



Joint commitment for action on inclusion and diversity in publishing

Collective action to make things better, together

Self-reported Gender and Race & Ethnicity (GRE) Data in Aries Editorial Manager



Presentation to Elsevier Editors
7 July 2022

Strong Organizational Commitment



“There has been important progress over the past decade, but challenges persist. We have more work to do to address issues of diversity and inclusion in research. There is no single solution here; the entire research ecosystem must come together to drive lasting change. To this end, we will accelerate our work with all stakeholders, including funding bodies, governments and institutions worldwide that share our goal of advancing science and improving health outcomes through greater diversity in research.”

Elsevier CEO Kumsal Bayazit

Why it matters

- Diversity and inclusion across multiple dimensions in research ensures:
 - Entry of new researchers and opportunities for researchers of all backgrounds to advance and excel throughout their careers
 - Wider range of topics and research questions pursued
 - Rigorous, reproducible and higher-quality research studies (e.g., through the integration of sex and gender-based analysis in research)
 - Equitable and widespread impact of research outcomes to benefit all of society
 - Societal challenges of our time necessitate harnessing the inclusive contribution of diverse researchers to deliver equitable impact
 - Elsevier contributes to this equity effort by promoting and driving diversity and inclusion in research globally through an **evidence-based approach** informed by **data** that drives a coordinated set of actions (action plan) and initiatives through collaborative and transparent means. **Data offsets bias.**
-

The importance of data – Elsevier's two approaches

To achieve greater diversity and improve equitable participation in our editor, reviewer and author groups across gender and race & ethnicity dimensions we must be able to measure the current state at different levels and measure the effect of our actions

Large scale scientometric studies

- Studies at scale using Scopus publication data enabled by gender predictive algorithm (NamSor API) e.g., Global Gender Report, SDG gender study, effect of COVID-19 pandemic on women researchers
- Inferred binary gender assignment methodology for assessing trends, change over time and comparisons between fields and subfields
- Remains a powerful approach for meaningful context, goal is to be able to extend to gender *and* intersectionality

Analysis of self-reported user data

- Supports goal setting and decision making at the journal portfolio and journal level, supports Editors and Publishers in shared goals
- Appropriately collect self-reported data within our systems from researchers who work with us
- Intentional, collaborative and aligned with our researcher and publishing communities, buy-in and trust building are key for both internal and external stakeholders



Jamie Lundine @jlundine · Mar 25



Reviewing a paper for one of [@TheLancet](#) group journals. Happy to see a new required question about [#gender](#) of [#reviewers](#)

Data collection is a necessary (if insufficient) 1st step to understanding & addressing inequities

[#peerreview](#) [#reviewer2](#) [#AcademicTwitter](#) [#AcademicChatter](#)

* I acknowledge that my personal information will be accessed, used and otherwise processed in accordance with the [Publisher's Data User Privacy Policy](#) and the [Aries Privacy Policy](#).

<p>With which gender do you most identify? We're committed to inclusion & diversity. We're requesting this to track gender representation among our authors & reviewers. Privacy policy</p>	<input type="text" value="Woman"/>
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Major considerations

Data Schemas

- New data field or revised existing data field
- Question(s)
- Options
- Single or multiple option selection
- Periodic review and updating

Platform

- Implementation of data fields
- Technology: editorial management platform vs. anonymous survey
- Legal & Privacy policies
- Data collection security & storage
- Data retention
- Product development and rollout

Communication

- Informing stakeholders
- External and internal communications
- Transparency
- Trust building to increase data collection efforts
- Offer channels for collecting feedback and addressing concerns

Reporting

- Data use considerations
- Access controls
- Use cases (agile user stories)
- Combining with other data from EM (e.g., other demographic data)
- Data viewing, exporting, sharing

Endorsed Gender Identity Data Field

Gender Identity

With which gender do you most identify? Please choose **one** option:

- Woman
- Man
- Non-binary or Gender diverse
- Prefer not to disclose

Elsevier is deeply committed to inclusion and diversity in research. Please help us in advancing gender diversity, inclusion and equity in research and informing our own processes by responding to the question below. The data will only be reported at an aggregate level. Refer to the Elsevier [Privacy Policy](#)

- 1 Not the colloquial, amorphous term 'Gender'
- 2 Ask a specific question
- 3 Single option selection
- 4 Options use terms that refer to gender, not sex (i.e., female/male/intersex), and no distinction between cis- or transgender
- 5 Not limited to only binary options
- 6 GDPR requires this option
- 7 Rationale and data use stated explicitly; link to privacy policy

Endorsed by the Joint Commitment Data Questions Subgroup and approved by Elsevier's I&D Advisory Board in 2021.
Will be periodically reviewed and updated as necessary.

Extending Effort to Race & Ethnicity Identity Data

Input and Collaboration

- Recognize complexities
 - R&E schema variability, nationally focused tendency and lack of universality for global application
 - Additional legal & policy considerations due to *sensitive personal* data categorization
 - Greater sensitivity to race & ethnicity demographic data compared with gender
 - Increased hesitancy to answer when respondents asked to answer multiple personal data questions
- Sought guidance from Prof. Ann Morning, **global census expert consultant** from New York University
- Worked with the **Joint Commitment** multi-publisher group (53 publishers organised by Royal Society of Chemistry) to iterate and refine approach
- Sought feedback from additional **internal and external stakeholders**

Guiding Principles

- Our intention is not to devise a single, objective or prescriptive “truth” about researchers’ race & ethnicity, rather develop a **set of options that resonate with stakeholders** that we serve from around the globe such that they are willing to self-report their racial & ethnic identity.
- The level of aggregation and number of options we offer to respondents has to parallel the **scale of diversity we can practically accommodate**, e.g., diversity on editorial boards or as referees.
- This approach ties to both survey best practice and the legitimate interest requirement of GDPR (CCPA, etc); **we should not capture data that we do not intend to convert to actionable output.**

