What is Cell Press?

- 30 primary research journals covering biological, translational/clinical, physical, data, and environmental sciences
- 16 Trends review journals covering a range of topics
Who am I?

- Inclusion & Diversity Officer, Cell Press
- Leading Edge editor, *Cell*
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- Two Common Myths
- Cell Press Initiatives
“Inclusion & Diversity”
Inclusion & Diversity

Inclusion + Diversity = Better Science
What about Equity?
Diversity + Equity + Inclusion = Better Science
Centering Equity

While DEI is important, it places diversity at the forefront rather than equity. Diversity is only transformative when the underlying institutions are inclusive and equitable. Notably, this requires equity that embraces and inclusion that does not require assimilation but rather a coexistent harmony.

Juneteenth in STEMM and the Barrier...

Alfred Moys et al.

I&D → DEI → EDI

Diversity

Inclusion

Equity

Better Science
“Stick to the Science”

- Inclusion
- Equity
- Diversity
- Justice
“Stick to the Science”

“Stick to the science”

Science and medicine cannot and should not be isolated from the society in which they are created and function. One need only look to the history of scientific racism or contemporary differences in rates of Black gestational mortality and morbidity for evidence of this. And our society is not one which is, substantively, socially just.

How Do DEI Initiatives Impact STEMM...

Catherine Clarke-Taylor

“Stick to the Science”
“Stick to the Science”
“Stick to the science”

I would say that’s a misguided and uninformed view. There are many examples in the literature showing that a broader, more diverse approach to science leads to better solutions. How can we have good science with only part of the story?...having special journal issues dedicated to diversity, equity, and inclusion is important. It’s also valuable to publish articles that visit the intersection of science, health disparities, and the social determinants of health.

Hannah A. Valantine, M.D., Stanford...
“Stick to the science”

“a broader, more diverse approach to science leads to better solutions. How can we have good science with only part of the story?”

“Stick to the science”
“Stick to the Science”

Better Science

Diversity

Equity

Inclusion
“Science is a meritocracy”
Not a level playing field

doi:10.1016/j.cell.2023.05.016
The Meritocracy Myth

we must come to terms with the reality that only certain groups of people were historically allowed to do science and given the resources that facilitated their achievements. It is comparable to only celebrating the winning sports team while all their competitors played the games blindfolded with their hands tied behind their backs.

Juneteenth in STEMM and the barriers to equitable science

Alfred Mays et al.

The Meritocracy Myth

"[Some] played the games blindfolded with their hands tied behind their backs."

The Meritocracy Myth

It is easy to believe that at institutions of higher learning, meritocracy guides admission decisions and provides an unbiased measure of success. However, the meritocracy notion, despite appearing incentivizing, is completely out of touch with reality.

Not everyone begins at the same starting point. Many BIPOCs have to struggle even to make it to a point where they are still faced with challenges that contribute to the unbalanced scales in STEMM...Some people are privileged to traverse paths unlit with such obstacles.

Awakening: Losing Then Finding Myself in ST...
Elise Calderón-Spencer

Calderón-Spencer E. Awakening: Losing then finding myself in STEMM. Cell. 2023;186(12):2496-2500. doi:10.1016/j.cell.2023.05.010
EDI Initiatives at Cell Press
Rising Black Scientists Awards (RBSA)
• Started in 2020
• Goal is to support talented and motivated young Black scientists on their journey
• RBSA are meant to break down barriers and create opportunities by providing funds to support professional development.
• Open to aspiring scientists or active researchers from undergraduate students to those training at the postgraduate level at American institutions within the United States.
RBSA

• 2020-21: Life & health sciences
  • two winners – undergraduate/graduate – essays published in *Cell*
• 2021-22: Honorable mentions published in *Med*
• 2022-23: Expansion to earth and environmental, data, and physical sciences
  • Four winners published in *Cell*
  • Four honorable mentions published in *iScience*
• 2023-24: Expansion to include post-baccalaureate students
"The RBSAs are an initiative meant to move beyond signaling empty promises of caring about a community that is underrepresented and towards making strides to support them on their journey as scientists. This support comes by way of a cash prize as well as visibility through the publishing of their essay in a premier journal like *Cell* with a broad readership."

