



Bias Awareness Training & DEI Support

Reduce Disparities in Your Journal Program and Meet Your DEI Goals

Diversity, equity, and inclusion (DEI) initiatives are a priority throughout the scholarly publishing industry to promote equitable actions that advance racial, ethnic, institutional, sex and gender, disability (and accessibility), geographic, linguistic, and cultural diversity among journal authors, reviewers, and editors.

Long committed to DEI, KnowledgeWorks Global Ltd. (KGL) has prepared an engaging, highly interactive training program that is appropriate for all journal stakeholders. The content, developed by experienced KGL editors who are actively collaborating with leading industry organizations to advance DEI policy, includes universally recognized components of bias awareness instruction as well as training for the specific types of publication bias that occur within scholarly publishing.

KGL's dynamic instructors bring the knowledge, skills, and enthusiasm to deliver an engaging and impactful learning experience that will motivate journal stakeholders to critically examine how biases may affect their own decision-making processes. This truly interactive course, which can range from a single 90-minute session to a multiple-session series, uses a variety of media including videos, images, audio, and guided discussion to help stakeholders understand and apply DEI principles. Participants will be armed with key action steps they can take to reduce bias and disparities within their journals and throughout their broader research communities.

KGL can also support DEI initiatives by facilitating the review of editorial policies, author guidelines, board diversity, recruitment, and reviewer training.

Bias awareness training areas

- ✓ Cognitive biases
- ✓ Implicit bias
- ✓ Visual bias
- ✓ Language bias
- ✓ Publication bias
- ✓ Inclusive language

Appropriate for

- ✓ Journal editors
- ✓ Reviewers
- ✓ Managing editors
- ✓ Publications directors

Additional DEI support services

- ✓ Editorial policy review
- ✓ Author guidelines review
- ✓ Letter templates review
- ✓ Diversity analysis of editorial and reviewer boards
- ✓ Assistance recruiting diverse editors and reviewers
- ✓ Reviewer training and certification programs

To learn more, please contact Alex Kahler, Director of KGL Editorial, at alexandra.kahler@kwglobal.com.