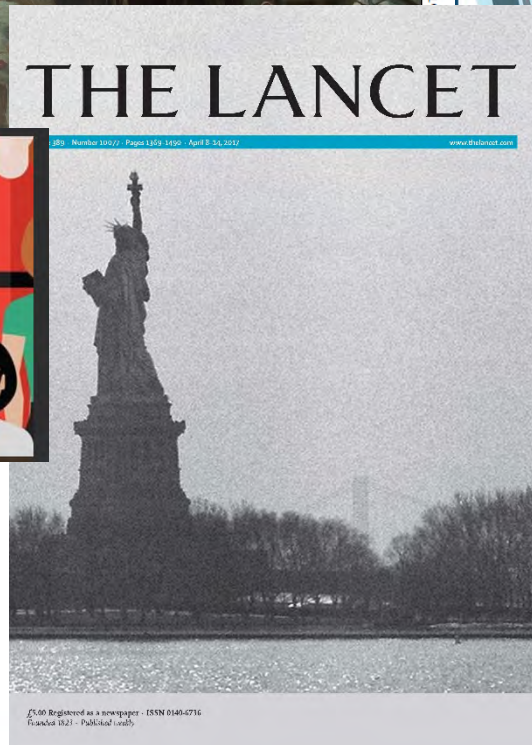
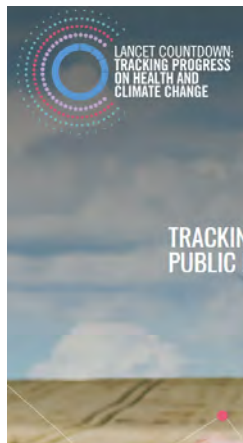


Improving inclusion and diversity in THE LANCET

GS17 Amsterdam Oct 4 2019

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Organised science can provide a strong platform for advocacy





Advancing women in science, medicine, and global health

Gender bias is powerful and insidious. It is an expression of unequal distribution of power within societies and of the low value placed on women's work and contributions to public life. To advance women in science, medicine, and global health, fundamental societal change is required alongside stronger institutional policies and commitments.

— Jocalyn Clark, Elizabeth Zuccala, and Richard Horton

Theme
Issue
Feb 2019

A growing family



Editors

Authors

Reviewers

Editors

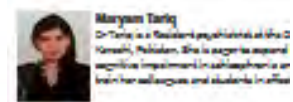
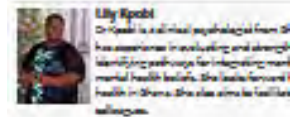
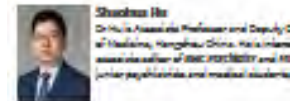
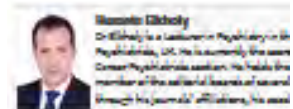
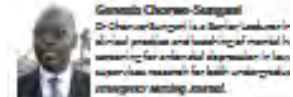
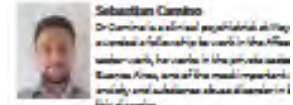
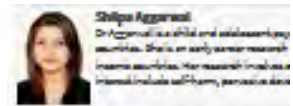
A commitment for the proportion of women and men on
journal editorial boards to be equal in 2020

	Editor in chief	Proportion female editorial staff	Proportion female editorial board members
The Lancet	M	84	50
TL Child & Adolescent Health	F	67	50
TL Diabetes & Endocrinology	F	33	58
TL Digital Health	F	100	59
TL Gastroenterology & Hepatology	M	67	43
TL Global Health	F	100	48
TL Haematology	F	100	33
TL HIV	M	33	54
TL Infectious Diseases	M	25	52
TL Neurology	F	100	23
TL Oncology	M	80	56
TL Planetary Health	M	0	28
TL Psychiatry	M	33	46
TL Public Health	F	50	45
TL Respiratory Medicine	F	100	61
TL Rheum	F	100	55
EBioMedicine	F (US), M (UK)	63 (UK & US)	43
EclinicalMedicine	F	50	39

Editorial Board Development Programme

Early career mental health professionals from low and middle income countries, who are interested in improving their knowledge of and engaging in psychiatry research in all areas, including service delivery.

Aim is to build capacity in low and middle income countries, initially by direct investment in the members of the programme, and ultimately by those members passing on their knowledge and experience gained by the association with *The Lancet Psychiatry*.