Rationale for 2-Question R&E Schema

Geographic Ethnic Origins Question

The goal of fielding a survey question worldwide calls for a set of response options that seem reasonably familiar and pertinent to individuals around the globe. Geographic location and ancestry have that salience across the world; race does not. Only a small minority of nations employ race in their official data collection, making racial self-identification a much less common experience in most areas of the world than it is in the United States or the United Kingdom...Indeed, reference to “race” is hotly contested, particularly in continental Western Europe, and could be off-putting to some respondents...racial categories are grounded in a basic, color-coded 18th-century taxonomy that do not fit many people’s identities (for example, in South Asia, the Middle East, or Latin America)... **In an international survey, a question on geographic origin (or “ancestry”) would likely furnish finer-grained and more complete data than racial categories could, and most likely with higher response rates.**

Race Question

Among the varied locations where one’s ancestors may have resided, there is likely to be one with which a respondent is usually identified (and may identify themselves), especially if their physical appearance is associated with that geographic area. That **socially-salient strand of ancestry is generally what is captured by “race” labels. And those labels are likely to be particularly influential for individuals’ opportunities and life outcomes—and thus particularly informative for a DEI survey.** It would be useful to know whether the individual who ties their geographic origins to “North America” identifies their race as “White” or “Native American.” So, despite the limitations of racial classification noted above, *especially on a global survey*, it can provide additional information that is useful for DEI work.

Test Draft 2Q R&E Schema via Large-scale Survey

- Survey led by Elsevier's Customer & Market Insights Research team and an external evaluation agency
- Questions iteratively developed in consultation with Joint Commitment group, external SME, an internal ELS working group incld an expert in trust, and published literature
- Survey sent to a pool of 100,000 global active authors (researchers) randomly drawn from the Scopus dB—**publisher agnostic and broadly representative**—survey closed when >1% response rate achieved (1,173 total responses)
 1. Ask respondents to respond to the Ethnic Origins and Race questions, additional write-in options enabled
 2. Additional questions on perceptions on *representativeness* of Ethnic Origins and Race questions and options, free text feedback enabled
 3. Ask about *comfort* with sharing R&E demographic information when respondent is Editorial Board Member vs. Reviewer vs. Author, free text feedback enabled
- Shared survey results with external SME and publisher partners via Joint Commitment group and other stakeholders to iterate and refine schema
- Finalize revised R&E schema, Joint Commitment endorsed in April 2022

Draft Race & Ethnicity Schema Presented in Survey

[Publisher] is deeply committed to advancing **diversity, inclusion and equity in research**. Please help us achieve this goal and inform our own processes by responding to the questions below. As a reminder, responses are confidential, and the data will only be reported at an aggregate level. For additional information refer to the [Privacy Policy](#).

Which of the following best describes your **Ethnic Origin(s)**?

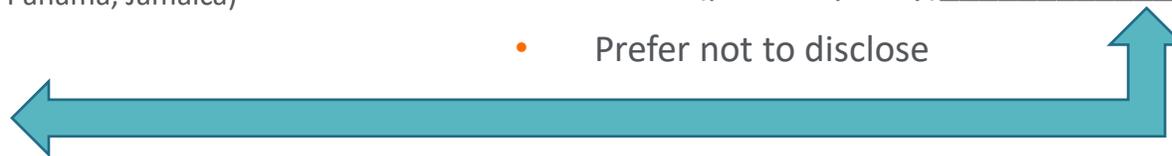
Please select all that apply.

- Eastern Europe (e.g. Russia, Poland, Hungary)
- Western Europe (e.g. United Kingdom, Germany, Greece)
- North Africa (e.g. Morocco, Egypt, Sudan)
- Sub-Saharan Africa (e.g. Nigeria, Kenya, South Africa)
- West Asia / Middle East (e.g. Israel, Saudi Arabia, Iran)
- South and Southeast Asia (e.g. India, Indonesia, Singapore)
- East and Central Asia (e.g. China, Japan, Uzbekistan)
- Pacific / Oceania (e.g. Australia, Papua New Guinea, Fiji)
- North America (Canada, United States)
- Central America and Caribbean (e.g. Mexico, Panama, Jamaica)
- South America (e.g. Colombia, Brazil, Chile)
- Other (please specify) _____
- Prefer not to disclose

How do you identify yourself in terms of **Race**?

Please select all that apply.

- Asian or Pacific Islander
- Black
- Hispanic or Latino/a/x
- Indigenous (e.g. North American Indian Navajo, South American Indian Quechua, Australian Aborigine)
- Middle Eastern or North African
- White
- Other (please specify) _____
- Prefer not to disclose



* This schema is based on an initial, draft Joint Commitment single-question ethn racial schema and recommendations from external SME Prof. Ann Morning, NYU

Representation and comfort questions

In respect to Ethnic Origins and Race. Please indicate how much you agree or disagree with the following statements. To see the options again for Ethnic Origins and/or Race, please hover-over the corresponding words.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
I feel I am well represented...						
...in the options for Ethnic Origins (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...in the options for Race (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am comfortable indicating my Ethnic Origins and Race when...						
...submitting an article for publication (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...serving as an Editor or Editorial board member (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...serving as a reviewer on a journal (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

