The Researcher Journey through a Gender Lens
and more on Data to Inform Gender Equity in Research

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Co-Chair, Gender Equity Taskforce

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Why Equity in Research Matters

- Bias, discrimination and exclusion caused by a lack of diversity, inclusion and equality in research negatively affect:
  - Entry of new researchers and opportunities for researchers to advance and excel throughout their careers
  - The range of research questions addressed
  - The equitable and impactful outcomes of research
- Lasting impact on societal challenges of our times requires harnessing the full contribution of all stakeholders in the global research community
- Elsevier contributes to this effort by promoting diversity and inclusion in research through an **evidence-based approach** and a coordinated set of actions and initiatives that are informed by **data**

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

Gender Equity Taskforce

- As a global leader in **information and analytics**, Elsevier helps researchers and healthcare professionals advance science and improve health outcomes for the benefit of society in the most **equitable and inclusive** way possible.

- Elsevier is deeply committed to the **UN Sustainable Development Goals**. SDG 5, Gender Equality is one of our key focus areas. Over the past 15 years, the **Elsevier Foundation**, Elsevier's corporate charity, has made substantial contributions to support the advancement of women in science (60 grants, $3 million).

- Through our longstanding partnerships with the **Gender Summits** (2011-2021), we have learned that scientific publishers have a key role to play by boosting the participation of women in the research ecosystem and applying a gender lens to research.

- The **Gender Equity Taskforce** partners with **Thrive**, the Gender Equity Employee Resource Group, to develop an empowered, inspired and connected Elsevier community which aims to achieve gender balance, promote its benefits and celebrate gender inclusion.

- We also work in close alignment with the **Inclusion & Diversity Advisory Board**. Our workstreams are investigative, consultative, cross business unit and elective, examining processes and principles and presenting key findings, new initiatives and recommendations to fully apply the gender lens to publishing.

- Ultimately, we would like Elsevier to serve as an **industry leader** by helping to establish best practises and gender analytics that accelerate the participation of women and gender minorities in academic research across disciplines and in the scholarly communication system, advance sex and gender-based analysis in research studies, and promote career progression of women and gender minority researchers in academia and professional life.

Analytics Reports
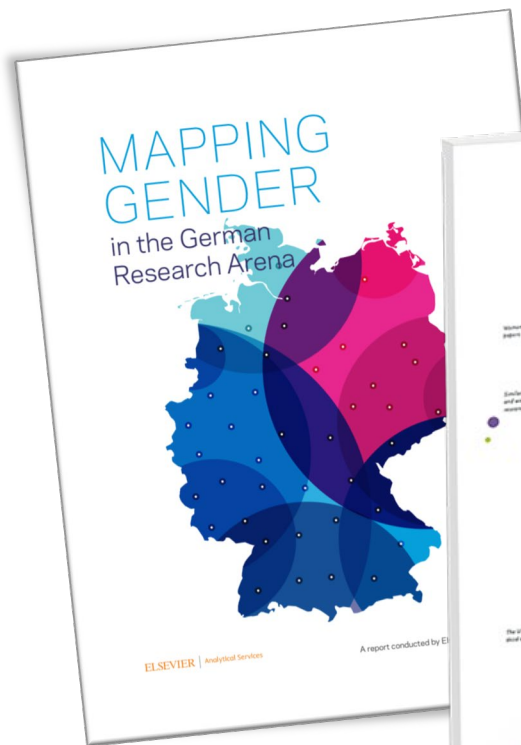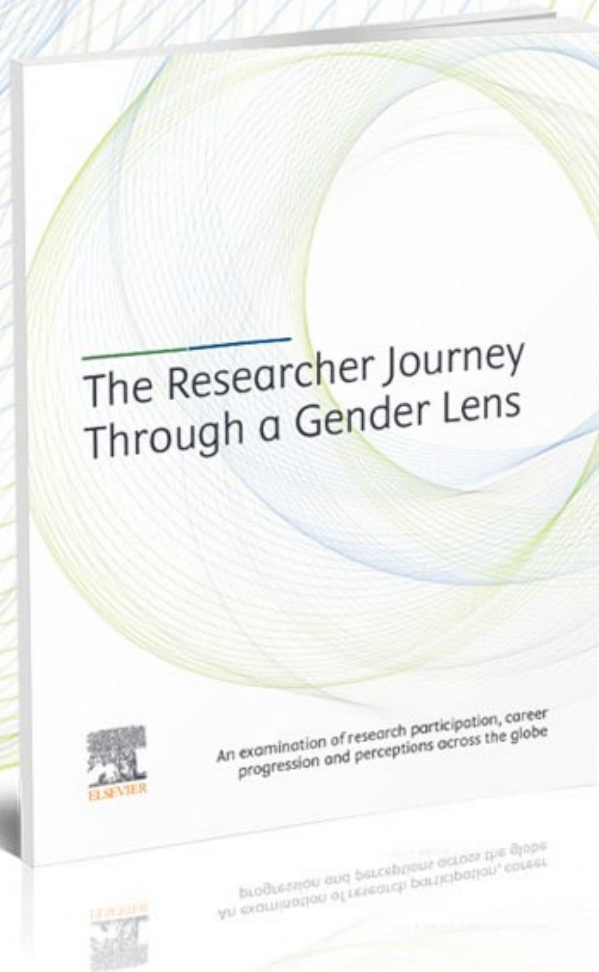
Aims of the report

- **Quantitative analyses** focusing on researcher participation, contribution and career progression through a gender lens:

  - ✓ Research Participation

  - ✓ Research Footprint

  - ✓ Publishing Careers and Mobility

  - ✓ Collaboration Networks

- **Survey research** component to understand 'why'

  - ✓ Perceptions about Gender

  - ✓ Findings from a survey of researchers

https://www.elsevier.com/gender-report

Report methodology

Relational Data Model

- The data that goes into **Scopus** follows the model that **articles** are written by **authors** who are **affiliated** with institutions with grant support from **funders**

- **Disambiguated Author Profiles** means that Scopus can tell you who is researching what in global literature and where they are doing it with higher accuracy than any other data source

Scopus

Article
80+ million
Records from journals, books and book series, conference proceedings and trade Publications

+5,000
Publishers

- 23K+ serial titles
- 165K+ books

Author
16+ million
Author profiles (active)

Affiliation
70,000+
Affiliation profiles

$
Funding
3.5+ M awards
450+ funders

- Funding acknowledgements (publications)
- Awarded grants (funder systems)
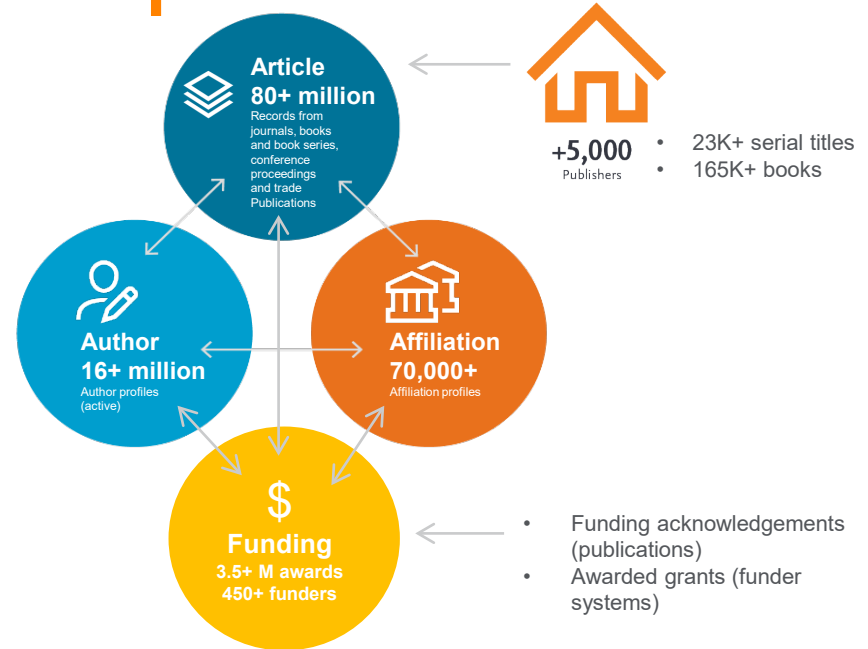
Scopus is the largest curated abstract & citation database of peer-reviewed literature available in a **single, all-inclusive** subscription

Baas, J., Schotten, M., Plume, A., Côté, G., & Karimi, R. (2020). *Scopus as a curated, high-quality bibliometric data source for academic research in quantitative science studies.* Quantitative Science Studies, 1(1), 377–386.
https://doi.org/10.1162/qss_a_00019

Report methodology
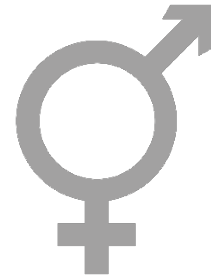
The proportion of women among researchers is increasing

Gender ratio among active authors is higher now than in the past.


