The Lancet journals’ contribution to gender and race equity

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Lancet initiatives to address gender bias

Editors
Authors
Reviewers
Corresponding authors and reviewers asked their gender in Editorial Manager:
- ‘Man’ (updated from ‘Male’ on 16 October 2020)
- ‘Woman’ (updated from ‘Female’ on 16 October 2020)
- ‘Non-Binary or Gender diverse’ (updated from ‘Non-binary/Other’ on 15 December 2020)
- ‘Prefer not to disclose’

- Country of authors/reviewers according to World Bank country income groups
Editors

The proportion of women and men on Lancet journal editorial boards equal from 2020
Elsevier: over 500 journals display the self-reported data of their editors’ gender from February 2021
Editorial Board
Development Programme

Early career mental health professionals from low and middle income countries, who are interested in improving their knowledge of and engaging in psychiatry research in all areas, including service delivery.

Aim is to build capacity in low and middle income countries, initially by direct investment in the members of the programme, and ultimately by those members passing on their knowledge and experience gained by the association with The Lancet Psychiatry.
Lancet initiatives to address gender bias

Authors
For our Series and Commissions, we will strengthen our preference for at least 50% women and 50% Global South contributors, making it a requirement of all lead authors and editors to justify why such ratios are not met. We will continue to exercise positive action in diversifying our selected authors for Comment, World Report, Reviews, Seminars, and other commissioned and invited content.

Jocalyn Clark and Richard Horton
The Lancet February 9, 2019
To protect the identity of individual authors, details are not provided where fewer than 5% selected an option. This could apply to 'Non-binary or gender diverse' or 'Prefer not to say' or where gender was not provided. These options combined are shown in red on the graph.
Lancet pilot study to improve sex and gender reporting – SAGER +

Lancet Haematology
Lancet Psychiatry
Lancet Rheumatology
Abstract: Study population described with gender/sex breakdown

Introduction: Demographics of the study population with regard to sex/gender (eg, disease prevalence among males/females)

Results: Study population description with complete gender/sex breakdown for all categories considered

Table 1 – includes separate rows for males, females, and other categories if collected

Adverse events reported by sex/gender
Lancet initiatives to address gender bias

Reviewers
Diversity pledge: on our website, information for authors, reviewer invitations, and commissioning letters

“The Lancet Group values diversity in all its dimensions. We are passionately committed to improving health equity. We recognise that many groups are under-represented in research including women, people of colour, and socially disadvantaged populations. The Lancet Group is committed to increasing diversity and inclusion in research and publishing, and in particular to increasing the representation of women and colleagues from low-income and middle-income countries among our editorial advisers, peer reviewers, and authors.”
Lancet initiatives to improve diversity and inclusion

Aiming for at least one woman reviewer per article

For all global health content, local reviewers are mandatory

Title should include the country in which the study is done - for all countries
To protect the identity of individual reviewers, details are not provided where fewer than 5% selected an option. This could apply to 'Non-binary or gender diverse' or 'Prefer not to say' or where gender was not provided. These options combined are shown in red on the graph.
Diversify all other aspects of our journals:

- Image use
- Cover art
- Podcast/interview subjects
- Profiles
- News and Features
- Social media content
- Newsletters
- Conference materials
• Implement No All-Male Panel Policy, and display prominently on our website

• “The Lancet Group is committed to no all-male panels (“manels”). Our editors will not serve as panellists at a public conference or event when there are no women on the panel. For events that we organise or plan, we aim for at least 50% female speakers. Our preference is for women to be included as panellists, not only as chairs or moderators.”

• The Lancet Group communications, marketing, and media teams have made plans to ensure no all-male panels across The Lancet Group's media briefings and co-sponsored events and conferences
What can a journal do?—Campaign for wider change

Year of reckoning for women in science
The Lancet

All gender inequality is not equal
The Lancet Global Health

Gender parity in infectious diseases
The Lancet Infectious Diseases

Closing the gender pay gap: when and how?
The Lancet

Time's up for sexual harassment in medicine
The Lancet

Female representation among US National Comprehensive Cancer Network guideline panel members
Angela K Green, Brooke Barrow, Peter B Bach

Towards gender equity in diabetes and endocrinology
The Lancet Diabetes & Endocrinology

The gender gap in critical care task force participation
Katherine T Janssen, Haley M Urbach, Kealy R Ham, Sandi S Wewerka, Peter B Bach, Colin R Cooke, Sara E Erickson
Questions?

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