

# Improving diversity and inclusion in peer review at Lancet journals

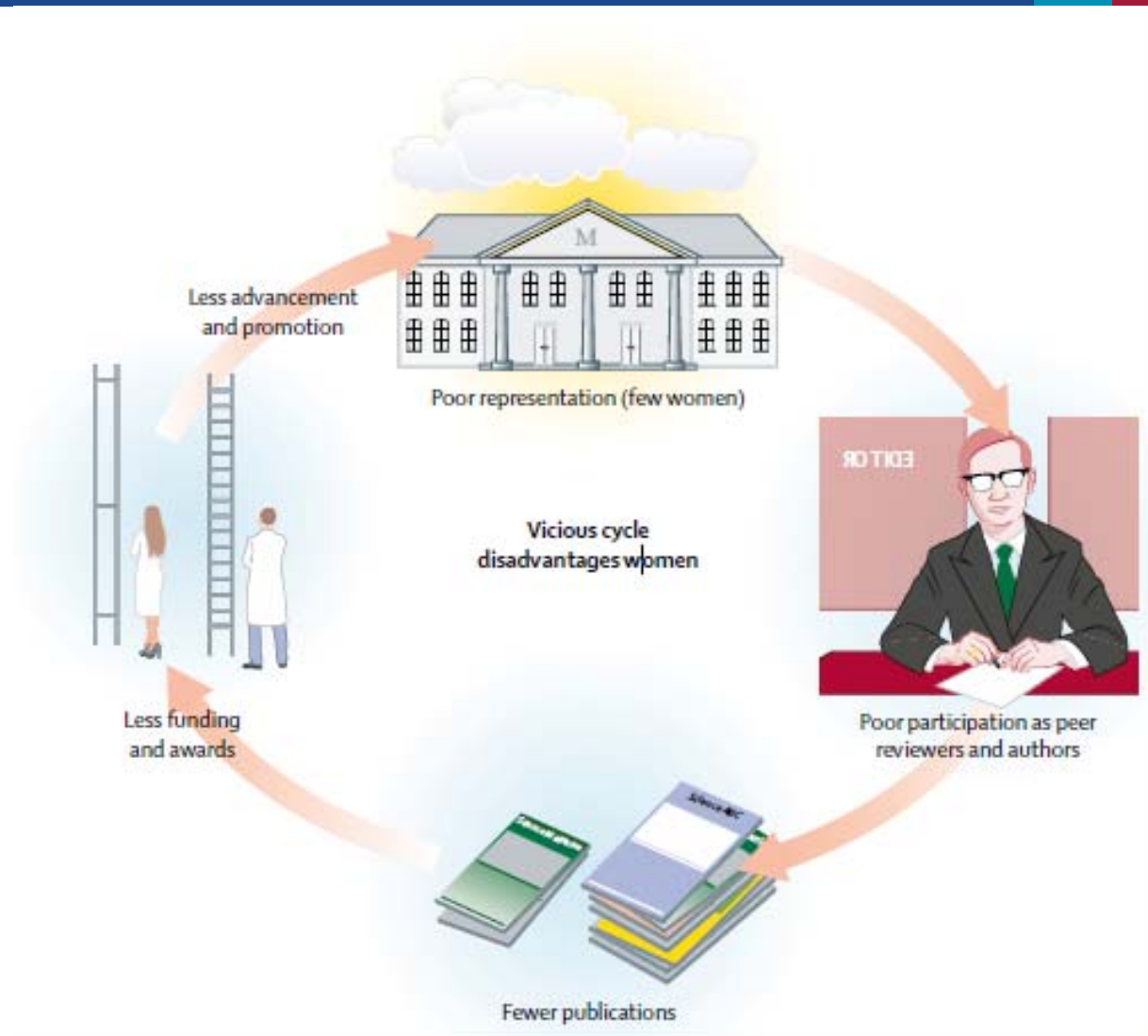
Joan Marsh