KEY
■ 1999–2003
● 2014–2018
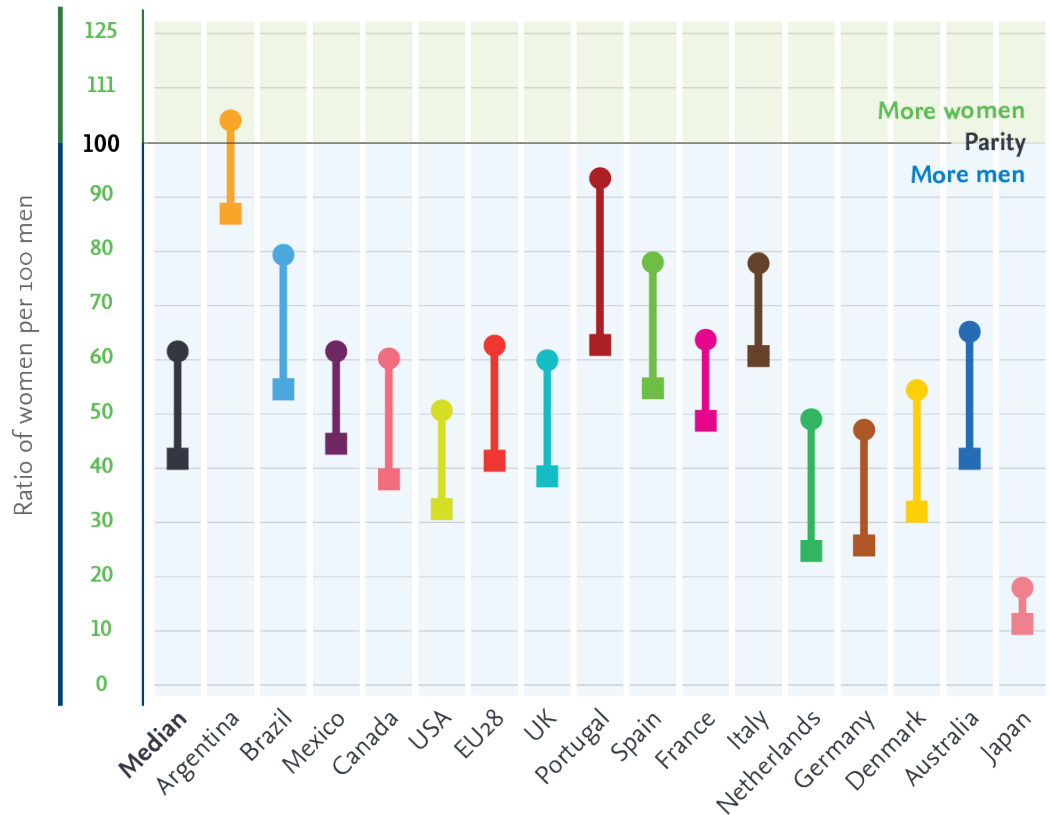
Median is based on 15 countries in report

Women are least represented in the physical sciences

Gender ratio among active authors, 2014–2018, by subject area

Argentina	Spain
Brazil	France
Mexico	Italy
Canada	Netherlands
USA	Germany
EU28	Denmark
UK	Australia
Portugal	Japan

— Median (across 15 countries in report)

See Figure 1.3 – Page 41
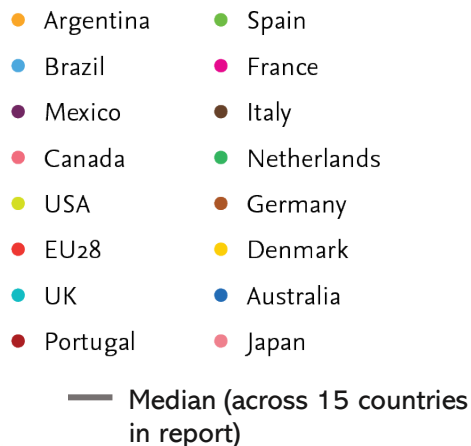
The physical sciences has had the slowest growth in participation

Gender ratio among active authors is higher now than in the past.

Median is based on 15 countries in report

KEY
- ■ 1999–2003
- ● 2014–2018

Ratio of women per 100 men

More women
Parity
More men

Engineering   Medicine   Biochemistry   Social Sciences

Median data obtained from Table B.1
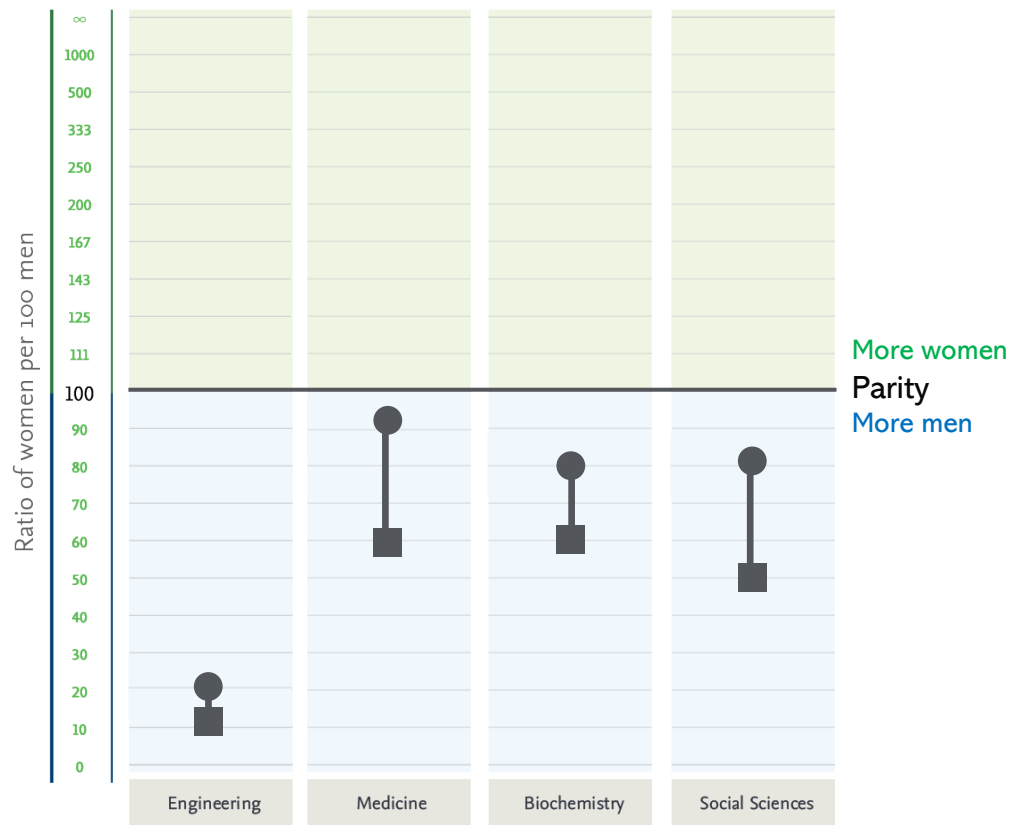
Gender ratio among researchers in Data Science, Quantum Technologies & AI-related fields

- The proportion of women among researchers is increasing over time, but **much less so across the Physical Sciences & Engineering fields**

- Across those fields, women are **least represented in Data Science/AI-related disciplines**: Computer Sciences Mathematics, and Engineering