- Implement No All-Male Panel Policy, and display prominently on our website
- *“The Lancet Group is committed to no all-male panels (“manels”). Our editors will not serve as panellists at a public conference or event when there are no women on the panel. For events that we organise or plan, we aim for at least 50% female speakers. Our preference is for women to be included as panellists, not only as chairs or moderators.”*
- The *Lancet* Group communications, marketing, and media teams have made plans to ensure no all-male panels across The *Lancet* Group's media briefings and co-sponsored events and conferences

Authors

Authors

- In *The Lancet* in 2017, n=174 Articles and n=4526 authors of whom n=4443 authors gender known
- Of 4443 authors, 1312 (29.5%) women
- Of 175 corresponding authors
 - 48 (27.4%) women
 - 15 (8.5%) LMIC

Authors

- In 2017 in *The Lancet*, n=46 Series & Commissions and n=453 authors of whom n=448 gender known
- Of 448 authors, 151 (33.7%) women
- Of 46 corresponding authors
 - 12 (26.1%) women
 - 1 (2.2%) LMIC

Schwalbe N. Time's up for journal gender bias Lancet 2018

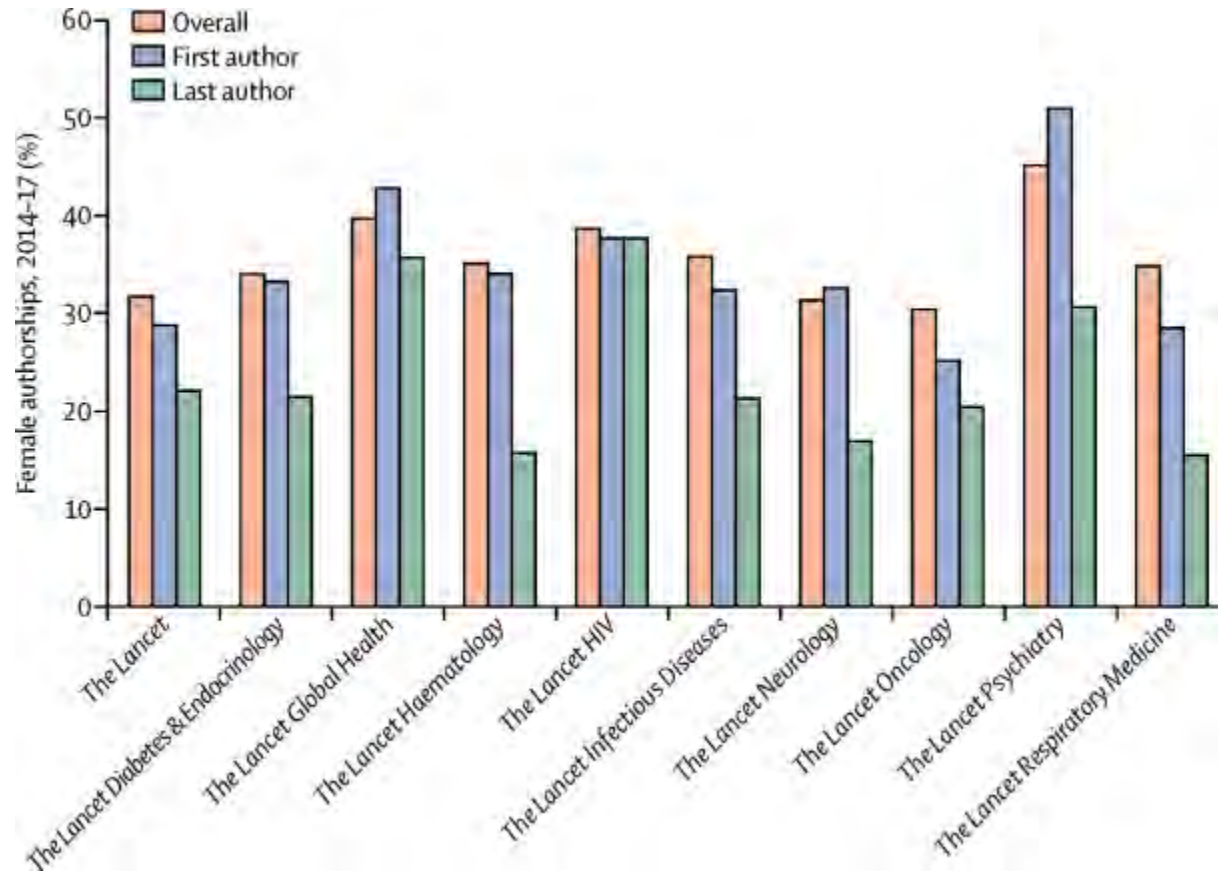
- Examined 39 Commissions (Jan 2013-Feb 2018)
- Just 34% (425 of 1250) of named commissioners were women. For 32 of 39 Commissions, men outnumbered women. For *Lancet Oncology* Commission on Global Cancer Surgery, female commissioners just 9%
- Corresponding authors: women just 29% overall (19 female: 46 male). If only one lead author named, men outnumber women by 2.5 to 1 (20 men to eight women)

