Working toward diversity, equity and inclusion: a publisher’s perspective
September 2021
# Springer Nature Group

## Research
- Advancing Discovery
  - Books
  - Journals
  - Databases
  - Products and services

## Education
- Advancing Learning
  - Language learning
  - Schools and international curriculum
  - Higher education

## Professional
- Advancing Achievement
  - Medicine
  - Transport
  - Engineering
  - Business management
Uniting some of the most recognized names in their fields
Our commitment to diversity, equity & inclusion within Springer Nature
Objective: Everyone in the organisation can contribute at their best and thrive by together creating a diverse and inclusive culture with structures that support equitable opportunities for success based on merit.
# INTERNAL STRATEGY 2021-2023

**Objective:** Everyone in the organisation can contribute at their best and thrive by together creating a diverse and inclusive culture with structures that support equitable opportunities for success based on merit.

<table>
<thead>
<tr>
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<th>Leadership commitment</th>
<th>Recruitment, promotion &amp; succession</th>
<th>Talent development</th>
<th>Accountability for all</th>
<th>Internal advocacy &amp; external commitment</th>
<th>Employee network success</th>
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<tbody>
<tr>
<td>1</td>
<td>All leaders are accountable to demonstrate their commitment to DEI by role-modeling inclusion, ensuring equitable career assignments and championing DEI.</td>
<td>Enable entirely equitable recruitment, promotion and succession by addressing structural inequities and creating accountability through structured processes to select the best candidates.</td>
<td>Focused talent development by implementing procedures and initiatives that recognize structural inequities and differential experiences.</td>
<td>Everyone is accountable to contribute to inclusion by understanding and delivering on their individual responsibility to behave in ways that create an enjoyable and high performing inclusive culture.</td>
<td>Create internal advocacy and visible external commitment for DEI by telling authentic stories, communicating initiatives and commitments through our SN channels.</td>
<td>Enable employee networks to contribute to both DEI initiatives AND business strategy by evolving their maturity, strengthening their governance and recognizing network leadership as opportunity for professional development.</td>
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Our Networks Journey so Far

In the past few years, our Networks have grown in their size and reach.

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<th>2018</th>
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<th>2020</th>
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<tr>
<td>Pride</td>
<td>D&amp;N Disability &amp; Neurodiversity</td>
<td>A&amp;PI Asian &amp; Pacific Islander</td>
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<tr>
<td></td>
<td>Parents</td>
<td>BEN Black Employee Network</td>
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<tr>
<td></td>
<td>Women</td>
<td>Latinx US</td>
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Setting targets

A key part of measuring our progress is to build on the success of our gender targets by establishing targets to increase representation by race and ethnicity as well as international representation. We will work in consultation with our employee networks to set these targets and will launch them in 2021.
Our commitment to DEI in Springer Nature’s external publishing activities
Objective

Our external DEI strategy aims to leverage our internal and external networks, brands and voice to champion diversity, equity and inclusion in the communities we serve by actively working to eliminate barriers to creating, discovering and using knowledge, and supporting equitable outcomes in learning and advancing scholarship - from young-learners to PhD-level and beyond.
Our seven point strategy for how we will champion DEI in the communities with which we work

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<td>1</td>
<td>We will clearly communicate our position and ambition for DEI, by widely sharing the principles internally and with our external partners, including authors, editorial stakeholders, peer reviewers and other business partners.</td>
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<td>2</td>
<td>We will be informed by data, collected responsibly and within legal frameworks, on DEI opportunities in our communities to measure, monitor and further our progress.</td>
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<td>3</td>
<td>We will actively promote DEI by amplifying the work of authors, researchers and academics from underrepresented groups in all stages of their careers, and in accessible formats. Our publishing and editorial policies will promote more inclusive and equitable research practice.</td>
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<td>4</td>
<td>We will work with our external networks - including editorial boards and editorial stakeholders - to increase diverse representation in our commissioned content, and in our peer review processes.</td>
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<td>5</td>
<td>We will put processes in place to support greater diversity in our supply chain.</td>
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<td>6</td>
<td>We will work with the wider research and education communities to research and understand structural barriers to equality and how we can together make change happen.</td>
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<tr>
<td>7</td>
<td>We will work with the wider research and education communities in partnerships to address these barriers - including those specific to researchers in the Global South / lower and middle income countries.</td>
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Integrating DEI into the way we work and what we create

The Research Publishing DEI programme has been designed with the intent of integrating the values of diversity, equity and inclusion into the way we work and what we create – published content, products and services. We believe that diversity is a strength, that inclusion requires commitment and that representation matters.

**Becoming intentionally inclusive in our practices**
- Diversifying representation
- Intentional content strategy

**Engaging our communities and stakeholders**
- Early Career Researcher mentorship programmes
- Work with industry organizations – Valuable 500,

**Communicating our position and ambition**
- Updating editor CoC & contract, author-facing documents, peer reviewer guidance

**Improving research & publishing practice through policy**
- Inclusive author-name change policy
- People-first & identity-first language

Training and resources to support internal staff embed DEI into their work
Living out these commitments

- By amplifying underrepresented voices and sharing relevant research through thematic content collections
- Our Diversity Policy and Code of Conduct sets out expectations about diversity within the organising committees and speakers at Springer Nature’s scholarly events and commits us to monitor and report our efforts.
- In 2020 we launched a pilot for a comprehensive training programme for in-house acquisition editors, to accelerate diversification and inclusion from the perspective of race across our books programmes.
- Across our imprints, engagement with Early Career Researchers has emerged as an important focus area with multiple pilot initiatives in place.
- As members of Valuable 500, we are committed to web accessibility and to increase representation of participants with a disability in user-experience research.