- Sarah Geisler, PhD
Scientific Editor, *Cell*
Project Lead
RBSA

- Graduate: 149
- Postdoctoral or Fellow: 45
- Undergraduate: 40

Legend:
- Physical sciences, earth and environmental sciences, or data science
- Life sciences or health sciences
Achieving diversity and equity through inclusion

Eljah Malik Pehan-Palay

I was adopted when I was ten. I am preparing a medical education and plan for a surgical career. I had a very difficult time with my identity as a biracial woman, but after I met my adopted parents, I became more accepting of myself. Despite this, I still face challenges due to my racial identity. Medical schools have been reluctant to accept me, but I am determined to pursue my dreams.

The coyte in the mirror: Embracing intersectionality to improve human health

Christine E. Wilkinson

I was the co-first author of a recent study published in *Cell* that highlights the importance of intersectionality in improving human health. The study focuses on the relationship between social factors and health outcomes, showing that people from historically marginalized communities experience worse health outcomes even when controlling for individual-level factors. We hope this work will inspire more researchers to consider intersectionality in their work.

One less wormy snake

Cameron Carter

I was a co-first author of a recent paper published in *Cell* that identifies a novel mechanism for worm control. The study reveals that the nematode Caenorhabditis elegans uses a unique mechanism to control its population size, which has implications for understanding the evolution of reproductive strategies in other organisms.

RBSA

Admireddi Kasthuri

I am the co-first author of a recent study published in *Cell* that highlights the importance of microbial communities in shaping host health. The study shows that the gut microbiome plays a crucial role in regulating host metabolism and immune function, and that changes in the microbiome can lead to disease.

My Christmas holidays

Admireddi Kasthuri

I am the co-first author of a recent study published in *Cell* that highlights the importance of microbial communities in shaping host health. The study shows that the gut microbiome plays a crucial role in regulating host metabolism and immune function, and that changes in the microbiome can lead to disease.
“From herring gulls to olive baboons to spotted hyenas to coyotes, my research species have reflected my own intersectionality, the blurring of boundaries, and the resulting experiences of struggling to navigate interactions with people.”

Admirabilis Kalolella
Connecticut College

“I developed a deep understanding of how urban racism and redlining have detrimental effects on health conditions in frontline communities. Redlining is the act of denying resources and services to neighborhoods based on their racial, ethnic, and socioeconomic status... The pandemic highlighted these systemic issues, yet little has changed. I want to ensure change.”

Camryn Carter
University of Richmond

“...to diverse populations.”

Elijah Malik Persad-Paisley
Brown University
“By being selected for this award, I hope to inspire other Black scientists to continue pursuing their dreams and not giving up on their passions. I have often doubted myself, but this award has made me confident in my skills and abilities as a scientist.”

- Camryn Carter

“This award validates and affirms the importance of my diversity-related research. Furthermore, it legitimizes me as the physician-scientist that I aspire to be... it reminds us that we are also deservedly recognized as researchers alongside our scientist-trained colleagues.”

- Elijah Malik Persad-Paisley

“Across my research career, I have studied the adaptations, behaviors, and ecology of animals that are widely misunderstood and often vilified. Like me, all of these species fail to fit into many of western science's rigid boxes and are thus misunderstood, yet have developed adaptations, strategies, and resilience to navigate their worlds. We are cut of the same cloth.”

- Christine Wilkinson

“I dedicate this award to every Black person and anyone who had been marginalized in the world that is working hard to be the best version of themselves against all odds. Keep doing your thing and stay true to yourself.”

- Admirabilis Kalolella
RBSA

Rising Black Scientists Awards 2020 Undergraduate Winner

There were so many amazing things that came out of winning this award, especially being published in *Cell*, but the most rewarding aspect was the connections I was able to make with other amazing Black scientists who enjoyed my essay. Their kind words reaffirmed my decision to pursue science.