We encourage The Lancet to review its own practice and to set gender and diversity targets in its appointments of commissioners and chairs

González-Alvarez J. Author gender in *The Lancet* journals. *Lancet* 2018

- All Articles published in *The Lancet* 2014–17 from Web of Science (n=3321 articles by 68 846 authors; average = 20 authors per paper). Gender identified for 60 642 authors (88·1% of the total)
- 40 464 (66·7%) authors were men and 20 178 (33·3%) were women
- Female first author = 51·1% in *The Lancet Psychiatry* and 42·9% in *The Lancet Global Health*

Research articles



For our Series and Commissions, we will strengthen our preference for at least 50% women and 50% Global South contributors, making it a requirement of all lead authors and editors to justify why such ratios are not met. We will continue to exercise positive action in diversifying our selected authors for Comment, World Report, Reviews, Seminars, and other commissioned and invited content.

Jocalyn Clark and Richard Horton
The Lancet February 9, 2019

THE LANCET

Volume 378 • Number 9806 • Pages 1825-1894 • November 26-December 2, 2011

www.thelancet.com

"The Lancet encourages researchers...to plan to analyse data by sex, not only when known to be scientifically appropriate, but also as a matter of routine."

See Editorial page 1826

Comment

Assessment of syndromic surveillance in Europe
See page 1831

Articles

SCIP: Cardiac stem cells in patients with ischaemic cardiomyopathy
See page 1842

Articles

Intensified chemotherapy with ACVBP plus rituximab versus standard CHOP plus rituximab for diffuse large B-cell lymphoma
See page 1858

Articles

MARCH: Self-collection of vaginal specimens for human papillomavirus testing in cervical cancer prevention
See page 1868

Seminar

Gambling disorders
See page 1879

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The Lancet journals' guidelines for authors on sex/gender analyses in clinical research

Updated January, 2017 to reflect new ICMJE Recommendations:

“We encourage researchers to enrol women and ethnic groups into clinical trials of all phases, and to plan to analyse data by sex and by race”.

“For all study types, we encourage correct use of the terms sex (when reporting biological factors) and gender (when reporting identity, psychosocial, or cultural factors). Where possible, report the sex and/or gender of study participants, and describe the methods used to determine sex and gender. Separate reporting of data by demographic variables, such as age and sex, facilitates pooling of data for subgroups across studies and should be routine, unless inappropriate. Discuss the influence or association of variables, such as sex and/or gender, on your findings, where appropriate, and the limitations of the data”

ICMJE Recommendations updated December 2018

Editors should seek to engage a broad and diverse array of authors, reviewers, editorial staff, editorial board members, and readers.

And

Because the relevance of such variables as age, sex, or ethnicity is not always known at the time of study design, researchers should aim for inclusion of representative populations into all study types and at a minimum provide descriptive data for these and other relevant demographic variables. Ensure correct use of the terms sex (when reporting biological factors) and gender (identity, psychosocial or cultural factors), and, unless inappropriate, report the sex and/or gender of study participants, the sex of animals or cells, and describe the methods used to determine sex and gender. If the study was done involving an exclusive population, for example in only one sex, authors should justify why, except in obvious cases (eg, prostate cancer). Authors should define how they determined race or ethnicity and justify their relevance. Authors should use neutral, precise, and respectful language to describe study participants and avoid the use of terminology that might stigmatize participants.