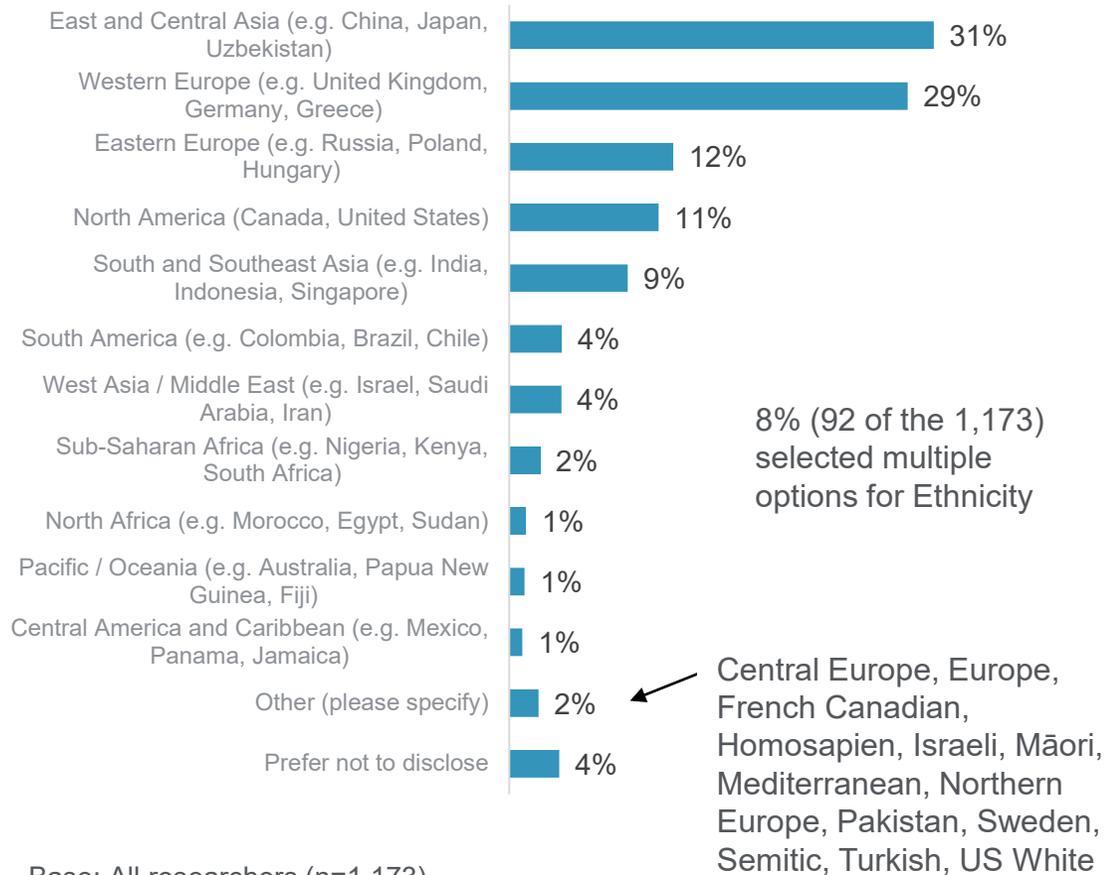
- If any 'Disagree' and 'Strongly disagree' responses for the above then respondent gets an additional Q, randomly* selected:
- You indicated that you disagree with the statement. Why do you disagree? Please write your response in the box below

* The purpose of random follow up is to keep the survey length manageable, we ask only one follow-up in this section per respondent. Given the volume of responses we expect to receive we should have sufficient verbatims across the five rating statements for us to understand why people disagree. Asking 5 Open ends in a row would be far too demanding for a respondent.

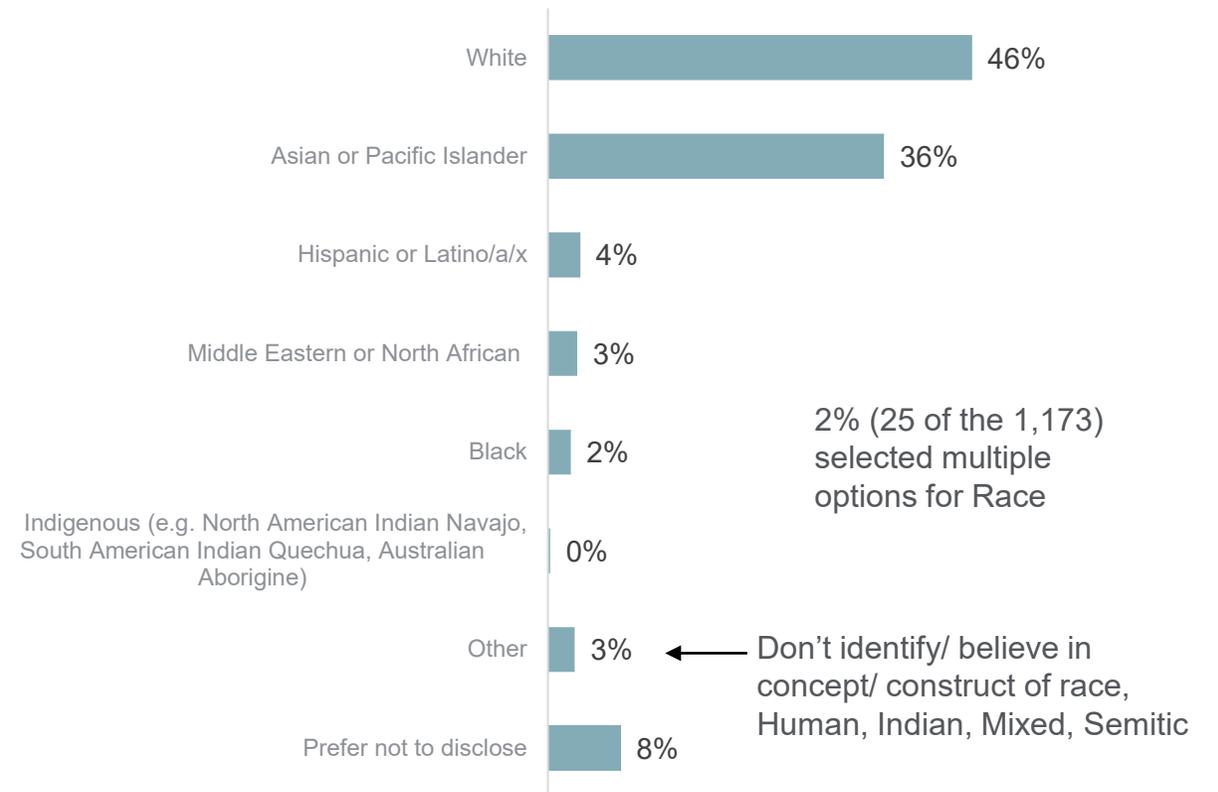
Ethnic Origins and Race Responses

Which of the following best describes your Ethnic Origin(s)?:

How do you identify yourself in terms of Race:



Base: All researchers (n=1,173)



Overview of Selected Options

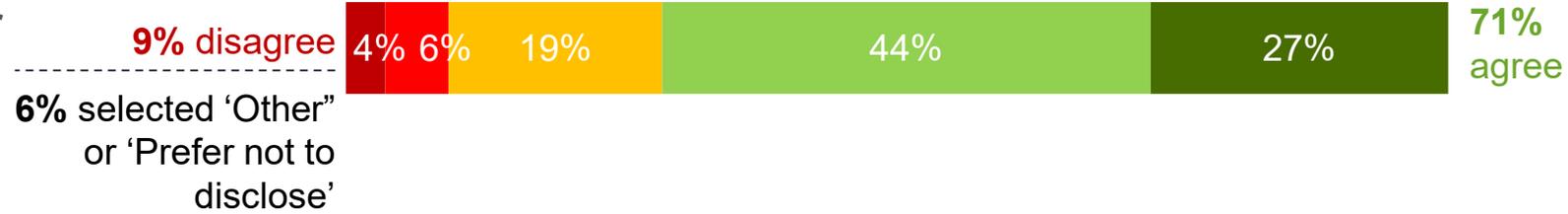
Top Ethnic Origins options selected	<ul style="list-style-type: none">• East and Central Asia (31%)• Western Europe (29%)
Top Race selections	<ul style="list-style-type: none">• White (46%)• Asian or Pacific Islander (36%)
Ethnic Origins by region	<ul style="list-style-type: none">• Majority of Western Europe selected Western Europe• Majority of Latin America selected South America• Just over half based in North America did not select North America as their ethnic origin
Race by region	<ul style="list-style-type: none">• Almost eight in ten researchers based in North America identify as White• Just over eight in ten in Western Europe identify as White• Three quarters located in APAC identify as Asian or Pacific Islander.
Discipline-based themes	<ul style="list-style-type: none">• On Ethnic origins: Engineering researchers are more likely to describe themselves as East and Central Asia, Materials Science researchers are more likely to select South and Southeast Asia, Social Sciences researchers less likely to select South and Southeast Asia.• On Race: Chemistry, Physics and Social Sciences are more likely to identify as/ select White. Engineering are more likely to select Asian or Pacific Islander.

High Rate of Self-identification & Largely Positive Feedback

I feel I am well represented...

■ Strongly disagree ■ Disagree
■ Neither agree nor disagree ■ Agree
■ Strongly agree

...in the options for Ethnic Origins



94% selected an option (not 'Other' or 'Prefer not to disclose')

...in the options for Race



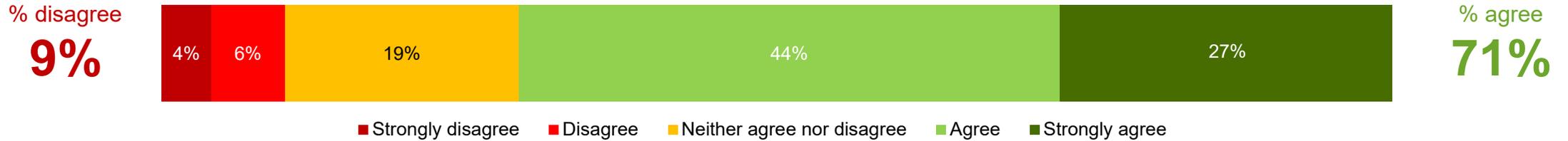
89% selected an option (not 'Other' or 'Prefer not to disclose')

- Over two-thirds feel they are well represented in the options for Ethnic Origins (71%) and in the options for Race (68%)
- Around one in ten feel they are not well represented in the options for Ethnic Origins (9%) and Race (11%)
- The responses demonstrate greater sensitivity to race vs. ethnic origins (and gender identity)

Base: All researchers (n=1,173)
 Chart excludes 'don't know' answers (n=1,062)

TYPICAL COMMENTS:

I feel I am well represented in the options for Ethnic Origins



Reasons for DISAGREEING:

- **Examples cited where unclear on or desire alternative categorisation options...**

"I didn't find the right spot for me among the options, so it is hard to respond whether I feel well represented." (Arts and Humanities, Spain, aged 36-45)

"Because Mexico is NOT part of Central America AND we are usually lumped with "other"." (Neuroscience, Canada, aged 36-45)

"I was actually confused. I am a second generation North American, but my grandparents were all Eastern European. Does that means I should have checked the E. Europe box? It also seems there were no options for a more heterogeneous background." (Biochemistry, Genetics, and Molecular Biology, USA, aged 46-55)

"There are relatively few people with origins in Sub-Saharan Africa (regardless of race) in my field." (Biological Sciences, USA, aged 46-55)

"Because it is misleading. I answered eastern Europe because by grand parents settled in Africa from there but it doesn't tell you much." (Social Science, Bosnia and Herzegovina, aged over 65)

"Canada and North America is not an ethnic origin. Also, there are no ways to indicate mixing." (Arts and Humanities, Canada, aged 46-55)

TYPICAL COMMENTS:

I feel I am well represented in the options for Race

% disagree

11%



% agree

68%

■ Strongly disagree ■ Disagree ■ Neither agree nor disagree ■ Agree ■ Strongly agree

Reasons for DISAGREEING:

- **Examples cited where unclear on or desire alternative categorisation options...**

"Persian / Iranian has different language and culture (all people of neighboring countries are respectful). Middle Eastern is a weak definition to classify people of that region." (Environmental Sciences, Canada, aged 26-35)

"Because I am not represented in the options for Race. Any option allows my identification." (Social Science, Spain, aged 36-45)

"I feel that the option "ethnic origin" represents the educational background and circumstances of life better than the race." (Mathematics, Germany, aged 26-35)