- And **gains for women in those fields are the smallest**
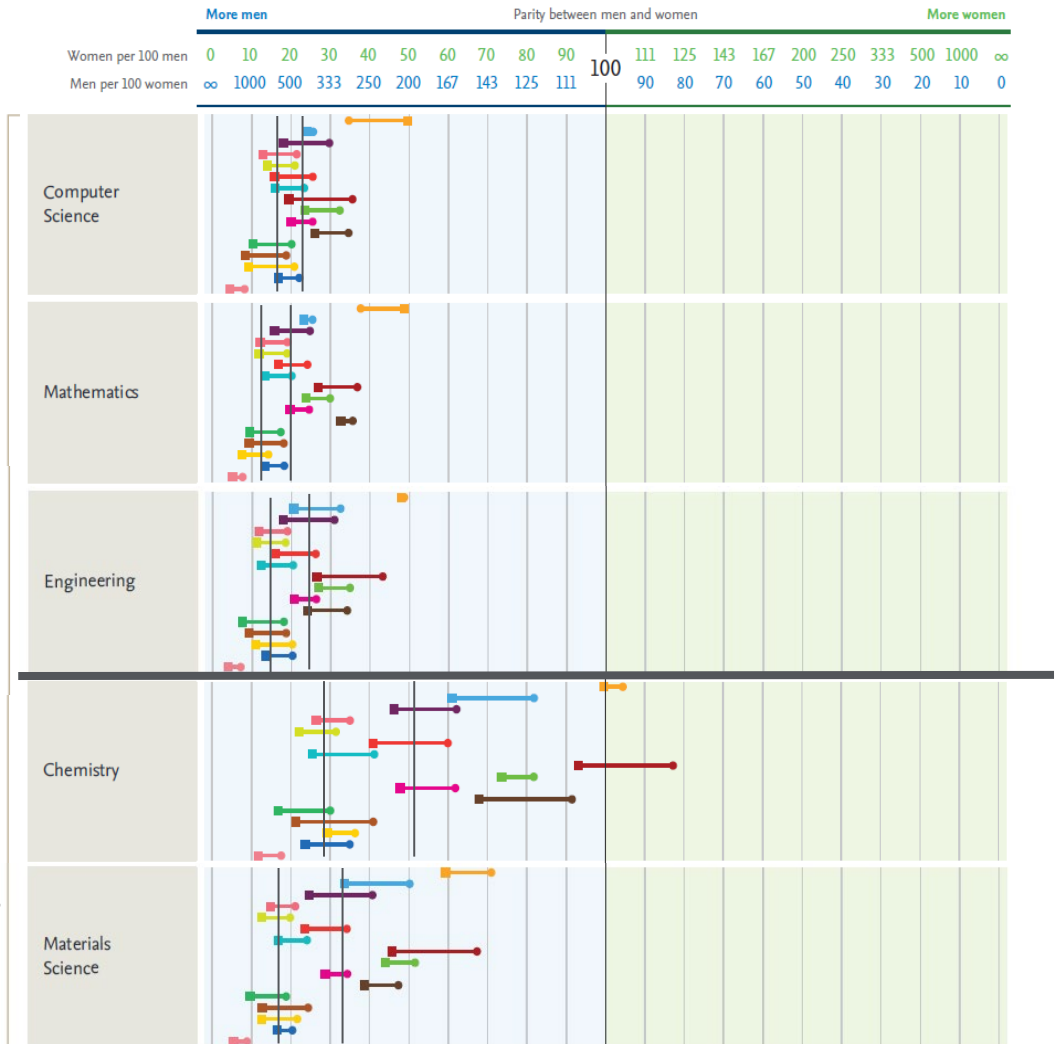
Women are highly represented in earlier career cohorts

Gender ratio among active authors (2014–18) by cohort

KEY	GROUP	YEAR OF FIRST PUBLICATION
●	A	2003 or prior
●	B	2004–2008
●	C	2009–2013
●	D	2014–2018

See Figure 1.2 – Page 15
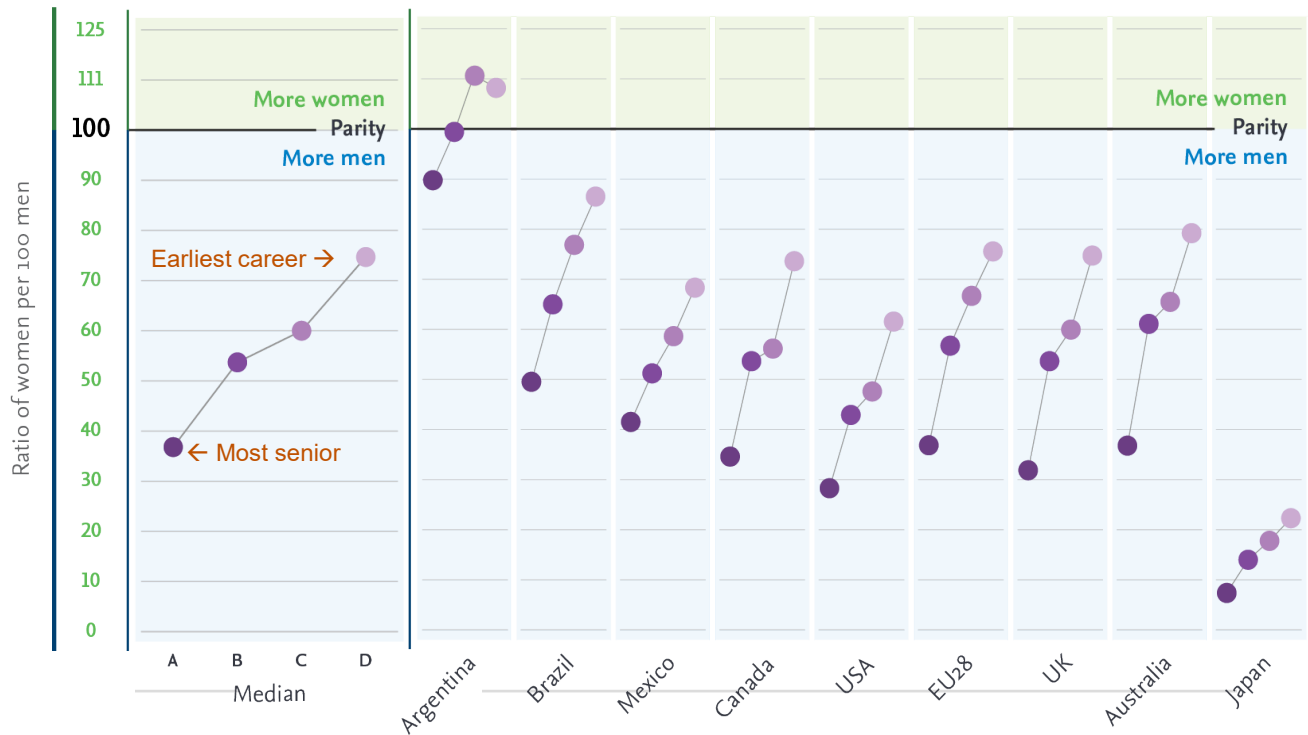
Women are least represented as last authors