2019 update coming soon – will include a Diversity and Inclusion section

Reviewers

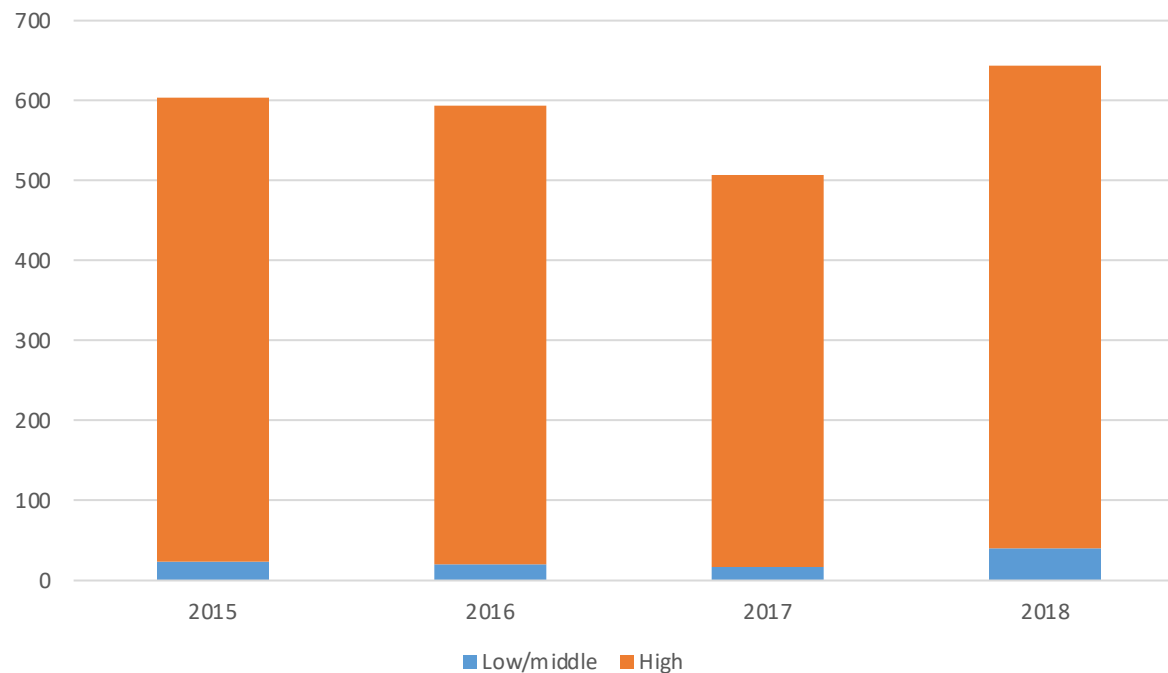
In 2017 for *The Lancet*, 1639 clinical reviewers across 67 countries (52 LMIC): 22.3% women

72.5% (1189) of clinical reviewers were high-income country (HIC) men

Reviewers

- Just 26% of our reviewers are women
- Less than a quarter of the reviewers we are inviting are women
- Women accept or complete reviews at same or higher rates than men
- Women reviewers differ across specialties (12.5% for cardiology content, 38% for HIV and psychiatry journals, 50% for ob/gyn content)

