

Diversity, Equity and Inclusion (DEI) Committee Review, Strategic and Action Plan

2 February 2026

Version 3.1

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1. Review

History of DEI Committee (formerly the EDI Committee)

EASE's Gender Policy Committee (GPC) was established in 2016 and disbanded at the end of 2023. Its work was largely focused around the development and promotion of the SAGER guidelines and this work is now being continued under the leadership of GENDRO led by Shirin Heidari, with EASE as a partner.

A new DEI Committee was established in 2022 to focus on wider diversity, equity and inclusion (DEI) issues that were not being addressed by the GPC. The scope of DEI is broad, but the preference for this group has been to focus on a small number of initiatives where real change can be made, rather than attempt to address multiple issues without the resources required.

Prior to 2022, EASE had very little activity in this area beyond becoming signatories to the Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC) in 2018. The DEI Committee continues to promote the work and resources of C4DISC and collaborate with them as appropriate.

Context

The issues facing the scholarly editing and publishing community in regards to diversity, equity and inclusion, were set out in the [previous version](#) of this document (May 2023) so are not repeated here.

Mission

The DEI committee was established with a mission to:

- Ensure EASE is a socially-just community that welcomes, values, and celebrates all with whom it interacts and that its statement is owned at the highest level within the EASE Association;
- Ensure the EASE Association and the EASE journal, *European Science Editing*, incorporates DEI policies throughout its operations and is seen to do so;
- Work with our members and industry partners to support DEI in scholarly communications, editing and publishing at all levels;

- Design, implement and/or support initiatives to increase DEI amongst authors, journal editors and all those operating in the scholarly editing and publishing ecosystem.

Achievements to date

Our achievements in 2024/25 are listed here. Previous achievements are documented in previous editions of this Review, Strategy, Action Plan and are not repeated here.

Webinars

- June 2025 - [What does it mean for cis people to write about trans people's lives?](#) [View recording](#)
- February 2025 - [Applying gender dimension in research.](#) [View recording](#)
- September 2024 - [Equity, diversity and inclusion in publishing: initiatives from The Lancet Group.](#) [View recording](#)
- March 2024 - [Equity, Diversity and Inclusion Survey results and next steps.](#) [View recording](#)

Conference

- May 2025 - Joint panel with E&S Committee at 18th EASE Conference: [How can you contribute to your journal's sustainability.](#) [View recording](#)
- May 2025 - Poster at the 18th EASE Conference: EASE EDI Committee: [A reinforced commitment of science editors to Equity, Diversity and Inclusion in scholarly publishing.](#)

Tools

- Launch of the [EASE SDG Checklist](#) in conjunction with the EASE Environment and Sustainability Committee
- [Awareness Raising Slide Deck](#) for the community to use to raise awareness of DEI amongst their stakeholders.

Collaborations and Community Outreach

- January to May 2025 - Collaboration with E&S Committee to produce the [SDG Checklist](#) for Editors.
- January 2024 - Launch of the [EASE Equity Diversity and Inclusion \(EDI\) Survey](#); Follow up interviews with respondents to provide more detailed information for the Survey article and identification of potential case studies.

Promotion of third party events/activities, e.g. C4DISC/SAGER/CSE and those of our Regional Chapters and SIGs.

Publications, Statements & Endorsements

- May 2025 - EASE EDI Endorsement of the [Guidelines for reporting intersectional analysis in science and technology \(GIST\)](#).
- March 2025 - [EASE statement on continued importance of sex and gender equity in research \(SAGER\)](#) and statement on US Executive Orders
- May 2025 - Publication of the article: [Publishers' and editors' perceptions on equity, diversity, and inclusion: A cross-sectional study of European Association of Science Editors' community](#) in European Science Editing.

2. Strategy for the period 2025-27

The mission of the DEI Committee remains relevant. It is important to support the EASE Council and its Journal's editorial boards to continue to provide a socially-just community that welcomes, values, and celebrates all with whom it interacts.

Before we can support our members, we must ensure that our own policies and actions in relation to diversity, equity and inclusion adhere to the highest standards achievable in the context of the resources available. It has been agreed not to include Accessibility in this strategy, as tackling this issue is beyond the expertise and resources of the current Committee.