Gender ratio among active authors, 2014–2018, by author position

KEY   POSITION
- Corresponding Authors
- First Authors
- Last Authors

Ratio of women to men relative to ratio among all authors

More women
Parity
More men

Engineering   Medicine   Biochemistry   Social Sciences
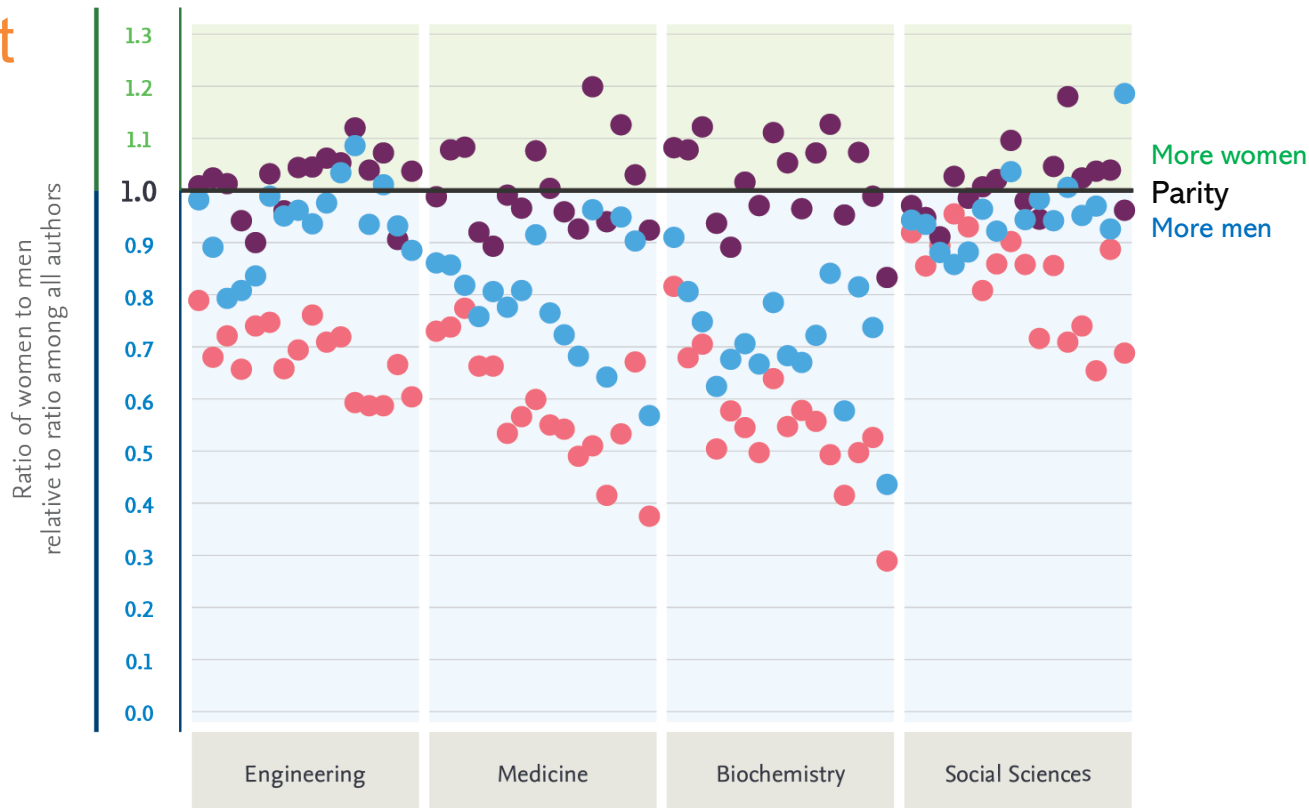
The order of country data shown in the figure from left to right: Argentina, Brazil, Mexico, Canada, USA, EU28, UK, Portugal, Spain, France, Italy, Netherlands, Germany, Denmark, Australia, Japan

See Figure B.7 – Page 147

Women's representation among grant awardees is similar to representation among last authors

Gender ratio among active awardees, 2014–2018

KEY POSITION
- Awardees
- Corresponding Authors
- First Authors
- Last Authors

Ratio of women to men relative to ratio among all authors

More women
Parity
More men

Awardees   Authors   Researchers
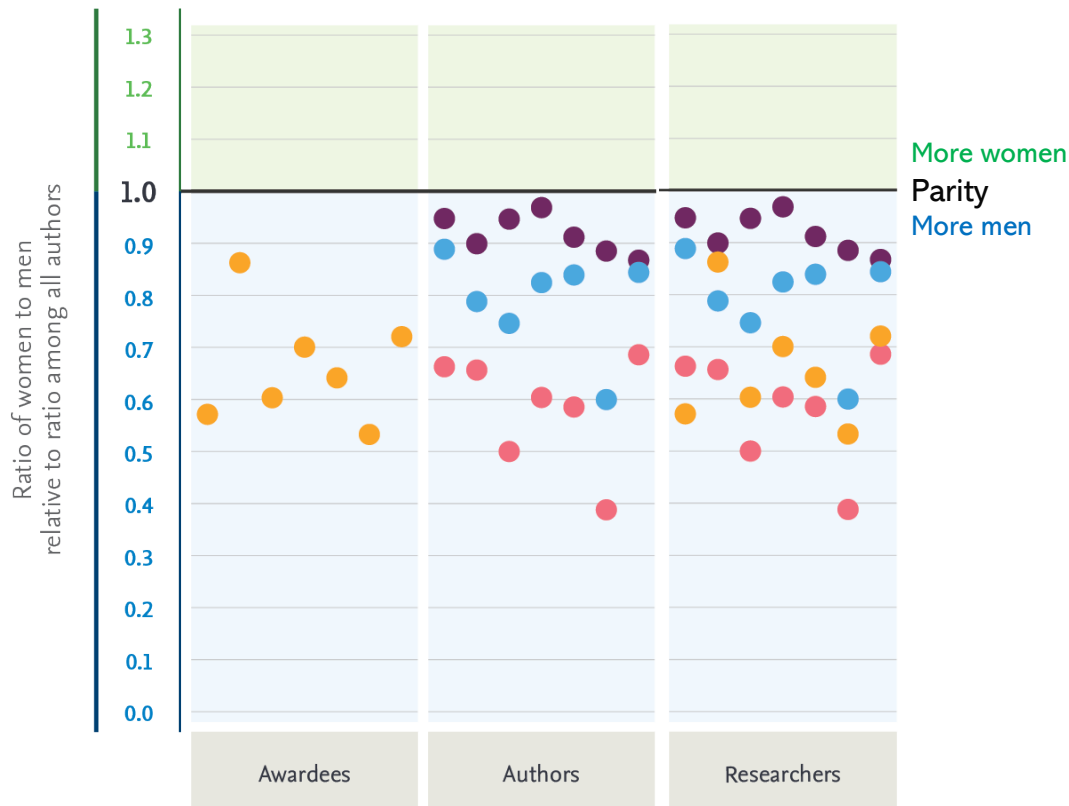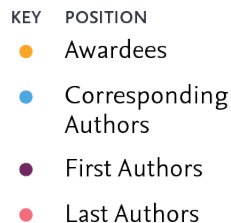
The order of country data shown in the figure from left to right: Canada, USA, EU28, UK, Germany, Australia, Japan

See Figure B.7 – Page 147

Women researchers have similar citation impact to men

Ratio of FWCI of women to men, 2014–2018
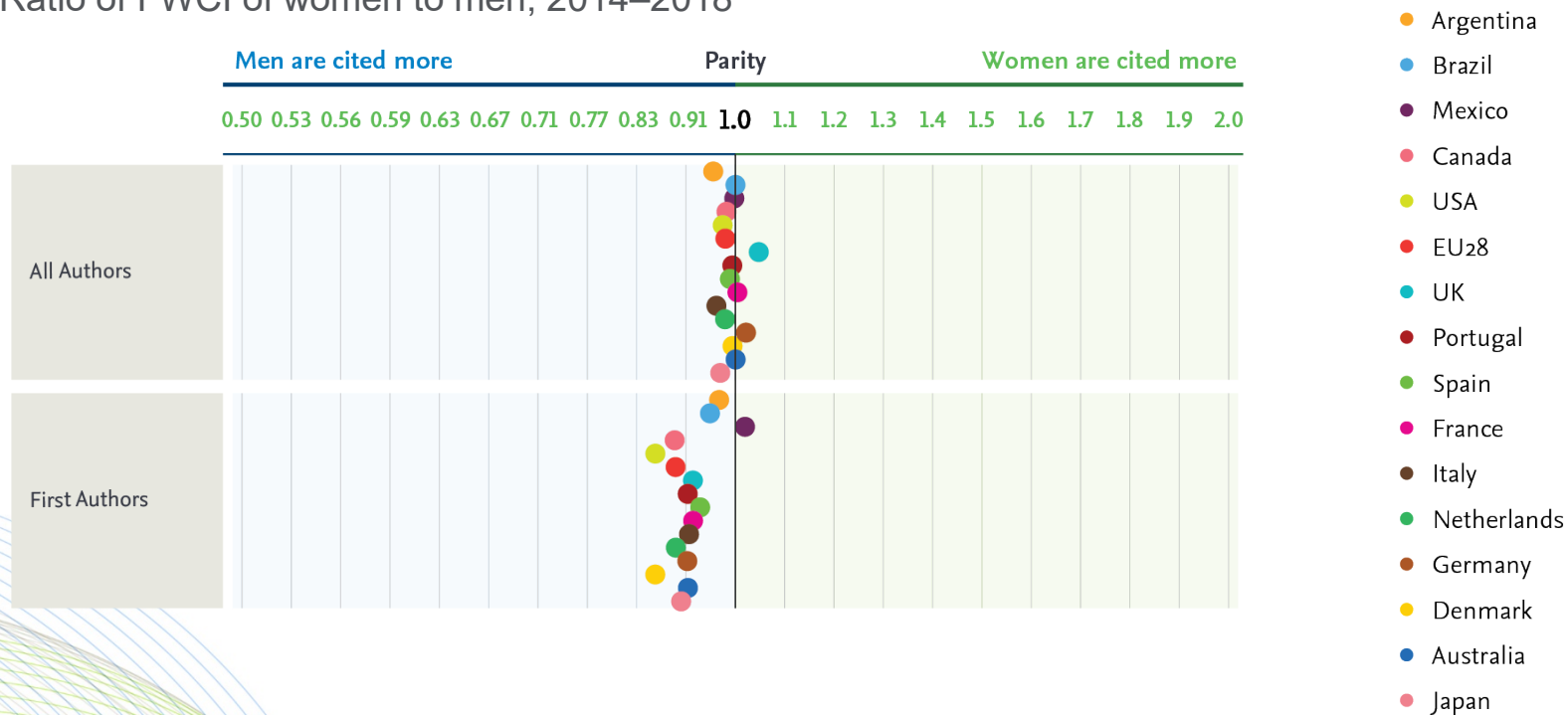
See Figure 2.2 – Page 41

