GW JEP

The George Washingotn University

Journal of Ethics in Publishing

VOL. 3
ISSUE 2

The George Washington University
Journal of Ethics in Publishing
VOL. 3 • ISSUE 2

Editor-in-Chief

Lois Jones, Director of Peer Review, American Psychological Association; MPS Publishing, 2014

Editorial Board

Associate Editor: Julie Vo, Editorial Manager, JAMA Pediatrics

Operations Advisor: Tia Gracey, Associate Editor, American Political Science Association

Strategy & Sustainability Advisor: Aliza Becker, Managing Editor, MediaSphere Medical; MPS Publishing, 2020

Student Advisor: Trinity Nirenberg, Executive Administrator & Project Manager, Gatekeeper Press; MPS Publishing, 2025

Founder and Publisher

John W. Warren, Director and Associate Professor, MPS in Publishing, George Washington University

Student Leadership, Spring 2025

Managing Editor
Hind Berji

Content Committee
Lead: Trinity Nirenberg
Emily Dunson
Jesse Goodwin
Rachael Rhine Milliard
Alexus Wall

Editorial Committee

Lead: Cady Hockkman
Beth Icard
Rachael Rhine Milliard
Phylicia Moore

E-Publishing Committee

Lead: Mikayla Lee
Kimiko Hammari
Kiriana McAffee
Claire Kudika
Jessica Scruggs
Mary Urquart
Catherine Yim

Marketing Committee

Lead: Grace Chastain
Ashley Nix
Ioanna Papari-Kosiori
Brooke Scudder

Strategy & Sustainability Committee

Lead: Haley Baker
Claire Bianchi
Carly Fisher
Linsey Loraditch

Contents

Articles **1**

An Intersectional Look at Disability in the US Publishing Industry Workplace 3
Systemic Barriers and the Opportunities of COVID's Impact on the Workplace within the US 3
Defending Truth in the Age of Deception: The Role of Scholarship in the Emerging Information Paradigm 55

Book Reviews **65**

Bookishness: Loving Books in a Digital Age by Jessica Pressman 67
Portable Magic: A History of Books and Their Readers by Emma Smith 69
The Other Black Girl by Zakiya Dalila Harris 71
Who Owns This Sentence? A History of Copyrights and Wrongs by David Bellos and Alexandre Montagu 75
Yellowface by R.F. Kuang 77

Interviews **79**

Rachael Rhine Milliard 81
Phylicia Moore 85
Brooke Scudder 89
Joseph Lawrence 91
Carly Fisher 95

Submission Guidelines **99**

Call for Papers 101
Instructions for Authors 103
Peer Review Guidelines 111

Articles

An Intersectional Look at Disability in the US Publishing Industry Workplace

Systemic Barriers and the Opportunities of COVID's Impact on the Workplace within the US

Rachel Done

Abstract

This paper examines the barriers that exist for people with disabilities working in publishing, as well as the opportunities (or disadvantages) COVID-19 has brought to disabled publishing employees. Critical and intersectional factors such as race, gender, and more are also considered. Overall, it was found that embracing more hybrid and remote work situations, a decentralization of the industry away from fixed locations like New York, better employee conditions (such as higher pay and more paid time off), and real workplace-centered efforts to destigmatize disability would help eliminate barriers to disabled employees in the publishing industry. These observations can and should be considered for other white-collar jobs.

Introduction

COVID-19 has changed how people live and work around the world. In the US, we have seen a great range of responses in how employers and employees have navigated this pandemic, whether that be implementing protective

measures such as masking, expanding their online/delivery services, or exploring different work modalities such as remote and hybrid (Auginbaugh and Rothstein 2022; BLS 2022; Harknett, Schneider, and Wolfe 2021; US Equal Employment Opportunity Commission 2022; Menasce Horowitz, Minkin, and Parker 2022). The success of these measures have greatly depended on the demographics of all the people involved such as: the types of industries they work in, those specific industries' workflows/pipelines, and the resources they have access to, as well as individuals' health conditions, the organizations' adaptability, and the abilities of everyone involved. This is further complicated by the more general demographics such as age, gender, race, education level, and disability (Auginbaugh and Rothstein 2022; BLS 2022; Mitchell 2021; Jones 2022). It would be remiss not to use this opportunity to discuss how COVID-19's impact on workplaces has affected historically marginalized populations, particularly when considering people with disabilities (Anas and Greenwood 2021; APSE 2020; Guren, McIlroy, and Sieck 2021; Henry et al. 2021; National Conference of State Legislatures 2021; Seidlinger 2021; WHO 2021). People with disabilities are often considered the lowest priority when it comes to discussions around workplace changes that promote equity, partly due to how the perceived low percentage of people with disabilities are in workplaces (more later on how that perception is currently greatly skewed), and again due to the nature of invisible disabilities (Anas and Greenwood 2021; Holt and Bone 2019; Mitchell 2021).[1] The base logic is "out of sight, out of mind." According to the Bureau of Labor Statistics (BLS), it estimated that about a quarter of the working population is considered disabled in the US.[2] In the publishing industry, only 11% of workers self-identify as disabled, and this number has not grown in the last decade (Beckert and Jiménez 2020; Maher 2020).[3] Overall, that is a considerable gap. But why should one care about this gap when thinking about publishing versus other industries? It matters for several reasons.

One, ableism affects all of us more than we would like to imagine. Unlike issues such as sexism, racism, and etc., ableism is unique in that it can be universal, but not overtly visible like sex and race can be. Anyone can become disabled at any time, and we all do eventually become disabled due to age. Despite ableism being a universal issue we must all face at some point in our lives, the majority of people with disabilities are usually underrepresented in discussions around equity in society at large. Because disability can and does affect everyone, I would argue that one cannot properly look at ableism without also exploring intersectionality for this very reason. Two, it should matter on the principle that people with disabilities deserve the right to gain

employment as easily as their able-bodied and neurotypical counterparts, if they so choose.[4] If you want a flourishing economy, the more people that work, the better. Third, what is published and who is supporting that (the author, the house, and the distributor) have always been and will always be linked. If one of these is ableist it affects the rest of the pipeline. This matters for us because the ideas and content in books have a deep historical precedent of influencing and informing the public's opinion. (I think we can all think of several examples.) Taking all of the aforementioned into account, coupled with the publishing industry's lack of diversity in books being published and the internal makeup of their own employees, the result is obvious: we see a public crying out in want of characters that actually reflect their realities and the spread of misinformation of what being disabled is like, which only perpetuates stigma. Four, the gatekeeping tendencies of publishing houses—who largely employ White, hetero-cisgender employees—mean that there are amazing, diverse authors and publishing professionals who aren't given a chance. This will become a huge issue that will affect the publishing industry's economic success and cultural relevance as Millenials, Gen-Z, and younger generations become the buying power of the economy (Abad 2021; Vercelletto 2019). They will become the most diverse generation in the US to date, and they will want books they can relate to, not ones that are poor mimicry or stereotypes of their lives. If nothing changes, it is very likely they will turn to other forms of media and entertainment to find what they seek, which one could argue is already starting to occur (Vercelletto 2019). Diverse books get made when there are diverse people within the publishing houses who can see these books and authors for the creators that they are, not "masked" versions of themselves. Five, the type of work in the publishing industry itself lends itself very well for people with disabilities to work in: editing, marketing, design, social media, public relations, writing, production, and more can largely be done remotely, as well as be segmented into part-time and full-time work. The main deterrent to many people with disabilities working in publishing is the industry is extremely geographically rooted and there is a lack of proper compensation, which will be discussed later in this paper in greater detail. Consequently, the goal of this research aims to answer the following questions:

1. What are the barriers to disabled workers in this industry?
2. How does intersectionality impact disabled US publishing workers?
3. How has COVID-19 impacted the accessibility of publishing industry work for disabled people?

This research is focused on the US publishing industry because it is what I, the author, can speak to. That being said, the application of this data has far-reaching implications that could see people with disabilities have chances to gain employment across multiple industries and countries. This would lead to positive changes, including stability for their health, finances, and the ability to participate in the economy more fully. There is also the benefit of an emotional sense of fulfillment that comes along with that due to being able to be self-sufficient—which is often a dream that most disabled people carry, but do not know if they can have. When one considers 6%+ (~15,806 people at least) of the workforce could be working again given the right conditions, this is incredibly important research to undertake (Bureau of Labor Statistics 2022; Alexander et al. 2021; Clayton 2021).[5]

Literature Review

Current State of US Research

In researching this subject, it became apparent early on that the US is behind in studies that are either recent (as of 2022), intersectional in scope, or qualitative/quantitative in a substantive way. The majority of the resources I found on publishing diversity in the US were primary accounts of individual authors and publishing professionals. I had to widen my scope considerably to find relevant resources; so, I looked at people with disabilities working in general within the US. At the time of this research, there was only one US study about how COVID-19 affected those with disabilities across the country and job sectors, which only focused on the employment rate at the height of the pandemic–when all job opportunities were scarce regardless of a person's abilities (APSE 2020; Henry et al. 2021; WHO 2021; Beckert and Jiménez 2020). Even within the BLS, the view is skewed. In the summary of their findings, when looking at the number of unemployed people with disabilities, the BLS often included people who were 65 plus—who have not historically been considered part of the working population due to retirement. In the able population, they segregated the data to be between 16-65. Lee & Low are also the only ones in the US focusing on diversity with quantitative data within the publishing industry (Beckert and Jiménez 2020). Though the academic publishing cycle is usually about one to three years behind current events, it is still surprising that the gap in the literature is so wide that in 2022 there is still no data regarding this issue. Most of the research that was accessible and pertained to this subject, with the applied lens of intersectionality, was in the UK. The majority of my sources were primary and qualitative in nature, much like with the US.

What differed is that not only were they more plentiful and current, most of them also contained quantitative data sources. The biggest inspiration for this article and its structure was by another publishing professional and scholar, Cat Mitchell. After consulting with her about my research I chose to implore similar methods, which I will discuss later in this paper in the methods section.

There are several reasons for why there is a lack of information and data, including underreporting of disability statuses from employees, researchers' inability to find participants, the imperfect nature of the data collection, and a lack of accessible channels for communicating change in workplaces. If anything can be inferred from the UK sources, many employees do not disclose to their employers about their disability status either due to a fear for their job security, considerations for future promotions, or due to a lack of knowledge about workplace accommodations (Mitchell 2021; Holt and Osborne-Martin 2021). The nature of the data collection is also an often overlooked step in gathering information. One of the more obvious reasons for a lack of participation is due to the system itself: if someone is disabled and unable to work due to systemic barriers, their information would not be available in the conventional workplace channels for recruitment in the study, and therefore researchers would not be able to gather accurate information. Many studies do not take into account that most surveys are not designed for those who use screen readers, mental health conditions that cause interviewees anxiety, or people being unable to even access technology to participate.

Because of the aforementioned blind spots in disability studies, many people with disabilities have chosen the path of self-advocacy to see change happen in their workplaces. Self-advocacy can also be a more appropriate channel for people with disabilities to express themselves, since a large part of academic/workplace writing standards are not suited to how neurodivergent brains operate (Price 2011; Pope n.d.; Wickramasinghe 2022). When considering what is "professional" language, historically it has been built off standards set by white cisgendered men (L 2021; Silverant 2022).[6] A large reason why this paper is formatted the way it is reflects neurodivergent thinking and reading patterns. (That is, using the first-person point-of-view, "believe" statements, and bulleted lists when the preferred academic "voice" traditionally prefers the third-person point-of-view, "think" statements, and paragraph blocks since doing so is viewed as more neutral and put together. Even the fact that I use parentheses and endnotes as much as I do to provide commentary and context are a prime example of bottom-top thinking, which in my opinion is often associated with being neurodivergent.)[7]

We Need Diverse Employees To Make Diverse Books

The publishing industry has been widely noted for decades to be inaccessible in a variety of ways. This is due to factors such as race, education, location, or financial background, without even the issue of disability or COVID-19 entering the conversation (Anas and Greenwood 2021; Clayton 2021; Holt and Bone 2019; Leary 2018; Maher 2020; Seidlinger 2021).

As with most issues of representation today, one of the loudest public outcries is for the authentic portrayal of disabled characters, preferably written by disabled authors (Abad 2021; Clayton 2021; Holt and Bone 2019; Leary 2016). As stated in the intro, it is generally agreed that in order for this to happen, the industry needs more diverse employees in order to create more diverse books (Holt and Bone 2019; Boesch and Phadke 2021; Haridasani Gupta 2020; Hansen 2021; Maher 2020). The key issue is how do you make the current workplace accessible. To do that, you have to understand that the majority of people with disabilities have conditions that are considered invisible. This is where what is considered taboo enters, and is a silent destructive force. Discussions about health, ableism, and philosophy around what it means to be productive are largely stigmatized in the workplace. In order for this to change, when discussions around equity are brought up we need to go the extra step and not just address things that we think we can "see" like race and gender.