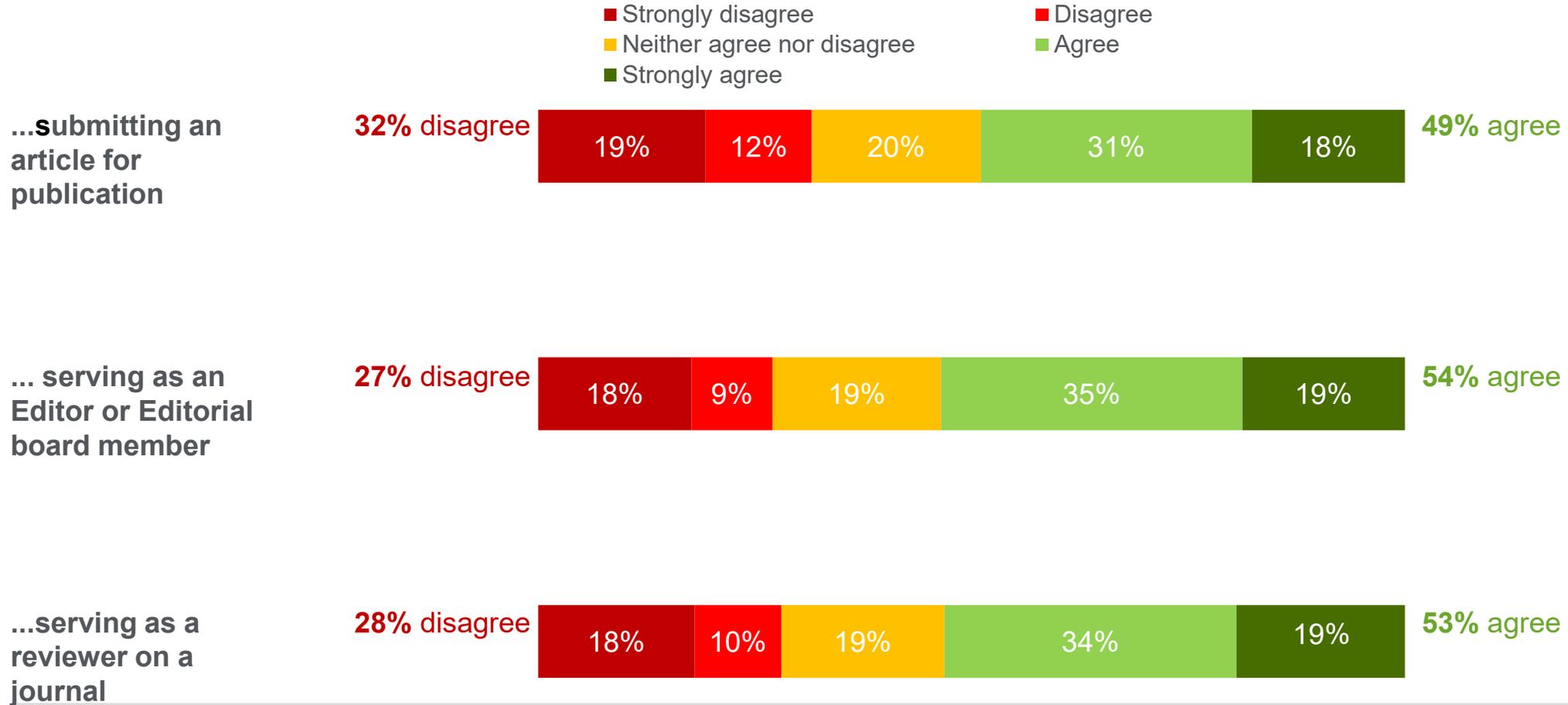
"I am born in the US but I'm not white or black so I'm forced to indicate my ethnicity is from Asia. But I have no connection to Asia. A person born in Poland but immigrated to the US as a child would just write white or North American probably so I find the question biased." (Business, Management and Accounting, USA, aged 36-45)

"Asian and Pacific Islander is a catch all for a huge group of people." (Physics, USA, aged 36-45)

"There's never options for mixed race." (Engineering and Technology, Sweden, aged 26-35)

Comfort levels about sharing Ethnic and Race information is about 50% across researchers, editors and reviewers

I am comfortable indicating my Ethnic Origin and Race when...



Base: All researchers (n=1,173)
Chart excludes 'don't know' answers (n=1,097)

Results Summary: Response level, Representativeness and Comfort

A high percentage of respondents selected an option(s) for Ethnic Origins (94%, 96% incld “other”) and Race (89%, 92% incld “other”). The percentage of respondents selecting “Prefer Not to Disclose” was almost double for Race (7.8%) compared with Ethnic Origins (4.1%) or Gender Identity (4.4%), demonstrating greater sensitivity to race data versus the other two categories of diversity data.

Over two-thirds of respondents feel they are well represented in the options for Ethnic Origins (71%) and for Race (68%). Whereas only one in ten feel they are not well represented in the options for Ethnic Origins (10%) and similarly, for Race (10%).

Around half of respondents are comfortable indicating their Ethnic Origins and Race when submitting an article for publication (49%), serving as a reviewer on a journal (53%) or serving as an Editor or Editorial board member (54%). Just over a quarter are not comfortable indicating Ethnic Origins nor Race in each of these three scenarios.

Western Europe origin versus other Ethnic Origins overall are more likely to feel well represented in the options for Ethnic Origins but feel more uncomfortable indicating ethnic origins and race when submitting articles, serving as an editor, or serving as a reviewer.

The gap between responses provided in an anonymous context (survey responses) versus expected response rate when the diversity questions are posed in the context of an editorial management system (comfort level responses) will need to be addressed with a comprehensive communication plan. The reasons respondents provided for not feeling that they are well represented and/or not being comfortable sharing will inform the communication plan.

