Fostering Equity and Anti-Racism in D&I Peer Review Processes

Interested in participating further? Reach out to us at the Collaborative for Anti-Racism in D&I Science: cardis.info

Key Definitions

- **Peer review processes:** the structures, processes, institutions, and individual actors that participate or support grant and manuscript peer reviewing. Not focused solely on individual peer reviewers but rather on the system as a whole.

- **Equity-oriented implementation science:** studies that have "strong equity components—including explicit attention to the culture, history, values, assets, and needs of the community—integrated into the principles, strategies, frameworks, and tools of implementation science" (Loper et al 2021).

- **Anti-racism:** "a framework that can be applied in public health/healthcare to confront, address, and eradicate racism, unearned racial privilege, and their adverse effects on health by helping people to: (1) identify racism as a root cause of health inequities; and (2) critically examine how racism is embedded in policies, structures, and systems in ways that differentially affect racially and ethnically diverse populations" (Shelton et al., 2021).

- **Health equity tourism:** "the practice of investigators—without prior experience or commitment to health equity research—parachuting into the field in response to timely and often temporary increases in public interest and resources" (Lett et al., 2022)

Selected literature describing the current problem

- Chen et al. (2022). Systemic racial disparities in funding rates at the National Science Foundation.
- Chen et al. (2022). Examining the White Supremacist Practices of Funding Organizations for Public Health Research and Practice: A Composite Narrative From Female, BIPOC Junior Researchers in Public Health. Health Promotion Practice.
- Hoppe et al. (2019). Topic choice contributes to the lower rate of NIH awards to African-American/Black scientists. Science Advances.
- King et al. (2018).Systematic subjectivity: How subtle biases infect the scholarship review process. Journal of Management.
- Lauer et al. (2021) Associations of topic-specific peer review outcomes and institute and center award rates with funding disparities at the National Institutes of Health. eLife.
- Mielke et al. (2021). Relevant journals for identifying implementation science articles: Results of an international implementation science expert survey. Frontiers in Public Health.
- Roberts et al. (2020). Racial inequality in psychological research: Trends of the past and recommendations for the future. Perspectives on Psychological Science.

Selected resources highlighting a potential path forward

- Buchanan et al. (2021). Upending Racism in Psychological Science: Strategies to Change How Science Is Conducted, Reported, Reviewed, and Disseminated.
- Castillo & Harris. (2021). a Health Equity Research Impact Assessment for Researchers and Reviewers.
- Dawson et al. (2020). Toolkits for Equity: An Antiracist Framework for Scholarly Publishing.
- Hill et al. (2022). The Role of the National Institute of Mental Health in Promoting Diversity in the Psychiatric Research Workforce.
- NIH Center for Scientific Review Initiatives to Address Bias in Peer Review.
- NIH's Proposed New Framework for Peer Review Criteria (& Request for Feedback).
- Psychiatric Services Journal Editorial on Actions Taken to Address Structural Racism
- Preventing Chronic Disease Journal's Statement of Commitment to Advancing Diversity, Equity, and Inclusion, including Peer-Review
- Toolkits for Equity by Coalition for Diversity and Inclusion in Scholarly Communications

PADLETS

These padlets will be open until after the conference; please share the links and continue to engage in the conversation. Please indicate whether you are referring to grant or journal peer review in your comments.

- **What is the current state of the problem?**

Link:
https://padlet.com/baumannana/5bf6b6la54ctieoe

- **How can we define equity in peer review?**

Link:
https://padlet.com/baumannana/4a5u4axx5ewtm1ag

- **What actions or components in peer review processes and structures perpetuate inequities?**

Link:
https://padlet.com/baumannana/lo1jdjfxd5o9vz1h

- **How can we foster equity and anti-racism in peer review processes?**

Link:
https://padlet.com/baumannana/svy23hiair1pavpy