

# Advancing Diversity, Equity, and Inclusion in Scholarly Publishing

## The EASE DEI Committee Awareness Slide Deck

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### Background

Diversity, equity, and inclusion (DEI) are increasingly recognized as critical to ensuring the credibility, accessibility, and social responsibility of scholarly communication. The European Association of Science Editors (EASE) established its DEI Committee to integrate DEI principles into scholarly communications, editing and publishing.

### Our Mission

EASE DEI Committee was established 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 [1];
- Ensure 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.

### Objective

To present the development, content, and potential impact of the EASE DEI Committee's awareness-raising slide deck, created as a practical tool to help journal editors and professionals in scholarly publishing communicate the importance of DEI to their stakeholders and by promoting DEI across their networks.

### Methods

The Committee adopted a collaborative model, meeting bi-monthly and engaging in partnerships with initiatives such as the Coalition for Diversity & Inclusion in Scholarly Communications (C4DISC) and EASE Gender Policy Committee. The slide deck was created through iterative drafting, review, and DEI Committee members input. Its content was informed by existing DEI frameworks and examples sourced from published surveys, interviews and case studies from 2024 to 2025 [2-4].

### References

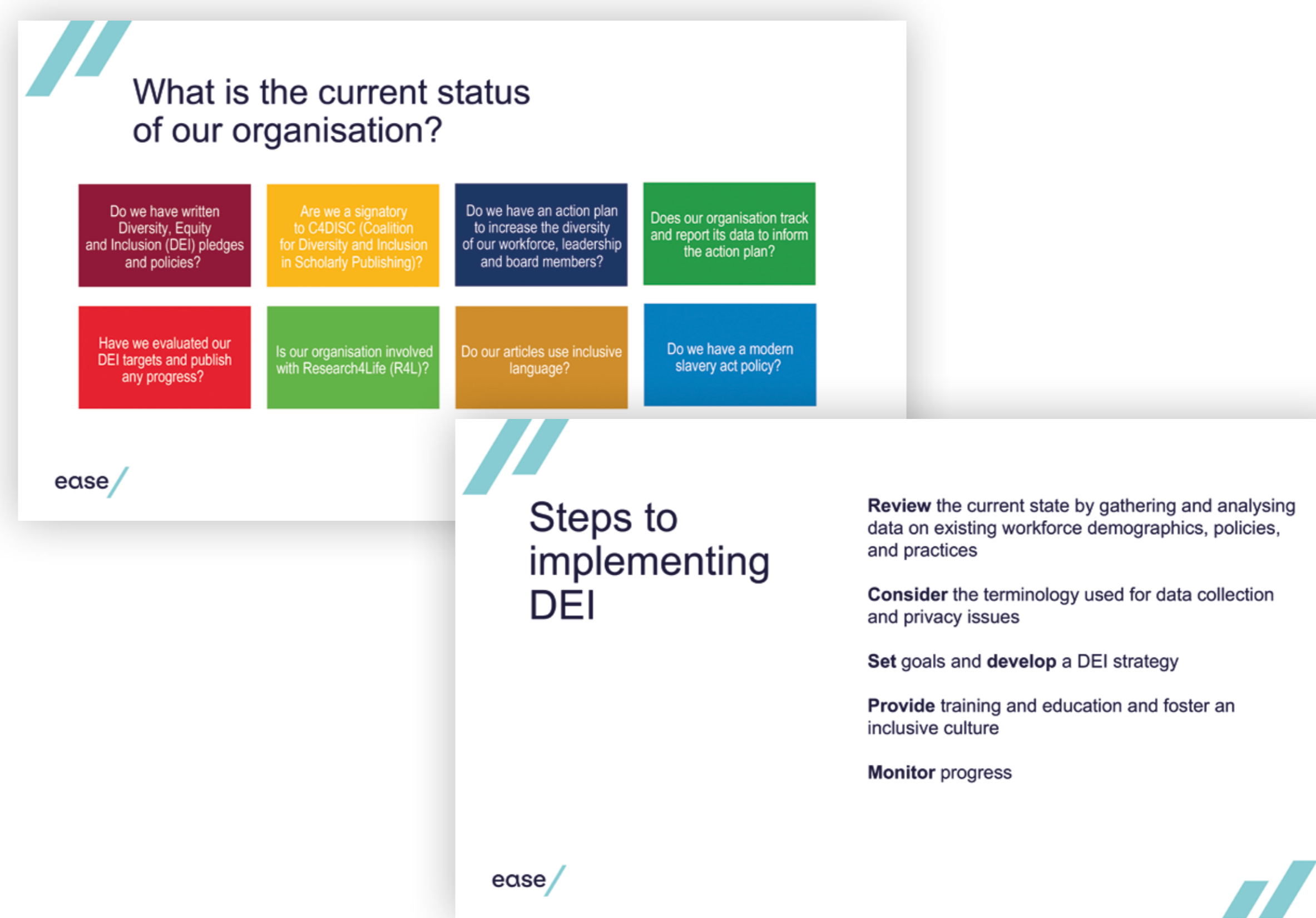
1. Freda A et al. EASE statement on continued importance of sex and gender equity in research (SAGER). European Science Editing 2025; 51: e156214
2. Pranić SM et al. Publishers' and editors' perceptions of equity, diversity, and inclusion: A cross-sectional study of European Association of Science Editors' community. European Science Editing 2025;51: e142485
3. Schiebinger L et al. Guidelines for Intersectional Analysis in Science and Technology: Implementation and Checklist Development. European Science Editing 2025; 51: e162102
4. Van Epps H et al. The Sex and Gender Equity in Research (SAGER) guidelines: Implementation and checklist development. European Science Editing 2022; 48: e86910

