

Importance placed on inclusivity 68% Your institution You personally **Funders** Policymakers Academia in general

How we define inclusivity

Participate in society
Reducing inequality
Value difference No advantage
Difference is normal
Friendship Open

Reducing inequality

Equal possibilities Equity

Empower everyone
Own purpose
Cooperation

Connection
Together

Participate in society
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Friendship Open

Quality of life

Well-being
Democracy Influencing others A fair system for all Society Perfect society Respected Empower all Equal opportunities Involvement Living as democrats Equal access Allowing inequalities

Embracing diversity

Everyone matters

Accepting opinions

Equal opportunities and standard Enviring as defined Equal triples and standard Enviring as defined Environment Environ Self-purpose No barriers Tolerance Social equality Accepting difference

Nobody is excluded Appreciate others

Nobody is excluded Appreciate others Maximum capabilities Embrace others Avoiding identity politics Feeling safe Freedom for all No exclusions

Of academics see no noticeable benefits Has a positive Has an economic Promotes different Creates an open learning culture benefit ways of thinking effect on productivity Has a positive effect on creativity general public Top societal issues Top 5 Factors Globally

Government

policy

Class

discrimination

Benefits of inclusivity

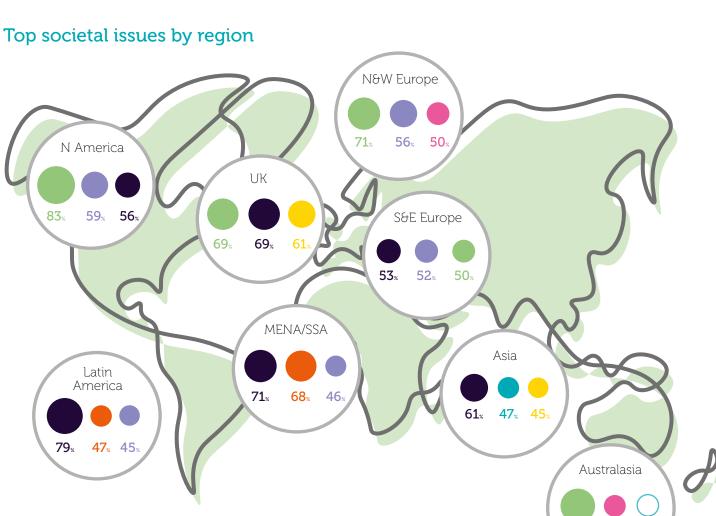
49% 58% 60% 38% 41%

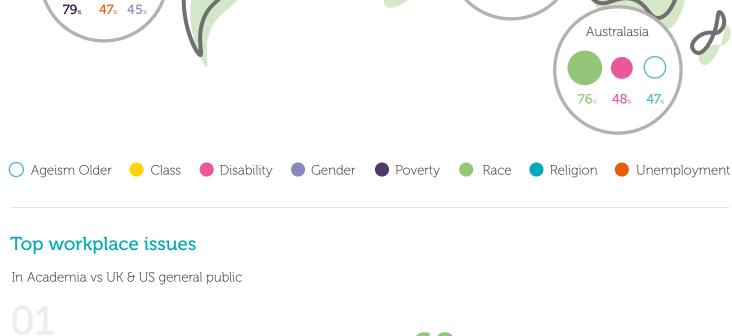
> Gender discrimination

Racial/ethnic

discrimination

Poverty





18%

16%

Biases in recruitment /

promotions

Improved quality

of education



Better public

awareness

Needs more of an interdisciplinary approach

More knowledge exchange between academia and practice to be effective

Better evidence

based decisions

What could Academia do differently?

Addressing that academic culture itself isn't very inclusive

More collaboration across different universities globally 51% Not enough funding compared to other subject areas More collaboration needed between Established Researchers and Early Career Researchers The incentives in academia work against the definition of inclusivity Provable benefits take too long to be evident in society Hard to prove the benefits of the research in driving change Should there be more funding aligned to SDG Goals for inclusivity More funding Same amount of funding Less funding

UK General Public US General Public Academia

Make related research more discoverable beyond academia

On a scale of 1 to 10, regarding the role academic publishers play, to what extent do you believe these areas could help

What role should publishers play?

researchers in creating a more inclusive society?

Support interdisciplinary research more e.g. grants, reduced APCs

Promote the benefits of related research and its impact in the real world

For the purposes of this question the scale of 8-10 is deemed as important – this is to provide net scores.

76 %	Remove paywalls limiting the number of people who can access the research
74 %	Open up publishing opportunities through increased open access
74 %	Support broader research metrics beyond traditional metrics such as the Impact Factor
71 %	Reduce the cost of publishing research in subject areas directly relevant to SDGs
70%	More diverse editorial & review boards
68%	Improve the transparency & ethics around peer review
67 %	Provide a range of publishing formats beyond traditional journal articles/books
62%	Align published content to the UN's Sustainable Development goals



Real Impact, together we find a voice.