Increasing diversity on editorial boards

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Background
In the field of clinical neuropsychology, gender, ethnic, and cultural diversity has been steadily increasing. However, on neuropsychology editorial boards, these demographic changes are yet to be reflected.

Gender Diversity
Surveys show that in the field of clinical neuropsychology female professionals comprised:

- 48.1% in 2005
- 51.8% in 2010
- 55.7% in 2015

Women make up just:

- 30.81% of editorial boards for neuropsychology journals
- 19% of Editor-In-Chiefs for neuropsychology journals (3 out of a possible 16)
- 23% of the Editorial Board of The Clinical Neuropsychologist (TCN) in 2015

Ethnic and racial diversity
Surveys show that in the field of clinical neuropsychology non-Caucasian professionals comprised:

- 7.1% in 2005
- 9.9% in 2010
- 11.7% in 2015

What was implemented?

- Gender and Culture Department implementation – involved the appointment of two experts on gender and culture assigned as ‘Department Editors’
- Presentations at the journal’s society meetings to educate about editorship
- Announcements on the TCN social media outlets
- Personal encouragement of potential board members

Outcome
The number of women on the TCN editorial board increased from:

- 23% in 2015
- 37% in 2016
- 43% in 2017
- 50% in 2018

The number of racially and ethnically diverse individuals is estimated to have increased from:

- 2% in 2015
- 5% in 2016/17
- 13% in 2018 (8 out of 60)

What are the next steps?

- Develop a mentoring system that specifically targets rising stars in the field that are interested in assuming editorial roles
- Develop a process that allows data on racial/ethnic diversity to be appropriately tracked