

## Request for Proposal for Market Research on Diversity in Scholarly Publishing

From: American Association of University Presses, (AAUP), Association of Learned and Professional Society Publishers (ALPSP), Council of Science Editors (CSE), International Society of Managing and Technical Editors (ISMTE), International Association of Scientific, Technical and Medical Publishers (STM Association), Library Publishing Coalition (LPC), Open Access Scholarly Publishers Association (OASPA), NASIG, Society for Scholarly Publishing (SSP), UKSG

We are inviting individuals and organizations to submit responses to this RFP for international market research into diversity and inclusion in scholarly publishing, via a survey that will be repeated every three years for up to 10 years (to be evaluated regularly against agreed milestones). Collectively, we hope that the results from the survey will be used to write an academic study of the topic. Proposals are welcome for the initial survey only, or for the full 10-year initiative.

Our working definition of diversity includes the following:

- Gender
- Race
- Ethnicity
- Sexual orientation
- Gender identity
- Geographic
- Religion
- Socioeconomic background
- Education level
- Mental/physical ability
- Career level
- Age

Desired outcomes of this research are:

- To establish a baseline measure (quantitative and qualitative) of diversity in scholarly publishing - by job type, level, organization type, geography, salary (first in a series of regular surveys/studies) - as well as awareness, perception of diversity and inclusion in our industry, to enable longitudinal analysis
- To understand what demographic/diversity data is currently being collected by organizations, including requirements such as [gender pay gap reporting in the UK](#)
- To collect a mix of rigorous quantitative and qualitative data that can be evaluated over time

The research should cover members of the sponsoring industry organizations and other publishing organizations globally. Data should be collected from the organizations themselves (rather than from individuals) - ideally using standard questions or a survey/questionnaire.

Scholarly publishing organizations (those that publish outputs from research and scholarship) include:

- Library publishing
- Commercial publishers
- University presses
- Other not for profit publishers
- Government organizations with publishing outputs
- Society/Association publishers

Respondents should include recommendations about:

- Types of data to be gathered
- Survey tool(s) and methods
- Use of existing classifications/data/questions to enable comparison with data from other industries etc (eg OECD definitions of countries)

We also invite respondents to include recommendations on funding opportunities for this supporting this work.

Timeline:

- RFP responses due: April 15, 2018
- Review responses/make recommendation: April 15 - May 15, 2018
- Contract with chosen individual/organization end May 2018
- Carry out initial research: June - November 2018
- Results available for group to review: December 2018
- Publish results: January 2019

Background reading/references to existing work on diversity in scholarly communications:

- [Digital Science survey](#)
- [Elsevier report](#)
- [Kane/Meadows](#)
- [Cassidy Sugimoto](#) and co
- [Stacy Konkiel](#)
- [Margaret-Ann Armour](#)

Tenders should include details of the staff who will undertake the project, highlighting relevant qualifications and experience. Tenders should be no longer than 5 pages of US Letter / A4 and should be sent in PDF format. The criteria used to evaluate the bids will be:

- Value for money
- Appropriateness of methodology including analysis / comparison with other datasets
- Appropriateness of expertise
- Proven track record in effective planning, management and delivery of similar projects

For questions, contact: Melanie Dolechek, SSP ([mdolechek@sspnet.org](mailto:mdolechek@sspnet.org)).

Responses should also be sent to Melanie Dolechek via email.