I am not pointing this out to pit one disenfranchised population against another, or to say that one minority population should be prioritized over the other. That framework is destructive and mirrors the toxicity that can be seen in internal racism or sexism (Holt et al. 2021; Anas and Greenwood 2021; Ciampi 2019; Holt and Osborne-Martin 2021; Holt and Bone 2019; Baker 2019; Mitchell 2022; Praslova 2021). It is simply to highlight the lack of very visible representation regarding the systemic treatment of people with disabilities ("out of sight, out of mind"). This issue is exacerbated when we account for the lack of representation in mass media like books.

Contextualizing the Disabled Persons Intersectional Experience

Known Barriers for Those with Disabilities

Now that the context and discrepancies of the literature have been explained, it is important to turn the focus to what is known about people with disabilities in the workplace and the barriers they may face, both generally in the US and

specifically in publishing industry workplaces. One cannot dig into the more specific industry challenges without recognizing the broader intersectional systemic issues in place that people with disabilities have to navigate on a daily basis.

In the need to make the information more easily digestible, I propose the following categories for understanding known barriers for people with disabilities. It should be noted that due to the constraints of this study (such as length, time, manpower for conducting research, and my own subconscious biases), there may be some situations and conditions not covered here. How intersectionality complicates these issues is explained in the next section. This author heavily encourages readers who are interested in changing their workplaces to do more research on their own and to have conversations with those around them that may live these experiences. The following is listed in no particular order of importance.

A. Vague Language in Both the Hiring Process and Regarding Job Responsibilities [8]

There is an art to writing and understanding job descriptions. People with disabilities often have more guesswork to do when it comes to understanding them. What does it mean to be a "clear communicator"? Does that mean sending out emails daily, or phone calls? What about phrases such as,"remote options available, preference given to those in x geographical place"? Is the job remote or not? These kinds of uncertainties can dissuade even non-disabled people from applying for jobs, but this dissuasion is often heightened when neurodivergent people are job hunting. More often than not, neurodivergent brains (i.e., those with Autism, ADHD/ADD, PTSD, Anxiety, and more) have a hard time differentiating shades of gray. This coupled with Rejection Sensitivity Disorder (RSD) often means that many of these candidates will only apply if they are 90 to 100% sure they qualify for the job (Palumbo 2022; Wise 2021). If the job duties are vague, and they can't be sure they fit it, why bother to apply? If they have a physical disability on top of that, knowing what the actual physicality of their job is even more reason to know what the job actually entails. More use of plain language in these descriptions could help, as well as a clear list of accommodations that can be made for that position (Balmford 2022; Holt and Osborne-Martin 2021; Holt and Bone 2019).

B. A Lack of Understanding of One's Own Rights as Someone Who is Disabled [9]

With the US's infrastructure, there are a multitude of different rights and freedoms between federal, state, and company policies that an employee can encounter in order to receive accommodations and fair treatment at work. Most of these rights and freedoms are confusing to the average person. This is partly why plain language is now required for federal and state documents due to federal legislation. However, there is still a wide variety of documents not available in this format (i.e., insurance and human resources documents,) especially those originating from private businesses. This is compounded by the fact that most federal and state legislation is not inclusive enough to protect those with invisible disabilities, such as mental health conditions, cognitive disabilities, and neurodivergence. Even the US' definition of "disability" does not fully encompass these conditions.

C. A Lack of Cultural Awareness Around Disability and the Different Types of Disability [10]

Due to the lack of required training from workplaces regarding disability, or visibility of people with disabilities in day-to-day life, there are often many misconceptions about how to interact or to provide proper accommodations to people with disabilities. The industry is no stranger to excluding such individuals (Anas and Greenwood 2021). Borrowing the framework from Subtle Acts of Exclusion, these acts are often unintentional, but they nonetheless leave people excluded or interrupt their ability to work. Examples of these are things like physically inaccessible venues for workplaces, conferences, or social activities (Mitchell 2021). Another would be, if specialized equipment is needed for a person to do their job, and it isn't there on their first day, they are then in a "waiting" period before they have even started their work (Holt et al. 2021; Holt and Osborne-Martin 2021). This often unfairly puts all of the advocacy work on the person with disabilities—if they even feel comfortable enough to do so. If enough of these instances occur, not only can employees who are speaking up feel tokenized, but eventually they may get so emotionally exhausted that they leave their workplace, furthering the problem of a lack of representation in the workplace.

D. Preoccupation with Maintaining Only One Modality of Work and Place of Work

This may not be as evident to the general public before the pandemic, since the act of commuting to work was an expected part of everyday life, but getting around is a huge source of inequity for most people with disabilities. It requires a huge amount of coordinating and forethought compared to those who are able-bodied (Goodman et al. 2020; Wanshel 2017). If you would like to see a direct and filmed account of this, I would encourage you to watch Zach Anner's 5 hour journey to get a rainbow bagel in New York City included in the footnotes. This is just one example of the daily lives of those who live with a disability. This issue could be further complicated when we think about conditions such as time blindness, coordinating children/family members, and the amount of "spoons" it can take just to complete this task.[10]

To take it one step further, people with disabilities generally make less overall income—regardless of educational background or level—and accrue less overall wealth.[11] This can be due to costs associated with their conditions like medications, insurance, doctors visits, travel costs to visit said doctors, tools to aid their everyday lives, groceries for restrictive diets, or missing work due to their disabilities symptoms. So requiring people with disabilities to live in certain areas like the publishing world does—such as Chicago, Los Angeles, San Francisco, and New York—to commute to work further stresses this inequality, especially if this is required for a part-time job where the employee isn't eligible for health benefits. (A lot of people with disabilities choose to work part-time in order to rest or be able to visit their doctor, since most jobs are not flexible in their hours or have poor paid time off (PTO) policies (Goodman et al. 2020).)[12] This is why people with disabilities have been advocating for years for the ability to remotely work. It would allow them to have jobs that not only meet their desired skill set level, but also allow them to live balanced and supported lives with their conditions. (It should be noted that, at least in my experience, mid and upper-level employees generally are given more options to remotely work versus entry-level ones. This is usually because employers prefer training in-person, but also a lack of trust on their part for said employees to do their job, despite there being numerous ways to track employees' working habits.[13]) This further compounds the issue of keeping a pipeline of new employees in the workplace as the older generation ages out—a current crisis already happening in the publishing world. As the world becomes increasingly digitized, and the younger workforce comes in completely native to it, I predict that they will expect a certain level of freedom of where and when they work. There will have to be a shift in the future regarding this issue or there will be a staffing crisis globally (We Need Diverse Books 2022).

There is also the impact of masking (Anas and Greenwood 2021; Ciampi 2019; Holt and Osborne-Martin 2021; Henry et al. 2021; Praslova 2021; Mitchell 2022). A lot of people with disabilities, especially those who are neurodivergent or have mental health issues, experience this. Masking can add an extreme amount of unspoken mental, emotional, and physical burdens to people. Simply by being in a physical workplace, people perceive that "they have to do x thing to appear normal" and to avoid being stigmatized. They usually do not feel comfortable using coping mechanisms like fidgeting, pacing, and vocalizations, because these can seem disruptive to other coworkers or could "out" their conditions to coworkers inadvertently.

It should be noted that for some individuals, the act of going to work and interacting with other individuals benefits their conditions and/or is their personal preference for working (Clark 2021; Markman 2021; Thompson 2021).[14] This can help people not to hyperfixate, procrastinate, or get distracted, as well as to motivate them. Due to this dichotomy, I do believe that people are now starting to recognize the benefits of working remotely and in-person, hence the birth of the hybrid work schedule. My only concern about hybrid schedules, is that unfortunately, I have seen it is at the cost of cutting remote jobs completely (Tsipursky 2023).

E. Lack of Mentorship by Others in Similar Positions or in Higher Management Roles [15]

Much like other discussions on diversifying the workplace with regards to race and gender, one of the best ways to achieve diversity in the workplace is through mentorship. Mentors can often advise mentees on how to navigate the workplace, what their rights are, and can advocate when necessary since they usually have more social capital in the workplace. Sadly, due to underreporting of employee disabilities, weak support networks, and/or the relatively low numbers of people with disabilities in the actual workplace, mentorship may not be available to younger or less tenured employees.

F. Poor Management and Planning that Creates Inflexible Work Schedules and/or Inability to Try Alternative Ways of Completing Tasks

The publishing industry is infamous for unpredictable work schedules and a "feast or famine" manner (Ahn 2019; Anas and Greenwood 2021; Guy 2021). Tight deadlines are unavoidable sometimes, but company policy can influence

the extent of these impacts (Ahn 2019; Anas and Greenwood 2021). For example, if one plans effectively for flexibility that allows people who have chronic conditions—where symptoms are varied and often unpredictable—those folks can take the time off to treat their illness appropriately without feeling like their absence will have a detrimental impact on the work of others (Thompson 2015).[16]

Flexibility can also apply to when one does work. For instance, someone who experiences mania or depression may find that they are generally more productive in the afternoon or evening. As long as it doesn't affect their overall performance—if anything it may increase it—there is usually not any reason why they can't work outside of the traditional nine to five. To support this point, most Americans work past/out of traditional working hours to be able to address work issues as is, without a flexible work policy in place (IRIS FMP 2021; Thompson 2015).[17] This all underlines larger questions about the future of the US's work culture regarding hours, boundaries, and control. When thinking about these topics, employers should be asking themselves: How much control do we think we need to have to exert over employees in order to get our work done? How important to the workflow is it for people to be in the office during certain times? Does everyone need to be in the office at the same time? What would be the harm in allowing people to work when they want to, as long as they meet their deadlines and make their meetings?

G. Lack of Company Funding and Willingness to Offer Accommodating Equipment and Benefits

This can be an issue regardless of the company size. Sometimes it is just the general overhead of the company; other times it is the budget of said department. Accommodating equipment, tools, and benefits can be expensive, partly due to the American medical/insurance system, and partly due to a lack of demand for said equipment (Cuter 2020; Goodman et al. 2020). This may contribute to an increased preference in freelance hiring among publishers in the last decade—hiring freelancers puts the responsibility of furnishing an accessible workplace and paying for benefits to the freelancer versus the company (Cuter 2020; Goodman et al. 2020). It cannot be understated how much of a burden this can place on people with disabilities, as health insurance alone can cost an exorbitant amount of money. This issue is further compounded when people with disabilities experience denial of insurance claims or exclusion from comprehensive coverage due to pre-existing conditions, on top of the overall likelihood of making less income.

H. Extremely Long and Bureaucratic Processes for Requesting Accommodations

Often in order to receive accommodations, especially if one's condition is invisible, employees are required to submit documentation on their condition. This can range from a very simple process to being very complicated and bureaucratic depending on the company's policies, state and federal legislation, as well as the employees' access to healthcare, their diagnoses, or even how recent their condition is. For example, it is not uncommon for women or female presenting individuals to be diagnosed with Autism or ADHD/ADD later in life than male presenting counterparts due to the lack of studies on how neurodivergence is affected by gender (Mitchell 2021; Ciampi 2019; Praslova 2021; WHO 2021). Usually to even get to a diagnosis can be a huge struggle for individuals, the journey taking years to several decades and costing upwards of several thousands of dollars. Once receiving a diagnosis it can feel very validating to have an explanation and tools to better understand how one can navigate challenges (Holt and Bone 2019; Ciampi 2019). But if an individual is met with resistance when trying to implement those tools at work, it can be incredibly discouraging and can lead to employee burnout (Anas and Greenwood 2021; Fuller and Kerr 2022; IRIS FMP 2021; Kelly 2021; Holt and Bone 2019).

I. The Stigma Surrounding Being Disabled

An important thing to note is that the burdens described above are often expected to be solved by people with disabilities by themselves. Ironically, being disabled can be incredibly isolating, despite needing more assistance from your community. This becomes an incredibly exhausting process that often leads people into situations where burnout is highly likely, on top of other compounding daily stressors, which often makes their conditions worse. This is further complicated by the undeniable fact that there is a social stigma not only around being disabled, but the type of disability one has (Mitchell 2021; Alexander et al. 2021; WHO 2021).