Olufolakemi “Fola” Olusanya
Howard University

Rising Black Scientists Awards 2020 Post-Graduate Winner

Speak your truth. Quite frankly, when I wrote my essay I thought it was a bit too honest, but I also thought these were some of the experiences I most wanted to speak about. I was encouraged that I won not just because it’s a wonderful award, but because it signified to me that *Cell* was ready and willing to listen to our stories.

Chrystal Starbird, Ph.D.
Department of Pharmacology, Yale University
Inclusion & Diversity Statement
New at Cell Press: The Inclusion and Diversity Statement

Recent events around the world have confronted many of us in science and beyond, with the stark realities of systemic inequity. Cell Press, prompted by us to look inside ourselves and ask what more we can do to right injustices and promote social justice. The challenges are large, and although we cannot make a start through articles we have published and authors have highlighted, we see room to do more.

We know how important justice and equality are in the communities we serve. In an ideal world, science would cover and be conducted by a broad range of individuals as equal members of society, with everyone who wants to participate being and having access as part of the overall scientific community. Currently, however, the scientific enterprise is a long way from such inclusion and diversity. We want to find ways to push for positive change through the platform of our journals. As part of this, we see an opportunity to give authors a lever to share information about themselves and about the fields they are making. With that in mind, we will soon launch a new initiative across the majority of the primary research journals at Cell Press designed to give authors a mechanism in place with us to share information relevant to inclusion and diversity that is relevant for their paper. In tandem, they will also have the option to highlight this information in the results of the paper itself by adding a dedicated statement, which we have termed the Inclusion and Diversity statement.

This concept underpins the initiative a sorely needed statement by adding highlighting aspects of the paper that are relevant for inclusion and diversity, and it is a mechanism designed and designed to give authors a venue to share in ways in which their work or the research group, of which they are contributing to help science become more inclusive and diverse overall. For example, authors can include information about efforts to ensure diversity in cell lines or genetic datasets used for a study, efforts to ensure gender balance in research subjects, efforts to ensure that any study questionnaires are prepared in an inclusive way, self-identification of authors as members of minority groups, support that any authors have received from programs designed to advance minority academic excellence and any measures that promote gender balance in citation lists. We also included as an opportunity to highlight efforts to avoid the concept of “minority science,” in which authors, generally from a high-income country or non-minority groups, rely on people and resources from a lower income or minority group, but then analyze and publish the data without appropriate involvement or recognition.

To simplify the process of reporting information, we have prepared a dedicated form for authors to use, with a series of discrete and standardized options to indicate via simple check boxes. We will ask the corresponding author for each paper to complete and provide this form on behalf of all authors on the paper at the point of acceptance. Our expectation is that the corresponding author will share the form with all co-authors when also sharing the final version of the paper with them to review accounts at that time. They would then be able to provide information by checking the relevant answer. We will ask that the corresponding author to provide this form with initial submission. Importantly, the presence or content of this form will not have any impact on scientific consideration, and always. Designing the review process we will continue to focus on the scientific content alone and not any consideration of the demographics or identities of the authors involved. We also continue to expect authors to adhere to research practices that are scientifically relevant to their works and then we encourage them to layer considerations about gender balance on top of that.

Authors who prefer not to participate in this initiative will have the option to indicate this choice when completing the Inclusion and Diversity form. We appreciate that there are limitations and even risks associated with asking one to complete this form on behalf of all others, particularly because of the potential for discomfort about raising personal information to colleagues or supervisors. We want to emphasize that any authors who feel uncomfortable sharing information should not in any way feel pressured to do so. We do also see some advantages of this approach in terms of the consistency with other forms that ask authors to complete and the relative degree of anonymity achieved by having this information gathered at a team rather than an individual level.

We will keep the information that we gather in these forms private and secure and will only use it for aggregated reporting. We will also not share it with any external parties. We hope to be able to use it to report in a general level about the types of inclusion and diversity efforts that Cell Press authors are making. As the New York Times recently pointed out, we need to have data to help us monitor progress. For example, we would like to be able to report how many of the studies we publish actually worked on diversity in the selection of experimental materials or samples. We also will aware of how important role models are for encouraging people of diverse backgrounds to pursue science, and hoped that if we can report on, for instance, how many authors include at least one minority scientist among the author group that could help to encourage more minority young people to pursue science as a career.