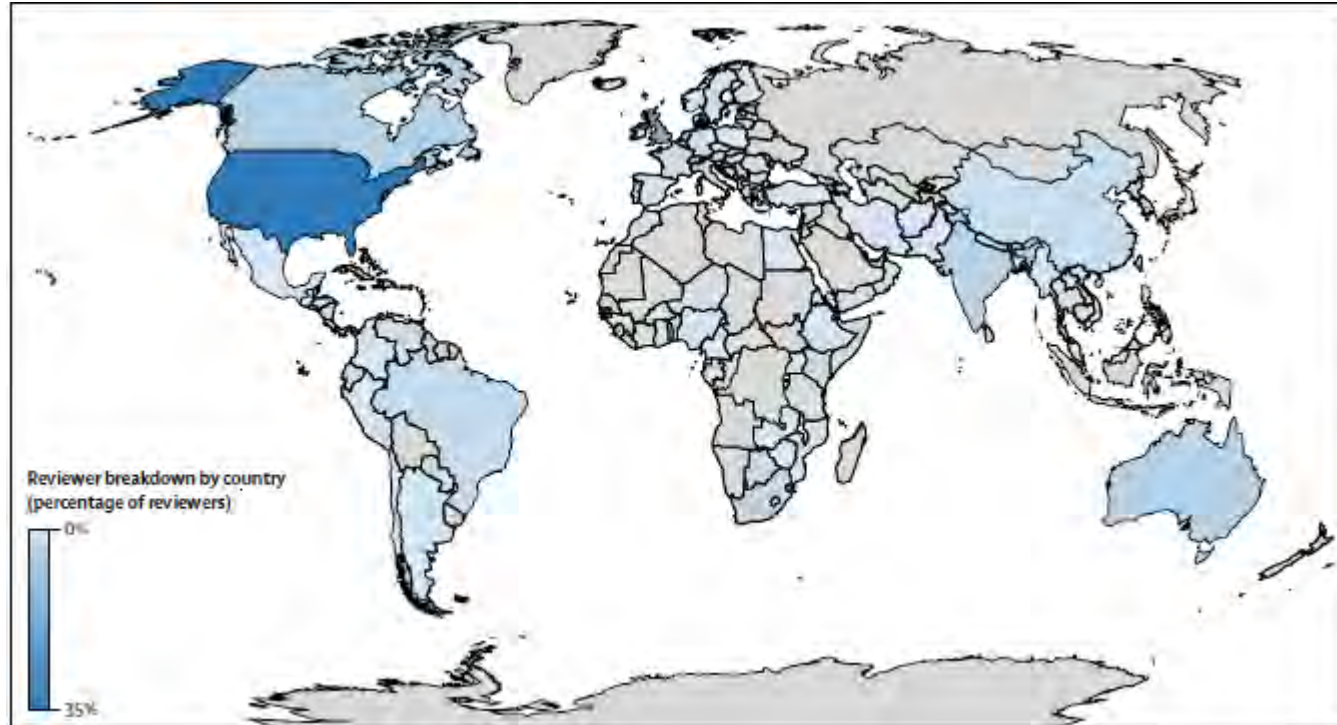
Reviewers for *The Lancet Psychiatry* by country income level



60 countries
represented

31% USA
23% UK

Reviewers for *The Lancet Global Health* by country income level Aug 2017-Aug 2018



64 countries represented but nearly one-third from USA and 15% from UK

Regarding gender, however, we can do more. We will aim to invite 50% women on every paper over the next year, with the goal of achieving an overall ratio that is much closer to parity than it currently is. Our task will be made difficult by the fact that, of our much smaller pool of regular statistical advisers, only about 25% are currently women. We therefore welcome applications, by email to the address below, from qualified female statisticians to join our pool. We offer a modest honorarium for each review.

- Diversify all other aspects of our journals:

- Image use
- Cover art
- Podcast/interview subjects
- Profiles
- News and Features
- Social media content
- Newsletters
- Conference materials



Anna Dare

@annajdare

Follow



Today [@TheLancet](#) published this image with our Comment on surgery in Africa. It depicts an African surgical team, the lens centered on the female surgeon. A quietly powerful editorial decision. [#ILookLikeASurgeon](#) [@WomenSurgAfr](#) [@WomenSurgeons](#) [@womeninGH](#) [@richardhorton1](#) [@jocalynclark](#)