Women cease to publish at a higher rate than men

Gender ratio over time

- Argentina
- Brazil
- Mexico
- Canada
- USA
- EU28
- UK
- Portugal
- Spain
- France
- Italy
- Netherlands
- Germany
- Denmark
- Australia
- Japan

See Figure 3.1 – Page 60
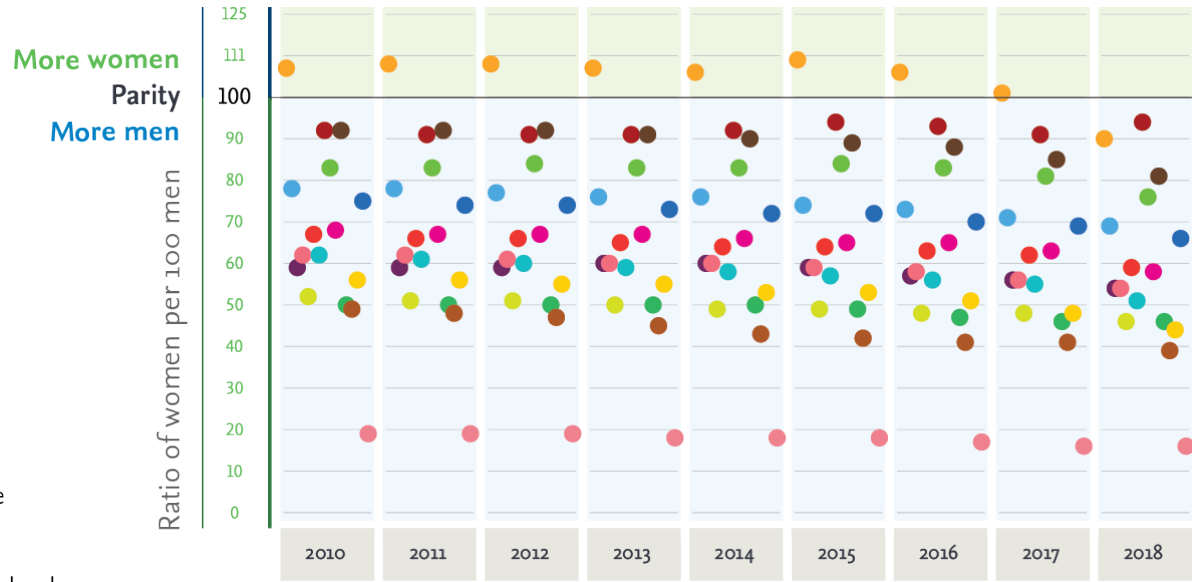
Women cease to publish at a higher rate than men

Gender ratio over time

Median is based on 15 countries in report
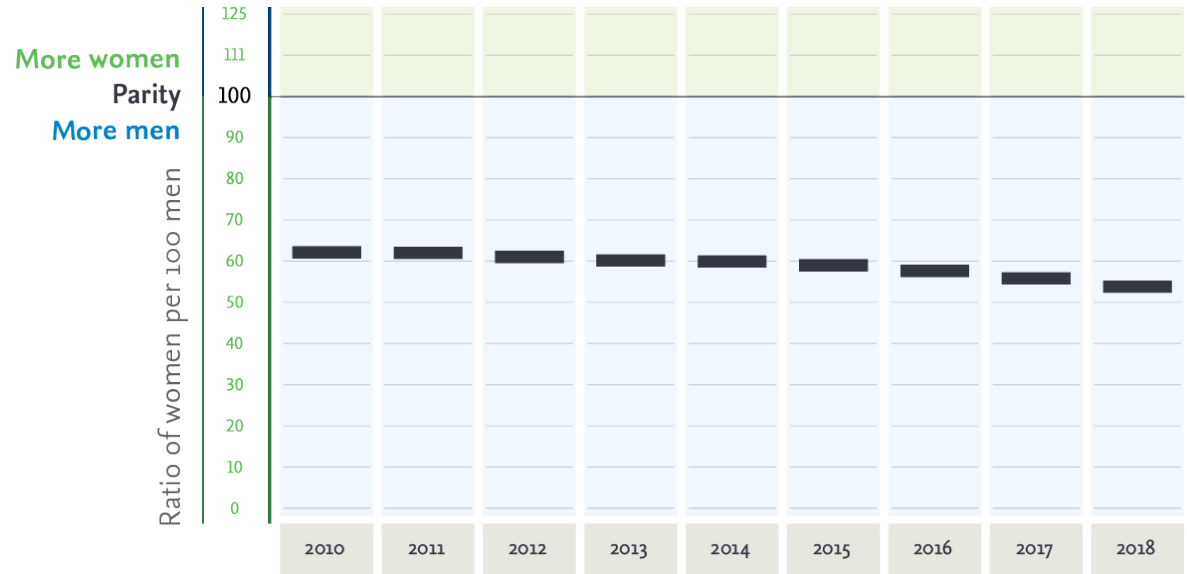
Men and women tend to collaborate more with their own gender

GROUP	YEAR OF FIRST PUBLICATION
A	1989–1993
B	1994–1998
C	1999–2003
D	2004–2008
E	2009–2013

KEY
- ■ Women
- ● Men

The data for Medicine is shown here, we observed similar trends across Engineering, Business & Economics, and Biochemistry as well.

Alzheimer's Disease Report

- Analyzed full text from ScienceDirect

  - Leading platform of peer-reviewed, full text literature

  - 2,500 journals, 16M articles

- Mined articles' methods sections to identify and categorize studies as research focused on: i) women or female subjects, ii) men or male subjects, or iii) both

ScienceDirect®

| 16M | 370 full Open | 2,500 | 39,000 | 330,000+ |
| articles | Access publications | journals | ebooks | topic pages |

Alzheimer's disease research insights: impacts, trends, opportunities

https://bit.ly/30zz9B6

Analytical Services

Sex and gender of research subjects

Most Alz Disease research focuses on men or male subjects

Less than a third of studies used both male/men and female/women subjects


49%
(1,235)

31%
(794)

20%
(507)
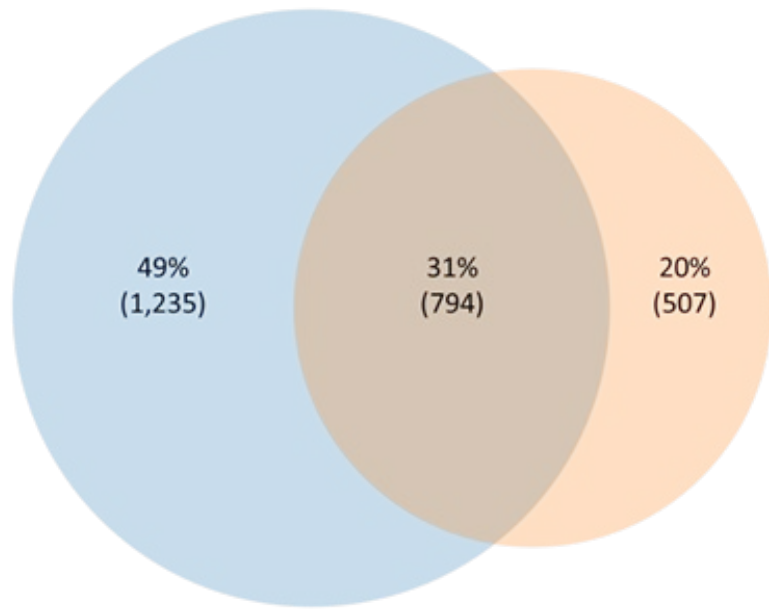
The proportion of Alzheimer's disease research mentioning men or male subjects (blue) vs. women or female subjects (pink)