Revisions to Schema: Key Considerations

Revisions to the “Ethnic Origins” item

- Center “geographic” language. Reasonably clear concept for respondents regardless of background, language, or location which could also pre-empt confusion stemming from alternative approaches to defining ethnicity (for example, based on language or religion).
- Provide guidance emphasizing “earliest” or “original” family geographic origins. Several survey-takers pointed to the difficulty of knowing how to answer, given that their ancestors had moved from one region of the world to another.
- Substitute “Sweden” for “Germany” as an example in the “Western Europe” category. Write-in comments suggested that Scandinavian individuals were not sure whether they belonged in the “Western Europe” category.

Revisions to the “Race” item

- Replace “Australian Aborigines” with “Aboriginal or Torre Strait Islanders” among examples for the “Indigenous” category. The term “Aborigine” as a noun has been criticized for its colonial origins, while the adjective “Aboriginal” currently enjoys greater acceptance as a modifier of “Australian.”

Revisions to both items

- Communicate more clearly the option to choose more than one ethnic or race group.
- Do not capitalize “Ethnicity” and “Race” in sentences.

Feedback considered but *not* implemented

- Provide separate categories for trans-national or regional diasporic groups, such as Jews or Rome/Travelers
- Subdivide the “Sub-Saharan Africa” category
- Combine “Central America and Caribbean” with “South America” into a single, larger category of Latin America
- Remove Israel as an example from the “West Asia / Middle East” category
- Include Turkey as an example in the “West Asia/Middle East” category
- Change the “Asian or Pacific Islander” nomenclature
- Include Canadian “First Nations” as an additional example for the “Indigenous” category

Joint Commitment Endorsed Gender Identity and Race & Ethnicity Schemas

With which **gender** do you most identify? Please select **one** option:

- Woman
- Man
- Non-binary or Gender diverse
- Self-describe [open text box]
- Prefer not to disclose

What are your **ethnic origins or ancestry**? Please select **ALL** the geographic areas from which your family's ancestors first originated:

- Western Europe (e.g., Greece, Sweden, United Kingdom)
- Eastern Europe (e.g., Hungary, Poland, Russia)
- North Africa (e.g., Egypt, Morocco, Sudan)
- Sub-Saharan Africa (e.g., Kenya, Nigeria, South Africa)
- West Asia / Middle East (e.g., Iran, Israel, Saudi Arabia)
- South and Southeast Asia (e.g., India, Indonesia, Singapore)
- East and Central Asia (e.g., China, Japan, Uzbekistan)
- Pacific / Oceania (e.g., Australia, Fiji, Papua New Guinea)
- North America (Canada, United States)
- Central America and Caribbean (e.g., Mexico, Jamaica, Panama)
- South America (e.g., Brazil, Chile, Colombia)
- Self-describe [open text box]
- Prefer not to disclose

How would you identify yourself in terms of **race**? Please select **ALL** the groups that apply to you:

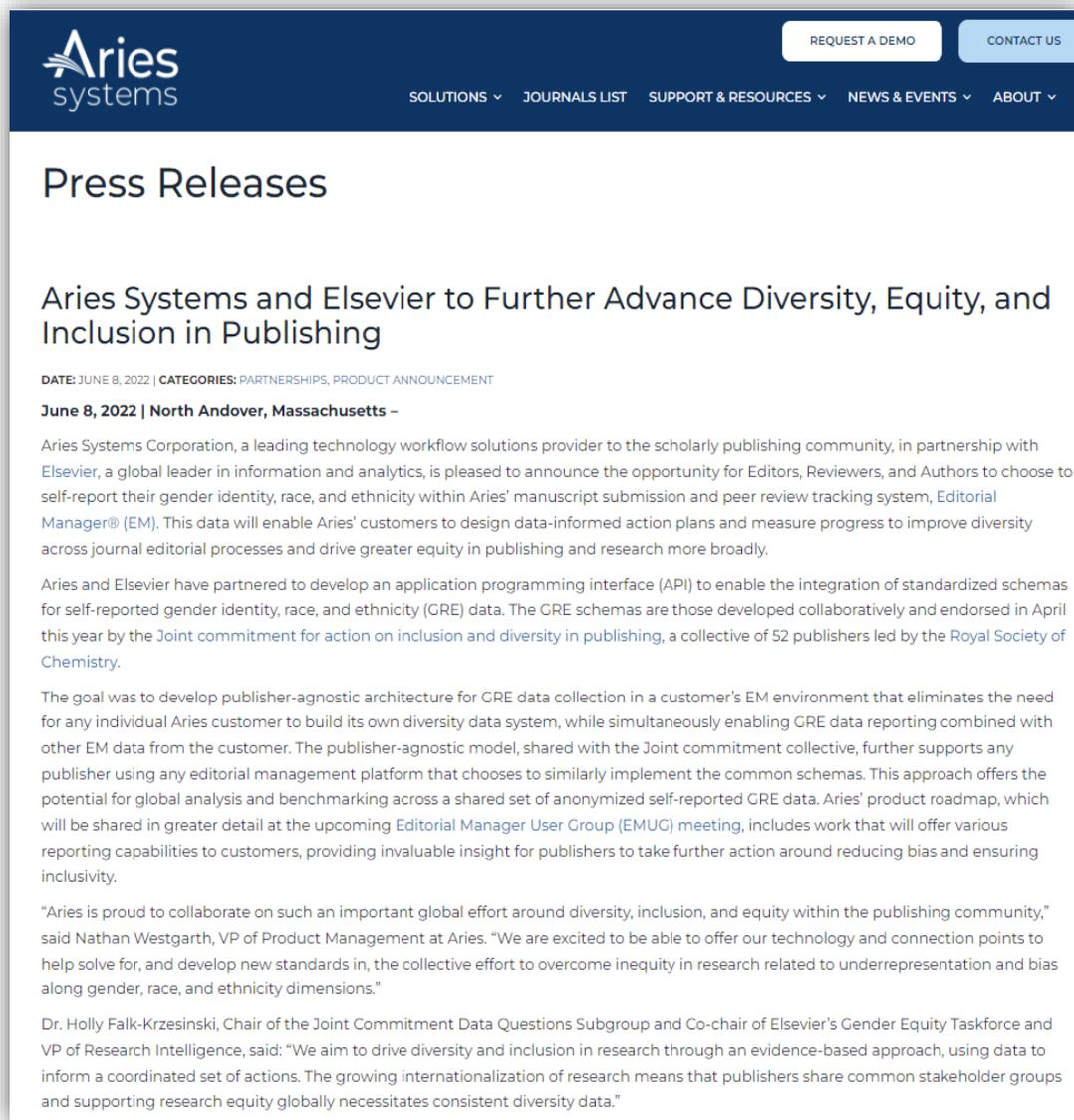
- Asian or Pacific Islander
- Black
- Hispanic or Latino/a/x
- Indigenous (e.g., North American Indian Navajo, South American Indian Quechua, Aboriginal or Torres Strait Islander)
- Middle Eastern or North African
- White
- Self-describe [open text box]
- Prefer not to disclose