In the US, the definition of disability is often used as a metric in which the validity of people's conditions are measured for receiving aid via federal, state, and private aid. And as noted previously, the US's definition of disability is not all-inclusive. This means people with invisible conditions are often left without help or resources. This trickles down into companies as well, when questioning if someone with a physical disability is capable of traveling for their job, or

if someone with an otherwise invisible cognitive disability (such as a TBI or Autism) is capable of taking on an upper management position. In this way, stigma regarding disability and the type one has is an area of growth for the US in general.[18]

How Intersectionality Affects Those with Disabilities

It is widely accepted that anyone who is not white, cis-male, and able-bodied will face harassment and discrimination at some point in their life. The level of impact on how disability intersects with other identities is not often studied. Though the preceding section goes into the barriers people with disabilities face in the workplace, it is important to highlight a few other intersectionality issues here, though this will not be exhaustive in scope due to the limits of this paper.

Race and Gender

Non-white communities often experience limited access to healthcare and disability services. In the US, Black communities are the most underserved, which is probably a leading factor as to why they rank as the highest racial demographic of people with disabilities who are unemployed, other than the pure oppressive force of systemic racism (BLS 2022; Henry et al. 2021).

This issue is further compounded when gender is factored in. It is well documented that women's concerns are dismissed by medical professionals, even by female practitioners. Most insurances require a prior authorization to see a mental health professional, and that's assuming one has access to a provider or can afford it. It is therefore not surprising that Black people are the most underserved community in regards to most health concerns, especially mental health, where only one and three adults receive it (Anas and Greenwood 2021; Arnold and Ray 2019; Bridges n.d.; NAMI n.d.; Zaragovia 2021). Having these factors in mind, it is not surprising to see that Black women are only half as likely to seek out mental health support compared to their White peers. This becomes a huge barrier for accessing accessibility services, where a recorded diagnosis is often necessary in order to receive care. The publishing industry reflects these numbers of disparity in regards to race as only 5% of the industry identifies as Black in Lee & Low's study. The only reason that number is as high as it is because the number of Black interns is 8%.

Sexuality and Gender

In the US, though gay marriage is legal throughout all the states, the same protections do not apply in regards to work or for adopting children (Adoption Network n.d.; Freedom for All Americans n.d.). Often transgender and/or queer people often have to make the conscious decision to live in certain areas or states in order to have legal protections both in and out of their workplace. People of color who are also queer are more likely to be targets for discrimination, so where they live matters (Harris et al. 2021; Mahowald 2021; Movement Advancement Project n.d.). Acknowledging the relationship between gender and legal protections has become even more prevalent due to the reversal of Roe v. Wade. Women are forced to navigate varied protections based on where they live, and a large majority of brown and black women live in states that have the harshest abortion laws (Damante and Jones 2023; Basi and Hagelgans 2022). These issues will become more and more pressing over time for the publishing industry, from the Big Five wanting to keep people at their imprints across the globe to small press as more and more younger people identify somewhere on the LGBT+ spectrum, racial diverse, and more, if the intern demographics from Lee & Low are anything to consider. This issue further highlights the importance of allowing remote work options for those who belong to these communities.

Financial Background, Education, and Access to Resources

The final aspects to consider are one's financial background, education, and access to resources. For some people with disabilities, their medical conditions require specialized treatment and access to very specific resources (i.e., highly specialized doctors) which may not be readily available in other areas. Even the act of establishing state or local services/assistance in a new place can take months or even years in some cases. The simple act of moving towns let alone states can disrupt people's access to these potentially life saving options.[19] Currently, most publishing jobs require people to do just that—uproot their support networks to go live in NYC for a fairly low salary and poor benefits.

In regards to education, attending school or internships in-person is not a realistic reality for everyone for similar reasons. The ability to afford said education is also a very problematic logistic, since as previously stated, people with disabilities generally make less income regardless of how many degrees they earn, and the rigors of how the school system is often not sustainable healthwise (Fleming, Plotner, and Oertle 2017; Gould, Harris, and Mullin

2019; Jones 2021; Leary 2019). For most students, going into debt is the only option in order to attend. This is further complicated when factoring in other identities such as race. Essentially, the system works in such a way that disabled people graduate with more college debt than their peers, with less potential to pay it off due to limited job opportunities, and higher likelihood to become unemployed in the future due to their health (BLS 2022; Leary 2019; Goodman et al. 2020).

Methods

Survey

As previously discussed, there is a large amount of qualitative data on people with disabilities' experience in the conventional in-person workplace, both within the publishing sector and US workspace generally speaking. I also prioritized gathering quantitative research that took the workspace impacts of COVID-19 into consideration. I was able to get a mixture of both qualitative and quantitative questions on the survey in order to get a good spread of information on this subject. Cat Mitchell's UK study was used as a model for this survey (Mitchell 2021). When I reached out to Cat Mitchell, she no longer had a copy of the questions she had asked the participants, but she assisted me in refining the ones I came up with. This survey differs in scope as the applicants are in the US, and this study has the additional lens of looking at COVID-19, as well as other intersectional demographics like race, age, and gender.[20] I purposefully did not put a firm definition on a "publishing professional" or "publishing industry" since there are so many different jobs within these sectors, from warehouse, printing, editing, marketing, and business, to different types of publishing such as commercial, academic, and more. I wanted to hear from as wide of a group of people as possible for this study. For future studies, it may be helpful to have examples of different publishing-centered jobs/companies, as well as a clear statement that those with disabled children could also apply since they can face similar discrimination due to their child's disability status. I think it would also be worthwhile to have an avenue to gather information from non-disabled allies who have also witnessed these types of discrimination as several non-disabled people contacted me throughout this study expressing the desire to contribute to this overall discussion. As one person shared with me, "A friendlier workplace for those who are disabled or neurodivergent is in fact better for everyone! The overall publishing workplace is so unnecessarily rigorous and beyond that it has left many talented people out of the picture—regardless of disability status."

This survey was sent and shared online through several forums such as social media (X (formerly known as Twitter)), and to publishing associations (via email.)[21] It was purposely not shared to any one personal contact directly. I searched online to find and share the survey to publishing companies (Big Five, Lee & Low, etc.,), nonprofits (We Need Diverse Books), publishing professional-focused social groups (IBPA), and educational programs. If there was any crossover with disabilities (whether it be because of their back/frontlist, mission statement, or staff) even better. If this were to be repeated, it would be highly beneficial to promote the study via other social media channels and networking at conferences/shows, and increase the time spent gathering results.

Overall, 39 participants answered this survey, but only 21 made it through the control questions. All participants' identifying information was kept anonymous. The survey was made available online via Qualtrics since the pandemic was still very present at the time of data collection, and a large portion of the population who are considered disabled are auto-immune compromised. An online survey can also be more comfortable to do for participants who have anxiety disorders or who aren't always able to commit to a solid time due to their disability. An online format also allowed for more flexibility and participation from people across the country, not just locally.

Results of the Data

Quantitative

The principle aim for the survey questions was to shed light on the following:

What . . .

Kinds of disabilities are prominent in the publishing industry.

Other intersectional identities do survey participants have.

Are the reasons employees choose not to disclose their disability status to their employers.

How . . .

Many are afflicted with invisible disabilities.[22]

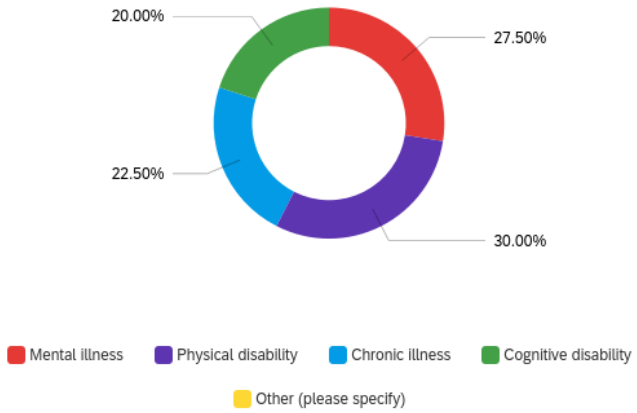
Many had disclosed their disability status to their employers.

Many employees had passed on jobs due to a lack of accommodations.

If . . .

A certain size of company corresponds to an increased likelihood of meeting an employee's accommodation requests.

COVID-19 has created negative or positive changes for persons with disabilities (PDs) in the workplace.

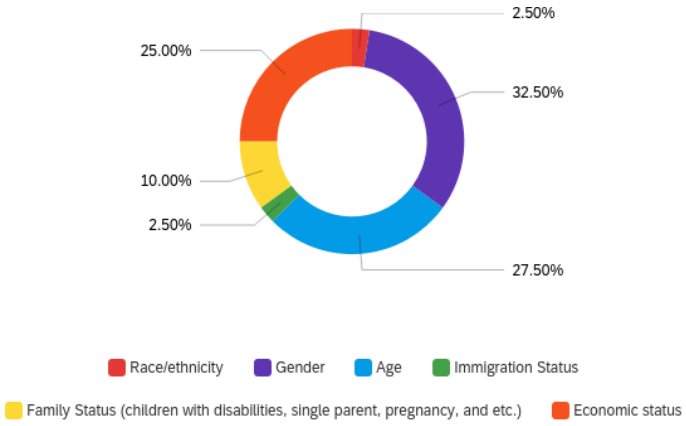


The biggest surprises and takeaways were the following:

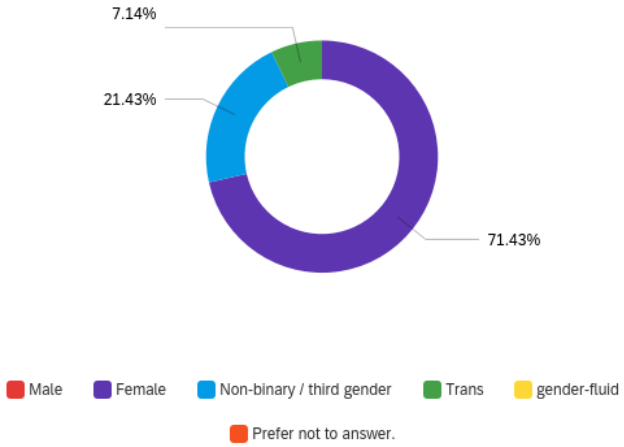
- 66% said that their disability would be considered invisible. Which means that over half of employees' conditions, regardless of type of impairment, are not apparent to the public.
- Company size did not seem to matter in terms of meeting accommodations since when asked, 45% said their accommodations were not met to begin with.
- A third of employees have left their employers due to a failure to accommodate their disabilities during their employment. 57% passed on a job outright, at least twice, due to a lack of accommodations. 28% passed upwards of five jobs. This may be expected of people in the early stages of their career, but in this sample size 69% of the participants would be considered mid-career (3-10 years).
- 85% of employees chose not to disclose their disability status to their employer.

When asked why employees chose not to disclose their disability status to their employers, participants also added the following:

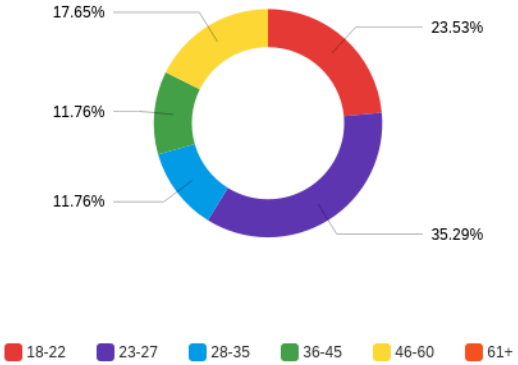
- "I was concerned that disclosing my disability would remove me from job selection even if it is illegal."
- "I would not have been hired, but desperately needed work."
- "I was afraid people would think I was "faking it" or not sick/disabled enough to need supports."
- "I am so used to not getting my needs met and working around the obstacles, it didn't occur to me to ask."



When it came to asking people what intersectional identities made it harder for them to get accommodations, gender and age were the biggest factors. This is not surprising since the industry in entry to mid-levels is mostly female, yet the highest concentration of men is in C level positions within publishing (Beckert and Jiménez 2020). And as previously mentioned, women are often ignored when it comes to medical issues. This can also correlate with age.



Thankfully there was some LGBT presence in the study, as approximately one quarter of participants identified as trans or nonbinary, while around three quarters identified as female.



In regards to age, ages 23-27 seemed to face the most discrimination in receiving accommodations. This is where employees are generally entry level or just starting to become mid-level. It would be interesting in future studies to see if this is correlated largely to women and when they may be having children.

When asked if family status and the type of it affected their level discrimination, the most common answer was that the employee had a child with disabilities at 50%.

