

BUILDING HONEST, ACCOUNTABLE WORKPLACE CULTURE IN SCHOLARLY PUBLISHING THROUGH PRACTICING ALLYSHIP

Nataliia Kaliuzhna

Faye DeBroux

Mokheseng Buti

Introduced in 2018 by the Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC), the Antiracism Toolkit for Allies has regained urgency amid global political shifts that place academia and science under growing pressure and scrutiny. As DEIA practices face mounting pushback, many in the publishing community feel uncertain about how to maintain this work. The revised Antiracism Toolkit for Allies offers guidelines and real-world case studies to help allies act meaningfully and responsibly in strengthening support for equity within scholarly publishing industry.

STEPS TO BECOMING AN ALLY

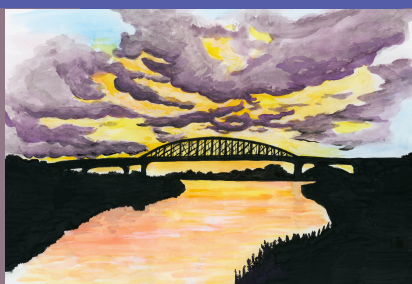
True equity happens when individuals, teams, and communities all take responsibility!

1



Become conscious of white advantage

2



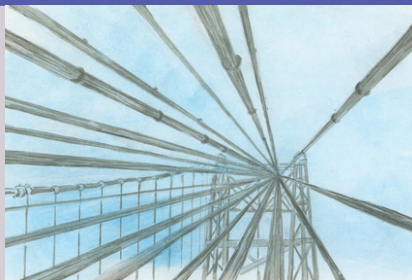
Listen to Black, Indigenous and People of Color without judgment

3



Break social segregation & build accountable, honest relationships across diversity

4



Act to challenge racism and white advantage at all levels

5



Build work communities where everyone thrives

The revised **Antiracism Toolkit for Allies in Scholarly Communication** will be launched in summer 2026
Stay turned!

