

AUPresses Diversity and Inclusion Task Force Survey Summary and Resource List

In preparation for the AUPresses upcoming meeting in San Francisco from June 17-19, 2018, the 2017-2018 Diversity and Inclusion Task Force wanted to provide the following resources based on our work over the past 8 months. Attached is an executive summary of the survey we conducted, aimed at assessing diversity efforts and needs throughout the Association's membership. Also included is a list of resources we gathered to inform, educate, and support equity, diversity, justice, and inclusion work at member presses.

We hope you'll join us at the collaboration lab we're facilitating at the annual meeting, to be held in the first concurrent session slot at 10:45 a.m. on Monday, June 18, 2018.

Other related sessions include a 1:45 p.m. panel on Monday, June 18, 2018, "Toward an Inclusive Publishing Process," and a 9:00 a.m. panel on Tuesday June 19, 2018, featuring the Mellon University Press Diversity Fellows. All are welcome to meet the fellows at a dedicated breakfast table on Monday, June 19 as well.

There will also be a networking reception for people of color in publishing at 4:45 p.m. on Monday, June 18, following the last concurrent session of the afternoon.

We are eager to share what we've learned in the past year about equity and justice work across our organizations, and invite you to read, learn, and join the conversation and ongoing work on these issues across the AUPresses.

Thank you,

2017-2018 Diversity and Inclusion Task Force

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Diversity and Inclusion Task Force 2018 Survey Executive Summary

This survey was sent to the directors of the 143 members of AUPresses. Of the 143 member presses, 69 (49%) responded to the survey. Of the respondents, 81% were in the U.S. and 19% were based outside the U.S., spanning 4 continents. Among the U.S. respondents, the Northeast, Mid-Atlantic, and Midwest regions each had around 20%; the Southwest had around 15%; and the Southeast and Northwest 5% or less. The largest group of respondents (23, or 33%) consisted of small (1-15 employees), Group 1 presses affiliated with public universities.

Diversity within Presses

This survey sought to gather some information about the state of diversity at AUP member presses. 65%, $\frac{2}{3}$ of respondents, have had formal conversations about diversity at their press within the past 5 years, either press-wide or within management. 21 presses, or 30% of the responding presses, named actions they have taken as a result of their conversations. 25% of responding presses said they have not had any formal conversations about diversity, inclusion, and equity at their press.

72%, almost $\frac{3}{4}$, of respondents say there is under-representation of people of color at their press. When asked about diversity goals at their press, respondents had a long list of responses; however, one item stood out: 18 presses, or 26% of respondents, have a goal to train and hire more diverse staff. 17 presses, or 25% of respondents, cited low staff turnover as a barrier to hiring and training more diverse staff.

Beyond new permanent hires, presses are addressing diversity and inclusion in other ways, including:

- Establishing an ongoing working group
- Improving accessibility of ebook content and platforms
- Recruiting new authors, editorial board members, interns, freelancers
- Campus outreach to introduce students to publishing as a career
- Training staff in anti-racism, implicit bias, sexual harassment
- Training search committees/hiring managers in anti-bias practices
- Updating employee handbook to use inclusive language

Reported strategies for expanding candidate pools:

- Include an explicit request in job posting for candidates to demonstrate an engagement with diversity issues
- Coordinate with parent institution's diversity office or work-study office
- Arrange for students to receive course credit for internship
- Notify student orgs and specific campus units when positions are posted
- Background in publishing preferred but not required

Resources at Presses

This survey asked presses about their diversity and inclusion resources. 44 of responding presses (64%) say their parent institution has policies about diversity and inclusion, and 41 presses (59% of respondents) say their parent institution offers training. 31 respondents have training or written materials available through their parent institution or through their press, with 20 presses saying that

training is mandatory for some staff at their press, and of these, 16 presses report that training for all staff is mandatory.

20 respondents (29%) have established new practices for diversity and inclusion beyond what their parent institution requires; a few of these reported activities include hiring and recruitment changes, reviewing salaries by gender and race among people in similar roles, updating the company handbook, and moving from unpaid to paid internships.