The Committee plans to adopt a policy of identifying small scale projects that are well defined and deliverable in a reasonably short time frame (4 months). This will ensure a regular flow of activity and help to keep Committee members motivated with manageable workloads.

The results of the 2024 Survey provided useful input from our members and the wider community about the issues they are facing and the type of help and support they are seeking. The Committee plans to continue its work to address the identified issues. The following action plan sets out the Committee's priorities.

3. Action Plan

The Committee will be organised and function as follows:

- The Committee will be responsible for developing well defined small scale projects, deliverable in a short time frame (4 months);
- The Committee will be formed of a small group (5-10 people) of committed people, driving small projects;
- To ensure fair distribution of workload, each person will be involved in at least one project or task;
- The Committee will meet every two months (at a minimum), for an hour, to discuss current projects' advancements, needs and potential new projects;
- Where appropriate Committee members will represent the EASE DEI committee in/at third party initiatives/events, for example, C4DISC Community Outreach meetings; when networking or speaking at industry events or conferences.

Communication

A key role for the DEI Committee is to promote its activities and achievements to EASE members and those in the wider scholarly publishing community. To achieve this we have a number of vehicles we can exploit, namely:

- EASE member newsletter: provide an update monthly
- EASE Update (non-member newsletter): provide an update bi-monthly
- EASE Digest: Write two articles per year sharing information about Committee activities and/or discussing relevant issues on DEI
- Social media: share DEI events, activities and resources, of our own and others on the EASE social media platforms, with the primary focus on our [LinkedIn](#) page.
- Website: manage and animate the DEI Community page on the EASE website
- Report to the EASE members at the AGM and Conference
- Prepare a poster for the EASE Summer Symposium
- Participate in a session at the EASE Summer Symposium
- Report to the SDG Publishers Compact and IPA Dashboard.

Ongoing tasks

- Review and update the [DEI Strategy](#) annually;
- Compile and share [useful resources and case studies](#) of successful initiatives to inspire and to position EASE as the key reference for the community about best practices, statements and endorsements;
- Promote, review and update the [Awareness Raising Slide Deck](#) to help editors talk about DEI;
- Liaise with specific partners (C4DISC and others) and the community at large;
- Create a new SDG Checklist to report and monitor the DEI activities and status for EASE and European Science Editing annually and report to the IPA via its dashboard. Maintain the Checklists annually.
- Define a baseline data from which to monitor improvements in DEI within EASE.

Projects

EASE membership DEI status

Review DEI of the membership, leadership, editorial boards, authors, and speakers. Report the results in the EASE/ESE SDG Checklist annually. Write up results for an EASE Blog article and potentially a Conference poster.

Awareness raising slide deck

Promote the work of the DEI Committee to various audiences, using the [Awareness Raising Slide Deck](#). Encourage the community to adapt it to communicate the importance of DEI to their own stakeholders through a sustained promotional campaign.

SDG Checklist

Continue to lead the work on the ‘Reduce inequalities’ SDG for EASE and to collaborate with the E&S Committee to develop and promote the SDG checklist.

Roadmap/toolkit

Create a roadmap providing a set of guidelines and [useful resources](#) to support editors and provide guidance on how they can navigate their own DEI journey. These will be delivered in the EASE Learning Hub and will be a mix of resources

and materials from trusted third parties and our own. Example topics include:

1. How to ensure your website/social media content is accessible to all?
2. Improve your communication through the use of inclusive language
3. Improve your Journal's/organisation's diversity, equity and inclusion policies to promote fair hiring practices, reduce bias, and ensure a diverse and inclusive workforce which provides equal opportunities for all candidates.
4. Improve the diversity, equity and inclusivity of your Editorial Board
5. How can you encourage diversity, equity and inclusivity among your authors/peer reviewers?
6. Guidelines and training in topics such as recognising and responding to unconscious bias, racism and micro-aggressions.

EASE Conference

Participate in a panel/present a poster at the EASE Summer Symposium.

Webinars

Organise 2 webinars per year on relevant DEI topics, one in the Spring and one in the Autumn.

DEI Committee
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