Unfortunately, this study did not have enough participants who identified as a racial minority in order to have substantive numbers to report on this intersectional identity. This is not surprising given how little the industry is racial diverse outside of interns when comparing my results to Lee & Low.

A staggering 90% of participants reported that they would like to keep a working practice that was implemented in response to COVID-19 going forward.

Qualitative

The principle aim for these questions was to shed light on the following:

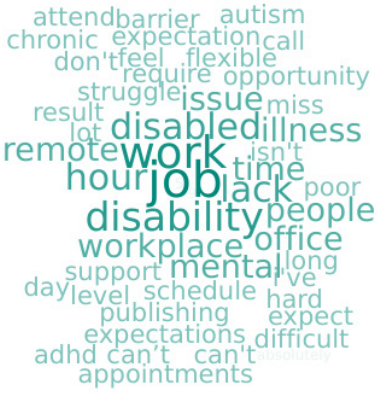
What . . .

- Barriers exist in the job market and industry at large for people.
- Kinds of accommodations employers have made or failed to provide to their employees, and why.
- Positive changes or benefits COVID and remote working have had for people with disabilities in publishing, as well as negative changes as well.
- People with disabilities would change about the industry, and what they imagined an inclusive future would look like in the industry.

The biggest and most surprising takeaways:

When asked about what barriers people have faced in the workplace and job market the common answers featured topics explained in the literature review. Such mentions included:

Barriers Faced in the Workplace and Job Market



- Needing schedule flexibility/PTO.
- Too much overtime.
- Lack of remote work/fixation on being in NYC.
- Need for plain language.
- Assumptions about what certain types of disabilities inhibit, as well as the reverse (an assumption that everything is fine).
- Use of communication methods that works against neurodivergent brains, or just generally bad workplace practices for neurodivergent brains (i.e.,. relying solely on communication platforms like Slack, without follow up from an email about what is expected of employees).
- A lack of training or internal documentation on how things are expected to be done.
- Lack of inclusive networking opportunities.
- See Table 1, for more direct quotes.

When asked what accommodations they have received, 40% of participants answered they had been given none. I think it would not be a mistake to think that number is not related to employees also being afraid to ask for accommodations. For those who did receive support, accommodations included physical accommodations such as ergonomic furniture, the ability to schedule personal deadlines, and more PTO. (See Table 2 for direct quotes.)

When asked what accommodations employers have not met, most pertained to scheduling and lack of remote work. Other accommodations that were not met included making the workplace physically accessible, and

communication barriers. Most notably is that several participants said that they didn't ask because they felt like the answer was already going to be a "no" or they were afraid due to job security.

Participants were then asked why they thought their employer denied their accommodations. Most reported that their employers did not have the budget set aside. Others said that they were uneducated about the employee's disability, so this led to misgivings about how much would be required and a lengthy documentation process, which leads us back to the problem of employees being the sole source of their own advocacy. Not all employees have the resources, time, or energy to fight through this process due to factors like being overworked and being removed from their support systems.

Going in, I expected larger companies would be more capable of meeting accommodations due to their larger budgets and HR staff, but it was actually a mixed bag of results. It seemed like there was a fine line between small companies offering more care for employees because they had a direct connection to upper management and the absence of enough money and people to be more flexible. A similar thing was found with larger businesses where, because of the aforementioned assets, it was easy to fulfill some simple accommodations like ergonomic furniture, but it was harder to request things like schedule accommodations since employees were treated as replaceable and/or managers were out of touch with their team.

When asked about the negative impacts of COVID, the most prevalent impact reported was the distressing state the pandemic was in general. This was not surprising to see as obviously the pandemic was stressful, and a lot of disabilities come along with compromised immune systems, so in many cases exposure to COVID could be deadly. Several people noted that working in the office does benefit them, so the isolation was even harder for them. There were also some notable barriers such as difficulty in getting medications and people with hearing challenges having a harder time understanding people in-person versus in an online setting.

Participants were also asked about the positive workplace impacts of COVID-19. The overwhelming response was remote work and the increase of online events. As one participant said, it allowed them to "be on a mostly even playing field with everyone else." This largely helped people save energy from not having to commute, not worrying about taking time off of work for medical appointments, and being able to treat and adapt around their symptoms. As we have seen in other fields, several people reported that they were able to focus more and do their jobs more efficiently due to the increase in documentation associated with remote work. (See Table 4 for more direct quotes.)

In terms of specific workplace practices that have helped or hindered employees, most of the participants noted that a general cultural shift to accepting remote work made things easier, in addition to saving energy from commuting and masking. Others repeated again that moving everything to email and the increase of internal documentation has helped them be able to keep track of deliverables, as well as to repeat and streamline processes. Participants also reported that the ability to turn off one's camera helped them feel more comfortable to "stim" and relieved masking symptoms.

Conclusion

How US Publishing Can Change to be More Inclusive

Two of the last questions I asked participants were, "If you could change one thing in working in the publishing industry as a person who experiences disabilities, what would it be?" And, "What does an inclusive future look like to you in the publishing industry workplace?" I chose to do this because I think often, when we as a collective society try to "fix" things, we often forget to ask the people most affected by the issue directly for their opinion and inadvertently take their agency out of the question. In the end this can lead to misrepresentation and at times make problems worse. (For more detailed quotes consult Tables 5 and 6.)

To summarize, these were the top five changes people saw as necessary for a more equitable future:

1. "That accommodations [are] the standard and not the exception." That way no one needs to feel like they need to prove their disability in order to get help, or to get help after someone is already in crisis.

This also allows everyone to enter the workplace on an even playing field. One recommendation was to have an "accommodations menu" available to all employees.

2. Better pay for employees. This is for the industry in general (as underpay is rampant), but particularly for those with extra medical expenses. It also wouldn't hurt for mental health to be covered in both paid time off policies and medical benefits (Goodman et al. 2020).
3. Stop the culture of overworking/grind. This would also help solve the crisis of mid-career professionals leaving the industry due to burnout (We Need Diverse Books 2022). There are many alternatives available to prevent this, from the new four day work week, as well as better business, project, and people management.
4. Embracing technology. At the risk of sounding like a luddite, there are very real things to be concerned about in how technology is progressing, AI being one of them, but remote working does not belong in that category. We need to allow employees to fully remote work and/or have flexible schedules from anywhere. By having an industry tied to a few key geographical locations, and "critical decisions" such as who to hire being driven by a bias for physical "social interaction," we are inherently leaving people out.
5. Education on disability. Having people know more about types of disability helps everyone. Not only do people gain a better understanding of another, but as previously mentioned becoming disabled can happen to anyone, at any time in life, and will eventually happen to us all. With the idea of retirement becoming more and more unlikely for Gen X and younger and coupled with a rise in mental health issues, we will see an overwhelming need for accessibility. Knowing what accommodation options and rights are available to people can help everyone become better allies. This would also be further supported by having mentors and support groups offered to workers.

Wider Applications Outside of the US Publishing Industry

Disability as a minority identity does not exist in a vacuum. As this study has shown there are a lot of other intersectional identities that could lead to more disadvantages for individuals with disabilities working in the US with how our society stands and, frankly, these challenges can be even worse globally. (Not that this dismisses the obstacles people face in the US.) There is a significant

consideration for how much crossover there is to be had about disability in discussions and changes taking place in the US publishing industry and the wider general workspace regarding topics such as gender and race, though obviously there are unique nuances to each of those subjects.

Currently, COVID has brought us the opportunity to have the biggest workers' revolution since the implementation of the five day work week, but what is even more groundbreaking is that it has a very real possibility of being accessible and serving a variety of traditionally marginalized demographics (Agovino 2020; Fuller and Kerr 2022; Gonzales 2023; Kelly 2021; Masunaga 2023; Miller 2022; Thompson 2022). Several studies have shown the need and benefits for remote work and flexibility with scheduling (Abril 2022; Agovino 2020; Bartel 2021; Kelly 2021; PWC 2021; Thompson 2022; Seidlinger 2021). Other breakthroughs during this time have also shown the significant benefits of a four day work week versus five (Agovino 2020; Bartel 2021; Christian 2022; IRIS FMP 2021; Thompson 2022). With the way current infrastructures are in place, all of these things can be a very tangible reality. Ultimately though, these changes would affect the status quo that Americans have worked in for the last 100+ years. This is bound to upset businesses and people who have ties into things like real estate, development, and etc. Due to this, most corporations are now preferring to be in-person again. I believe that for these changes to happen it will be up to workers to advocate for the working conditions they want, as the Great Exodus has shown. The publishing industry will not be an exception to this, and in fact was already on its way beforehand with the absence of mid-career professionals.

When thinking about future possibilities for this study, I think first and foremost it would be great to see more people participate. If a Big Five company had participated the sheer number of responses would have been incredible to study and analyze. I would also like to see a wider spectrum of demographics visible in the study. As aforementioned, there were not any cis-male participants and very few people of color. And there could be more correlations drawn with data if some more questions had been asked, such as participant gender, age of discrimination, and whether or not the participant has disabled children. The lack of more diverse demographics in this study's participants is not surprising given that most of the publishing industry is white. Additionally, most of the participants were assumed to be entry to mid-level based on how long they have been in the industry (Beckert and Jiménez 2020). It would also be interesting to dive deeper into economic and educational backgrounds, especially to see if there was any correlation to career longevity and rate of promotion. Unfortunately, I did not have the ability to cover that in this research.

As a collective whole, we just have to keep asking the question, "Why not?" I hope that this research shows some very clear actionable goals and ways to make the US publishing industry more accessible to those with disabilities. It is not just a naive or overly simplistic idea. I truly do believe we can be better. We can do better. If we can do that, not only will people with disabilities benefit–so will everyone else.

Notes

Note 1. It should be noted that I asked participants to self-identify if they were disabled by the UN's official definition: "Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others." This was established at the United Nations Convention on the Rights of Persons with Disabilities (known commonly as CRPD, or "the Convention") on May 3, 2008 (Felakos 2008).

I did this for three reasons: 1) Primarily I find their definition to be more inclusive than the US: "An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment." 2) I also have a lot of sources from the UK, and they use the statistics from the UN. 3) The goal of this research is to have it be applicable to other industries, so by using a more international definition, the data set should be more widely useable (US Department of Justice 2020).

Note 2: I would like to thank the businesses and associations that took my survey: We Need Diverse Books, Independent Book Publishers Association (IBPA), Microcosm Publishing, PubWest, Includas, Portland State University's Book Publishing Program, and via my social media accounts of X (formerly know as Twitter) and LinkedIn. I actively tried to recruit more, but often I was stonewalled by "Contact Us" forms, from which I did not hear any replies back, so again, I am very grateful to those who did take it.

Note 3: During the peer review process, many asked for a copy of the survey questions. I have included them here, but please note that they operate in a flowchart logic system. So the questions may be listed numerically, but that is not necessarily the order one would progress through the questions once in the survey. I have also omitted the legalese of participants' privacy rights, risks of taking part in the study, and the university that hosted this study's individual policies for the sake of brevity. Below are the questions.

Do you have a disability? Under the UN, "persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others."

- Yes
- No –> direct to the thank you page.

How would you describe your disability or disabilities? Check all that apply,

- Mental illness
- Physical disability
- Chronic illness
- Cognitive disability
- Other (please specify)

Would you classify your disability as invisible to the public?

- Yes
- No
- Other:

What barriers have you faced in the workplace or in the job market in regards to your disability?
Have you ever chosen not to disclose to your employer that you are disabled?

- Yes –> direct to question 6
- No
- Other:
- Prefer not to answer

What were the reasons why you chose not to disclose to your employer? Choose all that apply.

- I didn't think that my accommodation would be met even if I asked.
- I was fearful that if I asked, it could affect my standing at my job in a negative way.
- I was fearful of receiving social stigma or pity due to it.
- I didn't want to feel like I was standing out at work.
- Other:

What accommodations have your employers or clients made for you and your disability?

What accommodations have your employers or clients failed to make for you and your disability?

If yes, your employer/clients failed to meet your accommodations, why didn't the employer or client make these accommodations?

Are you currently at your first job, or have you had several positions/projects before?

- I am currently doing my first job. –> skip to question 16
- I have been employed at several different companies or freelance positions in the past.

Have you left an employer or project/client before, because they did not accommodate your disabilities?

- Yes –> direct to question 12
- No
- Prefer not to answer

In the course of your career, how many jobs have you left or passed on projects due to a lack of accommodations for your disabilities?

- 1 to 2
- 2 to 5
- 5 to 10
- 10 to 20
- 20+

How long have you been working in the publishing industry?

