GOOD PRACTICE POLICY: JOURNALS[13]

Publication in philosophy journals plays a major role in the reputation and career progression of their authors, as – to a lesser extent – does participation in the selection process through membership of editorial boards, refereeing, etc. The recommendations below aim to ensure that, as far as possible, members of under-represented groups are not disadvantaged in either capacity.

1. Diversify representatives – editors, editorial board members, referees, trustees, staff, etc. – to include more people from under-represented groups (including philosophers residing in non-Anglophone majority countries) and on important but neglected topics of interest to a diverse range of philosophers, utilizing a diverse range of methods.
   a. Commit to inclusion with influence.
   b. Ensure that member contributions are recognized and, where possible, appropriately compensated and rewarded.

2. Set specific, achievable targets to make progress in increasing diversity in authorship and content in your journal.
   a. Consider publishing and promoting work by people from under-represented groups at least in proportion to their presence in the part of the discipline that your journal covers.
   b. Consider including at least one special issue or symposium engaging with works by under-represented philosophers or in under-represented areas of philosophy in your journal.
   c. Collect data on diversity relevant publishing practices, e.g., submission and publication rates for members of under-represented groups, referee and editorial board composition, etc. and track progress in increasing diversity in your journal.
   d. Issue regular reports on new commitments to diversity in the journals and report on progress towards achieving targets.
      i. Consider including data on the journal's demographics, makeup of editorial board, referee pool, authorships, and submissions.

3. Implement promising practices to meet these targets and increase diversity in your journal, such as:

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[13] Passages in this section have been adapted from the APA's Good Practices Guide available at: https://cdn.ymaws.com/www.apaonline.org/resource/resmgr/docs/Good_Practices_Guide_2019.pdf) as well as the BPA/SWIP Good Practice Policy General guidance (available at: https://bpa.ac.uk/wp-content/uploads/2018/11/All-GP-docs.pdf.

a. Solicit submissions of promising work by members of under-represented groups or working in under-represented linguistic traditions. (PhilPeople might be a useful resource. See also the Barcelona Principles for a Globally Inclusive Philosophy).

b. Aim to include a fair representation of relevant work by members of under-represented groups.

c. Consider publishing more papers on important but neglected topics of interest to a diverse range of philosophers. This might include increasing the proportions of articles published in value theory, history, feminism, race, disability, and philosophical work in less commonly studied philosophical traditions.

d. Weigh the value of anonymity and non-anonymous editorial discretion, bearing in mind that evidence is mixed regarding the effectiveness of anonymous review in increasing diversity. Take special care to ensure that any non-anonymous parts of the review process do not omit or unfairly disadvantage authors from under-represented groups.

e. Attend to your regional context as well as the overall global context (e.g., the importance of including adequate geographical and indigenous representation in your journal).

4. Implement diversity-supporting referee practices, such as:

a. Be alert for possible patterns of bias in editorial desk rejections.

b. Encourage referees and authors to avoid using language or examples that are insensitive to cultural differences or that inappropriately excludes or offends any group of people based on their ability/disability, age, ethnicity and race, gender identity, sexual orientation, class, nationality, etc.

c. Encourage referees and authors to check that papers cite and discuss related work and that work by people from under-represented groups have not been overlooked.

d. Request referees not google paper titles or request that they alert the editor prior to refereeing the paper if they know or have a strong suspicion about who wrote it.

e. Encourage referees to not reject promising papers on grounds of writing quality, if the concerns are merely stylistic, can be repaired to an adequate level, and the philosophical content is good. This helps ensure fair consideration of work by philosophers who are not native speakers of English.

f. Encourage referees to consider accepting papers on topics of interest to under-represented groups in philosophy and on important but neglected topics of interest to a diverse range of philosophers.

g. Encourage timely and developmental reviews, since members of vulnerable groups are especially disadvantaged by long delays before publication.

h. The editorial board should consider providing referees with an explicit editorial policy on refereeing.
   i. See, for example, the *Journal of Cognition* <u>Referee Guidelines</u>.

5. Implement promising practices to increase accessibility in journals, such as:
   a. Create structurally-tagged content, which includes clearly marked headings, image descriptions, and scroll over text to assist screen readers parsing the page structure. (For example, see https://www.w3.org/TR/WCAG20-TECHS/PDF3.html)
   b. Utilize text-to-speech capability for print-impaired users in the absence of an audio book.
   c. Include a navigable table of contents within your publications, and provide a defined reading order (including, for example, appropriate links between the main flow of the text and any sidebar or box out text) to help those reading through audio to navigate their way through the article
   d. Include Alt-text descriptions to explain illustrations for readers with reduced access to graphic information.
   e. Give readers control over the font (size, style, and color), background color, and line spacing for online publications, and/or make them available in html.
   f. Consider trying to make your journal more accessible for those in locations or at institutions that lack sufficient funding e.g., by making your journal open access in those regions.
   g. Employ W3C web accessibility standards where feasible, and check for web accessibility.

6. Evaluate progress at regular intervals and revise practices accordingly.
   a. Where possible, work with researchers to identify particular areas to improve for achieving better representation of authors and marginalized philosophies.
   b. Isolate and implement evidence-based practices that increase diversity in the identified areas.
   c. Identify barriers to making progress on achieving diversity targets.
   d. Communicate, collaborate, and advocate to overcome identified barriers. Certain academic publishers have policies that hinder progress. Assertively engage with the issue where possible.

7. Officially adopt these diversity-promoting practices and widely publicize your journal's targets and commitment to promoting diversity.
   a. Inform all representatives and bind future representatives to uphold these standards.

b. Publicly and explicitly adopt diversity-promoting practices, helping to create a culture of concern that enhances the journal's reputation for welcoming diversity, attracting more diverse submissions.