At a more specific level, we will also give authors the opportunity to use the information from the form as the basis of an Inclusion and Diversity statement that will appear in the published paper. The statement will consist of standardized sentences that correspond to the checked items on the form itself. In this second, we expect consistency and avoid the need to spend time on comparing or editing. Inclusion of a statement in the published paper is entirely optional, but we want to encourage

• Launched in January 2021 for primary research articles
• To allow authors to share information related to inclusion and diversity relevant to their paper
• Option to highlight this information by adding a “Inclusion and Diversity statement”
• Plant the seeds for future research team composition and design
Recent events around the world have confronted many of us, in science and beyond, with the stark realities of systemic inequality. Cell Press, therefore, prompted us to look inside ourselves and to ask, more than ever, how we can do our utmost to promote equity and social justice. The challenges are large, and although we have made a start through articles we have published and authors we have highlighted, we see room to do more.

We know how important justice and equity are in the communities we serve. In an ideal world, science would be conducted and communicated in such a way that everyone is empowered to be part of the scientific community, with everyone participating and having their voices heard. We continue to work towards such a vision. However, there is a long way to go in this regard.

Currently, we feel strongly that science is a long way from including individuals from all groups and engaging all communities. We see this as an opportunity to learn from our mistakes and to rededicate ourselves to ensuring that our publications and platforms are inclusive and diverse. By working collectively, we can bring about the changes we seek.

In this issue, we have included an updated Inclusion & Diversity Statement, designed to provide a summary of the initiatives and programs we have undertaken to promote inclusivity and diversity in our publishing practices. This statement reflects our commitment to ensuring that our publications reflect the diverse perspectives and experiences of all individuals.

We have also taken steps to ensure that our editorial board and authorship are diverse, and we continue to work towards increasing the representation of underrepresented communities in our publications.

We believe that a more inclusive and diverse science community will lead to better research outcomes and a more equitable world. We will continue to work towards this goal, and we encourage our colleagues and readers to join us in this important effort.

We welcome feedback and suggestions on how we can improve our efforts towards inclusivity and diversity. Together, we can make a difference.

In this issue, we have also included a special section on climate change and sustainability, highlighting the important role that science can play in addressing this global challenge.

We hope that this issue will inspire you to take action and contribute to the solution. We look forward to your feedback and involvement in our efforts towards a more inclusive and sustainable future.
### Inclusion & Diversity Statement

- the addition of a new statement to reflect gender identity
- the addition of “n/a” and “prefer not to disclose” options when selecting what information to include with the statements.
- the option of adding a general statement: “We support inclusive, diverse, and equitable conduct of research”
**Inclusion and Diversity Statement**

**Inclusion and diversity relating to the scientific content of the paper:**

<table>
<thead>
<tr>
<th>For studies involving human subjects, whether recruited (e.g. clinical analyses) or enrolled spontaneously (e.g. online surveys):</th>
</tr>
</thead>
<tbody>
<tr>
<td>We worked to ensure gender balance in the recruitment of human subjects.</td>
</tr>
<tr>
<td>We worked to ensure ethnic or other types of diversity in the recruitment of human subjects.</td>
</tr>
<tr>
<td>We worked to ensure that the study questionnaires were prepared in an inclusive way.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>For studies involving non-human subjects or material:</th>
</tr>
</thead>
<tbody>
<tr>
<td>We worked to ensure sex balance in the selection of non-human subjects.</td>
</tr>
<tr>
<td>We worked to ensure diversity in experimental samples through the selection of the cell lines.</td>
</tr>
<tr>
<td>We worked to ensure diversity in experimental samples through the selection of the genomic datasets.</td>
</tr>
</tbody>
</table>

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**Inclusion and diversity relating to authorship and attribution:**

