

Advancing DEI in research publishing – putting strategy into practice

Springer Nature’s external diversity, equity and inclusion (DEI) strategy aims to leverage our internal and external networks, brands and voice to champion DEI in the communities we serve. We do this 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.



Magdalena Skipper
Editor in Chief, Nature

Given the extent of Springer Nature’s interactions with researchers, institutions, funders and wider society, we feel we have a duty to do more to actively address diversity in research and to support others in doing so.

 Our research and solutions DEI programme integrates DEI into everything we create: content, products, services.



OUR OBJECTIVE
Becoming intentionally inclusive in our practices

Data shows we have made year on-year progress in achieving a near 50/50 gender balance across events, organisers, keynotes, and more at Nature Conferences.

Created a recruitment framework and toolkit to support inclusive recruitment practices for editors-in-chief.



OUR OBJECTIVE
Engaging our communities and stakeholders

Part of the Joint Commitment for Action on Inclusion and Diversity in Publishing and working with partners to make progress.

Partnered with Historically Black Colleges and Universities (HBCUs) in the US to deliver Nature Masterclasses, and with Research4Life to make Nature Masterclasses Online free to access for researchers in Lower Middle Income Countries (LMICs).



OUR OBJECTIVE
Improving research & publishing practice through policy

Announced new editorial guidance: for content that could be harmful to population groups, and also for reporting on sex and gender in research studies.

Launched a new approach to improve inclusion and ethics in global research collaborations with a focus on avoiding helicopter research and ethics dumping.



OUR OBJECTIVE
Communicating our position and ambition

Developed DEI statements for inclusion in any new key contracts signed by external editors or book authors, as well as in the editor’s code of conduct.

Created recruitment frameworks on how to encourage diversity in Editorial Board Members and best practice recommendations for the recruitment of peer reviewers.



Representation of women speakers at conferences and talks between 2016–2021

Women comprised

29%

of keynote speakers at Nature Conferences between 2016 and 2018 (15 out of 51 speakers across 27 events).

That number increased to

48%

(14 out of 29) in the 20 meetings that took place in 2020 and 2021.

During the same period, women represented

43%

of conference organizing committees (59 out of 130),

and...

51%

for short talks (33 of 65).