Deputy Editor The Lancet Psychiatry

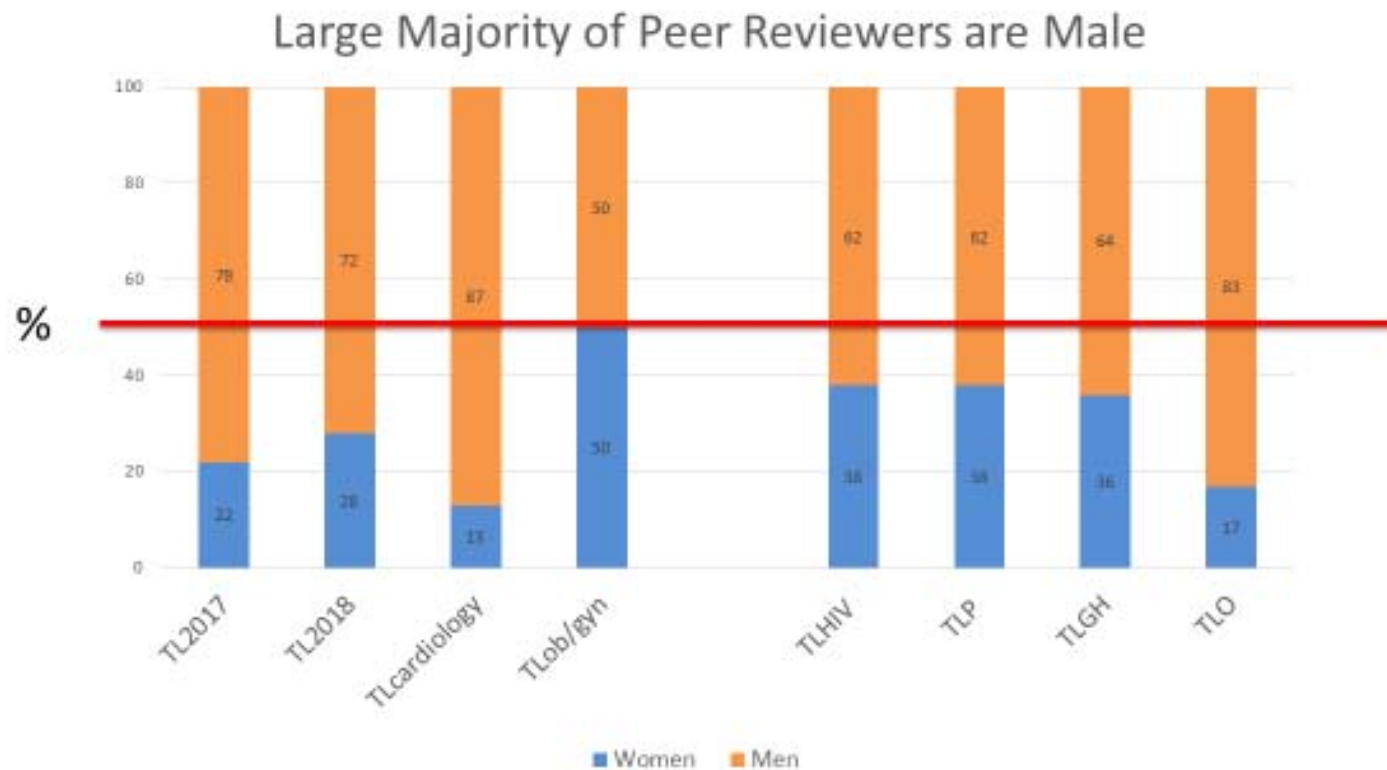
[Joan.marsh@lancet.com](mailto:Joan.marsh@lancet.com)

