

Diversity and Inclusion in *Eurosurveillance*



Eva Sarachaga¹, Kathrin Hagmaier¹, Megan Osler¹, Ines Steffens¹

¹*Eurosurveillance*, European Centre for Disease Prevention and Control (ECDC), Stockholm, Sweden

Background

Eurosurveillance has implemented different policies and activities to improve and create awareness about Diversity and Inclusion (D&I). In 2016, the journal endorsed the use of the [Sex and Gender Equity in Research \(SAGER\) guidelines](#) encouraging authors to use the terms sex and gender suitably to avoid confusing both terms [1]. As signatory of the [SDG \(Sustainable Development Goals\) Publishers Compact](#), the journal has an inclusive language policy and supports SDG 3 'Good health and well-being', SDG 5 'Gender equality' and SDG 10 'Reduced Inequalities'. In 2024, the journal published a policy on diversity and inclusion inspired by the Cape Town Statement, which, under the principles of fairness and equity, encourages authors to recognise the important contributions of various actors [2].

The journal removed barriers to accessing scientific information by a diamond Open Access publishing model, providing a message box to explain important public health findings for a lay audience and providing free-of charge online trainings on diversity and inclusion for peer-reviewers, and it strengthens inclusiveness by calling early-career researchers (ECR) in the peer review process, and having a pan-European editorial board.

In 2024, we investigated the sex and geographical representation in the journal and how the diversity and inclusion activities could have had an impact on it.

Methods

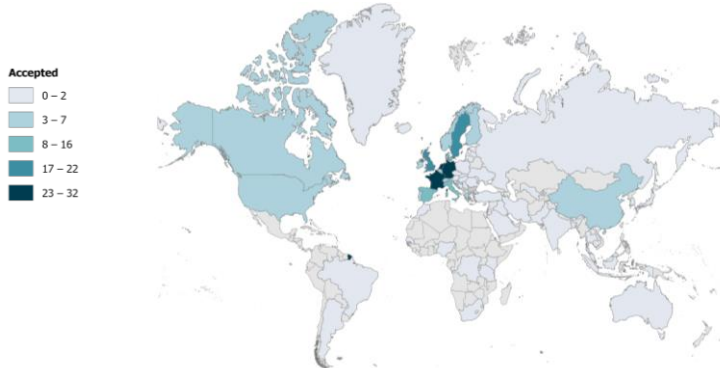
Data were extracted from the article submission system, Editorial Manager, and the *Eurosurveillance* internal records. We included data regarding reviewers, early-career researchers as peer reviewers, article submissions, and speakers at the journal's scientific seminars. Results were analysed by sex and geographical origin.

Results

Articles

During 2024, *Eurosurveillance* received submissions from 73 different countries, increasing geographical representation compared to 2023, when there were submissions from 66 countries. Of the 2024 submissions, articles were accepted from 40 countries, 25 of them within the 36 countries represented on the *Eurosurveillance* editorial board ("*Eurosurveillance* countries") and 15 other countries, whereas in 2023, there were 27 countries, 18 in *Eurosurveillance* countries and 9 other.

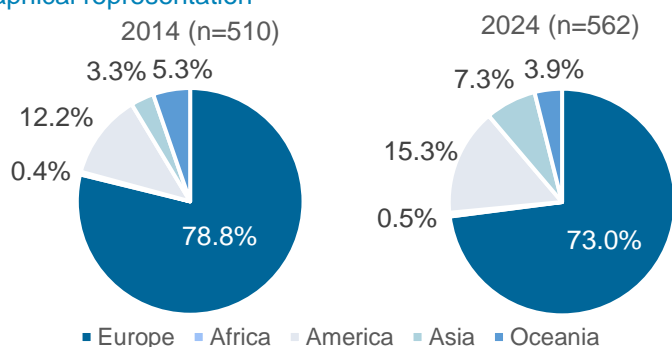
Geographical representation in accepted articles 2024