Challenges that presses reported were low staff turnover (25%); lack of diversity in the press's geographical area or the academic fields in which they publish (14%); lack of funds for better pay, consultant assistance, and professional development (12%); and lack of qualified applicants (12%).

Observations of the Task Force for Further Action

There are spheres of personnel in which presses can immediately address issues of diversity, equity, and inclusion, and these are especially relevant for those presses who cite low staff count combined with low staff turnover as a barrier to hiring more diverse permanent staff. Interns, editorial boards, freelancers, authors, and vendors--these are ever-evolving rosters where presses can implement strategies to more deliberately engage with underrepresented communities. As these networks expand and diversify, the "pipeline" of candidates for future permanent staff positions will also expand and diversify. A desire to expand these multiple networks should be explicitly articulated among staff.

Presses also indicated interest in potential programs and resources through AUPresses:

- Partnership in a grant to support a paid internship program for people from underrepresented groups (52%)
- Mentorship program for employees from underrepresented groups (48%)
- Webinars that discuss equity strategies for specific departments (46%)
- Opportunities for training at the AUPresses annual meeting (43%)
- Skills training on implicit bias (36%)
- Networking events for employees from underrepresented groups (36%)

Resources for Equity and Inclusion Initiatives for AUPresses

ABOUT THIS DOCUMENT

The [Diversity and Inclusion Task Force](#), appointed to serve from 2017-2018, created this document to identify resources for initiating new and/or supporting existing equity, diversity, and inclusion initiatives and programs among member presses. This is not a comprehensive list of resources but one that we hope offers tools that are most suited to the challenges faced within our industry.

UNDERSTANDING INEQUITIES WITHIN OUR INDUSTRY

The troubling lack of diversity within the publishing industry has been well documented within the past few years. A [2015 survey](#), for example, indicates that scholarly publishing is 87% white internationally and that even though the industry is majority women, men dominate top-level positions. A separate international [survey](#) conducted the same year yielded comparable results.

The Scholarly Kitchen, SSP's official blog, published two posts in [April](#) and [May](#) of 2018, documenting micro-aggressions, bias, and exclusions within our industry as experienced by people of color. These testimonies offer an important starting point for understanding the needed equity and anti-racism work.

A [recent article](#) from *Inside HigherEd* helpfully addresses the difference between "diversity and inclusion" vs. "equity and social justice" approaches and language. The article includes a list of ways to think about the difference:

Diversity asks, "Who's in the room?" **Equity responds**: "Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?"

Inclusion asks, "Has everyone's ideas been heard?" **Justice responds**, "Whose ideas won't be taken as seriously because they aren't in the majority?"

Diversity asks, "How many more of [pick any minoritized identity] group do we have this year than last?" **Equity responds**, "What conditions have we created that maintain certain groups as the perpetual majority here?"

Inclusion celebrates awards for initiatives and credits itself for having a diverse candidate pool. **Justice** celebrates getting rid of practices and policies that were having disparate impacts on minoritized groups.

EQUITY MISSION STATEMENTS

Many organizations have added clearly framed mission statements or statements of intent regarding equity, diversity, and inclusion. Similar to task forces, working groups, trainings, and formal initiatives, these statements can serve to a) identify the importance of diversity and inclusion from a social justice perspective; b) flag a commitment and investment of resources from the leadership team; and c) support additional, ongoing equity efforts.

UNC Press includes a [statement of commitment to diversity, equity, and inclusion](#) on their website, which is, for now, unusual for university presses, and could be used as a model.

A Cross-Organizational group of scholarly publishing organizations (including the SSP, AUP and several others) drafted a [Joint Statement of Principles](#) for Diversity, Equity, and Inclusion. AUPresses will be drafting their own similar statement this summer.

RECRUITMENT AND BRIDGES TO JOB PLACEMENT

Publishers Weekly's 2016 article, "[Why Publishing is So White](#)" advocates making "diversity hiring a firm internal policy instead of a vague public commitment." The following links provide examples of ways that various industries have been able to implement firm internal policies with and without external grant programs in order to actively recruit underrepresented groups at various junctures: apprentice, junior, mid-level, managerial, executive.