Jocalyn Clark, Executive Editor, The Lancet

Zoe Mullan, Editor, The Lancet Global Health

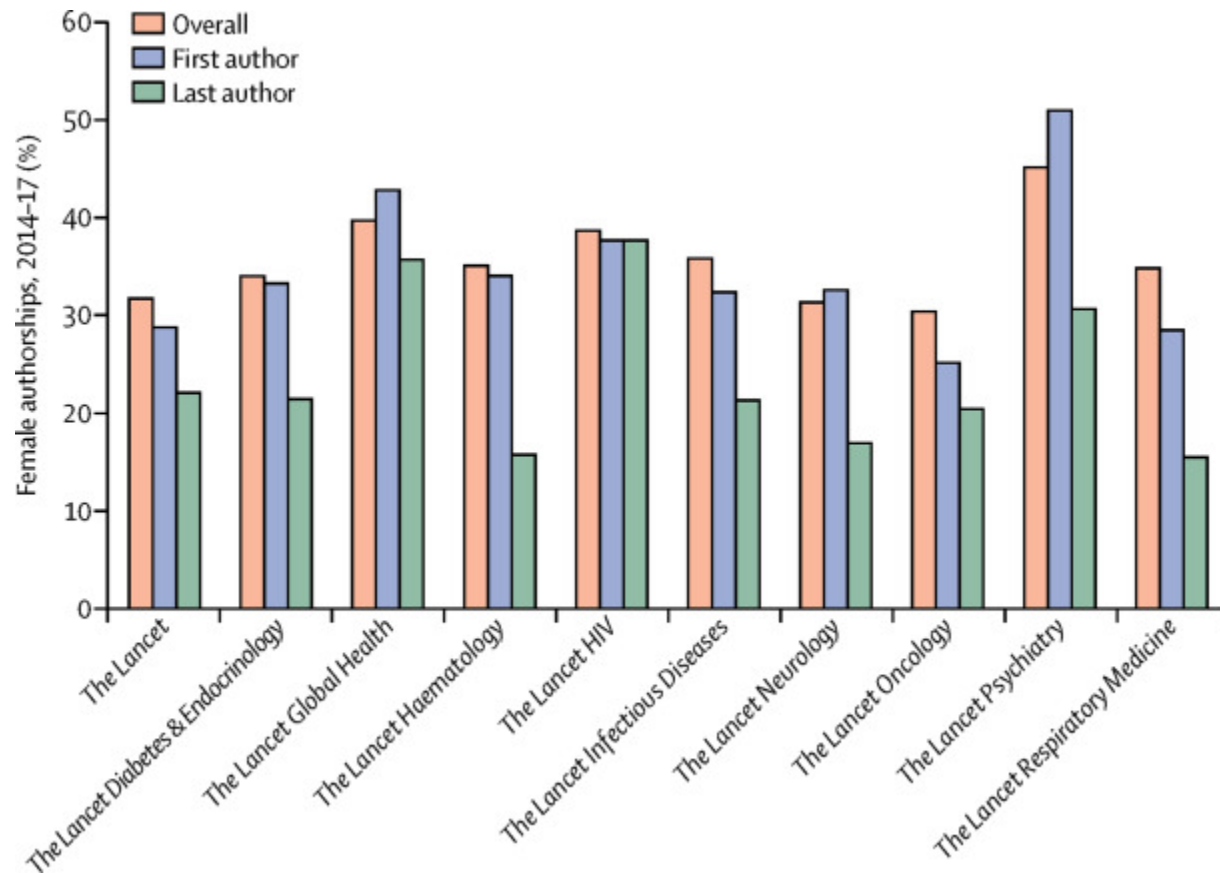


## Gender Balance of Peer Reviewers



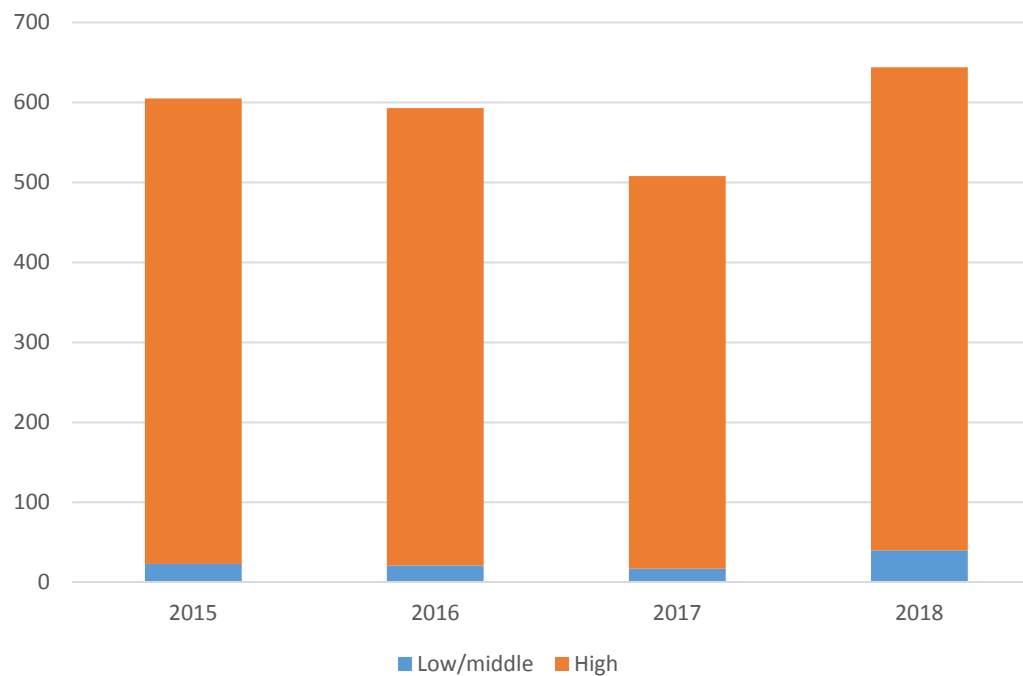
