



Coalition for Diversity & Inclusion in Scholarly Communications

About C4DISC

The Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC) was founded in 2017 by a group of trade and professional associations that represent organizations and individuals working in scholarly communications. The Coalition was formed to discuss and address issues of diversity and inclusion within our industry with the idea that working collectively, we can combine our resources and have a greater impact.

From the noticeable lack of ethnic diversity in our workforce to issues of gender equality and the lack of accessibility, there is an increasing awareness that, as an industry, scholarly communications is not a model of inclusivity. Scholarly publishing is truly a global enterprise, yet that diversity is not reflected in our collective demographics.

The **Mission** of C4DISC is to work with organizations and individuals to build equity, inclusion, diversity, and accessibility in scholarly communications.

The **Vision** of C4DISC is a socially just community that welcomes, values, and celebrates all who seek to contribute to scholarly communications.

Our overall goal is to increase diversity, equity, inclusion, and accessibility in scholarly communications while valuing differences, welcoming diverse perspectives, learning from different communities, making space for marginalized voices, and serving as allies.

To that end, C4DISC is committed to:

- eliminating barriers to participation,
- extending equitable opportunities across all stakeholders,
- ensuring that our practices and policies promote equitable treatment and do not allow, condone, or result in discrimination;
- ensuring full participation in programs, policy formulation, and decision-making for all identity groups
- raising awareness about career opportunities in our industries to groups who are currently underrepresented in the workforce;
- and supporting our members in achieving diversity and inclusion within their organizations.

C4DISC's first action was the development of a [Joint Statement of Principles](#) to demonstrate the commitment of participating organizations to promoting involvement, innovation, and expanded access to leadership opportunities that maximize engagement across identity groups and professional levels. The Coalition invites other organizations and companies to [adopt the Joint Statement of Principles](#) to show their support for and commitment to improving diversity and inclusion in scholarly communications.

C4DISC aims to support the community by conducting market research, providing training resources, best practices, toolkits, and documentation for our collective memberships through outreach programs, curricula, events, and publications.

We welcome other scholarly communications organizations to participate and are inviting you to add or renew your support of the C4DISC vision.

If you would learn more about C4DISC, please contact c4disc@gmail.com

Ways to Participate

Adopting organization—Organizations are invited to [adopt the C4DISC joint statement of principles](#) as a show of support for improving diversity and inclusion in scholarly communications.

Donor—C4DISC gratefully [accepts donations](#) from individuals or organizations, no matter how small.

Volunteer— Individuals and organizations can also contribute to the work of C4DISC by volunteering their time through working groups. [Working groups](#) are announced on our website and through our social media accounts. [Apply now.](#)

Partner—C4DISC Partners are organizations whose business/work is related to scholarly communications who wish to support the work of C4DISC. Examples may include publishers, libraries, industry suppliers, etc. C4DISC partners must publicly adopt the Joint Statement of Principles and contribute financially to C4DISC annually at any of the defined partnership levels:
Bronze: \$250 to \$1000 | Silver: up to \$2500 | Gold: up to \$5000. [Apply now.](#)



Benefits:

- Recognition—public acknowledgement that your organization's mission aligns with C4DISC principles
- Community—active connections with a group of like-minded individuals and organizations that share common DEI goals and values
- Action—opportunities to help improve DEI in scholarly communications through resource development, educational events, joint statements of support, and more

- Resources—quarterly newsletter, access to shared educational and other resources including (in future) DEI market research, speakers’ bureau, and best practices

Member—Organizations that are consortial groups such as societies and associations whose membership is composed of individuals, companies, or organizations, and whose mission and membership are related to scholarly communications, may join C4DISC as members. (Societies or associations who have publishing programs, but whose members work in other professions or disciplines are encouraged to participate as partners.) C4DISC members must publicly adopt the Joint Statement of Principles and contribute financially to C4DISC annually. [Learn more and apply now.](#)



Benefits:

- Governance—representation and influence over in C4DISC decision-making and strategy
- Recognition—public acknowledgement that your organization’s mission aligns with C4DISC principles
- Community—active connections with a group of like-minded individuals and organizations that share common DEI goals and values
- Action—opportunities to help improve DEI in scholarly communications through resource development, educational events, joint statements of support, and more
- Resources—quarterly newsletter, access to shared educational and other resources including (in future) DEI market research, speakers’ bureau, and best practices

Funds from dues and donations are used to support activities focused on diversity, equity, and inclusion in scholarly communications so that we can begin to find concrete solutions to these thorny and persistent problems in our community. This includes the development of resources, market research, communications and outreach support, programming, and events.

Current resources under development include a monthly newsletter, webinars, the Toolkits for Equity Antiracism Toolkit for Organizations and the Antiracism Toolkit for Black, Indigenous, and People of Color, an Inclusive Language and Image Guidelines for Scholarly Communications and a Toolkit for Disability Equity. If you have an idea for a project that C4DISC might be suited to accomplish we have a form on our website where you can [submit your suggestion](#).

If you would like to join C4DISC, please contact c4disc@gmail.com

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