



Diversity and Inclusion Analysis and Monitoring Services

The reputational risks associated with a lack of diversity in the editorial process are high and publishers, societies and editors must ensure that the science they produce is nonbiased, objective, and inclusive. Many publishers face challenges in understanding the diversity of their editorial boards, peer reviewers and authors. Fortunately, AI and emerging technologies present great opportunities to assess our diversity at scale and at an affordable cost. Maverick Publishing Specialists has partnered with Umbrella Analytics, whose ground-breaking AI allows for diversity and inclusion analysis, monitoring, and advice for remediation.

Umbrella's Diversity Analysis package takes raw data from publishers and generates demographic diversity insights benchmarked against relevant global metrics. From there, publishers can focus their energies on the biggest challenges and ensure that equality of publishing outcomes becomes the norm in the future. Benefits include:

- **Commissioning:** Identify demographic gaps in your output and target commissioning activity to effect change
- **Peer Review:** Reduce bias by ensuring diversity in your reviewer network
- **Editorial Boards:** Review the makeup of your Editorial Boards and audit for diversity

The Auditing Process



Maverick's Umbrella initiative can also help organizations create a healthier culture of inclusion. The Inclusive Language Analysis package uses proprietary, research-based algorithms to identify and analyze the unspoken signals in your messaging, helping you to deliver more inclusive and appealing written communications. It can be useful for talent acquisition; strategy to ensure your mission, vision, and values are inclusive; and corporate and internal communications.

Umbrella also provide DEI strategy development and training. Our training sessions support you in giving your team the confidence to address and improve DEI, and covers areas such as the basics of DEI, understanding bias, seeking out diverse authors and peer reviewers, and creating fair and inclusive editorial processes.

Now is the time to demonstrate your commitment to both editorial integrity and an inclusive work culture.

Please contact us to learn more:

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