Clinical peer reviewers of Articles

## Author gender in The Lancet journals 2014-2017



Research articles

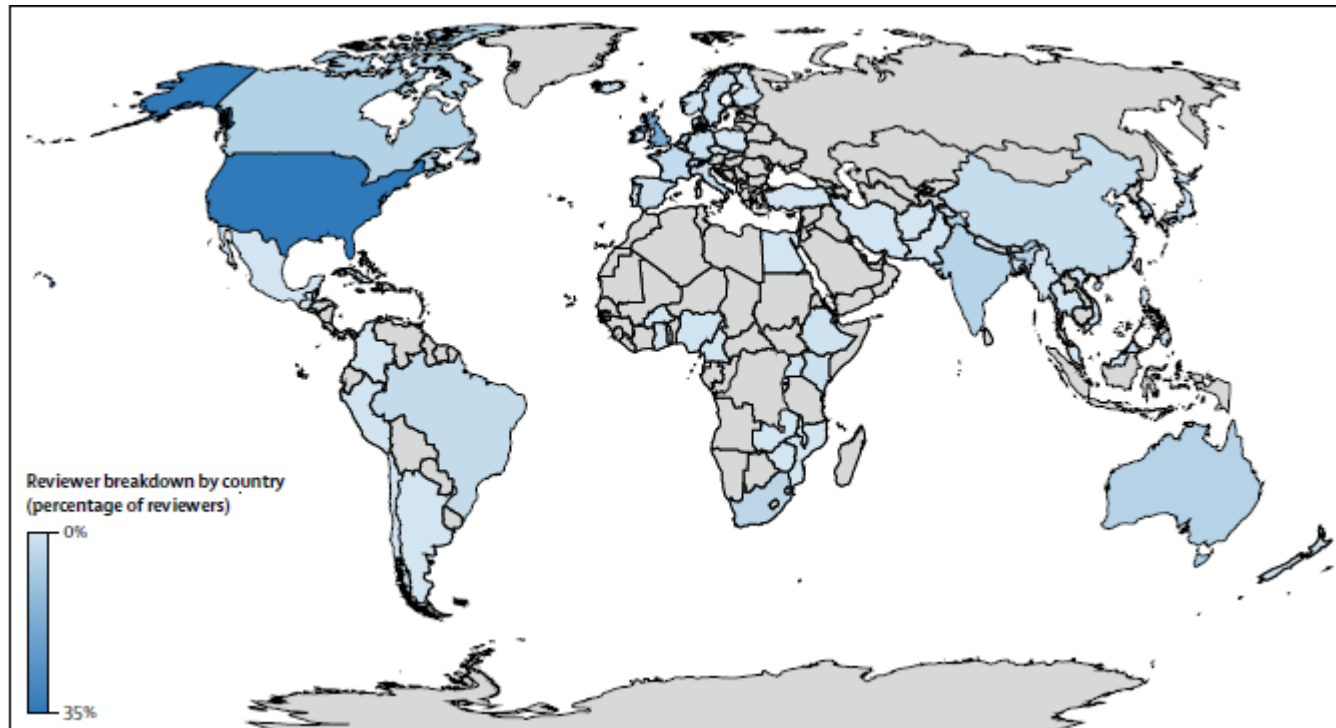
## Reviewers for Lancet Psychiatry by country income level