Sex and gender-based analysis in model systems

Animal studies are driving the skew

Almost two-thirds of research using animal models mentions males only
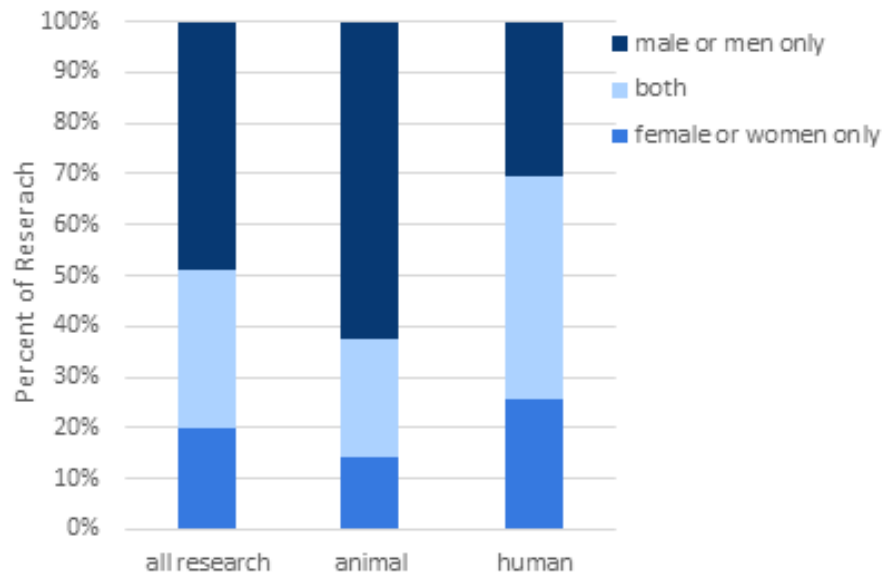
The percent of Alzheimer's disease research mentioning men or male subjects versus women or female subjects in the methods section, broken down by animal and human studies

Reporting sex and gender in experimental design and analysis

- We encourage researchers to **enroll women and ethnic groups** into clinical trials of all phases, and to plan to **analyse data by sex and by race.**

- For all study types, we encourage **correct use of the terms sex** (when reporting **biological factors**) and **gender** (when reporting **identity, psychosocial, or cultural factors**).

- Where possible, **report the sex and/or gender of study participants**, and describe the **methods used to determine sex and gender**.

- **Separate reporting of data** by demographic variables, such as age and sex, facilitates **pooling of data for subgroups across studies** and should be routine, unless inappropriate.

- **Discuss the influence or association of** variables, such as **sex and/or gender, on your findings**, where appropriate, and the limitations of the data.

See Schiebinger *et al*.
https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(16)32392-3/fulltext
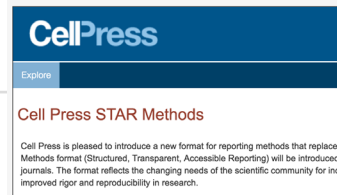
575+ biomedical journals feature guidance, adhere to ICMJE guidelines

Lancet family journals publish best practices, offer enhanced guidance

Cell Press uses STAR Methods for transparent reporting of methods and statistics

Collaborating to drive adoption and adherence to sex and gender reporting guidance

**Expand our role as partner to many funding bodies and institutions**

Optimize and extend guidelines to computer science, engineering, and other non-biomedical disciplines
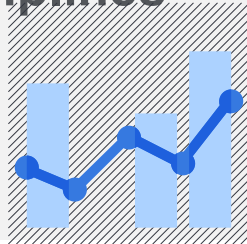
Develop a process for compliance checking and decision support
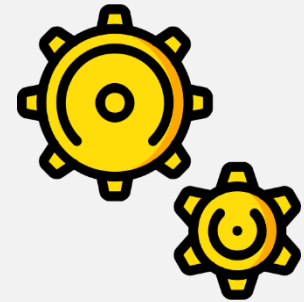
Submission — Author
Initial editorial evaluation — Editor
Peer Review — Reviewer

Editorial Manager®

Cloud-based manuscript submission and peer review system

SciScore

Integration of Editorial Manager® (EM) with SciScore applies technology to the end-to-end peer review process to drive adherence to journal sex and gender guidelines

Scans method section to detect if authors address sex and other rigor and transparency metrics

Assigns score, produces rigor adherence table

Provides decision support for Editors

SciScore's evaluation available within Editorial Manager to Reviewers

Reviews can easily evaluate research for rigor and transparency adherence.

Provides decision support for Reviewers

For more information on SciScore see: https://doi.org/10.1101/2020.01.15.908111

Cell Press Inclusion & Diversity Statement

PAGE 2: INCLUSION AND DIVERSITY INFORMATION

To help us gather information in a straightforward way, this form is based on a series of options that you can choose to indicate. We understand that these are not comprehensive and apologize in advance if an effort that you would like to highlight is not included as an option. Please note that we are running this program as a pilot during the course of 2021 and that we welcome any comments and suggestions you have about this initiative and how to develop it going forward to help achieve the intended goals of promoting, fostering, and highlighting positive change in science (see page 4).

If you do not wish to participate in this initiative, please check one of these boxes:

    ☐   if you do not wish to provide information about inclusion and diversity

    ☐   if you do not have relevant information to report

If you checked either box, please proceed to page 4 of the form

If you do wish to participate in this initiative, please complete each section below. We recognize not all points will be relevant for every paper. Please check any/all sentences that apply to your paper:

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

For studies involving human subjects, whether recruited (e.g. clinical analyses) or enrolled spontaneously (e.g. online surveys):

    ☐ We worked to ensure gender balance in the recruitment of human subjects.

    ☐ We worked to ensure ethnic or other types of diversity in the recruitment of human subjects.

    ☐ We worked to ensure that the study questionnaires were prepared in an inclusive way.

For studies involving non-human subjects or material:

    ☐ We worked to ensure sex balance in the selection of non-human subjects.

    ☐ We worked to ensure diversity in experimental samples through the selection of the cell lines.

    ☐ We worked to ensure diversity in experimental samples through the selection of the genomic datasets.

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Sustainability Through a Gender Lens: The Extent to Which Research on UN Sustainable Development Goals (SDGs) Includes Sex and Gender Consideration

16 Pages · Posted: 8 Sep 2020 · Last revised: 30 Sep 2020

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International Center for the Study of Research

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Elsevier

Date Written: September 8, 2020

Abstract

Through efforts of the international Gender Summits and UN Women, it is evident that all United Nations (UN) Sustainable Development Goals (SDGs) targets must be viewed from a gender perspective to ensure that the outcomes to achieve the SDGs benefit women and men equally. Our research, through the International Center for the Study of Research (ICSR), focuses on the extent to which sex and/or gender topics are explicitly covered in research related to the SDGs. Expanding on previous studies that investigated gender research from a topical perspective using the Scopus database (Elsevier 2017), we have developed an approach to detect and visualize the volume and proportion of research publications that include explicit mention of sex and/or gender terms. The approach described here offers a fresh perspective on both the UN SDGs and sex and gender in research by visualising the topical coverage of the publications in the corpus of each SDG as a term map, and then overlaying that view with the proportion of the publications associated with sex and gender topics. We show that attention to sex and gender topics is uneven across the SDGs, and that even where overlap between an SDG and consideration of sex and gender is high, significant topical areas of relevance to the SDG have little explicit connection with sex and gender. This study lays the groundwork for the evidence-based development of a roadmap toward greater integration of sex and/or gender across all SDGs as well as monitoring integration progress over time.