- One or more of the authors of this paper self-identifies as an under-represented group or underrepresented group in their field of research or within their geographical location.
- One or more of the authors of this paper self-identifies as a gender under-represented group.
- One or more of the authors of this paper self-identifies as a member of a racial/ethnic group under-represented in science.
- One or more of the authors of this paper self-identifies as a member of one or more of the above under-represented groups and works in a location under-represented in science.
- The following sentence relates specifically to “Helicopter science”, in which authors, generally from a high-income country or non-indigenous group, rely on people and resources from a lower-income or indigenous group, but then analyze and publish the data without appropriate involvement or recognition. If this situation applies to the research presented in your paper, and you actively avoided “helicopter science”, please check this box.
- We avoided “helicopter science” practices by including the participating local contributors from the region where we conducted the research as authors on the paper.
Inclusion & Diversity Statement

Inclusion and diversity relating to authorship and attribution:

- One or more of the authors of this paper self-identifies as an underrepresented ethnic minority in their field of research or within their geographical location.
- One or more of the authors of this paper self-identifies as a gender minority in their field of research.
- One or more of the authors of this paper self-identifies as a member of the LGBTQIA+ community.
- One or more of the authors of this paper self-identifies as living with a disability.
- One or more of the authors of this paper received support from a program designed to increase minority representation in their field of research.
- While citing references scientifically relevant for this work, we also actively worked to promote gender balance in our reference list.

The following sentence relates specifically to "Helicopter science", in which authors, generally from a high-income country or non-indigenous group, rely on people and resources from a lower-income or indigenous group, but then analyze and publish the data without appropriate involvement or recognition. If this situation applies to the research presented in your paper, and you actively avoided "Helicopter science", please check this box.

We avoided "Helicopter science" practices by including the participating local contributors from the region where we conducted the research as authors on the paper.
Inclusion & Diversity Statement

- 40% of authors now include I&D Statement
- Growth in author groups answering “yes” to questions about underrepresented groups
Inclusion & Diversity Statement

Percent Increases from v1 to v2 of Inclusion and Diversity Form

- Statement: 40%
- Underrepresented ethnic minority: 15%
- Member of the LGBTQ+ community: 10%
- Living with a disability: 5%
- Promote gender balance in references: 25%
- Received support from program designed to increase minority representation: 5%
- Author from location where research conducted: 20%
“We hope that this initiative continues to encourage research teams to reflect on their own diversity and its importance to science. The uptake so far reflects that authors are having these important conversations with their teams, and we’re here to support our authors in this however we can.”

- Benedicte Babayan, PhD
  Scientific Editor, Neuron
  Project Co-Lead

“We want to emphasize that recognition of minority status in research is not creating boundaries but increasing equity in a system that can be inherently biased already.”

- Sheba Agarwal-Jans, PhD
  Scientific Editor, iScience
  Project Co-Lead

Update to IFA on Reporting Sex- and Gender-Based Analyses (SGBA)
Reporting Sex- and Gender-Based Analyses (SGBA)

For research involving or pertaining to humans, animals, model organisms, or eukaryotic cells, investigators should integrate sex- and gender-based analyses (SGBA) into their research design according to funder/sponsor requirements and best practices within a field. Authors should address their research’s sex and/or gender dimensions in their manuscript. In cases where they cannot, they should discuss this as a limitation to their research’s generalizability. With research involving cells and model organisms, researchers should use the term “sex.” With research involving humans, researchers should consider which terms best describe their data (see “definitions” section below). Authors can refer to the Sex and Gender Equity in Research (SAGER) Guidelines and the SAGER guidelines checklist. They offer systematic approaches to the use and editorial review of sex and gender information in study design, data analysis, outcome reporting, and research interpretation. However, there is no single, universally agreed-upon set of guidelines for defining sex and gender or reporting SGBA.