60 countries represented

31% USA  
23% UK

## Reviewers for Lancet Global Health by country income level August 2017-August 2018



64 countries  
represented  
but nearly  
one-third from  
USA and 15%  
from UK

# Lancet initiatives to address gender bias

A commitment for the proportion of  
women and men on Lancet journal  
editorial boards to be equal in 2020

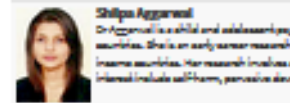
Journal	Editor in chief	Proportion female editorial staff	Proportion female editorial board members
TLPublic Health	F	50	45
TLPsychiatry	M	33	44
The Lancet	M	84	39
TLHIV	M	33	50 ✓
TLChild and Adolescent	F	100	37
TLGlobal Health	F	100	36
TLHaematology	F	100	33
TLDiabetes & Endocrinology	F	33	50 ✓
TLPlanetary Health	M	100	28
TLInfectious Diseases	M	0	50 ✓
TLGastroenterology & Hep	M	67	16
TLRespiratory Medicine	F	100	15
TLNeurology	F	100	6



# Editorial Board Development Programme

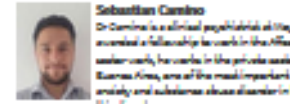
Early career mental health professionals from low and middle income countries, who are interested in improving their knowledge of and engaging in psychiatry research in all areas, including service delivery.

Aim is to build capacity in low and middle income countries, initially by direct investment in the members of the programme, and ultimately by those members passing on their knowledge and experience gained by the association with *The Lancet Psychiatry*.



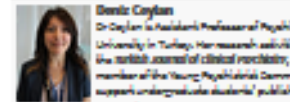
**Shilpa Aggarwal**

Dr Aggarwal is a child and adolescent psychiatry researcher. She is an early career research income scientist. Her research involves a interest in child self-harm, perinatal loss



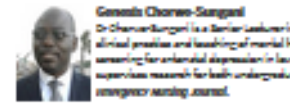
**Sebastian Corbin**

Dr Corbin is a clinical psychiatrist at King's College London. He completed a Fellowship to work in the NHS earlier work, he works in the private sector. His research interests are in the most important anxiety and substance abuse disorders in his country.



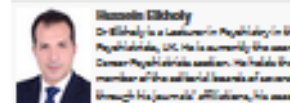
**Deniz Ceylan**

Dr Ceylan is Assistant Professor of Psychiatry at Istanbul University. Her research interests are in the field of clinical psychiatry, member of the Young Psychiatrists Council, support undergraduate students' public presentations.