<https://www.nature.com/articles/d41586-022-00426-7>

<https://www.rsc.org/new-perspectives/talent/diversity-data-collection-in-scholarly-publishing/>

Communication



The screenshot shows the Aries Systems website. The header includes the Aries Systems logo, navigation links for SOLUTIONS, JOURNALS LIST, SUPPORT & RESOURCES, NEWS & EVENTS, and ABOUT, and buttons for REQUEST A DEMO and CONTACT US. The main content area is titled 'Press Releases' and features a press release titled 'Aries Systems and Elsevier to Further Advance Diversity, Equity, and Inclusion in Publishing'. The release is dated June 8, 2022, and categorized under PARTNERSHIPS and PRODUCT ANNOUNCEMENT. The text of the press release discusses the partnership between Aries Systems and Elsevier to develop a standardized API for collecting diversity data (GRE) across various publishing platforms, aiming to improve diversity and equity in research.



The banner features an illustration of diverse people with their arms raised in a celebratory gesture. The text reads: 'Diversity data collection in scholarly publishing' and 'Standardising how we collect self-reported data on gender identity and race and ethnicity'.

<https://www.rsc.org/new-perspectives/talent/diversity-data-collection-in-scholarly->

How were these questions developed?

What are the benefits of using standardised questions to collect diversity data?

Our standardised approach

The joint commitment group's intention is not to devise a single, objective or prescriptive "truth" about researchers' gender identity nor race and ethnicity, rather **develop a set of options that resonate with stakeholders that we serve from around the globe such that they are willing to self-report data.** By employing these constructs, we aim for a **data-driven approach to inform our goals around diversity, inclusion and equity in scholarly communications and research more broadly.** The level of aggregation and number of options these question sets offer to researchers is intended to parallel the scale of diversity publishers can practically accommodate, e.g., diversity on editorial boards or as reviewers.

<https://www.ariessys.com/views-press/press-releases/aries-systems-and-elsevier-to-further-advance-diversity-equity-and-inclusion-in-publishing/>

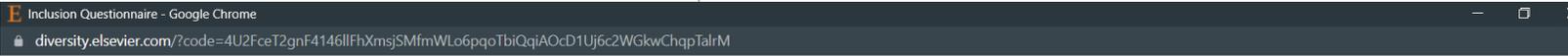
Improve equity in research **Screen 1: Gender identity**

Elsevier is deeply committed to fostering a supportive and inclusive scientific community.

Your responses to these 3 questions will help us establish action plans and measure progress towards greater diversity, inclusion and equity. This data may be used to improve diversity across editorial processes, but is otherwise analyzed and reported in aggregate. [Your responses will not be visible or used when evaluating journal submissions.](#)

With which **gender** do you identify most?

- Choose one option.
- Woman
 - Man
 - Non-binary or gender diverse
 - I prefer not to disclose



Improve equity in research **Screen 2: Ethnicity**

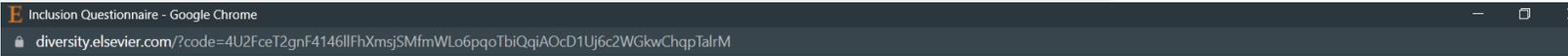
Elsevier is deeply committed to fostering a supportive and inclusive scientific community.

Your responses to these 3 questions will help us establish action plans and measure progress towards greater diversity, inclusion and equity. This data may be used to improve diversity across editorial processes, but is otherwise analyzed and reported in aggregate. [Your responses will not be visible or used when evaluating journal submissions.](#)

What are your **ethnic origins or ancestry**?

Select **all geographic areas** from which your ancestors first originated.

- Western Europe (e.g., Greece, Sweden, United Kingdom)
- Eastern Europe (e.g., Hungary, Poland, Russia)
- North Africa (e.g., Egypt, Morocco, Sudan)
- Sub-Saharan Africa (e.g., Kenya, Nigeria, South Africa)
- West Asia / Middle East (e.g., Iran, Israel, Saudi Arabia,)
- South and Southeast Asia (e.g., India, Indonesia, Singapore)
- East and Central Asia (e.g., China, Japan, Uzbekistan)
- Pacific / Oceania (e.g., Australia, Papua New Guinea, Fiji)
- North America (Canada, United States)
- Central America and Caribbean (e.g., Jamaica, Mexico, Panama)
- South America (e.g., Brazil, Chile, Colombia)
- Self describe
- I prefer not to disclose



Improve equity in research **Screen 3: Race**

Elsevier is deeply committed to fostering a supportive and inclusive scientific community.

Your responses to these 3 questions will help us establish action plans and measure progress towards greater diversity, inclusion and equity. This data may be used to improve diversity across editorial processes, but is otherwise analyzed and reported in aggregate. [Your responses will not be visible or used when evaluating journal submissions.](#)

How would you identify yourself in terms of **race**?

Select **all groups** that apply to you.

- Asian or Pacific Islander
- Black
- Hispanic or Latino/a
- Indigenous (e.g., North American Indian Navajo, South American Indian Quechua, Aboriginal or Torres Strait Islander)
- Middle Eastern or North African
- White
- Self describe
- I prefer not to disclose

Inclusion Questionnaire - Google Chrome
diversity.elsevier.com/?code=4U2FceT2gnF4146llFhXmsjSMfmWLo6pgoTbiQqiAOcD1Uj6c2WGkwChqpTlRm



Improve equity in research

Thank you for helping us do better.

