



University Presses launch EvenUP initiative

The UK and Ireland's major university presses are pleased to announce the launch of a new framework for collaboration. EvenUP demonstrates the commitment of UK and Irish university presses to equity, diversity, inclusivity and belonging in our workplaces, in who we work with and in what we publish. Recognising that different presses and parent institutions have their own EDI initiatives but eager to collaborate in order to amplify them, we undertake to:

1. Share best practice for EDI across presses.
2. Commit to using either the AUPresses survey tool to collect demographic data, or our own surveys of comparable quality, in order to assess and understand areas in which we can improve, benchmarking across presses where appropriate.
3. Create and share an ongoing programme of training and events, such as guest speakers, webinars, online symposia.
4. Promote and demonstrate transparency and equal opportunity in recruitment and career progression processes in university presses, including:
 - i. paid internships,
 - ii. listing salaries/salary bands on all entry level roles and on all recruitment advertising, subject to commercial or confidentiality requirements,
 - iii. inter-press career mentorship for colleagues from under-represented groups.
5. Work together to raise awareness of career opportunities in our presses with groups that are currently underrepresented in scholarly publishing.
6. Have a designated lead for equality, diversity and inclusivity in our organisations and have those leads meet regularly.

The University Presses involved in this initiative are: Bristol, Cambridge, Cork, Edinburgh, Goldsmiths, Harvard (International office), Liverpool, University of London, Manchester, MIT (UK office), Oxford, Princeton (European office), University College Dublin, University College London, The University of Wales Press, University of Westminster and Yale University Press London.

EvenUP complements the work of the Association of University Presses, (AUPresses) and the Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC).

Quotations from some of the participating publishers:

'The Association of University Presses applauds the creation of the EvenUP initiative by 17 university presses in the United Kingdom and Ireland. Increasing equity, diversity, and inclusion in scholarly publishing is of paramount importance because it is essential to the continued increase and advancement of knowledge. AUPresses members' worldwide stand ready to support and learn from this dedicated group of publishers as we all proceed in this much-needed work.'

Peter Berkery, Executive Director, Association of University Presses

‘As mission-driven publishers it behoves all university presses to strive for greater equity in the scholarly and publishing ecosystems. Individually we can all play our part but by working together we can amplify our efforts and hasten change.’

Anthony Cond, Chief Executive, Liverpool University Press

‘I am delighted that Edinburgh University Press is participating in this important initiative. Committing to the principles of EDI is vital to our identity, in terms of who and what we publish, as well as the ways in which we recruit and support our staff.’

Nicola Ramsey, CEO, Edinburgh University Press

‘I welcome this joined up commitment from the university press community on EDI initiatives, investigating how we can reduce the barriers that exclude people from participating in scholarly communication and employment, as well as educate colleagues on addressing inequalities.’

Chris Hart, Head of Marketing, Manchester University Press

‘This declaration acknowledges that, like the wider publishing industry, academic publishing needs to change to become more diverse and inclusive. We have made some practical commitments as a necessary first step, and I believe that collaboration, including with host institutions and researchers, has the potential to open out scholarly publishing and communications.’

Sarah Kember, Director of Goldsmiths Press

‘As university presses we are committed to supporting greater equity across academia through more diverse and inclusive academic publishing. These principles are a starting point for each of us to make tangible and positive changes that welcome diversity of thought, perspective and approach to our publishing as well as creating an inclusive environment for our own teams. This need not be an area where we compete: instead, we can achieve greater progress through open collaboration.’

Mandy Hill, Managing Director, Cambridge University Press

‘This is an important collaborative initiative. We are looking forward to working together with our colleagues across the university presses and commit to accelerate change towards broader representation and greater diversity. We hope to reinforce an inclusive and open culture in the broadest sense.’

Heather McCallum, Managing Director and Publisher, Yale University Press London

‘Working together university presses can make a tangible difference to equality, diversity and inclusion through our publishing, policies and processes. This shared commitment is a springboard to positive social change.’