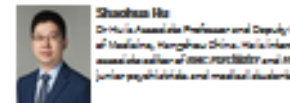
**Genesis Chirono-Gungari**

Dr Chirono-Gungari is a Senior Lecturer in clinical practice and teaching of mental health services for unipolar depression in his supervises research for both undergraduate emergency psychiatry journal.



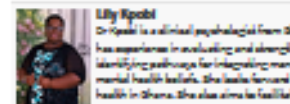
**Huzefa Kibicho**

Dr Kibicho is a Lecturer in Psychiatry in the Department of Psychiatry, JICA. He is currently the Senior Lecturer in Psychiatry. He holds the membership of the editorial boards of several journals through his journal's affiliations. He used



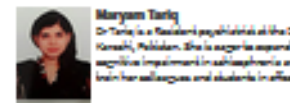
**Shaozhou Hu**

Dr Hu is Associate Professor and Deputy Director of the Institute of Psychiatry, Hangzhou China. He is the associate editor of BMC Psychiatry and the Journal of Psychiatry and Medical Education.



**Lily Kiproti**

Dr Kiproti is a clinical psychologist from Kenya. Her experience in evaluating and strengthening pathways for integrating mental health services. She leads research in health in Kenya. She also aims to facilitate colleagues.



**Maryam Tariq**

Dr Tariq is a Resident psychiatrist at the University of Karachi, Pakistan. She is expert in research on cognitive impairment in schizophrenia and brain for colleagues and students in Africa.

# Lancet initiatives to improve diversity and inclusion

Set targets to invite and secure more women peer reviewers

If clinical specialty is particularly poor in representation of women, consider relative rather than absolute targets, e.g. “within 12 months we will increase our proportion of female reviewers by 25%”

Track and report internally, to readers and externally

## Lancet Global Health Editorial September 2018

Regarding gender, however, we can do more. We will aim to invite 50% women on every paper over the next year, with the goal of achieving an overall ratio that is much closer to parity than it currently is. Our task will be made difficult by the fact that, of our much smaller pool of regular statistical advisers, only about 25% are currently women. We therefore welcome applications, by email to the address below, from qualified female statisticians to join our pool. We offer a modest honorarium for each review.

Display a 'diversity pledge' on our website, information for authors, reviewer invitations, and commissioning letters

*“We encourage diversity in co-authorship/peer review including women, early-stage researchers, and colleagues from the Global South”*

For all global health content, local reviewers will be mandatory

For our Series and Commissions, we will strengthen our preference for at least 50% women and 50% Global South contributors, making it a requirement of all lead authors and editors to justify why such ratios are not met. We will continue to exercise positive action in diversifying our selected authors for Comment, World Report, Reviews, Seminars, and other commissioned and invited content.

Jocalyn Clark and Richard Horton  
The Lancet February 9, 2019

'Meet the Editor' sessions with early stage researchers and/or gender groups

Publishing workshops  
targeted at junior researchers

Hangzhou May 2019



## Diversify all other aspects of our journals:

- Image use
- Cover art
- Podcast/interview subjects
- Profiles
- News and Features
- Social media content
- Newsletters
- Conference materials



**Anna Dare**

@annajdare

Follow



Today @TheLancet published this image with our Comment on surgery in Africa. It depicts an African surgical team, the lens centered on the female surgeon. A quietly powerful editorial decision. #ILookLikeASurgeon @WomenSurgAfr @WomenSurgeons @womeninGH @richardhorton1 @jocalynclark



5:40 PM - 3 Jan 2018

# Campaign for wider change

## #LancetWomen



### Advancing women in science, medicine, and global health

*Gender bias is powerful and insidious. It is an expression of unequal distribution of power within societies and of the low value placed on women's work and contributions to public life. To advance women in science, medicine, and global health, fundamental societal change is required alongside stronger institutional policies and commitments.*

— Jocalyn Clark, Elizabeth Zuccala, and Richard Horton

**Theme Issue**  
**Feb 2019**