



Building a Toolkit for Disability Equity in Scholarly Publishing

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What is the Toolkit for Disability Equity?

It's an online, dynamic resource for

- people with disabilities in the scholarly communications industry and
- those who live and work with people with disabilities.

Why the Toolkit for Disability Equity?

Because

- More than 1 billion people have a disability (15% of the world's population),* including
 - 6% who are D/deaf or have hearing loss
 - 17% who are blind or visually impaired
 - 15–20% who are neurodiverse

* [WHO, Disability and health fact sheet](#)

Why the Toolkit for Disability Equity?

Because

- According to the UN, “in most developed countries the official unemployment rate for persons with disabilities of working age is at least twice that for those who have no disability” *

* [UN DESA, Disability & Employment Fact Sheet 1](#)

Why the Toolkit for Disability Equity?

Because

- Disabled people are problem solvers and hackers by necessity!*

* See, e.g., [Jeremy Klemin, "My parents are hackers out of necessity," *New York Times* \(25 Sept 2022\)](#); [Simon Holt et al., "The problem solvers you don't know about yet," *Scholarly Kitchen* \(29 July 2019\)](#)

Who & How

- Publishing Enabled + volunteer project managers = steering committee
- C4DISC volunteer coordination and support
- Volunteer research, writing, editing, framework, and marketing committees
- Free hosting from PubPub
- Triangle Scholarly Communications Institute 2022



Team Toolkit @ Triangle SCI



Karen Farrell, Indiana University Libraries; Stacy Scott, Taylor & Francis; Sylvia Izzo Hunter, Inera; Erin Osborne-Martin, Wiley; Kimberly Gladfelter Graham, NISO; Simon Holt, Elsevier

Toolkit Mission and Goals

Mission

- We commit to initiating meaningful change by serving as a leading resource within the scholarly publishing community.
- We courageously promote awareness and achieve visibility, belonging and success for our members with any manner of disability
- We provide opportunities for networking, engagement and mentorship among employers, allies, managers and colleagues with a commitment to making the industry more welcoming for our members with any manner of disability

Goals

- We provide actionable support for employers, allies, managers and colleagues within scholarly publishing to engage in conversations surrounding the various types of disability and accessibility needs within an organization
- We provide suggestions for proactively identifying and/or addressing potential hidden needs and creating a community of acceptance

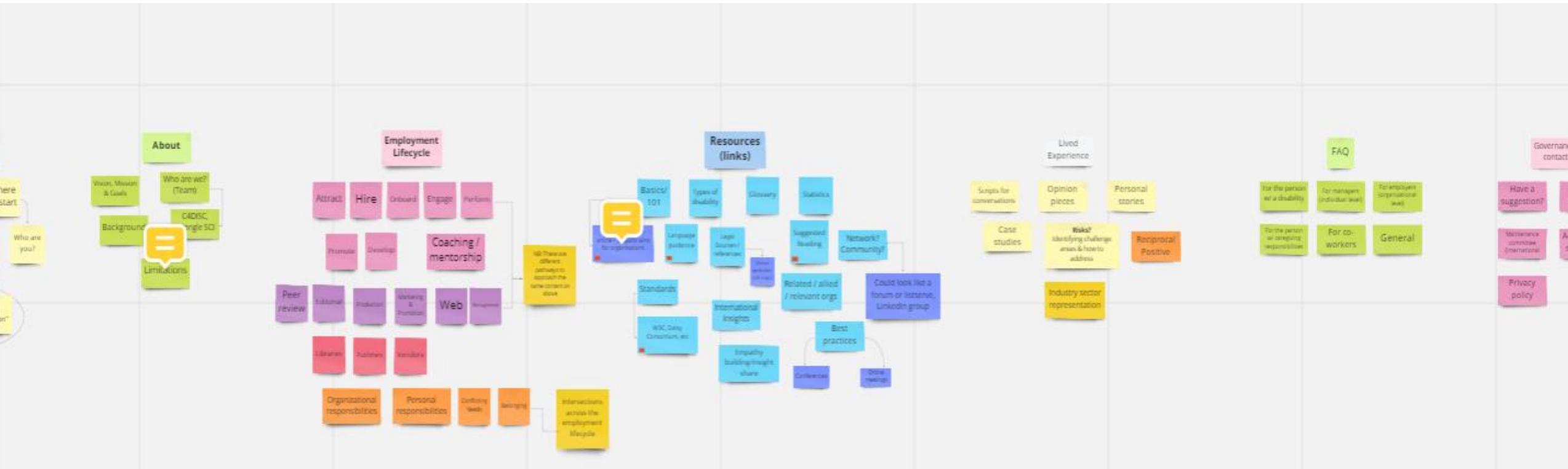
What will the Toolkit look like?