Definitions

In human research, the term "sex" carries multiple definitions. It often refers to an umbrella term for a set of biological attributes associated with physical and physiological features (e.g., chromosomal genotype, hormonal levels, or internal and external anatomy). It can also signify a sex categorization most often designated at birth ("sex assigned at birth") based on a newborn’s visible external anatomy. The term “gender” generally refers to socially constructed roles, behaviors, and identities of women, men, and gender-diverse people that occur in a historical and cultural context and might vary across societies and over time. Gender influences how people view themselves and each other, how they behave and interact, and how power is distributed in society. Sex and gender are often incorrectly portrayed as binary (female or male; woman or man), connotative, and static. However, these constructs exist along a spectrum that includes additional sex categorizations and gender identities, such as people who are intersex or have differences of sex development (DSD) or identify as non-binary. In any given person, sex and gender might not align, and both can change. Sex and gender are not entirely discrete concepts, and their definitions continue to evolve. Biology and society influence both, and many languages do not distinguish between them. Since the terms “sex” and “gender” can be ambiguous, authors should describe the methods they use to gather and report sex- and/or gender-related data (e.g., self or physician report, specific biological attributes, current sex or gender, sex assigned at birth, etc.) and discuss the potential limitations of those methods. This will enhance the research’s precision, rigor, and reproducibility and help to avoid ambiguity or conflation of terms and the constructs to which they refer. Authors should use the term “sex assigned at birth” rather than “biological sex,” “birth sex,” or “natural sex,” as it is more accurate and inclusive. When asking about gender and sex, researchers should use a two-step process: (1) ask for gender identity allowing for multiple options and (2) if relevant to the research question, ask for sex assigned at birth. In addition to this defining guidance and the SAGER guidelines, you can find further information about reporting sex and gender in research studies in Elsevier’s diversity, equity, and inclusion in publishing author guide available here.

• Updated our Information for Authors across all Cell Press, all Lancet and ~2300 Elsevier journals
Reporting Sex- and Gender-Based Analyses (SGBA)

Reporting sex- and gender-based analyses (SGBA)

Reporting guidance

For research involving or pertaining to humans, animals, model organisms, or eukaryotic cells, investigators should integrate sex- and gender-based analyses (SGBA) into their research design according to funder/sponsor requirements and best practices within a field. Authors should address their research’s sex and/or gender dimensions in their manuscript. In cases where they cannot, they should discuss this as a limitation to their research’s generalizability. With research involving cells and model organisms, researchers should use the term “sex.” With research involving humans, researchers should consider which terms best describe their data (see “definitions” section below). Authors can refer to the Sex and Gender Equity in Research (SAGER) Guidelines and the SAGER guidelines checklist. They offer systematic approaches to the use and editorial review of sex and gender information in study design, data analysis, outcome reporting, and research interpretation. However, there is no single, universally agreed-upon set of guidelines for defining sex and gender or reporting SGBA.

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- Describe sex and gender
- Delineate “sex” as in sex-related characteristics from “sex” as a categorization
- Urge authors to consider terms, describe how they operationalize them
- Suggest how to ask about sex and gender
Define “woman”

X chromosomes, no tallywhacker. It’s so simple

someone who is biologically a woman

an adult female of the human species

we are the weaker sex

Females are the sex that have the capacity to bear children and produce eggs…Women have two X chromosomes and are born with a uterus and ovaries.

I have more of a traditional view of what a woman is: my wife

A woman is born with two X-chromosomes

Someone who can give birth to a child, a mother, is a woman. Someone who has a uterus is a woman. It doesn’t seem that complicated to me.
Increasing Accuracy

• Authors write, “Females are nearly twice as likely to develop adverse drug events, some requiring hospitalization, likely due to sex differences in drug pharmacokinetics. This suggests that a better understanding of basic biological differences is key for both understanding disease and developing efficacious and safe therapies for all.”

• Problem: Gender norms influence adverse event reporting too! Sex- and gender-related differences are therefore both relevant.

• Solution: “Females are nearly twice as likely to develop adverse drug events, some requiring hospitalization, likely due to sex differences in drug pharmacokinetics. In addition to biological differences in drug pharmacokinetics, social and cultural norms around reporting adverse events also play a role in these disparities. For example, women were more likely to report adverse events related to drug treatments than men. Thus, it is important to distinguish between sex and gender when considering what effects they might have in adverse event reporting. This suggests that a better understanding of basic biological differences, as well as gendered environmental differences, is key for both understanding disease and developing efficacious and safe therapies for all.”
Increasing Accuracy

