Strategies for Building Workplace Equity

from AUPresses’ Equity, Justice, and Inclusion Committee
presented by Ellen C. Bush (UNC Press), 2020-2021 chair
Build a learning community.

Commit to long-term institutional transformation.

- Provide ongoing **professional development and training** opportunities centered on equity issues
  - AUPresses is sponsoring **racial equity training** for all member press directors and AUPresses staff
  - We connect members with organizations who can provide racial equity training for member presses’ staff
- Provide spaces for ongoing **communication and dialogue** about equity issues
  - We’ve created a group on the **UP Commons** platform devoted to conversation about and sharing resources for building workplace equity
  - Our **Community Reads** program hosts online presentations and workshops based on books published by member presses that center equity issues in some way
  - We’ve started a monthly **newsletter** to share with members what the cmte is working on, things we’re reading, resources, tools, etc.
Bring equity conversations into all spheres of work.

- We’ve invited all other active AUPresses committees to send a representative to one of our monthly EJI meetings. We devote the first 15 mins of our committee meeting to addressing an equity issue relevant to the guest committee’s work.
  - Helps establish healthy cross-committee relationships and transparency
  - Brings dedicated attention to equity issues that arise in all facets of organizational decision making
  - Conversations held or planned so far with committees on Intellectual Property, Acquisitions, Annual Meeting Program, Digital Publishing, and Open Access

- We’re developing tools and protocols for presses to gather (voluntary) demographics for analyzing representation among authors/peer reviewers/freelancers, etc., and to track hiring, power hierarchies, and career progress of inhouse staff.
Establish relationships of trust and methods of accountability.

- Create opportunities for feedback and be open to constructive criticism as a tool for personal, interpersonal, and institutional maturity in equity work.
- In traditional hierarchies of organizational power, the people in charge are not the ones who get to define what’s equitable. Those with institutional power must be accountable to those who have been traditionally excluded from that power.
- Trust must be earned every day. It can break; it can be repaired; but it must always be earned.
• AUPresses Statement on Equity and Anti-Racism
  • https://aupresses.org/about-aupresses/equity-and-antiracism/

• Coalition for Diversity & Inclusion in Scholarly Communications (C4DISC) Statement of Principles
  • https://c4disc.org/principles/

• Antiracism Toolkit for Allies
  • https://c4disc.files.wordpress.com/2020/08/toolkits-for-equity_antiracism_allies.pdf
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