

# OUR COMMITMENT TO DIVERSITY IN PUBLISHING



Human rights abuses have been prominently reported in recent months, notably against black people in the United States, but sadly they are also suffered by many other minority and disadvantaged groups around the world. The resulting demonstrations have served to highlight that, even in democratic societies, racism and discrimination continue to severely impact many people, both in their personal and professional lives.

All forms of racism and discrimination are anathema to SCI and all we stand for as an organisation: ***we condemn racism and discrimination wherever it occurs.*** Within SCI, the communities we support, the meetings we organise and the publications we produce, we seek to create an environment where science and business can thrive, whatever the background of participants. We will not tolerate harassment, demeaning behaviour or discrimination and we seek to provide opportunities to address lack of representation wherever it occurs.

Like many organisations we recognise there is much more to do. The make-up of the committees and leadership teams within some functions are often still not representative enough of the communities they serve, but SCI has taken and continues to take steps to address deficiencies. A high level working party of the Board of Trustees working with the executive, was engaged the start of the year to create strategies to help improve diversity within the organisation. SCI was built on diversity and it will continue to promote diversity through its communities and through its programmes, such as the SCI scholarship and fellowship programmes, and our young entrepreneur awards.

As a publishing house, we strongly support the stance taken recently by a number of scientific publishing houses, including the ASC and RSC, to create new standards to ensure a more diverse and inclusive culture within scholarly publishing, and will look to work with initiatives underway to achieve these targets including:

- **Understanding better our research community**
- **Reflecting the diversity of our community**
- **Sharing in best practise within publishing**
- **Setting minimum standards for inclusion in publishing**

We wish to work with others across the community to help drive a positive change within scholarly publishing and to minimise the biases wherever we find them. Our *Editors in Chief* are constantly looking for ways to increase the diversity and reach of their editorial boards which helps drives improvement in the number and quality of submissions. However more can always be done.

Anyone in our community has a responsibility to tackle racism and discrimination in the chemical sciences and related businesses; passively watching events unfold should not be option when we have a chance to make a difference. We want you to work with us to make our community one in which business development and scientific excellence can flourish alongside fair treatment of all with opportunities not defined by race, background or gender.