• Authors: “Our study is on prostate cancer. Prostate cancer only affects men.”
• Problem: Prostate cancer also affects transgender women.
• Solution:
  • “Our results might not be generalizable to transgender women who are also at risk for prostate cancer.”
STAR Methods Update: Experimental Model And Study Participant Details
Experimental Model And Study Participant Details

• *For studies involving human participants, the age/developmental stage, sex, gender, ancestry, race, ethnicity, and socioeconomic status of the participants must be provided.* For sex and gender, researchers should consider which terms best describe their data and should refer to the Information for Authors guide on Reporting Sex- and Gender-Based Analyses for the provided definitional guidance. If there are technical or scientific reasons why the sex and/or gender of the subjects cannot be reported, a statement must be provided to disclose this and the reasons why. Additionally, authors should discuss the absence of sex- and gender-based analyses as a limitation to their research’s generalizability.
Are Researchers Using the Right Terms?

• Ancestry, Race and Ethnicity are different concepts
• Race “race refers to one’s identification with a group or identity ascribed on the basis of physical characteristics and skin color”
• Ethnicity “captures the common values, cultural norms, and behaviors of people who are linked by shared culture and language”
• Ancestry captures the “genetic origin of one’s population”

Are Researchers Using the Right Terms?

• Race & ethnicity may correlate with genetic ancestry but capture different information
• Race & ethnicity are **not** proxies for genetic ancestry
• Race & ethnicity are **not** biological variables
• However, race & ethnicity “capture important epidemiologic information, including social determinants of health such as racism and discrimination, socioeconomic position, and environmental exposures”

Sources:
• From Evolutionary History to the Concepts of Race and Ancestry: Shifting Our Perspective in Clinical Research
• Precision medicine in 2030—seven ways to transform healthcare
• Structural Racism And Rigorous Models Of Social Inequity
• Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations
Example

- Authors write, “These pathway differences between PTSD cases and controls persisted after adjusting for BMI, age, race/ancestry…”
- Problem: authors only assessed self-reported race, not ancestry
- Solution:
  1. Eliminate the “/ancestry” because the authors did not actually assess genetic ancestry and therefore cannot say that the pathway differences persisted when controlling for ancestry.
  2. Include in the Limitations section a discussion on how the confounder analysis was limited to self-reported race and that genetic ancestry was not assessed – therefore, the authors cannot be sure that genetic ancestry was not a confounder.
Inclusive Language Speaker Series

• Launched in 2022
• Goal: bring together researchers with various perspectives on language in science that are needed to make the language of scientific publishing more accurate and inclusive
Inclusive Language Speaker Series

- Language of sex and gender
- Visual Communication
- Race, ethnicity and ancestry
- Health and disability
- Neurodiversity
Project Strengthen: An STEMM-focused career development workshop to prepare underrepresented minority students for graduate school

Traditional barriers only exacerbate these issues and at least partially explain why we do not have a more diverse field.

As researchers, we have learned that diversity is critical to our work. A diverse environment allows us to see the world in a different light, to question assumptions, and to challenge the status quo.

We must continue to work towards creating a more inclusive and diverse STEM community.

Taylor Bennet, KT Nikolaus, Byroni Shao, ..., Zar Hue, Haydée Shuler, Antarion Hinton, Jr.

Cell Press OPEN ACCESS

For Translational Immunology in STEM. They share their journey, and why recent efforts by Cell Press are important.

Voices Translational Immunology

Confronting under the case

Bernadette Soto, Department of Health, University of California, Los Angeles (UCLA), California, USA

Cell Reports Immunology

Cell Reports

Nutronia Translational Immunology

Confronting under the case

Bernadette Soto, Department of Health, University of California, Los Angeles (UCLA), California, USA

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Journal Content: Collections

Collections

Building inclusivity in science
A collection of recommendations for building a more equitable and inclusive scientific community.

Women in science
A collection focused on the voices and experiences of women in science.

LGBTQ+ in science
A collection focused on experiences and issues connected to the LGBTQ+ communities.

Black in science
A collection of voices and perspectives on being Black in science.

Trends Voices
Amplifying research and perspectives on important topics to drive science forward.