Keywords: sex, gender, Sustainable Development Goals, Scopus, gender equality, UN Women, Gender Summits, SDG

Suggested Citation:

Paper statistics

PlumX Metrics

Related eJournals

Development Economics: Women, Gender, & Human Development eJournal

Follow

Sustainability & Economics eJournal

Follow

View more

https://dx.doi.org/10.2139/ssrn.3689205

Study methodology

- Build a Scopus query to identify publications that include sex and/or gender topical research
  - Keywords from publications in the "Gender in the Global Research Landscape" Mendeley library
  - Expert input from Elizabeth Pollitzer of Portia Ltd and the Gender Summits
- Identify publications that include sex and/or gender research for each of the 16 SDGs
  - Using Elsevier's existing curated SDG publication sets from Scopus
  - New sex and/or gender query in Scopus
- Within each of the 16 SDGs, highlight the research relevant to SDG targets + indicators in which sex and/or gender research does (or doesn't!) factor
  - VOSViewer mapping tool for visualizations
  - Overlay maps

Sex and gender research within each SDG research corpus

SDG		2018 count of publications	2018 count of publications *with sex/gender*	Share of publications *with sex/gender*
5	Gender Equality	6,245	5,958	95%
3	Good Health and Well-being	613,551	373,506	61%
16	Peace, Justice and Strong Institutions	29,899	9,357	31%
10	Reduced Inequalities	8,599	2,333	27%
4	Quality Education	4,992	1,307	26%
1	No Poverty	2,102	516	25%
2	Zero Hunger	19,281	2,527	13%
8	Decent Work and Economic Growth	17,451	1,449	8%
11	Sustainable Cities and Communities	30,443	2,261	7%
12	Responsible Consumption and Production	17,487	1,156	7%
14	Life Below Water	20,724	1,097	5%
6	Clean Water and Sanitation	9,736	446	5%
13	Climate Action	35,417	1,454	4%
15	Life On Land	23,048	899	4%
9	Industry, Innovation and Infrastructure	8,329	185	2%
7	Affordable and Clean Energy	81,067	683	1%

SDG5 – Gender Equality 95%
SDG3 – Good Health and Well-Being 61%
SDG16 – Peace, Justice and Strong Institutions 31%
SDG10 – Reduced Inequalities 27%
SDG4 – Quality Education 26%
SDG1 – No Poverty 25%
SDG2 – Zero Hunger 13%
SDG8 – Decent Work and Economic Growth 8%
SDG12 – Responsible Consumption and Production 7%
SDG11 – Sustainable Cities and Communities 7%
SDG6 – Clean Water and Sanitation 5%
SDG14 – Life Below Water 5%
SDG15 – Life on Land 4%
SDG13 – Climate Action 4%
SDG9 – Industry Innovation and Infrastructure 2%
SDG7 – Affordable and Clean Energy 1%

Share of SDG-related publications that include sex and/or gender considerations

SDG5: Gender Equality

SDG5 Research Map

SDG5 Sex & Gender Overlay Map
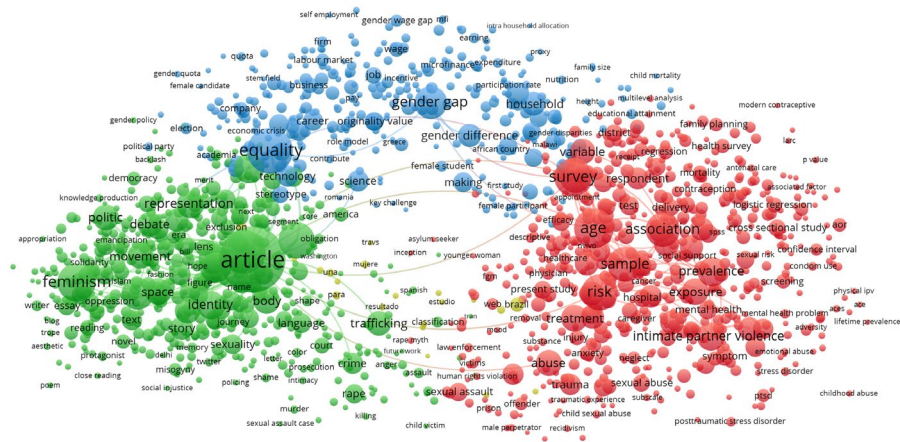
| All publications:	
	6,245

Size: term appearances in publication title/abstracts
Color: thematic clusters of related terms
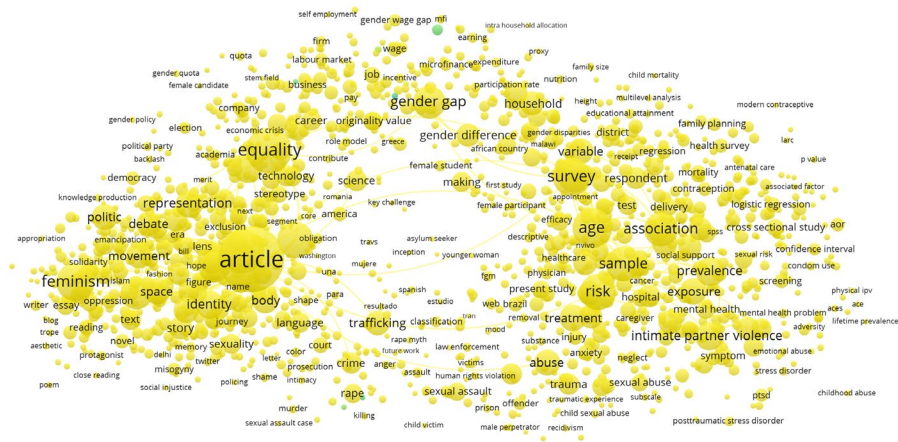
All publications:	
	6,245
Sex & Gender publications:	
	5,958
95% overlap	

Size: term appearances in publication title/abstracts
Color: share of sex and/or gender research score

- Extent to which sex and gender research factors into SDG research output varies
  - Within individual SDGs
  - Across the 16 SDGs

- 14 SDGs that have <40% of publications that include sex and/or gender research, **such research is at risk for producing outcomes that are not inclusive**
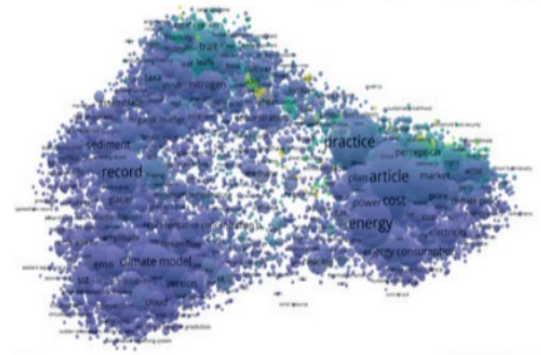
The importance of data – our two approaches

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 methodology for assessing trends, change over time and comparisons between fields and subfields

- Will remain 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 choose to work with us work

- Intentional, collaborative and aligned with our researcher and publishing communities, buy-in and trust building are key for both internal and external stakeholders

Data for Actionable Insight

- **Mission:** Research and a research workforce that is more diverse, inclusive and equitable

- **Goal:** Greater diversity & inclusion of our editorial boards, reviewer pool, and authors across Gender and Race & Ethnicity dimensions

- **Data Collection:** Collect self-reported Gender Identity and R&E Identity data within systems we use to support editorial workflows

- **Actionable Insight:** Inform our I&D decision-making processes and development of interventions

Updated **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

In discussions with Privacy team about how to handle
Elsevier employees who have roles in Editorial Manager

Approach to collecting self-reported data

- Although laws and regulations across countries and regions differ, we have determined that we can ask users in all countries to self-identify with mandatory questions as long as we:

    - Offer the option 'Prefer not to disclose' so that it is entirely voluntary as to whether users provide a response

    - Clearly explain at the point of data collection how the data will be used

    - Ensure the data will only be analyzed at the aggregate level and are properly protected to meet GDPR and other applicable legislation

    - Do not collect gender or race & ethnicity information from Elsevier employees via systems other than Workday/HR platforms (due to different legal restrictions in different jurisdictions)

Additional implementation considerations

Legal & Privacy Policy

- GDPR, CCPA and other such data privacy policies
- Data retention policies
- External stakeholders vs. Elsevier employees
- Robust and transparent communication

Prioritization of Stakeholders

- All at once vs.
- Phased
  1. Editors
  2. Reviewers
  3. Authors

Technology

- Data standards for systems
- Multiple existing/legacy systems that are not currently linked
  - Internal editorial tracking system (ERMS)
  - Editorial Manager (EM)
  - Conference management system
- Interoperability and consistency between multiple systems
  - SSO development
  - Merging or de-duplication of collected data from multiple profiles
- Appropriate access controls
- Data storage & security
- Ability to include open-ended options
- Platform development roadmap planning & timing