- [ARL](#) has sponsored an Initiative to Recruit a Diverse Workforce (IRDW) since 2000.
- The [University of Washington Press](#) initiated the [Mellon University Press Diversity Fellowship](#), a three year grant to fund 12 Fellows at four participating presses.
- African-American students enrolled in HBCUs can intern at publishing houses through the [AAP-UNCF Internship program](#)
- [Beacon Press' internship program](#) focuses on recruitment of people of color
- In 2017 Harvard University Press launched a [summer diversity internship program](#).
- [University of Wisconsin-Eau Claire's new policy](#) fosters recruitment and retention of underrepresented groups through performance evaluation of all employees.
- [The Fisk-Vanderbilt Bridge Program](#) has been successful in increasing African-American PhD students in STEM fields.
- Walton and Ford Foundations Invest in [More Diverse Curation of Museums](#)

RETENTION, ANCHORING AND SUPPORT

Once a professional is situated in an internship or job, the continued guidance and support of invested allies who are armed with an understanding of the unique challenges and (mis)perceptions regarding equity issues are needed. These trusted mentors and sponsors should be able to offer meaningful guidance and constructive feedback at each career stage: negotiating raises and benefits, navigating office politics, growing into a role and seeking development opportunities. When professionals are supported and feel as though they have a sounding board and a stake, it is easier to create a pipeline and attract talent of diverse backgrounds.

Mentorship & Sponsorship

- In 2015, the AUPresses' [Professional Development Committee](#) began a mentorship program that pairs conference attendees. Participants are solicited through the conference website and also on [AUPresses' listserv](#).
- AUPresses' Acquisitions Editorial Committee has recently been charged with developing [its own mentorship program](#).

Compensation & Funding. Low entry-level salaries have historically been a major barrier for people who are not from wealthy backgrounds (see, for example [The "big issue"](#) and [PW's annual survey](#)). To make matters worse, many internships in the industry continue to be unpaid. These are major obstacles

that will need to be considered for presses serious about addressing equity in their organizations. Additional information:

- AUP Salary Survey. The AUP conducts an annual survey of member press salaries that is available to press directors.
- Organizations are moving toward paid internships to draw diverse students. They are also reevaluating entry level salaries in order to attract professionals who might otherwise favor higher paid work in other industries. Beacon Press, for example, adjusted their salaries as part of their plan to diversity their staff.

REMOTE PEER NETWORKS

In addition to the lack of diversity within publishing, it is also an industry in which much of the day-to-day can be centered in regional hubs in the United States (in spite of global authorships, publishing that mirrors broad intellectual engagement with the world, and overseas sales agents and offices). Regional isolation can make connections with colleagues in different cities, states, and countries a necessity for creating effective support networks across the United States and globally; ensuring access to networking, industry meetings, mentorships and opportunities to meaningfully connect.

- The [AUP's editorial hang-outs and webinars](#) are one attempt to reach and connect with university press staff regardless of geography.
- Association of University Presses Annual meeting (i.e. [2018 San Francisco Meeting](#))
- [AUPresses Regional and Managers Meetings](#)

EQUITY, INCLUSIVITY, AND SENSITIVITY TRAINING

Raising awareness of equity issues through formal training sessions is important since everyone comes with a different level of exposure in their thinking about related issues. This section is intended to provide guidance and highlights available training resources.

Anti-racism and Institutional Training Organizations and Consultants

- Based in Michigan [Allies for Change](#) provides equity and anti-racism trainings for academic departments and organizations across the country.
- Based in Greensboro, NC, [Racial Equity Institute's \(REI\) training](#) has been attended by AUPresses members. They consult with organizations around the U.S. but also conduct community based trainings.
- [The People's Institute for Survival and Beyond](#) focuses on understanding what racism is, where it comes from, how it functions, why it persists and how it can be undone.
- Located in the Northwest, [Cultures Connecting](#) provides training and consulting and has been consulted by one AUPresses member press.

