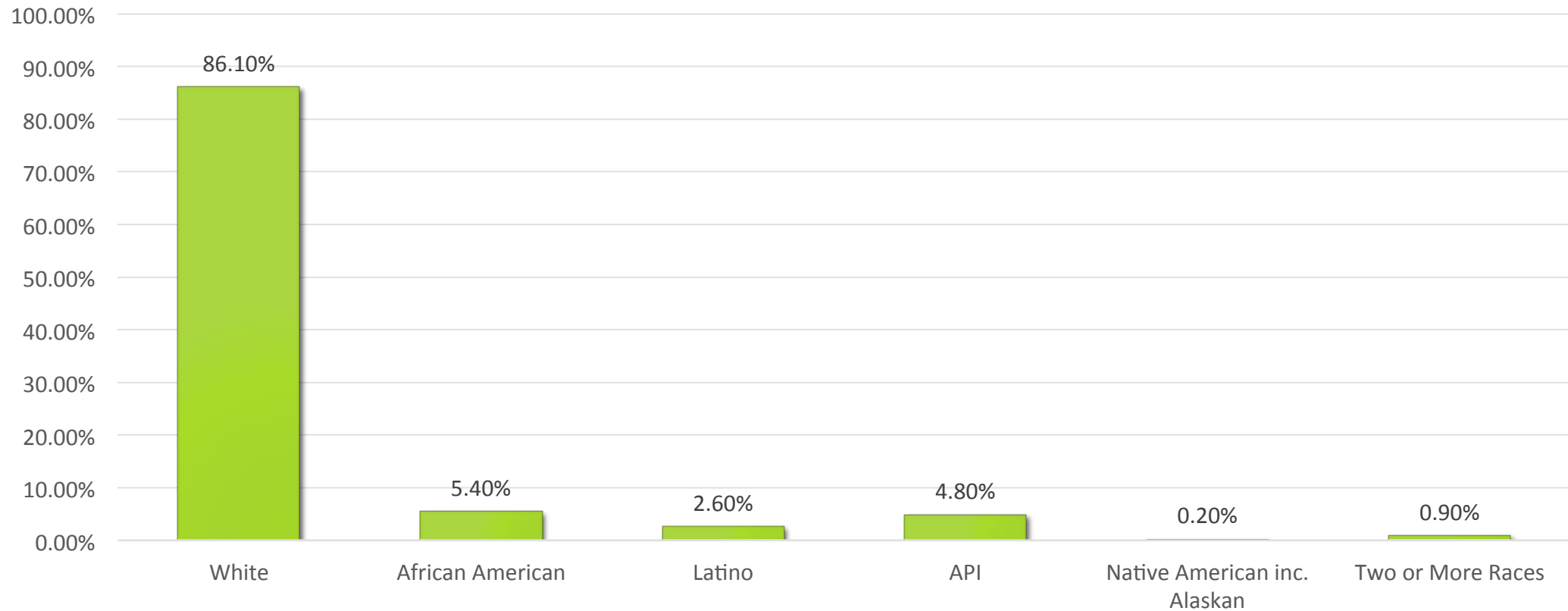
Race/Ethnicity in Mainstream Publishing (2015) Lee & Low



