

GENDER DIVERSITY

in Diamond Open Access publishing



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Use this checklist to improve gender equity and representation through actionable steps, categorised from least to most resource-intensive. You can track your progress with the checkboxes, and adjust each suggestion to best fit your specific situation.

EASY

- Awareness of unconscious bias is raised, and information and/or basic training on how to avoid it is provided to authors, peer reviewers, editors, editorial board members, and employees.
- Inclusive language and images are encouraged in manuscript preparation to avoid unconsciously reinforcing gender disparities through terminological or image choices.
- Gender-neutral or gender-inclusive language is encouraged for peer review and editorial feedback.
- An EDIB statement addressing gender diversity is crafted and shared to signal to authors and readers that the IPSP/journal values and seeks a range of perspectives.

MODERATE

- An appropriately gender-diverse pool of authors, reviewers, editors, and board members is sought. Progress is tracked, and an action plan is developed and implemented. Once established, reviews are solicited from the various genders in appropriate proportions.
- Authors and peer reviewers are offered the option to self-report their gender (including non-binary options). Progress towards meeting diversity goals is monitored and tracked. Author privacy is respected in cases where they choose not to self-report.
- A policy requiring authors to submit a citation diversity statement is implemented.
- A policy ensuring appropriate representation and reporting of sex/gender in research subjects/study populations is implemented*.
- We implement double-anonymous review (author and reviewer are unknown to one another) to reduce reviewer gender bias.

LONG-TERM

- Author diversity audits are conducted regularly (e.g., using a survey).
- Open review (where authors and reviewers know each other's identities) is considered as a means of promoting inclusion by inviting broader community comment. However, the potential disadvantages of this openness for some authors (e.g., those from disadvantaged gender minorities) are also considered.
- Gender-diverse employees (including those in senior positions) are hired and retained, recognising that homogeneous environments foster homogeneous attitudes and practices.

* For some types of study (e.g. health research), not reporting on gender could reduce the usefulness of the findings for some populations. However, some study participants may not wish to report their gender, and their right to privacy must be respected.