Alison Shaw, Chief Executive, Bristol University Press

‘Recent years have shown more than ever that real change within publishing is needed to support greater equity and diversity within organisations and publishing practices alike. We look forward to participating in this collaboration with colleagues from other university presses, and these initial commitments are a welcome first step in our journey to facilitate change within academic publishing.’

Paula Kennedy, Head of Publishing, University of London Press

‘Challenging inequities in knowledge production and within knowledge ecosystems is of utmost importance and I’m therefore delighted that UWP is part of this vital University Press initiative’

Philippa Grand, Press Manager, University of Westminster Press

‘EvenUP is an important step for us, as academic publishers, to collectively and publicly commit to making tangible changes towards equity for those who are currently marginalised or unheard. By identifying, taking action and sharing where we can do better, we hope to welcome unhampered new contributors across all parts of the ecosystem, which will truly enrich the publishing sector.’

Natalie Williams | Cyfarwyddwraig – Director, Gwasg Prifysgol Cymru - University of Wales Press

<https://evenup.hcommons.org/>



Gweisg Prifysgol yn lansio menter EvenUP

Mae'n bleser gan brif weisg prifysgol y DU ac Iwerddon gyhoeddi lansio fframwaith cydweithio newydd. Mae EvenUP yn dangos ymrwymiad gweisg prifysgol y DU ac Iwerddon i gydraddoldeb, amrywiaeth, cynwysoldeb a pherthyn yn ein gweithleoedd, gyda phwy rydym ni'n gweithio a'r hyn a gyhoeddwn. Gan gydnabod bod gan wahanol weisg a rhiant-sefydliadau eu mentrau cydraddoldeb, amrywiaeth a chynhwysiant eu hunain, ond yn awyddus i gydweithio er mwyn eu hamlygu, rydym yn ymrwymo i wneud y canlynol:

1. Rhannu arfer gorau o ran cydraddoldeb, amrywiaeth a chynhwysiant ar draws gweisg.
2. Ymrwymo i ddefnyddio naill ai offeryn arolwg AUPresses i gasglu data demograffig, neu ein harolygon ein hunain o ansawdd tebyg, er mwyn asesu a deall meysydd y gallwn eu gwella, gan feincnodi ar draws gweisg lle bo'n briodol.
3. Creu a rhannu rhaglen barhaus o hyfforddiant a digwyddiadau, megis siaradwyr gwadd, gweminarau a symposia ar-lein.
4. Hyrwyddo a dangos trylwyredd a chyfle cyfartal mewn prosesau recriwtio a dilyniant gyrfa mewn gweisg prifysgol gan gynnwys:
 - i. interniaethau â thâl,
 - ii. rhestru cyflogau/bandiau cyflog ar bob rôl lefel mynediad a phob hysbyseb recriwtio, yn amodol ar ofynion masnachol neu gyfrinachedd,
 - iii. mentora gyrfa rhwng gweisg i gydweithwyr o grwpiau heb gynrychiolaeth ddigonol.
5. Cydweithio i godi ymwybyddiaeth o gyfleoedd gyrfa yn ein gweisg gyda grwpiau sydd heb gynrychiolaeth ddigonol ym maes cyhoeddi ysgolheigaidd.
6. Sicrhau bod arweinydd dynodedig ar gyfer cydraddoldeb, amrywiaeth a chynhwysiant yn ein sefydliadau a bod yr arweinwyr hynny'n cyfarfod yn rheolaidd.

Y Gweisg Prifysgol sy'n rhan o'r fenter yw: Bryste, Caergrawnt, Corc, Caeredin, Goldsmiths, Harvard (swyddfa Ryngwladol), Lerpwl, Prifysgol Llundain, Manceinion, MIT (swyddfa'r DU), Rhydychen, Princeton (swyddfa Ewrop), Coleg Prifysgol Dulyn, Coleg Prifysgol Llundain, Gwasg Prifysgol Cymru, Prifysgol Westminster a Gwasg Prifysgol Yale Llundain.

Mae EvenUP yn ategu gwaith Cymdeithas y Gweisg Prifysgol, (AUPresses) a'r Glymblaid dros Amrywiaeth a Chynhwysiant mewn Cyfathrebu Ysgolheigaidd (C4DISC).