Inclusivity Articles and Action Plans

- [Five Ways to Improve Diversity](#) – from Independent Publishers Guild's blog

- Publishers Association (UK) created an “[Inclusivity Action Plan](#)” and collected “Inclusive Publishers: Showcasing best practice”

UNIVERSITY PRESSES WITH EQUITY AND INCLUSION WORKING GROUPS

Several university presses have started working groups and task forces to address inequities within their presses. If you are interested in starting an equity team in your organization, [here](#) is a link to resources to help you get started, and consider following models:

Baylor University Press

Baylor University Press established an endowed undergraduate position, the Patterson Fellow in Publishing, in 2015. The Fellow is to be an undergraduate, hopefully a Freshman or a Sophomore, who desires a career in publishing and who is a first generation university student, who is an ethnic minority, and/or who is a woman. We have had great success with the Fellow program. The English Department, largely because of the Press's relationship with Professional Writing, has activated a course in the course bank on publishing which the Press Director will teach in the fall. Part of the goal of the course is to discover and then recruit the next Patterson Fellow, to begin in the spring.

Cambridge University Press

In 2017, Cambridge University Press started their efforts to support staff first by launching a global mentor program. As a follow-up to this, there were communications about other types of mentorship opportunities in the broader publishing industry as well. Management and HR also created diversity and inclusion groups, first in the New York and then in the Cambridge offices. These employee-led groups are meant to open up a space for discussion around how to make the Press a more diverse and inclusive place to work. This was the first year for Unconscious Bias training for staff and there has been some early work done to remove bias from the recruitment process. Finally, staff have attended industry events around diversity & inclusion, including the PSP event "Diversity Matters."

Duke University Press

In July 2016 two DUP staff members began an informal, cross-departmental working group (called the Equity and Inclusion Group). The first meeting was attended by 25 staff members. The group has met regularly and grown with time. The group has undertaken numerous initiatives. They worked with HR to expand the places where jobs and internships are posted to include all area HBCUs and to develop lists to post individual categories of jobs in places where underrepresented groups will see them. They have hosted training sessions for all staff members, including training sessions on implicit bias, gender and sexuality equity, disability and accessibility, and racial equity. They established a book club that meets several times a year and reads books related to equity. They have promoted a local two-day racial equity training that has been attended by several staff members over the last year.

Johns Hopkins University Press

The committee was founded in 2013 by former Press employee Keith Brock. As its inaugural mandates, it worked to craft a mission statement and a set of membership guidelines. The mission statement, which focused on the Press's commitment to “perpetuating and deepening its historical commitment to diversity,” is still in place; formal membership guidelines (which included a somewhat convoluted

nomination process) have by and large fallen by the wayside in favor of deeper inclusion and the elimination of barriers to participation, which seems more in keeping with the committee's mission.

Over the past five years, the committee has held multiple trainings, both in person and online. We've brought in speakers, including Carla Du Pree, executive director of Baltimore's CityLit, and Antero Pietilla, author of *Not in My Neighborhood: How Bigotry Shaped a Great American City*. In April, we screened Sonja Sohn's documentary, *Baltimore Rising*, which deals with the protests that followed Freddie Gray's death. We have also founded a book club, which has read books by Ta-Nahesi Coates, Alison Bechdel, John Steinbeck, and others. We've also sponsored volunteer efforts at Great Kids Farm and elsewhere, brought in nonprofit groups to speak about their work and solicit volunteers, and helped raise money for the United Way. Finally, we've surveyed our colleagues about what we can do to enhance diversity; we've also looked at raw data to see how diverse the Press really is within its different divisions. It's not a stretch to say that our diversity efforts at the Press are intimately informed by the historic redlining and systemic racism that shapes Baltimore City.