Cell Press Inclusion & Diversity page: https://www.cell.com/diversity
Editorial
Science Has a Racism Problem

We are the editors of a science journal, committed to and embracing excellence across the biology. We are scientists, born in and of Black America, black in the US. While the vision of Black Americans, advanced in our efforts to socialize toward the scientific establishment, to be scientists, to me, it’s the responsibility of the scientific establishment to look at the history of science and real lived experiences of Black women in science. Our editors are not doing enough to address these issues. It is time for our institutions to act.

Editorial
Unequal reproduction

The US Supreme Court’s decision represents an appalling setback for human rights to bodily autonomy, for protection of an innocent term and safely—one that had stood for 40 years. In our view, this decision is a profound step backward for reproductive rights.

Editorial
Juneteenth in STEMM: Remember, recognize, reflect

Three years ago, following the high-profile murder of George Floyd, we published an editorial titled: “science has a racism problem.” It is not the conclusion that the scientific establishment has not realized the extent of the scientific history of slavery and racial oppression. It is an education for everyone, including scientists, about the importance of diversity, equity, and inclusion in science. It is our responsibility to ensure that everyone, regardless of their background, has access to a quality education in science. This requires understanding the history of how science has been used to perpetuate and justify systemic racism.

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The Court has held in one of the wrong cases not to have a safe and free abortion, derides basic science—this is the only way to provide

Cell Press

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Special Issues!
Juneteenth in STEMM
Juneteenth in STEMM

• 72 Black scientists across 7 articles

Juneteenth is a day of celebration and reflection, marking the end of slavery in the United States. In honor of this historic day, the Cell Press journals have curated a collection of articles that highlight the contributions of Black scientists in STEM fields. This collection features contributions from 72 Black scientists, across 7 articles, covering a range of topics from historical perspectives to current research. The articles discuss the challenges and achievements of Black scientists, and the importance of diversity and inclusion in STEM fields. The collection is a tribute to the ongoing journey of equity and inclusion in STEM, and a call to action for the broader scientific community to continue to support and uplift the voices of Black scientists.
Conclusion
Re-Centering Rigorous Inquiry

When science grants scholars the space to bring their entire identities to their research, we will move closer to progress. There is evidence that increased diversity enriches science. However, formal diversity and inclusion initiatives do little to address the unwillingness of scholars to acknowledge that their conceptualization of rigorous inquiry centers maleness and whiteness. Just as we must remain current on literature and methods, it is imperative that we evolve our understanding of excellence to move beyond shallow illusions of progress.

What Does Juneteenth Mean in STEMM?
Robin G. Nelson

Threats to EDI

Threats to tenure and the dismantling of diversity, equity, and inclusion initiatives are clear attempts to deter a scientific discipline centered on promoting change. The parallels between the reconstruction-era struggles of Black Americans and the present-day context are clear—this is a hostile landscape. However, the answer is not to flee, but to remember that progress, while slow, is undeniable.

What Does Juneteenth Mean in STEMM?
Alexandra L. Clark

Need for Continued EDI Work

When we stop addressing barriers to advancement and professional development, and the importance of ensuring that we pay attention to increasing diversity of those who populate the pipeline, we could witness a gradual but sustained reduction in creativity and innovation.

E. Dale Abel, MBBS, DPhil, David Geffen School of Medicine, University of California, Los Angeles. Cell. 2023;186(12):2527-2530. doi:10.1016/j.cell.2023.04.040
The Diversity Tax

The burden of advocating for change should not rest with those who could most benefit from it. However, as this issue demonstrates, it too often does, a reflection of the diversity tax. The people and entities least directly impacted by oppressive structures often hold disproportionate power to effectuate the change needed within them.

Juneteenth in STEM: Remember, reco...
Role of Biomedical Journals

By openly discussing issues of equity and diversity, scientific journals are an important channel to put the many conversations about the importance of diversity in the life sciences front and center and thereby advance values of which all of us should be aware.

E. Dale Abel, MBBS, DPhil, David Geffen School of Medicine, University of California, Los Angeles. Cell. 2023;186(12):2527-2530. doi:10.1016/j.cell.2023.04.040
Thank you!

Questions?

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