Dyfyniadau gan rai o'r cyhoeddwyr sy'n cyfranogi:

'The Association of University Presses applauds the creation of the EvenUP initiative by 17 university presses in the United Kingdom and Ireland. Increasing equity, diversity, and inclusion in scholarly publishing is of paramount importance because it is essential to the continued increase and advancement of knowledge. AUPresses members' worldwide stand ready to support and learn from this dedicated group of publishers as we all proceed in this much-needed work.'

Peter Berkery, Cyfarwyddwr Gweithredol, Cymdeithas y Gweisg Prifysgol

'As mission-driven publishers it behoves all university presses to strive for greater equity in the scholarly and publishing ecosystems. Individually we can all play our part but by working together we can amplify our efforts and hasten change.'

Anthony Cond, Prif Weithredwr, Gwasg Prifysgol Lerpwl

'I am delighted that Edinburgh University Press is participating in this important initiative. Committing to the principles of EDI is vital to our identity, in terms of who and what we publish, as well as the ways in which we recruit and support our staff.'

Nicola Ramsey, CEO, Gwasg Prifysgol Caeredin

'I welcome this joined up commitment from the university press community on EDI initiatives, investigating how we can reduce the barriers that exclude people from participating in scholarly communication and employment, as well as educate colleagues on addressing inequalities.'

Chris Hart, Pennaeth Marchnata, Gwasg Prifysgol Manceinion

'This declaration acknowledges that, like the wider publishing industry, academic publishing needs to change to become more diverse and inclusive. We have made some practical commitments as a necessary first step, and I believe that collaboration, including with host institutions and researchers, has the potential to open out scholarly publishing and communications.'

Sarah Kember, Cyfarwyddwr Gwasg Goldsmiths

'As university presses we are committed to supporting greater equity across academia through more diverse and inclusive academic publishing. These principles are a starting point for each of us to make tangible and positive changes that welcome diversity of thought, perspective and approach to our publishing as well as creating an inclusive environment for our own teams. This need not be an area where we compete: instead, we can achieve greater progress through open collaboration.'

Mandy Hill, Rheolwr Gyfarwyddwr, Gwasg Prifysgol Caergrawnt

'This is an important collaborative initiative. We are looking forward to working together with our colleagues across the university presses and commit to accelerate change towards broader representation and greater diversity. We hope to reinforce an inclusive and open culture in the broadest sense.'

Heather McCallum, Rheolwr Gyfarwyddwr a Chyhoeddwr, Gwasg Prifysgol Yale Llundain

'Working together university presses can make a tangible difference to equality, diversity and inclusion through our publishing, policies and processes. This shared commitment is a springboard to positive social change.'

Alison Shaw, Prif Weithredwr, Gwasg Prifysgol Bryste

'Recent years have shown more than ever that real change within publishing is needed to support greater equity and diversity within organisations and publishing practices alike. We look forward to participating in this collaboration with colleagues from other university presses, and these initial commitments are a welcome first step in our journey to facilitate change within academic publishing.'

Paula Kennedy, Pennaeth Cyhoeddi, Gwasg Prifysgol Llundain

'Challenging inequities in knowledge production and within knowledge ecosystems is of utmost importance and I'm therefore delighted that UWP is part of this vital University Press initiative'

Philippa Grand, Rheolwr y Wasg, Gwasg Prifysgol Westminster

'Mae EvenUP yn gam pwysig i ni, fel cyhoeddwyr academiaidd, i ymrwymo ar y cyd ac yn gyhoeddus i wneud newidiadau pendant o ran cydraddoldeb i'r rheini sydd ar hyn o bryd ar y cyrion neu na chânt eu clywed. Drwy nodi, gweithredu a rhannu lle gallwn ni wneud yn well, ein gobaith yw croesawu cyfranwyr newydd yn ddirwystr ar draws pob rhan o'r ecosystem, fydd wir yn cyfoethogi'r sector cyhoeddi.'

Natalie Williams | Cyfarwyddwraig, Gwasg Prifysgol Cymru

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