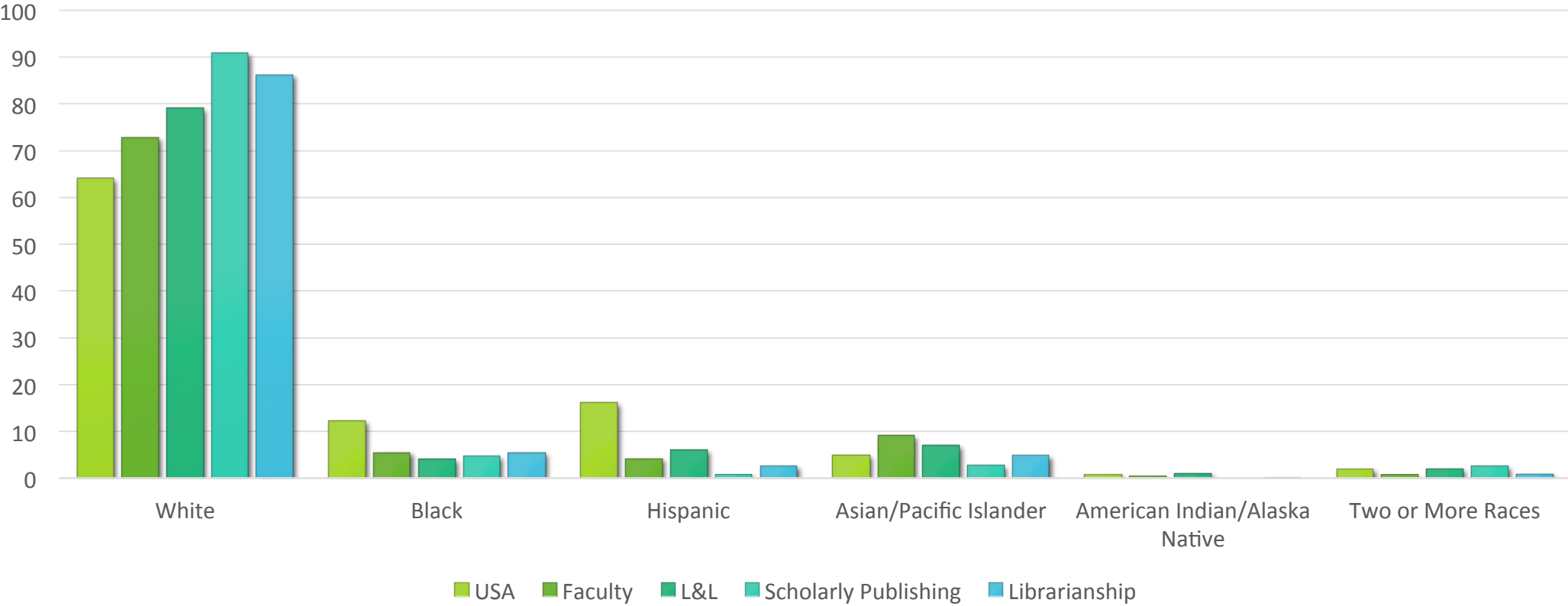
Race/Ethnicity of Scholarly Publishing



Librarianship: Higher Education (2009–2010)



Racial/Ethnic Landscape of Scholarly Publishing



Brainstorm:

What barriers exist in
scholarly publishing?

Barriers to scholarly publishing

ACADEMIA

Availability of grant funding

Government/public priorities

Lack of racial and ethnic diversity/representation

Lack of mentors

Maternity leave policies

Tenure/promotion policies

University organizational structure

PUBLISHING

Culture of publishing

Lack of racial and ethnic diversity/representation

Language of publishing

Makeup of editorial boards

Makeup of peer reviewer pools

Peer review system

Perceptions of marketability

LIBRARIANSHIP

Lack of racial and ethnic diversity/representation

Purchasing, cancellation, and withdrawal decisions

Cataloging and description

Indexing and search

Select a barrier and answer:

How does this barrier inhibit diversity in the scholarly record?

ACADEMIA

Availability of grant funding
Government/public priorities
Lack of racial and ethnic diversity/representation
Lack of mentors
Maternity leave policies
Tenure/promotion policies
University organizational structure

PUBLISHING

Culture of publishing
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Makeup of editorial boards
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LIBRARIANSHIP

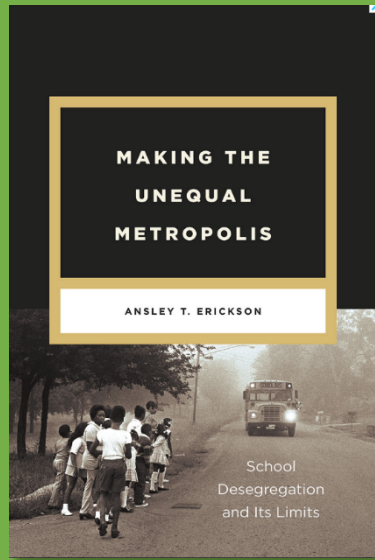
Lack of racial and ethnic diversity/representation
Purchasing, cancellation, and withdrawal decisions
Cataloging and description
Indexing and search

Why does diversity matter?

Barriers to diversity in scholarly publishing:

- Makes it more difficult for members underrepresented groups to attain tenure and promotion
- Leads to homogeneity in scholarly record
- Omits subjects and perspectives from the scholarly record
- Creates a scholarly record that does not reflect our students, the public, or our society
- Limits the amount, subjects, and types of information available for public policy making

Case Study: Published Book Reviews



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FACULTY

A Journal's Apology Prompts Soul-Searching Over Racial Gatekeeping in Academe

For some, the controversy illuminates a problem 'that is far, far more common than we would like to admit'

By Tom Hesse | APRIL 21, 2017 ✓ PREMIUM

A controversial book review in a well-known history journal has led to an apology from the *American Historical Review* and extensive introspection over gatekeeping and the barriers to young and minority scholars throughout academe.

The journal's decision to allow a professor with views seen as supporting white supremacy to review a book on school segregation was met with surprise, but not by some scholars of American history. Nathan P. Connolly

Brainstorm:

What can libraries do to increase diversity in the scholarly record?

What can libraries do to make diverse voices in the scholarly record discoverable and accessible?

Diversity in the Scholarly Record

Include diversity representation and inclusion in collection development policies

Purchase from women- and minority-owned businesses

Include open access resources from the Global South in discovery systems

Intentional and targeted institutional repository outreach to under-resourced and under-recognized departments and programs

Promote representational editorial boards and peer reviewer pools in library publishing

Educate on systemic biases in scholarly publishing

Host brown bags, educational events for women and minority faculty and graduate students

Encourage, educate faculty to be advocates for diversity and inclusion in publishing

Takeaway questions for your institution

Does your library have a diversity statement?

Do your department/unit's policies, procedures, and public-facing documents reflect a commitment to diversity/inclusion?

Do librarians involved in cataloging, metadata, and description have awareness and training on whiteness and diversity/inclusion?

Are all staff in your unit aware of how their work contributes to diversity/inclusion?



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Thank you! Questions?