### Results

The DEI awareness slide deck has been finalized as a freely available resource designed for the scholarly publishing community. It offers a structured framework for initiating DEI conversations and guiding reflection within editorial teams, publishing organizations and journals. It can be used and adapted by journal editors, medical communication agencies and all those working in scholarly publishing to communicate the importance of DEI to their stakeholders.

It provides:

- A definition of DEI
- The benefits of DEI in organisations
- Questions to evaluate the current status of DEI in an organization
- Steps to implement DEI
- Useful links



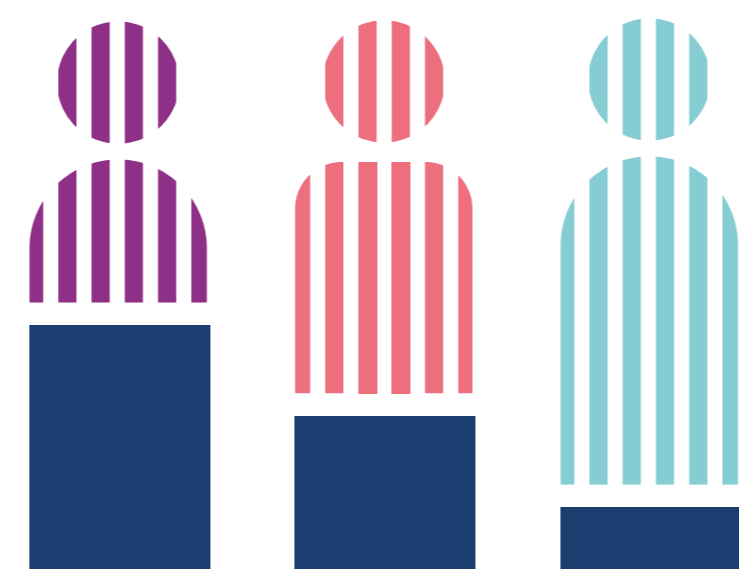
### Conclusions

The development of the slide deck represents an important first step in equipping the scholarly publishing community with practical resources to increase awareness of DEI and support meaningful DEI conversations. Its upcoming launch will support broader dissemination and practical evaluation.

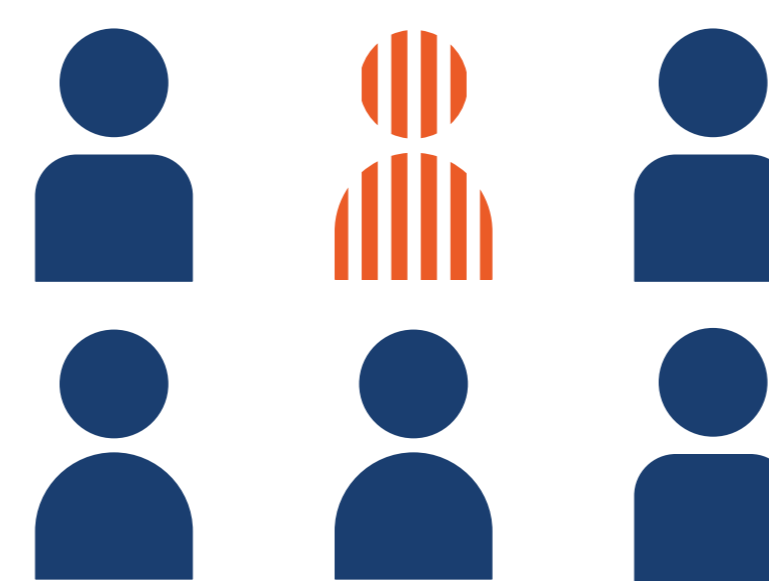
Future ambitions include gathering community feedback on the slide deck, integrating it into training sessions, and updating its content every 2 years to ensure relevance and continued impact.



DIVERSITY



EQUITY



INCLUSION



Meet the team (top to bottom): Ana Heredia (Chair); Christina Kassiteridi; Silvia Maina; Pavel Ovseiko; Shelly Pranić; Diana Samuel; Simone Taylor; Charoula Tzanakou; Kate Wilson.

FIND OUT MORE ABOUT THE DEI COMMITTEE

VISIT OUR PAGE FOR:

- Committee members
- Resources
- Webinar recordings
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Poster prepared by

ease / DEI Committee

Working in partnership with

C4DISC Coalition for Diversity & Inclusion in Scholarly Communications

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