- Less than a year
- 1 to 3 years
- 3 to 6 years
- 6 to 10 years
- 10 to 15 years
- 15 to 25 years
- 25+ years

Do you find that your disability is more likely to be accommodated in companies that were:

- Small (30 employees or less)
- Medium (30 to 70 employees)
- Large (70 to 150 employees)
- Institution/Corporation/Conglomerate (150+ employees)
- N/A, since my accommodations were not met

Why was your disability more likely to be accommodated in this company size?

In your experience, have you found that some of your intersectional identities have made it harder for you to request and access accommodations?

- Yes –> direct to 17 and 18
- No –> direct to 23
- Not sure
- How so?

Which intersectional identities have made it harder for you to request and access accommodations? Check all that apply.

- Race/ethnicity –> go to question 19.
- Gender –> go to question 20
- Age –> go to question 17
- Immigration Status
- Family Status (children with disabilities, single parent, pregnancy, and etc.) –> go to question 22
- Economic status

You were directed here because you selected race/ethnicity on the previous question. Please select all that apply:

- Black
- African American
- Caucasian
- Asian
- Southeast Asian
- Native American
- Indigenous
- Pacific Islander
- Latiné
- Multiracial
- Prefer not to answer

You were directed here because you selected gender on the previous question. Please select all that apply:

- Male
- Female
- Trans
- Gender-fluid
- Nonbinary
- Prefer not to answer

You were directed here because you selected age on the previous question. Please select any age ranges where you think that impacted you receiving accommodations. Select all that apply:

- 18-22
- 23-27
- 28-35
- 36-45
- 46-60
- 61+

You were directed here because you selected family status on the previous question. Please select all that apply:

- Having a partner or spouse with disabilities
- Child(ren) that experience disabilities
- Single parent that experience disabilities
- Being pregnant and disabled
- Other:
- Prefer not to answer.

How has COVID impacted your working life with your disabilities? Has it been overall positive or negative?

- Positive –> direct to question 24
- Negative –> Direct to question 25
- Not sure. –> Direct to question 26
- Both some bad and good. –> direct to 24 and 25
- Display logic for yes –> How has COVID positively impacted you and working with your disabilities?

Display logic for no –> How has COVID negatively impacted you and working with your disabilities?

What workplace practices during COVID have helped or hindered you in your ability to work?

Are there any COVID working practices that you would like to keep when the pandemic ends?

- Yes –> Direct to a follow up of "why?"
- No –> Direct to a follow up of "why?"

If you could change one thing, in working in the publishing industry as a person who experiences disabilities, what would it be?

What does an inclusive future look like to you in the publishing industry workplace?

Depending on the results of this survey, some interviews may be needed. If you would like to participate in these interviews, please leave your name and contact information.

Note 4: The following tables contain selected answers from the survey with the corresponding question the data was answering as the title. These tables do not contain all of the answers to the individual question. I left out answers that were repetitive and/or very similar to others. The answers shown here were chosen to be highlighted because they either captured a more nuanced perspective of the issues of the answers omitted, went into further detail, or were unique in their opinions.

Respondent feedback is unedited for language and style.

Table 1. What barriers have you faced in the workplace or in the job market in regards to your disability?
If I disclose my disability on my application, I am less likely to get an interview. Job postings often do not use plain language and are subject to interpretation, so it's difficult for me to understand whether I am qualified. There are barriers when a college degree is required, as well, because I have not had the privilege to afford college or the cognitive aptitude for obtaining a degree. In the workplace, I am never offered accommodations and must seek them out, which requires that I disclose that I am disabled and puts me at risk for a lack of advancement opportunities. It has been very difficult for me to get promoted because I don't understand the unspoken rules of how to advance even though I produce excellent work.
Mostly lack of understanding and support around the way I learn as someone with ADHD and autism, particularly in the context of entry-level roles expecting you to be absolutely perfect at admin, sometimes to the expense of everything else. The expectation to work evenings and weekends has also been a huge struggle because I have chronic pain and fatigue. I often work while sick/in pain and wind up doing poorer work as a result (and then getting in trouble for said work) but feel like I don't have the option to call out sick.
I have been told that because I can't be in the office every day I wouldn't be able to grow my career or have the job I was interested in the editing department.
My disability is invisible, and I've chosen not to reveal it to employers, so I've never had a workplace situation which was a result of someone knowing about my disability. The barriers have been things I've had to deal with on my own—issues with office lighting, temperatures, noise levels, furniture, and trying to hide how I deal with daily symptoms. My illness causes a lot of mental impairment so I have had to deal with hiding that as well. But again, my employer has never been aware of these issues, so I can't say there's been a barrier.
I have cerebral palsy—but it is mild, so I often feel that people are afraid to ask about it and make their own judgments on what I can do. Also I have to prove myself and that I have no issue with my intelligence

Part time jobs are often hard to find. Remote jobs were very plentiful during COVID but now they're being phased back out, which isn't very accessible to me. When I worked in publishing, it was hours of sitting at my desk without breaks or standing at fairs. Also the lifting of books, boxes, mailing packages, etc., was physically taxing. As was all the driving I had to do. My hours were long with only one break, and I was always expected to take work home. I need a lot of rest because of my disabilities and I didn't have any time to rest.
Publishing jobs are central to NYC and demand in office work. Because of limited long term mobility and needing my support network, I ideally need remote work which isn't readily available. Jobs also have very little accommodation for people with ADHD or Autism. Traits associated with those are looked on as being a poor worker.

Table 2. What accommodations have your employers or clients made for you and your disability?
Thanks to a very caring manager that I have now, a flexible schedule has been made available to me.
Gotten less painful chairs. Clients have been patient with things taking longer.
They allowed me to work from home two days a week
I'm allowed more time if I fall ill. I can work from home, however much or little I want a day, so long as I turn my work in by the deadline. They'll provide me with whatever format of documents I need and provide an outline of what concerns they need me to address, which is extremely helpful!
Adapting the physical space for my wheelchair.
I've never asked for accommodations.
My current job is the first time I have ever disclosed my disability before hiring and so far it has led to good conversations, but no "special treatment"
Flexible start time (interestingly, that was just a thing they already did—I didn't have to ask for it). Offering to review emails before I send them out (not a requirement, though). Help prioritizing tasks or figuring out next steps.
They have let me set my own deadlines but honestly that's sometimes worse because it felt like there was a right and wrong answer. If I picked a date too far out, they'd give the project to someone else. So I had to constantly try to predict what my boss wanted if I wanted to get work (and be paid, since I was a contract worker, not salary).

When my physical disability manifested itself, I was moved to a job that would not make it worse.
None—usually have tried to call it physical health issues to get accommodations.
Allowing me to use Gmail instead of Outlook, offering me seating at in-person events/conferences, meetings after 11 am.

Table 3. What accommodations have your employers or clients failed to make for you and your disability?
I have asked repeatedly that policies and procedures be clearly documented but in the publishing industry, there seems to be a lack of documentation. There is a lot of institutional knowledge that management does not distill in any trackable way, which is a form of gatekeeping. I have also asked that task requests be emailed to me, but there is an overreliance on a Slack or Teams chat interface in which chat messages disappear after a period of time so it has been extra difficult to keep track of my assignments. And when catered lunches are arranged, I am never asked about dietary restrictions.
Frankly, I haven't really asked for any because I've been too scared.
Sometimes I'm put under a severe crunch or overworked to the point that my immune system crashes, making me fall severely ill.
Telling me I can't take on a project because they think I am a "risk."
Occasionally, and this is rare, I feel like I have to prove my worthiness for accommodations.
I can't recall any specific accommodations I've asked for because of my disability that have been denied, though I think there are many things that I've just not known to ask for (pre-diagnosis) or have self-censured myself from asking for because I was worried (legitimately or not) about it affecting how they perceived my effort.
My need for breaks, my requests to be part-time (employers seem to think this means that I want the exact same amount of work, I just want to do it from home, and then they pay me less), requests for less physical labor, etc. Also when I take sick leave, I tend to lose my job.
My greatest disability is severe hearing loss, which is rarely honored and consequently results in lack of communication or inclusion.
While working at a bookstore, I asked for accommodations for more downtime tasks after joint issue flare up, but those requests were not formally met.

Table 4. How has COVID positively impacted you and working with your disabilities?
My ability to work from home has helped me figure out how to balance my workload according to my functioning level at any given time. It has also resulted in fewer interruptions to my work because no one is walking into my cubicle spontaneously. There has been a need for more things to be written down and additional time allotted to respond to requests, which gives me additional processing time. Due to working from home and spending less time commuting, I have more energy and less stress, which has had a positive impact on my overall health.
The ability to work from home and be on a mostly even playing field with everyone else.
WFH itself has been great for my disabilities and to some extent made it easier for me to ask for accommodations (without necessarily explicitly phrasing them as accommodations). The temporary increase in accessible/online events was also great.
I am currently freelance, so it hasn't impacted it a ton. But with most people work from home now, it is more socially acceptable and many accommodations have been made to make work from home more feasible and accessible.
As much as I hate to say it, more people are disabled and demanding accommodations. Folks have had to live in quarantine, understanding what it's like to be chronically ill. I think quarantine really changed people's perspectives.
Working from home has been mostly positive for my disability—I deal with chronic fatigue and you use up less energy working from home. I can also accommodate my symptoms more easily—I can control lighting and temperature, change clothes if I need to, take more/longer breaks, move to other seating arrangements, etc. Otherwise, I did not enjoy working from home and am looking forward to returning to the office, but it was great for my disability!
Not COVID itself—I assume you mean the changes to work that have occurred during the pandemic. The ability to work from home, with more flexibility and fewer distractions, has been a benefit. The lack of commute also makes me less depleted overall.
I've let go of so many expectations that were coming from outside me, and tuned in more deeply to my body, its needs, and my mental health. I will never go back to pretending I can keep up with able-bodied folx.

A lack of commute has made it easier for my mornings/evenings to be flexible, and to attend virtual appointments (as I don't need to worry about travel time cutting into the appointment time or time away from work). If I need to stim or change clothes for comfort or do anything else to help me focus, there's also not anyone that could be bothered by that. More of our information/work is available digitally as well, compared to a physical copy of something, which makes it easier for me to access or search.
COVID (briefly) made the world more accessible via zoom.
As mentioned, Zooming made group conversations much easier to follow and participate.
COVID has opened up more remote work opportunities.

Table 5. If you could change one thing, in working in the publishing industry as a person who experiences disabilities, what would it be?
They need to rely on more modern technology more.
Making accessible and accommodating travel needs and events.
To but pay us more (!!!) and let us work from home forever.
Transparency and flexibility.
This isn't specific to the publishing industry, but more transparency about what I'm allowed as a person with disabilities would be helpful. What accommodations are available to me? I don't know what I can have if it's not presented to me up front.
The expectation of being overworked. The publishing industry as a whole has a reputation for a lot of overtime with very little pay, but because there's this idea that personal investment in what you're working on makes up for that, it can be seen as a lack of caring/dedication when one sets boundaries or asks for more. Understanding how I operate with my disability has made those boundaries of mine a lot clearer—where they're not just something I'm doing by choice, but something that will happen whether I want them to or not, so I may as well account for them in advance than worry about "making up" for them—and it's helped me be a better coworker by helping others enforce their boundaries, even to themselves.
The culture of overworking.
That accommodations were the standard and not the exception.
Since I run my own company, I've been fortunate to carve my own path and workarounds.

Not specific to the publishing industry, but offices in general–the lights are so bright! The temperatures are so terrible! People can be so loud and disrespectful! The chairs have no back support! Give people places to sit other than their cubes! Don't stigmatize people taking breaks throughout the day! This will make the office more comfortable for EVERYONE, not just people with disabilities.
No discrimination—there are opportunities not given to anyone with visible disabilities.
I'd like more support (maybe unions) for contract workers so we can feel protected in our jobs.
I would like to see an accommodations menu offered to all employees regardless of whether disability status is disclosed.
Everyone over 50 needs to retire, or be retired.
Educating others to speak directly to me so I can hear and read lips together. No presentations with back turned, etc.
Better access to mental health services; so many folks are burnt out or stressed and for those of us who also deal with a disability the work load can sometimes be an additional stressor. I know certain times of the year cause major flare ups for me because of their high stress nature.
Acknowledging invisible disability. I can't hear you. I can't manage a large loud room.

