

Equity & Inclusion Committee, submitted by: Kristen Twardowski

Members

Del Williams, chair (California State University Northridge)
(Dana Tomlin), vice-chair (SUNY Old Westbury)
Kristen Twardowski, interim-chair (Duke University Press)
Treaasa Bane, member (University of Wisconsin-Platteville Baraboo Sauk County)
Rachel Becker, member (University of Wisconsin-Madison)
Heidy Berthoud, member (Vassar College)
Amber Billey, member (Bard College)
Mandy Hurt, member (Duke University)
Moon Kim, member (Ohio State University)
Linta Kunnathuparambil, member (Loyola Marymount University)
Raquel Lynn, member (Stony Brook University)
Karen Rogers-Collins, member (Eastern Michigan University)
Danielle Williams, member (University of Evansville)
Eugenia Beh, board liaison (MIT)

Continuing Activities, placing emphasis on any activities supporting the 2017-2021 [Strategic Plan](#)

The E&I committee has several ongoing activities, which include the following.

- In partnership with the Program Planning Committee, the E&I committee is working to create a **program for the 2021 conference** that marries the themes of diversity, equity, and inclusion with open access. We had originally hoped to put on a program for the 2020 conference, but with the move to virtual as a result of COVID-19, that was not possible.
- With the Equity & Inclusion Committee's membership changes in 19/20, the group was not able to **develop a survey** aimed at gathering more demographic information about NASIG members. However, the committee still hopes to produce one in the future that will provide guidance about how the E&I committee can best serve the membership.
- The committee continues to **monitor the anonymous feedback form** specific to equity and inclusion concerns from the NASIG community. (Found at https://www.nasig.org/site_page.cfm?pk_association_webpage_menu=708&pk_association_webpage=16254) It could be valuable to coordinate with the Communications Committee about periodically sharing this form via Twitter.

Completed Activities, placing emphasis on any activities supporting the 2017-2021 [Strategic Plan](#)

The E&I committee completed several major activities over the past few months. Some of these are as follows.

- The committee also contributed **language to be added to email blasts for Call for Nominations** in order to foster a more welcoming and inclusive environment.
- In response to the **Town Hall** organized by the committee for the 2019 conference, the Equity & Inclusion group **analyzed feedback** solicited at the event in order to help guide the committee's future activities. The committee established an anonymous feedback form (https://www.nasig.org/site_page.cfm?pk_association_webpage_menu=708&pk_association_webpage=16254)

in order to allow individuals an avenue to send in additional thoughts about NASIG's approach to equity and inclusion.

- Representatives from the E&I committee served on the **Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC)** with other scholarly communications and publishing stakeholders and members.
- The committee **produced NASIG's "Statement against Racism"**, highlighting the unequal structures built into US society, reiterating NASIG's support for BIPOC, and acknowledging the antiracist work still to be done within the organization itself. (<https://nasig.wordpress.com/2020/06/08/nasig-statement-against-racism/>)

Action(s) Required by Board

Considering the changes to this group's membership over the year, it would be helpful if the Board would confirm who the chair, vice-chair, and members will be for the 20/21 year.

Questions for Board

With several members of the committee having to step away in the middle of the year, including the chair and vice-chair, much of the group's work was paused. In some ways, the committee will have an opportunity to start with a clean slate for the 20/21 year. With that in mind, how does the Board see the role of this group moving forward? Has our charge changed significantly over the course of 19/20?

submitted on: (July 13, 2020)