- A true toolkit: practical tools for practical uses
- Dynamic: up-to-date resources, multiple entry points for users
- Scholarly communications: specific and relevant to people working in our industry
- Audience: both potential and current employees with disabilities; employers and organizations; allies

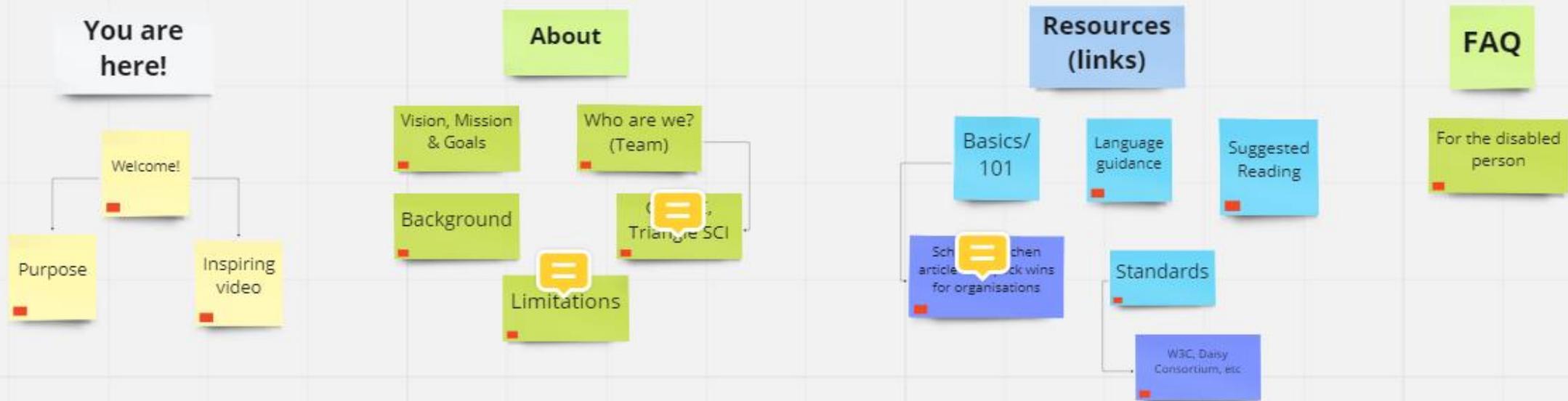
Our Process at Triangle SCI

- Brainstorm toolkit content
- Identify the MVP
- Refine the project workflow
- Determine and prioritize next steps

Brainstorming Toolkit Content



Identifying the MVP



Refining the Project Workflow



Timeline for Next Steps



Find Out More

- Publishing Enabled on LinkedIn: <https://www.linkedin.com/company/publishing-enabled/about/>
- Our blog post for Triangle SCI: <https://trianglesci.org/2022/07/28/equity-toolkit-for-disability-inclusion/>
- C4DISC Toolkits for Equity: <https://c4disc.org/toolkits-for-equity/>
- Diversity tax (post 1 of 4): <https://scholarlykitchen.sspnet.org/2022/08/08/guest-post-reducing-the-burden-of-diversity-tax-the-tax-no-one-talks-about/>



Questions?