Table 6. What does an inclusive future look like to you in the publishing industry workplace?
The ability to work remotely and with a flexible schedule makes working in this industry much more possible for disabled employees whether the barriers are due to fluctuating ability to work or economic disadvantages. Adoption of universal design would be amazing, along with a recognition that everyone benefits from accessibility. More flexibility and individualization would be great instead of the implementation of "solutions" that are meant to be helpful but in actuality are too restrictive or not the right solution because disabled employees weren't consulted.
Ability to work from anywhere, livable wage, more flexible hours.
I don't even know, I'm sorry. I'm tired. I don't know that any amount of systemic change would be enough to make it possible for me to stay in the industry long term.

Less stringent attachment to how the business used to be run. Being more accepting of technology and flexibility. More diverse abilities to work from home. Less centered in NYC so people from various means and abilities can do the work from wherever they need to.
A workplace that offers opportunities for folks across all abilities, races, backgrounds, and financial standings. I wouldn't want to work place to put in accommodations or accessibility once it became an issue. People need to be proactive and prevent anyone from feeling left out or struggling.
Something that can adapt to multiple needs and offers different inclusive options.
There are a lot of basic things which would make it better for EVERYONE, not just people with disabilities—give people more flexible work accommodations; some people love working in groups, but some people love private offices, and that's OK. Let people control their environments. Make things which would benefit people with disabilities available to ALL employees, so you don't feel like you need to ask permission for "special accommodations." And pay is a huge issue—publishing is still a vastly underpaying industry, and it can be very difficult for "normal" people to pay their bills, let alone people who have extra medical bills. My life as a disabled person would be a lot easier if I could afford to pay a home cleaning service, or a meal delivery service, or even get regular massages, but I don't have extra money because I work in a low paying industry which is centralized in expensive cities.
Higher pay, permanent remote options, increased flexibility, more robust accommodations made available to people without them needing to disclose their disability.
Critical decisions should not be driven by social interaction.
More representation of disability in the acquisitions staff at presses. We've made huge efforts in BIPOC representation but disability representation is lagging. I think, too, there are certain types of disabilities that might be discriminated against in a word-focused profession. If I applied for jobs at other presses with disclosing a brain injury, I suspect that would heavily count against my application.
I launched a publishing business and inadvertently surrounded myself with disabled staff.
More accessibility. A lot of the webinars and events in the industry do not include captioning and it often feels like accessibility is an afterthought.

I'm not sure I can answer that successfully, since it would need to be intersectional to be truly inclusive. Though perhaps, broadly, it's making more space for people's differences—with a very capitalist mindset, it's all about maximizing productivity and profit, but that not only is short-sighted and unsustainable, it also reinforces the status quo and power of privileged groups in a way that makes it hard to bring in new perspectives/needs or correct when you've done something that is harmful.
I would like for there to be a lot more grace for people taking time off, being part time, doing partial workloads, etc.
It's quite possible to manage the needs of those with hearing losses through education and cooperation without diminishing creativity or productivity.
One in which my work and past experience are valued.
Equity on all levels for everyone, allowing for time off, good wages, and for everyone's voices to be heard.
As long as publishing hinges largely on the closed network of privileged people in one geographic region and does not pay entry level workers a fair wage, publishing will not be inclusive. I'm hopeful that dismantling that change the industry for the better.
Equal access, opportunities, and more comfort with disclosing/supporting people with disabilities.

References

Abad, J. 2021 "The Paratextual Labeling of Autistic-Authored YA Fiction as #OwnVoices: How YA Literary Culture Creates Space for Neurodivergent Authorship." Disability Studies Quarterly 41, no. 2 (June 15, 2021). https://dsq-sds.org/index.php/dsq/article/view/7050/5945.

Abril, Danielle. "Ask Help Desk: What Happens If You Refuse to Go Back to the Office?" Washington Post. April 8, 2022. https://www.washingtonpost.com/technology/2022/04/08/return-to-office-employee-rights/.

Adoption Network. n.d. "Same Sex Adoption." Adoption Network. Accessed May 8, 2022. https://adoptionnetwork.com/types-of-adoption-options/same-sex-adoption/.

Agovino, Theresa. 2020. "The Phenomenon of the Four-Day Workweek." SHRM. June 20, 2020. https://www.shrm.org/hr-today/news/all-things-work/pages/four-day-workweek.aspx.

Ahn, Freedom. 2019. "The Editorial Workflow of the Future: How Modern

Publications Are Streamlining for Growth." Submittable. September 20, 2019. https://blog.submittable.com/editorial-workflow-of-the-future/.

Alexander, Katy, and Slyvia Izzo Hunter. 2021. "Job Hunting with an 'Invisible' Disability: A Conversation." The Scholarly Kitchen. October 28, 2021. https://scholarlykitchen.sspnet.org/2021/10/28/job-hunting-with-an-invisible-disability-a-conversation/.

Alexander, Katy, and Simon Holt, Sylvia Izzo Hunter, Kristina Martin, Ruth Wells. 2021. "The Glass Ceiling You Don't Know About Yet: Removing Barriers for People with Disabilities at Work." Society of Scholarly Publishing. May 24, 2021. https://ondemand.sspnet.org/Title/888383b3-41af-4510-a58c-b565ffb77bf9.

Anas, Julia and Kelly Greenwood. 2021. "It's a New Era for Mental Health at Work." Harvard Business Review. October 4, 2021. https://hbr.org/2021/10/its-a-new-era-for-mental-health-at-work.

APSE. 2020. "Impact of COVID-19 on Disability Employment Services and Outcomes: Preliminary Results from a National Provider Survey." APSE. July 7, 2020. https://apse.org/covid-19-impact-survey/.

Arnold, Colene, and Keisha Ray. 2019. "When & Why Women & People of Color Face Lower Quality Healthcare & Worse Health Outcomes." By Laura Knoy. NHPR, September 16, 2019. https://www.nhpr.org/the-exchange/2019-09-16/when-why-women-people-of-color-face-lower-quality-healthcare-worse-health-outcomes.

Auginbaugh, Alison and Donna S. Rothstein. 2022. "How Did Employment Change During the COVID-19 Pandemic? Evidence from a New BLS Survey Supplement." Beyond the Numbers 11, no. 1 (January 2022). https://www.bls.gov/opub/btn/volume-11/how-did-employment-change-during-the-covid-19-pandemic.htm.

Baker, Jenn. "Jenn Baker, PW Superstar, on Diversity in Publishing." By John Maher. Publishers Weekly, September 20, 2019. https://www.publishersweekly.com/pw/by-topic/industry-news/people/article/81199-jenn-baker-pw-superstar-on-diversity-in-publishing.html.

Balmford, Christopher. n.d. "Plain Language: Beyond a Movement." Accessed May 8, 2022. https://www.plainlanguage.gov/resources/articles/beyond-a-movement/.

Baran, Michael and Tiffany Jana. 2010. Subtle Acts of Exclusion. 1st ed. Oakland: Berrett-Koehler Publishers.

Bartel, Jeffrey. 2021. "The Four-Day Workweek Merits Consideration." Forbes. May 7, 2021. https://www.forbes.com/sites/forbesfinancecouncil/2021/05/07/the-four-day-workweek-merits-consideration/?sh=224b0f47786d.

Basi, Soni and Andrea Hagelgans. 2022. "Roe v. Wade's Demise Is a Turning Point for Corporate America." HBR. June 30, 2022. https://hbr.org/2022/06/roe-v-wades-

demise-is-a-turning-point-for-corporate-america#

Boesch, Diana, and Shilpa Phadke. "When Women Lose All the Jobs: Essential Actions for a Gender-Equitable Recovery." Center for American Progress. February 1, 2021. https://www.americanprogress.org/issues/women/reports/2021/02/01/495209/womenlosejobs-essential-actions-gender-equitable-recovery/.

Bridges, Khiara. n.d. "Implicit Bias and Racial Disparities in Health Care." Human Rights Magazine 43, no. 3. https://www.americanbar.org/groups/crsj/publications/human_rights_magazine_home/the-state-of-healthcare-in-the-united-states/racial-disparities-in-health-care/.

Bureau of Labor Statistics (BLS). 2022. "Economic News Release, Table A-1. Employment Status of the Civilian Population by Sex and Age." US Bureau of Labor Statistics. Updated April 01, 2022. https://www.bls.gov/news.release/empsit.t01.htm.

Bureau of Labor Statistics (BLS). 2022. "Persons with Disability: Labor Force Characteristics — 2021." US Bureau of Labor Statistics. February 24, 2022. https://www.bls.gov/news.release/pdf/disabl.pdf.

Bureau of Labor Statistics (BLS). 2022. "US Business Response to the COVID-19 Pandemic — 2021." US Bureau of Labor Statistics. February 9, 2022. https://www.bls.gov/news.release/archives/covid2_02092022.pdf.

Centers of Disease Control and Prevention (CDC). 2020. "Disability Impacts All of Us." CDC. Updated September 16, 2020. https://www.cdc.gov/ncbddd/disabilityandhealth

Christian, Alex. 2022. "The Realities of the Four-Day Workweek." BBC. March 22, 2022. https://www.bbc.com/worklife/article/20220322-the-realities-of-the-four-day-workweek.

Ciampi, Marcelle. 2019. "The Dark Side of Autism in the Workplace." LinkedIn. June 9, 2019. https://www.linkedin.com/pulse/dark-side-autism-workplace-marcelle-ciampi/.

Clayton, Anya. 2021. "Disability Representation in the Publishing Workforce." Arkbound. June 24, 2021. https://arkbound.com/disability-representation-in-the-publishing-workforce/.

Clark, Alina. 2021. "5 Common Problems Plaguing Remote Workers And What To Do About Them." Forbes. July 11, 2021. https://www.forbes.com/sites/forbesbusinesscouncil/2021/07/22/5-common-problems-plaguing-remote-workers-and-what-to-do-about-them/?sh=452a04c4c57f.

Cuter, David. 2020. "The World's Costliest Health Care." Harvard Magazine, May-June 2020. https://www.harvardmagazine.com/2020/05/feature-forum-costliest-

health-care.

Damante, Becca and Kierra B. Jones. "A Year After the Supreme Court Overturned Roe v. Wade, Trends in State Abortion Laws Have Emerged." Center for American Progress. June 15, 2023. https://www.americanprogress.org/article/a-year-after-the-supreme-court-overturned-roe-v-wade-trends-in-state-abortion-laws-have-emerged/.

Diament, Michelle. 2020. "Nationally, Waiting Lists For Waiver Services Growing." Disability Scoop. February 7, 2020. https://www.disabilityscoop.com/2020/02/07/nationally-waiting-lists-waiver-services-growing/27783/.

Diament, Michelle. 2021. "Waiting Lists May Be Eliminated For Disability Services Provided By Medicaid." Disability Scoop. March 22, 2021. https://www.disabilityscoop.com/2021/03/22/waiting-lists-may-be-eliminated-for-disability-services-provided-by-medicaid/29252/.

Felakos, James. 2008. "Enabling Everyone: The United Nations Convention On The Rights Of Persons With Disabilities." ACLU. December 10, 2008. https://www.aclu.org/other/enabling-everyone-united-nations-convention-rights-persons-disabilities.

Fleming, Allison R., Anthony J. Plotner, and Kathleen Marie Oertle. 2017. "College Students with Disabilities: The Relationship Between Student Characteristics, the Academic Environment, and Performance." Journal of Postsecondary Education and Disability 30, no. 3 (Fall 2017): 209-221. https://files.eric.ed.gov/fulltext/EJ1163997.pdf.

Florida, Richard and Michael Seman. 2020. "Lost Art: Measuring COVID-19's Devastating Impact on America's Creative Economy." Metropolitan Policy Program at Brookings (August 2020). https://www.brookings.edu/wp-content/uploads/2020/08/20200810_Brookingsmetro_Covid19-and-creative-economy_Final.pdf.

Freedom for All Americans. n.d. "LGBTQ Americans Aren't Fully Protected From Discrimination in 29 States." Accessed May 8, 2022. https://freedomforallamericans.org/states/.

Fuller, Joseph and William Kerr. 2022. "The Great Resignation Didn't Start with the Pandemic." Harvard Business Review. March 23, 2022. https://hbr.org/2022/03/the-great-resignation-didnt-start-with-the-pandemic.

Gonzales, Matt. 2023. "Why Many Black Workers Don't Want to Return to the Office." SHRM. August 31, 2023. https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/why-many-black-workers-don%E2%80%99t-want-to-return-to-the-office.aspx.

Goodman, Nanette, Stephen McGarity, Michael Morris, and Zachary Morris. 2020. "The Extra Costs of Living with a Disability in the US — Resetting

the Policy Table." National Disability Institute. October 2020. https://www.nationaldisabilityinstitute.org/wp-content/uploads/2020/10/extra-costs-living-with-disability-brief.pdf.