Your responses will help us improve diversity in the research community. [The information you provided will not be available or used when evaluating journal submissions.](#)

If at any point you want to change your answer, click on the *Elsevier Inclusionary Data Collection* link in this journal's **Update My Information** section.

To return to journal, click the button below or close this browser window.

[Return to journal](#)

**Thank you, signpost to where to
update information, return to EM**

Platform Implementation Considerations

Legal & Privacy Policy

- GDPR, CCPA and other such data privacy policies
- Data retention policies
- External stakeholders vs. publisher employees

Stakeholder outreach

- UI/UX issues
- Links to privacy policies
- Robust and transparent communication
 - Internal and external
 - Purpose & protection

Technology & Platform Architecture

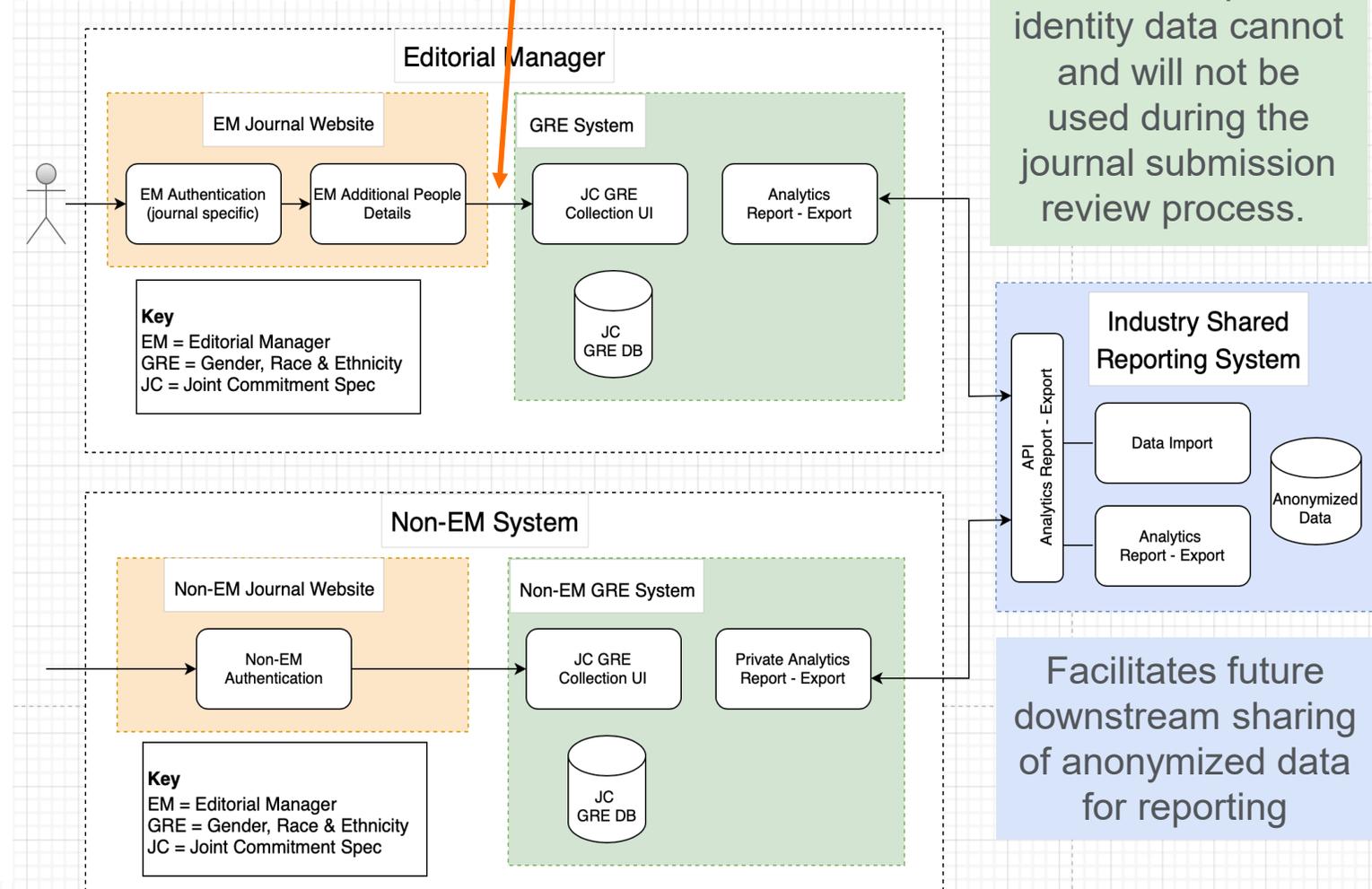
- Data standards across systems
- Publisher-neutral architecture
- Appropriate access controls
- Data storage, security & retention policy
- Ability to include open-ended options
- Interoperability between multiple systems
 - SSO development
 - Merging or de-duplication of collected data from multiple profiles
 - Linking multiple existing/legacy systems that are not currently linked (EM with ERMS and/or conference management system)
- Platform development roadmap planning & resources needed for development

Aries Editorial Manager (EM) System Architecture

- A purpose-built publisher-neutral solution to collect, store and safeguard users' identity data.
- Mitigates risk for all parties (data subjects, controller, processor) beyond what is currently possible via integrated functionality of the EM platform.
- The new architecture solution will be available to all Elsevier and Elsevier society partner journals as well as Aries' other Editorial Manager clients.

The gender/ethnicity/race questions are **triggered** by the user logging in to an EM journal site. The question pops up if not already answered.

[GRE Publisher-Neutral Implementation]





As publishers of research,
we are joining forces to
set a new standard for
inclusion and diversity in
scholarly publishing



#PublishingEquality

Read more at rsc.li/publishing-equality

Thank you

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