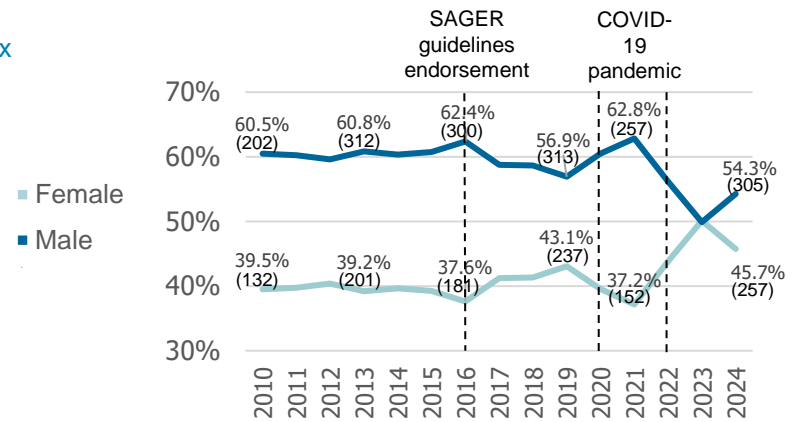
Reviewers

Reviewers had more diverse geographical representation compared with previous years. In 2024, the journal had reviewers from 44 different countries and there was more representativeness of the continents compared with previous years. Regarding sex, male prevalence remained stable until 2016 when SAGER guidelines were endorsed, with 62.4% (300) of male reviewers in 2016. After that, female representation increased -43.1% (237) in 2019- until the start of the COVID-19 pandemic, when the representation of women as reviewers fell to 37.2% in 2021. During 2024, proportions were more equal, with 45.7% female versus 54.3% male reviewers (257/305).

Geographical representation



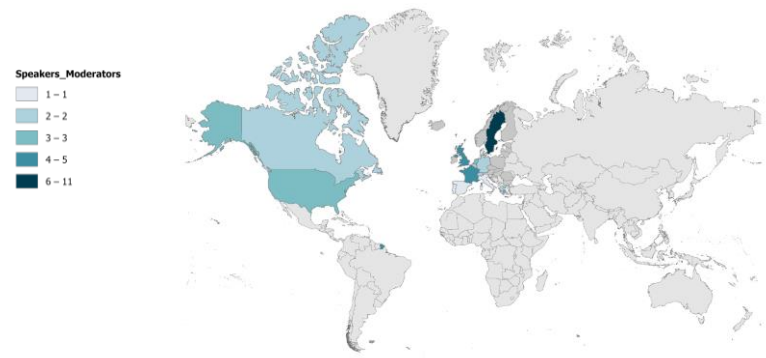
Sex



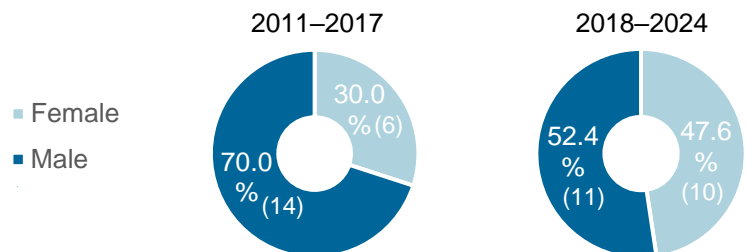
Seminars

The annual scientific seminars involved 41 speakers from 15 different countries since 2011, when they were first held. The female/male distribution between 2011 and 2017 was 30.0%/70.0% (6/14) versus 47.6%/52.4% (10/11) in 2018-2024.

Geographical representation 2011-2024



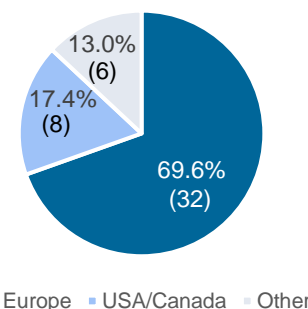
Sex



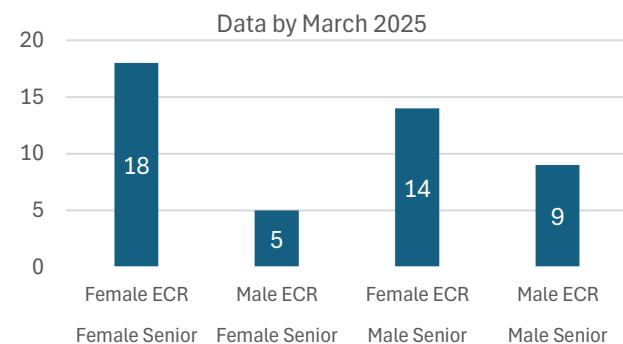
ECR in peer-review

Since its launch in 2022, the ECRs peer reviewer initiative involved 46 pairs from 18 countries. Eighteen pairs were composed by female senior researchers and female ECRs while 9 were male-only pairs.

Geographical representation



Sex



Conclusion

Results point towards a more inclusive representation by sex and more diverse country representation in *Eurosurveillance* over the years, likely owed to a greater awareness and following the implementation of respective policies. Nevertheless, and acknowledging the predominant European focus of the journal there are areas for improvement and further monitoring should help identify gaps and trends.

Acknowledgement

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