Gould, Rob, Sarah Parker Harris, and Courtney Mullin. 2019. "Research Brief: Higher Education and the ADA." ADA National Network. 2019. https://adata.org/research_brief/higher-education-and-ada.

Guren, Cliff, Thad McIlroy, and Steve Sieck. 2021. "COVID-19 and Book Publishing: Impacts and Insights for 2021." Publishing Research Quarterly 37 (January 5, 2021): 1-14. https://thefutureofpublishing.com/new/wp-content/uploads/2021/01/COVID-19_and_Book_Publishing-FINAL.pdf.

Guy, Hannah, 2021. "Feast or Famine: A Writer's Guide to Managing an Erratic Income." Kirkus Reviews. October 22, 2021. https://www.kirkusreviews.com/writers-center/writing/feast-or-famine-writers-guide-managing-erratic-inc/.

Hansen, Grace E. "The Patriarchy in Publishing: Examining Effects of the Covid-19 Pandemic on Women (Non-men) in the Publishing Industry," Thesis, Portland State University, May 10, 2021. https://pdxscholar.library.pdx.edu/cgi/viewcontent.cgi?article=1057&context=eng_bookpubpaper.

Haridasani Gupta, Alisha. 2020. "Why Some Women Call This Recession a 'Shecession.'" The New York Times, May 9, 2020. https://www.nytimes.com/2020/05/09/us/unemployment-coronavirus-women.html.

Harris, Christopher, Maya Green, LeAnne Roberts, and Bianca D. M. Wilson. 2021. "Black & LGBTQ+: At the Intersection of Race, Sexual Orientation & Identity." AMA. June 24, 2021. https://www.ama-assn.org/delivering-care/population-care/black-lgbtq-intersection-race-sexual-orientation-identity.

Harknett, Kristen, Daniel Schneider, and Rebecca Wolfe. "Inequalities at Work and the Toll of COVID-19." Health Affairs. June 4, 2021. https://www.healthaffairs.org/do/10.1377/hpb20210428.863621/full/.

Henry, Brittney L., Terri L. Jashinsky, Carrie L. King, Noel M. Kwiat, and Alexis Lockett-Glover. 2021. "Disability and COVID-19: Impact on Workers, Intersectionality With Race, and Inclusion Strategies." The Career Development Quarterly 69 (December 6, 2021): 313-325. https://onlinelibrary.wiley.com/doi/10.1002/cdq.12276.

Holt, Simon, and Kirsty Bone. "Diversity and Inclusion: Disability in the Publishing Industry." By Michiel Kolman. International Publishers Association, December 18, 2019. https://www.internationalpublishers.org/blog/entry/diversity-and-inclusion-disability-in-the-publishing-industry.

Holt, Simon, and Erin Osborne-Martin. 2021. "Some Perspectives on Disability Disclosure in the Publishing Industry." The Scholarly Kitchen, October 27, 2021. https://scholarlykitchen.sspnet.org/2021/10/27/some-perspectives-on-disability-disclosure-in-the-publishing-industry/.

Houghton, Ben. 2021. "Two-Thirds of Employers Do Not Trust Their Staff to Work Remotely, Survey Finds," People Management. August 25, 2021. https://www.peoplemanagement.co.uk/article/1745149/two-thirds-employers-do-not-trust-staff-work-remotely-survey-finds.

IRIS FMP. 2021. "The Benefits of a Four Day Work Week," IRIS FMP. October 11, 2021. https://fmpglobal.com/blog/the-benefits-of-a-four-day-work-week/.

Jiménez, Laura M. and Betsy Beckert. 2020. "Where is the Diversity in Publishing? The 2019 Diversity Baseline Survey Results." Lee & Low Books. January 28, 2020. https://blog.leeandlow.com/2020/01/28/2019diversitybaselinesurvey/.

Jones, Lindsay E. 2021. "In 2022, Let's Make College Work for All." National Center for Learning Disabilities. December 14, 2021. https://www.ncld.org/news/policy-and-advocacy/in-2022-lets-make-college-work-for-all/.

Jones, Maurice. "Inequality Persists as the US Economy Recovers from the Pandemic." By Geoff Bennet. Oregon Public Broadcast Service, March 7, 2022. https://www.pbs.org/newshour/show/inequality-persists-as-the-u-s-economy-recovers-from-the-pandemic.

Kelly, Jack. 2021. "The 'Great Resignation' is a Workers' Revolution: Here's What Real Leaders Must Do Right Now." Forbes. October 8, 2021. https://www.forbes.com/sites/jackkelly/2021/10/08/the-great-resignation-is-a-workers-revolution-heres-what-real-leaders-must-do-right-now/?sh=40e8f98d514f.

KFF. 2020. "Medicaid HCBS Waiver Waiting List Enrollment, by Target Population." KFF. 2020. https://www.kff.org/health-reform/state-indicator/waiting-lists-for-hcbs-waivers/?currentTimeframe=0&selectedDistributions=total-waiting-list-enrollment&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D.

Keller, Anita, Caroline Knight, and Sharon K. Parker. 2020. "Remote Managers Are Having Trust Issues." Harvard Business Review. July 20, 2020. https://hbr.org/2020/07/remote-managers-are-having-trust-issues.

Kitterman, Ted. 2023. "Remote and Hybrid Workers Lack Meaningful Work, Sense of Belonging." Great Place To Work. February 24, 2023. https://www.greatplacetowork.com/resources/blog/remote-workers-say-they-cant-be-themselves.

L, Jae. 2021. "The Thinking Style That Gives Autistic People A Different Approach," Medium. July 14, 2021. https://medium.com/autistic-discovery/the-thinking-style-that-gives-autistic-people-a-different-approach-9558945d6aa9.

Leary, Alaina.2019. "Here's Why Student Loan Debt is a Disability Rights Issue." Rooted in Rights. January 9, 2019. https://rootedinrights.org/heres-why-student-loan-debt-is-a-disability-rights-issue/.

Leary, Alaina. 2016. "Why The Publishing Industry Can't Get Disability Right."

Medium. November 17, 2016. https://medium.com/the-establishment/why-the-publishing-industry-cant-get-disability-right-938de48adac3.

Leary, Alaina. 2018. "Publishing Has Failed Autistic & Disabled People — Here's How To Fix It." Bustle. January 10, 2018. https://www.bustle.com/p/why-the-publishing-industry-needs-to-be-more-inclusive-of-autistic-disabled-people-7705640.

Maher, John. 2020. "New Lee and Low Survey Shows No Progress on Diversity in Publishing." Publishers Weekly. January 29, 2020. https://www.publishersweekly.com/pw/by-topic/industry-news/publisher-news/article/82284-new-lee-and-low-survey-shows-no-progress-on-diversity-in-publishing.html.

Mahowald, Lindsay. 2021. "LGBTQ People of Color Encounter Heightened Discrimination." Center for American Progress. June 24, 2021. https://www.americanprogress.org/article/lgbtq-people-color-encounter-heightened-discrimination/.

Markman, Art. 2021. "Why You May Actually Want to Go Back to the Office." Harvard Business Review. July 1, 2021. https://hbr.org/2021/07/why-you-may-actually-want-to-go-back-to-the-office.

Masunaga, Samantha. 2023. "Remote Work Gave Them a Reprieve from Racism. They Don't Want to Go Back." The Los Angeles Times, August 9, 2023. https://www.latimes.com/business/story/2023-08-08/remote-work-racism-reprieve-return-to-office.

Menasce Horowitz, Juliana, Rachel Minkin, and Kim Parker. 2022. "COVID-19 Pandemic Continues To Reshape Work in America." Pew Research Center. February 16, 2022. https://www.pewresearch.org/social-trends/2022/02/16/covid-19-pandemic-continues-to-reshape-work-in-america/.

Miller, Rose. 2022. "Work Matters: Union Votes Can stem from Disaffected Employees." Times Union. May 6, 2022. https://www.timesunion.com/business/article/Work-Matters-Union-votes-can-stem-from-17150781.php.

Mitchell, Cat. 2021. "Access Denied: Disability, Employment and The UK Publishing Industry." Thesis, University of Derby, September 2021. https://drive.google.com/file/d/1Or4VsdnLhFCcg0PZrp59HDLZWFzWAPIy/view.

Mitchell, Cat. 2021. "Access Denied: Disabled Employees and Job Seekers Reveal Their Stories." The Bookseller. September 24, 2021. https://www.thebookseller.com/features/access-denied-disabled-employees-and-job-seekers-reveal-their-stories-1281047.

Mitchell, Cat. 2021. 'We Need to Talk About Disability." The Bookseller. March 16, 2021. https://www.thebookseller.com/blogs/preventable-pain-1248725.

Movement Advancement Project. n.d. "LGBT Workers of Color Are Among The Most Disadvantaged in The US Workforce." Movement Advancement Project.

Accessed May 8, 2022. https://www.lgbtmap.org/broken-bargain-lgbt-workers-of-color-release.

National Alliance on Mental Illness (NAMI). n.d. "Black/African American." NAMI. Accessed May 8, 2022. https://www.nami.org/Your-Journey/Identity-and-Cultural-Dimensions/Black-African-American.

National Conference of State Legislatures. 2021. "The Promise of Telework." NCSL. February 8, 2021. https://www.ncsl.org/labor-and-employment/the-promise-of-telework.

Palumbo, Jennifer Jay. 2022. "How To Build An Inclusive Recruitment Process That Supports Neurodiversity In The Workplace." Forbes. December 31, 2022. https://www.forbes.com/sites/jenniferpalumbo/2022/12/31/how-to-build-an-inclusive-recruitment-process-that-supports-neurodiversity-in-the-workplace/?sh=cf3f933a04dc.

Pope, Leah. n.d. "How We [Actually] Write: Neurodiversity, Writing Process, and Writing Instruction." Another Word. Accessed May 8, 2022. https://dept.writing.wisc.edu/blog/how-we-actually-write-neurodiversity-writing-process-and-writing-instruction/.

Praslova, Ludmila. 2021. "Autism Doesn't Hold People Back at Work. Discrimination Does." Harvard Business Review. December 13, 2021. https://hbr.org/2021/12/autism-doesnt-hold-people-back-at-work-discrimination-does.

Price, Margaret. 2011. Mad at School: Rhetorics of Mental Disability and Academic Life. 1st ed. Ann Arbor: University of Michigan Press.

PWC. 2021. "It's Time to Reimagine Where and How Work Will Get Done: PWC's US Remote Work Survey." PWC. January 12, 2021. https://www.pwc.com/us/en/library/covid-19/us-remote-work-survey.html.

Robinson, Bryan. 2021. "New Study Shows a Lack of Trust Between Employees and Employers." Forbes. September 5, 2021. https://www.forbes.com/sites/bryanrobinson/2021/09/05/new-study-shows-a-lack-of-trust-between-employees-and-employers/?sh=c4e882a395b0.

Seidlinger, Michael. 2021. "US Book Show: The Future of the Publishing Office." Publishers Weekly. May 25, 2021. https://www.publishersweekly.com/pw/by-topic/industry-news/bea/article/86475-u-s-book-show-the-future-of-the-publishing-office.html.

Silverant, Martin. 2017. "Research Shows Three Distinct Thought Styles in People with Autism." Forbes. July 5, 2017. https://www.forbes.com/sites/quora/2017/07/05/research-shows-three-distinct-thought-styles-in-people-with-autism/?sh=39ff40a5221e.

Stergiou-Kita, Mary, Alisa Grigorovich, Thecla Damianakis, Guylaine Le Dorze,

Christine David, Carolyn Lemsky, and Debbie Hebert. 2017. "The Big Sell: Managing Stigma and Workplace Discrimination Following Moderate to Severe Brain Injury." WORK 57, no. 2 (June 1, 2017): 245-258. https://doi.org/10.3233/WOR-172556.

Thompson, Derek. 2022. "The Five-Day Workweek is Dying: And the Implications for Work and Cities are Going to be Fascinating." The Atlantic, February 23, 2022. https://www.theatlantic.com/ideas/archive/2022/02/work-from-home-revolution/622880/.

Thompson, Derek. 2021. "Hard Work Isn't the Point of the Office," The Atlantic, September 21, 2021. https://www.theatlantic.com/ideas/archive/2021/09/offices-microsoft-study-out-group-connections/620137/.