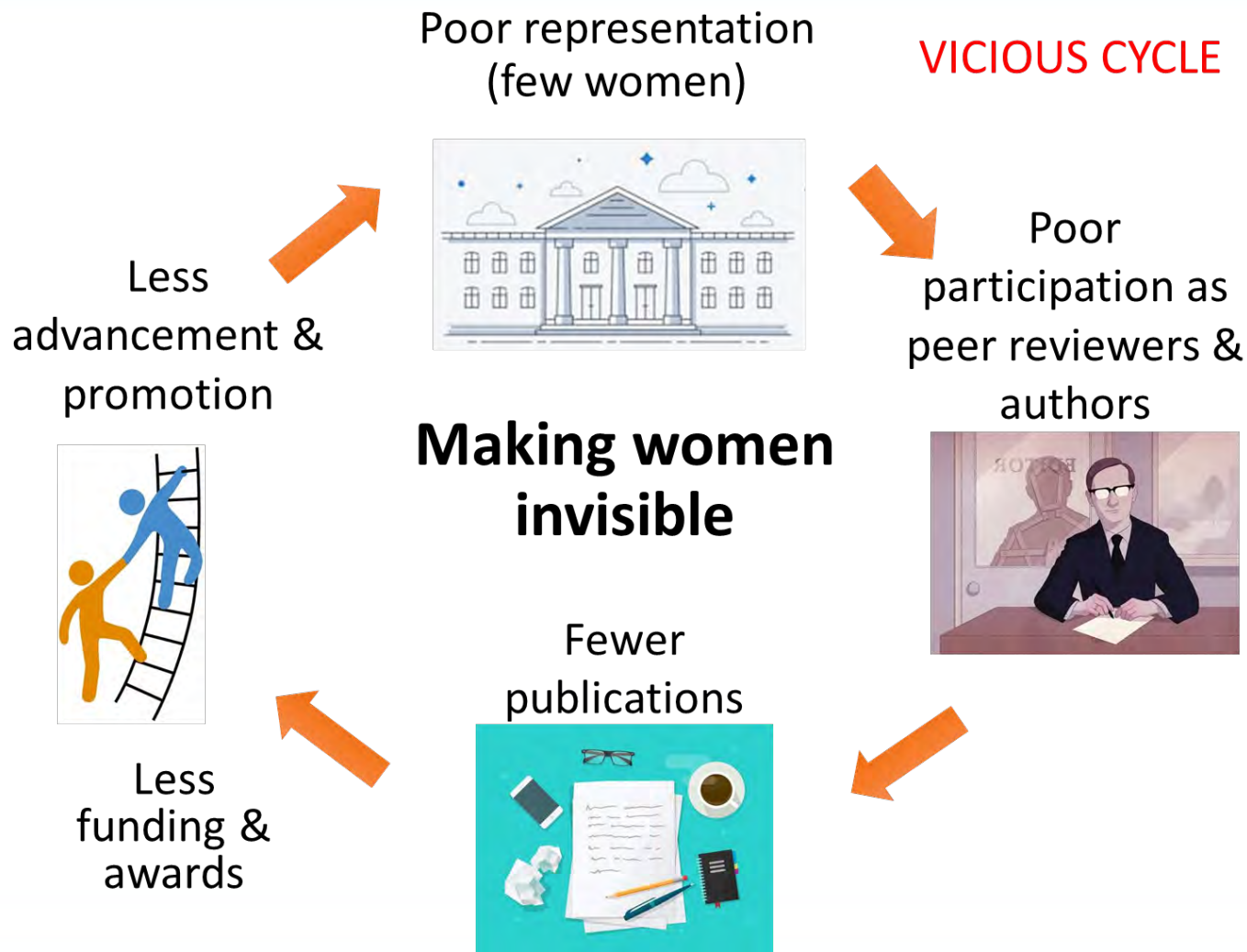


5:40 PM - 3 Jan 2018

- Display Diversity Pledge on our website, information for authors, reviewer invitations, and commissioning letters
- *“The Lancet Group values diversity in all its dimensions. We are passionately committed to improving health equity. We recognise that many groups are under-represented in research including women, people of colour, and socially disadvantaged populations. The Lancet Group is committed to increasing diversity and inclusion in research and publishing, and in particular to increasing the representation of women and colleagues from low-income and middle-income countries among our editorial advisers, peer reviewers, and authors.”*
- All peer-reviewer invitations request that alternative reviewer suggestions consider diverse groups of colleagues

Other *Lancet* Group activities

- All communications activity will seek to reflect a broader range of voices
- Media team aims to include quotes from women in all press releases, and are developing training to support a larger pool of diverse spokespeople
- In Q1 2019, 66% of press releases quoted women, in Q2 82%, and in Q3 96%
- Our online submission system will soon have a field for self-selected gender
- Meet the Editor sessions with early stage researchers and/or gender groups
- Publishing workshops targeted at junior researchers
- Overall, thought leadership – theme issue, gender norms series, pledges, actions, changing minds, and improving academic culture



Coming Soon: Global Gender Report 2020

- Research participation and output
 - Across multiple stages & output/impact indicators
 - Across (sub)disciplines, geographic regions
 - Authors/Article; Inventors/Patents; Grantees/Grants
- Process of science
 - Networks/collaborations
 - Citation patterns
 - Mobility
- Career progression
 - Leadership
 - Pipeline
- Perceptions of gender equity in research



 Scan me



Kumsal Bayazit, CEO of Elsevier, presents at the Harvard Data Science Initiative on 'Data-driven approaches to Diversity & Inclusion'

<https://www.elsevier.com/research-intelligence/resource-library/gender-report-2020>

Any questions?

Stay in touch

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