Our commitment to disability inclusion

Publisher launches name change policy to enable transgender scholars and others to update their name on published works.
Working for Gender Equality
Our commitment to the Sustainable Development Goal-5 SDG-5: gender equality

Any discussion about sustainable development is underpinned by gender inequality and its wide-reaching effects. Only when gender equity is achieved can we hope to be on a secure footing to achieve the UN’s Sustainable Development Goals (SDGs).

Ending gender identity-based discrimination, violence (in all its forms) and harmful practices, recognizing the contribution of all women, as well as transgender and nonbinary individuals, in all spheres of life, ensuring equitable representation, enabling universal access to sexual and reproductive health and reproductive rights and providing equitable access to technology and economic resources are some of the tenants of the UN’s SDG 5 on achieving gender equality and empowering women and girls.

Springer Nature publishes primary research, policy and opinion pieces on the myriad of manifestations of gender inequality, placing us uniquely in a position to disseminate information, facilitate communication and enable change. With community-facing efforts like the Nature Research Awards for Inspiring and Innovating Science, Research4Life, and LGBTQ+ Pride, as well as significant internal work to lead by example, we further our commitment to achieving gender equity today. This hub brings together a curated collection of content on SDG 5 and provides an invaluable resource for scholars, policy and decision makers.
Amplifying Women in Science

Women scientists are leading ground-breaking research across the world. But despite their remarkable discoveries, women still represent just 33.3%* of researchers globally, and their work rarely gains the same level of recognition as their male counterparts. Read about the publishing initiatives that can help empower more women scientists to achieve scientific excellence and amplify their contribution in solving the greatest challenges facing humanity.

Increasing representation of commissioned authors, peer reviewers, editorial stakeholders

Launched 2019, commitment to increase gender diversity

*Commissioned authors
*Peer reviewers
*Editorial Board Members
*Amplifying voices & perspectives
*Inclusive language & image guidance

Women are most affected by pandemics – lessons from past outbreaks

The social and economic impacts of COVID-19 fall harder on women than on men. Governments need to gather data and target policy to keep all citizens equally safe, sheltered and secure.

The career cost of COVID-19 to female researchers, and how science should respond

Some funders and journals are trying to support female researchers and others whose publications and positions are at risk.

Women from some under-represented minorities are given too few talks at world’s largest Earth-science conference

Researchers from racial and ethnic groups that are under-represented in U.S. geoscience are the least likely to be offered opportunities to speak at the field’s biggest meeting.
Elevating women researchers in our Awards & Conferences programme

**Code of Conduct & Diversity Policy launched 2019**

**Nature Conferences**: commits to a “no men-only” policy for conference organizing committees, for speaker invitations, short poster presentations and for panels. Nature Conferences has developed a **Code of Conduct and Diversity Policy** which will form part of our contract with partners and others to help all meet the goals of the “no men-only” policy. Participants of a Nature Conference will be required to agree to abide by the Code of Conduct at registration.

Nature Conferences commit to annual monitoring and reporting on progress against this commitments.
Gender diversity & inclusion at Springer Nature

Promoting and celebrating diversity across the business

We are proud to play an active role in promoting and celebrating diversity both across our company and through our publications and other activities.

Springer Nature is already a diverse organisation and our diversity and inclusion (D&I) strategy aims to build a truly inclusive workplace. We are a signatory to the Publishers Association’s 10 point Inclusivity Action Plan and the Call to Action on Diversity. It is imperative for us as publishers to find ways to address any problem that is standing in the way of great research, so we seek to collaborate with research communities to raise the bar on diversity and inclusion. For Springer Nature Group, working towards an even more inclusive and diverse workplace creates opportunities. It contributes to increasing employee engagement and allows our people to perform at their best and it drives innovation and helps us to cater to the diverse communities we serve.

Connecting and supporting people across Springer Nature Group

At Springer Nature, diversity and inclusion is at the core of how we work and who we are. Working towards a more inclusive and diverse workplace creates opportunities and allows our people to perform at their best. Our employee-networks focus on fostering dialogue around diversity, community building, advice and advocacy. They unite people who share an identity – like being a member of the LGBTQ+ community, a person with a disability or a parent – with those who support them and who want to learn more about their perspectives and experiences.

Gender targets: global targets for improving gender balance in global leadership positions. 45% of leaders in the top three tiers of the organisation to be women by 2023, from 39% in 2018.

Recruiting checklist: a D&I Recruiting Checklist as part of our hiring principles, that supports hiring managers to build diverse candidate pools and manage inclusive hiring processes.

Mentoring programmes: Two mentoring schemes, for mid-career parents and care givers and for mid-level managers in locations currently underrepresented in leadership.
SN Women: “Empower, Inspire, Act”

SN Women
The SN Women global network provides a forum to promote gender equality and support self-defining women across Springer Nature to achieve their personal and professional ambitions.

The network aims to empower and inspire women, share knowledge and insights across the company, and build a real community to drive cultural change. Open to people of all genders, the network is run by a global team, running campaigns, hosting events and making a difference across Springer Nature.

Offer SN leadership & senior management a platform to pledge their commitment towards gender balance and equity

Support focused female talent Development

Create internal awareness and external visibility around gender-related topics

Model and promote actions that support gender equity
Nature’s team
THANK YOU

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Acknowledgement:
Sarah Cordivano