The MIT Press

The MIT Press Diversity and Inclusion Working Group (DIWG) was created in the summer of 2016 in the context of wider conversations in the publishing industry. It seeks to increase awareness about issues of diversity, to establish a set of internal best practices toward a more inclusive workforce, and to support our colleagues in implementing a strategy to diversify our voices. The DIWG meets monthly, is open to all staff members, has representatives from most of the press's departments, and sponsors three chaired subcommittees tasked with developing: equitable hiring and internship policies, a regular schedule of events, and a welcoming workplace in which all staff members are able to participate fully, are respected, and are treated in an equitable manner. To encourage wider participation, the DIWG also sponsors an additional monthly meeting dedicated to community discussion of issues related to diversity and inclusion.

The DIWG recognizes that the press's community extends beyond our office walls, to our authors, readers, reviewers, subscribers, and all those who interact with our content. The group strives to include these groups in its efforts, and to consider additional channels (such as the MIT Press Bookstore) through which to diversify and expand the Press's reach. For more information please contact Kristin Waites or Gita Manaktala, co-chairs.

University of North Carolina Press

In July 2016 a staff member initiated a working group that began with an invitation to all staff for a press-wide, in-person conversation about diversity and inclusion in our office. The gathering was attended by staff from every department, including all of the senior managers. In our second meeting, we identified 5 main goals for smaller working groups: 1) draft a statement of commitment to post on our website and include in all job announcements; 2) expand community outreach to educate and recruit in our geographical region; 3) reassess hiring procedures including job descriptions and posting locations, internships, candidate interview practices, and onboarding procedures; 4) enhance professional development opportunities through mentorship, brown bag lunches, ongoing training, travel and networking opportunities; 5) collaborate with other publishers in our geographical area to enhance relationships at institutional and personal/professional levels. We set up a dedicated Basecamp to share articles for discussion, host working documents and to-do lists, collect external resources, etc.

We don't yet have the funds to pay interns, but we have shifted most of our unpaid internships to federal work-study positions through our parent institution. In the group's second year, we've been more deliberate in blending diversity, equity, and inclusion with professional development at a core level. We have established a monthly meeting for ongoing workshops, training, skill sharing, and invited speakers, and small groups are working on a mentorship program, a curriculum for interns, an electronic toolkit of resources for staff, and more. For fiscal year 2018-19, the Press's Finance Committee and Board of Governors have approved a new budget line item dedicated to diversity and professional development.

Princeton University Press

For Princeton University Press this process has involved a few iterations all welcomed with a great deal of enthusiasm and interest, and with the expectation that this will encourage an enhanced experience enlightened by previous voices and efforts. Given new Press leadership, PUP's diversity and inclusion mission and vision is currently being re-conceptualized in order to determine how to best maximize engagement across the Press. Press Director Christie Henry and Human Resources Director Kate Danser have taken into account previous efforts, and advocated for an open and inclusive approach—inviting all colleagues to participate in and contribute to conversations and opportunities focused on the growth of diversity and inclusion. The Press has also held a Diversity and Inclusion Training given by the Cornell Interactive Theatre Ensemble, and solicited staff feedback to assist in shaping future Princeton training activities. Though we expect our Director, senior leadership and our overall collective to further hone our policies and philosophy in due course, these efforts will likely focus on an alignment—with the overall publishing program; various departmental and cross-departmental initiatives; Presswide trainings; and the possibility of rotational committees.

ADDITIONAL RESOURCES

- 2016 [lecture by Chris Jackson](#) to the AUPresses emphasizing the importance of diversity.
- Minorities in Publishing podcast: <http://minoritiesinpublishing.tumblr.com/>
- [The People of Color in Publishing group](#), “The idea for the group came from wanting a safe space for people of color within the publishing industry... where we could vent our frustrations but also work towards solutions.”
- Trans in Publishing twitter community: <https://twitter.com/PublishingTrans>
- On the [racial leadership gap](#) within nonprofits.
- 2016 librarian conference emphasizing that [neutrality on racism](#) among librarians is no longer an option.
- Blog post on how some publishers and reviewer journals are [responding to Lee and Low's survey](#).
- The Duke University Office of Institutional Equity offers a [list of articles and other resources](#).