Proposed Aries Editorial Manager (EM) system architecture

- The editor, reviewer or author will see the questions in a pop up at login if they have not answered the questions already; they can update at any time

- The data will be stored in a central repository with access controls and the ability to analyze and report centrally
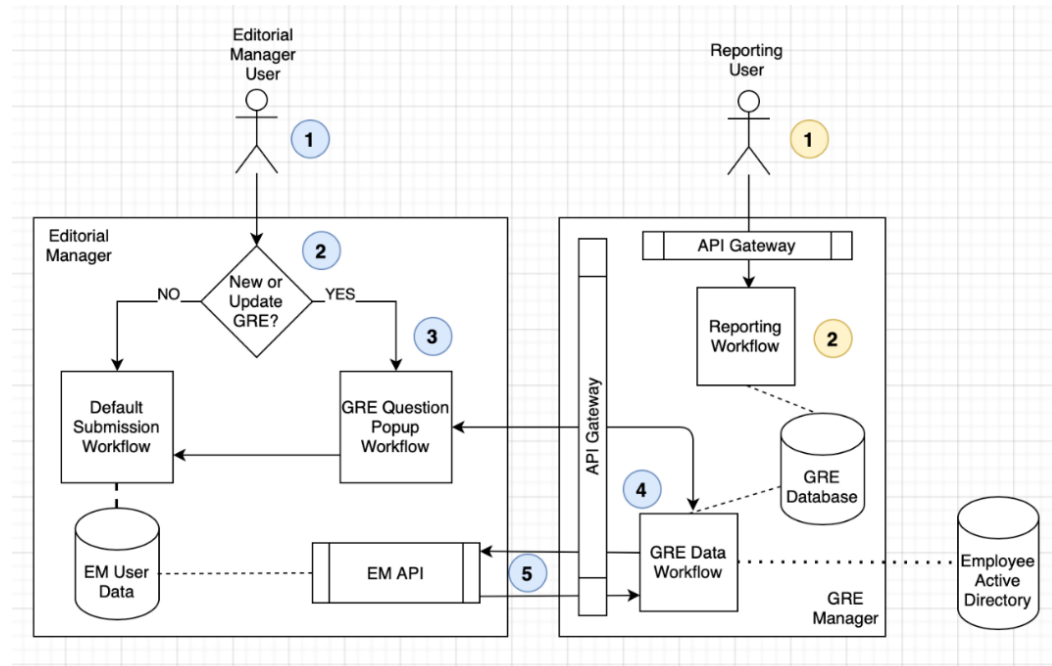
Reviewer Feedback

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.

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**

Woman ▼

<< Logout   Continue >>

New JHP Gender Diversity Indicator

- Goal: Increase gender diversity of journal editorial boards
- Journal home page displaying **Editor Gender Diversity Indicator**
  - 600 journals currently
- Transparency and contextualized
  - Internal comparator data
  - Additional benchmarking coming soon
    - Disciplinary gender diversity data from Elsevier's 2020 Global Gender Report

Gender Diversity distribution of the Editors ⓘ

- 46% woman
- 54% man
- 0% non-binary or gender diverse
- 0% prefer not to disclose

Benchmark Gender Diversity distribution across Neuroscience portfolio Editors ⓘ

- 30% woman
- 69% man
- 0% non-binary or gender diverse
- 1% prefer not to disclose

Read more about Elsevier on the topic of diversity

Access Elsevier's most recent global gender report

Positive community feedback

Frank Norman 🏳️‍🌈 @franknorman

Impressed to see this on a journal's website. The journal in question is Data in Brief, published by @ElsevierConnect #diversity #diversitydata

ELSEVIER

Gender Diversity distribution of the Editors ⓘ

- 33% woman
- 67% man
- 0% non-binary or gender diverse
- 0% prefer not to disclose

Benchmark Gender Diversity distribution across Genetics II & RE portfolio Editors ⓘ

- 35% woman
- 61% man
- 0% non-binary or gender diverse
- 4% prefer not to disclose

Read more about Elsevier on the topic of diversity

Access Elsevier's most recent global gender report

1:26 PM · May 14, 2021 · Twitter for iPhone

7 Retweets 15 Likes

Frank Norman 🏳️‍🌈 @franknorman · May 14

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💬 1   🔁 7   ❤️ 15

Frank Norman 🏳️‍🌈 @franknorman · May 14

A good first step. I wonder when they'll tackle other diversity dimensions?

💬 1   🔁   ♡

Gwen Evans @Litslibrarian · 5h

My colleague @hfalk14 and I did a presentation at @cni_org that includes mention of this very question, as well as the background to this project

Gender Identity Data at Scale: Considerations for G...
CNI Spring 2021 Virtual Membership MeetingGender Identity Data at Scale: ...
🔗 youtube.com

💬 1   🔁 1   ❤️ 3

Extending Effort to Race & Ethnicity Identity Data

- Complex Challenge
- R&E schema variability, nationally focused
- Lack of universality for global application
- Multiple options vs. a preferred single option
- Legal & policy considerations
- Greater sensitivity to this demographic data compared with Gender Identity
- Increased hesitancy when asked to answer multiple personal data questions

Collective action to develop a global R&E schema

- Literature review
- Collaboration with RSC-led multi-publisher/multi-platform group
- Input from ELS I&D Advisory Board members
- Subject Matter Expert: Prof. Ann Morning, PhD, NYU
- Additional internal and external input
- Global testing & UX considerations
- Planned engagement with a global group of national funders

Also: Partnership with NamSor to use the schema to build a gold set that can inform the machine learning methodology to be employed in large scale, bibliometrics-based analysis, to extend current gender analysis capabilities to include other, intersecting social identities

Draft 2-Question R&E Schema

Elsevier 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 [Elsevier 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: [open text box]*
- 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
- Indigenous (e.g., North American Indian Navajo, South American Indian Quechua, Australian Aborigine)
- Middle Eastern or North African
- White
- *Other: [open text box]*
- Prefer not to disclose

Guiding Principles & Practicality

- 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 invited speakers for conferences

- 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

- Our intention is *not* to devise a prescriptive "truth" about researchers' race & ethnicity, rather develop a set of options that resonate with the vast majority of respondents such that they self-report their racial & ethnic identity.

Test Draft R&E Schema

- Survey led by our Customer & Market Insights Research team
- Questions iteratively developed in consultation with Dr. Morning's brief and her feedback, ELS's I&D Advisory Board, and an internal working group with an expert in strategy and trust
- Test with researchers from a global pool in a range of fields using draft schema questions for feedback on:
  - Perceptions on representativeness of R&E question options, enabled additional write-in options and free text feedback
  - Comfort with sharing R&E demographic information, when respondent is Editorial Board Member vs. Reviewer vs. Author
- Share testing feedback with external SME and publisher partners via RSC group to iterate and refine schema
- Finalize R&E schema (Qs+options), share with RSC group
- Enable on Editorial Manager and other Elsevier systems

After finalizing the schema, we will periodically review it recognizing that we may need to adjust and update the options in the future

Additional resources

<u>Report</u>

- **https://www.elsevier.com/gender-report**

  - Report Article: https://scholarlykitchen.sspnet.org/2020/03/10/guest-post-report-gender-diversity-in-research-is-improving-but-we-still-have-work-to-do/

  - Reference Library: https://www.mendeley.com/community/gender-in-the-global-research-landscape

<u>Report Data</u>

- **ICSR Lab: https://www.elsevier.com/icsr/icsrlab --> Includes the Gender field for Scopus Author IDs (AUIDs).**

- https://public.tableau.com/profile/bamini.jayabalasingham#!/vizhome/Authorgenderstatistics/Genderdashboard

- https://public.tableau.com/profile/bamini.jayabalasingham#!/vizhome/Authorgenderstatisticscountrydeepdive/Genderdashboard

- https://data.mendeley.com/datasets/ww6g4t2r32/2 or http://dx.doi.org/10.17632/ww6g4t2r32.2

<u>Additional Information</u>

- Elsevier Gender Equality site: https://www.elsevier.com/about/corporate-responsibility/gender-equality

- Elsevier I&D Board: https://www.elsevier.com/about/inclusion-diversity-board

Thank you

H.Falk-Krzesinski@Elsevier.com