Thompson, Maura. 2015. "Your Late-Night Emails Are Hurting Your Team." Harvard Business Review. March 16, 2015. https://hbr.org/2015/03/your-late-night-emails-are-hurting-your-team?registration=success.

Tsipursky, Gleb. 2023. "Why Employers Forcing a Return to Office is Leading to More Worker Power and Unionization." Entrepreneur. February 22, 2023. https://www.entrepreneur.com/leadership/why-employers-forcing-a-return-to-office-is-leading-to-more/446004.

US Department of Justice. 2020. "A Guide to Disability Rights Laws." ADA.gov. Updated February 2020. https://www.ada.gov/resources/disability-rights-guide/

US Equal Employment Opportunity Commission. 2022. "What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws." US Equal Employment Opportunity Commission. Updated March 14, 2022. https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws.

Vercelletto, Christina. 2019. "Gen-Z Readers: The New Traditionalists | Generational Reading Survey." Library Journal. August 30, 2019. https://www.libraryjournal.com/story/Gen-Z-Readers-New-Traditionalists-Generational-Reading-Survey.

Wanshel, Elyse. 2017. "Man in Wheelchair Had to Go on a 5-Hour Quest Just to Get a Bagel." Huffington Post. April 5, 2017. https://www.huffpost.com/entry/man-wheelchair-cerebral-palsy-quest-new-york-rainbow-bagel_n_58e3c892e4b03a26a3668896.

We Need Diverse Books. 2022. "Rise Up: Retention Program for Diverse Mid-Level Publishing Professionals." We Need Diverse Books. Spring 2022. https://diversebooks.org/programs/rise-up/.

Wickramasinghe, Anuksha S. 2022. "To Be a Neurodivergent Harvard Student." The Harvard Crimson. May 4, 2022. https://www.thecrimson.com/article/2022/5/4/wickramasinghe-final/.

Wise, Alan. 2021. "Can Job Descriptions Be a Barrier for Neurodivergent People Searching for Work?" LinkedIn. October 15, 2021. https://www.linkedin.com/pulse/can-job-descriptions-barrier-neurodivergent-people-searching-/.

World Health Organization (WHO). 2021. "Disability and Health." WHO. November 24, 2021. https://www.who.int/news-room/fact-sheets/detail/disability-and-health.

Zaragovia, Véronica. 2021. "Trying To Avoid Racist Health Care, Black Women Seek Out Black Obstetricians." NPR, May 28, 2021. https://www.npr.org/sections/health-shots/2021/05/28/996603360/trying-to-avoid-racist-health-care-black-women-seek-out-black-obstetricians.

Endnotes

1. For this paper, I use "people with disabilities" as I find it more person first oriented, i.e., "He is Autistic" versus, "He has Autism." That being said, others prefer other terms for different reasons, and those can be perfectly valid as well.

2. For reference, it is estimated that somewhere between a third to a fifth of the population is considered in the UK (BLS 2022; Clayton 2021; CDC 2020; WHO 2021).

3. Publishing industry is defined in this paper as commercial/big box stores mostly, but there was no strict exclusion on this in gathering data. That could be an area of research to look at later.

4. Please see References. There is a wealth of blogs and interviews available online of people with disabilities advocating for change and how it would be impactful for them. 80% of the sources for this paper fall into this category.

5. This number in itself is hard to pin down concretely. Here I have used the BLS's numbers, 6% of 263,444, which is the estimated total of working adults in the US, is 15,806, but the UN estimates over one billion people in the world have a disability, and 15% of the workforce (ages 16-64) have a disability. So most likely the number estimated by the BLS is lower than it actually is.

6. Not an empirical source, just a fun forum to illustrate this point: https://www.reddit.com/r/ADHD/comments/iyntuw/do_you_guys_use_parentheses_like_all_the_time_or/.

7. For additional research, see References (Alexander and Hunter 2021; Mitchell 2021; Holt and Bone 2019).

8. See Appendix for direct quotes of participants about this issue. For additional research, see References (Holt et al. 2021; Holt and Osborne-Martin 2021; Holt and Bone 2019; US Department of Justice 2020; US Equal Employment Opportunity

Commission 2022; WHO 2021).

9. For additional research, see References (Alexander et al. 2021; Baran and Jana 2010; Holt and Osborne-Martin 2021; Holt and Bone 2019; Henry et al. 2021).

10. "Spoons" is a way to describe the relationship of how much energy a disabled person has on a given day, and quantify how much an activity can "take" away that reserve of energy.

11. It is estimated that PD's need to make 28% more than non-disabled employees to have a similar quality of life (BLS 2022; Goodman et al. 2020; Leary 2022).

12. See Appendix for direct quotes of several participants asking for part-time work assignments.

13. 74% 0f employees are fearful of being monitored. This in turn could be theorized as to why employees can in turn feel like they have to over perform in order to be free from discretion, and if this is indeed the case it could put employees in minorities further at risk for being taken advantage of (Houghton 2021; Keller, Knight, and Parker 2020; Kitterman 2023; Robinson 2021).

14. See Appendix for some direct participant quotes.

15. For additional research, see References (Alexander and Holt 2021; Holt and Osborne-Martin 2021; Holt and Bone 2019).

16. See Appendix Tables for quotes from participants about overworking and the need for schedule flexibility. See footnotes in Conclusion about the benefits of a four day work week for schedule flexibility.

17. This can also be shown with demographics such as single parents or primary caregivers such as women. See Appendix Tables for quotes from participants about overworking and the need for schedule flexibility.

18. See Table 2 in the Appendix. For additional research, see References (Alexander, Katy, and Hunter 2021; Alexander et al. 2021; US Department of Justice 2020; Praslova 2021; Stergiou-Kita et al. 2017).

19. Generally speaking, for Medicaid paid services, those are controlled by the State with "waivers." If you even qualify, when you can get a waiver greatly depends on how long the waitlist for them in your state is. For instance Texas had 326, 957 people on their waitlist in 2020. A person restarts on the waiting list if they move states, so the wait time can drastically differ. Currently, "1 in 3 PD's do not have a regular health care provider, and have unmet healthcare needs because of the cost in the past year." This does not even consider the general healthcare crisis we've had during the pandemic, or getting into speciality providers (BLS 2022; CDC 2020; Cuter 2020; Diament 2020; Diament 2021; KFF 2020; Goodman et al. 2020; WHO 2021).

20. Please see Note 3.

21. I would like to thank the businesses and associations that took my survey: We Need Diverse Books, Independent Book Publishers Association (IBPA), PubWest, Includas, and via my social media accounts of Twitter and LinkedIn. I actively tried to recruit more, but often I was stonewalled by 'Contact Us' forms, from which I did not hear any replies back, so again, I am very grateful to those who did take it!

22. It is estimated that 80% of PD's have invisible disabilities. So if we use the UN's estimate, that is 800,000 people worldwide, 61 million within the US (Alexander and Holt 2021).

Defending Truth in the Age of Deception

The role of scholarship in the emerging information paradigm

by Carlos Álvarez-Aranyos

Author Bio

Carlos Álvarez-Aranyos is a globally-renowned strategic communications professional who oversaw Protect Democracy's organization-wide communications, media relations, and strategic communications campaign to protect the 2020 election. Prior to joining Protect Democracy, Carlos provided strategic communications counsel to the US Department of Defense, and consulted for many prominent organizations, including the Howard G. Buffett Foundation, HSBC, the Yacht Club de Monaco, and the California Federal Public Defender's Office. He is an avid adventurer, motorcyclist, mandolinist, boxer, SCUBA diver, and cook.

Note: The speech was originally given as the keynote address at Publisherspeak US 2024.

I extend, first and foremost, my humble gratitude for the invitation to speak to you today. It is truly an honor for me to address such a distinguished audience at such a consequential time.

You have an awesome responsibility: To discover and validate truth, distill wisdom, and organize and archive human knowledge. In this age of social media, artificial intelligence, and information laundering, what you do is perhaps the most essential of all human endeavors.

So, I will kick off by thanking you for your service to humanity. For your adherence to process and respect for outcomes. For your fealty to the highest of human ideals and your role in sustaining civilization. For your continuation of traditions dating back to Gutenberg 600 years ago.

I also want to apologize for the attacks you're enduring. As humans grapple with cataclysmic change and a cycle of political cynicism, they are once again attacking truth and those who protect it. You are caught in the political crossfire, and you don't deserve to be.

That said, the only constructive path is forward, and I'm here to discuss the state of truth in our evolving information ecosystem, the role scholarship must play in helping us address the existential challenges it faces, and the innovations required to protect it.

Restoring truth to its rightful place at the center of our public discourse will not be a passive process. Those who benefit from undermining it have made too much progress and have the momentum. If we do nothing, we will lose this battle. The downstream consequences of that loss would be catastrophic: Public policy can't be made without accurate data and analysis, public health can't be protected without public trust in medical information, and political choices can't be made in the absence of shared facts. We can't pass on our collective wisdom or learn from our mistakes without responsible scholarship.

For the first time in modern history, truth is an underdog, and its successful defense will require a proactive campaign not only leveraging the collective will of all who believe in it but also a massive effort to convince those who don't.

Democracy can't survive without a trusted public square, and trust in ours is crumbling.

That's why I'm here.

You wouldn't normally find someone like me speaking to this audience. As a strategic communications practitioner, I'm extremely comfortable toeing the line between truth and lies and weaponizing information to deliver political outcomes.

People like me are the ones who constantly remind political candidates that they can't do the good stuff they want to do unless they win, and that winning often requires entering some murky waters when it comes to truthfulness, openness, and transparency. Within a set of ethical guidelines, I will say just about anything to deliver political victories.

Yet here I am, speaking to quite possibly the most truth-committed audience on the planet and serving as the co-founder and chief communications officer of The American Sunlight Project, where my job is to protect our information environment and increase the cost of lies that threaten American democracy.

So why is an information warrior like me speaking to you today and helping lead the fight against disinformation?

Because the organizers of this event are keenly aware of how the information environment is changing and how the evolution of our society threatens to dismiss human scholarship as an anachronism. They also understand how important what you do is to our collective future and are seeking to equip you properly for the fight to come.

I have exploited the information landscape for a very long time, and I can, therefore, see how acute the threats have become. Like an expert logger looking at an empty forest, I've realized that if we cut down any more trees the forest will never be restored.

My commitment to democracy is greater than my commitment to strategic communications. My expertise in fighting political battles tells me that we've reached a point of no return. That—without expert political engagement—the liars will win, the truth will lose, and the battle won't be particularly close.

Lies currently have the most powerful marketing team on earth.

Coupled with a technological revolution that is empowering every individual on Earth to become a disinformation superpower and an audience that is entirely addicted to the information flows, it creates a threat unlike any we've confronted before.

The emerging information paradigm is exploiting our openness, our democracy, our freedoms, our social and professional networks, and our technology—and weaponizing them against us.

That campaign doesn't depend on defined victories, but on erosion. The longer it continues, the more beachhead it consumes, until truth has nowhere to plant its flag.

While we've seen attacks on truth at this scale before, we've never seen them interact with the accelerants that are currently in place. I've often wondered what Nazi propaganda efforts would have achieved if they had access to modern technology and social networks, and I have a very real fear that the answer may come to us not as theory, but as example.

Given enough time and continued erosion, our information environment will become so polluted that our public square will resemble a spam folder where we're being bombarded with believable falsehoods specifically targeted to activate our pre-existing biases. Information is nearly impossible to validate in real time, and where everything we consume is curated by algorithms, we are being siloed into ever-smaller compartments of belief and being robbed of the freedom to think.

Meanwhile, because that reality is settling in slowly and organically, we have yet to fully identify the threat, activate our defenses, and mount an organized

response, so the momentum is firmly on the other side. We are frogs in a pot, and the water is getting warmer.

Those of us who work in politics see it very clearly, and I know you do, too.

Our worlds—yours of seeking and validating truth and mine of delivering political victories—are on a collision course, and this future of yours largely depends on how you navigate mine.

So, I'm here to provide you with a political consult and to lay out the state of play and help you build a strategy for countering an existential threat to your sector and the world at large. To ensure that those who know truth the best become its most effective defenders.

The attack on truth isn't new, nor is it accidental. While many elements have aligned to make the current threat particularly acute, what we're seeing now is the result of an intentional strategy.

In 2016, we saw the completion of a political transition fifty-five years in the making: The subjugation of truth to perception, driven by an affirmative effort from a significant portion of our political establishment to move from lies of convenience to lies of existence.

They couldn't win with the truth, so they embraced lies, and they developed a long-term political strategy to overwhelm our social order with those lies.

Their strategy involved removing certain guardrails against false information, including the fairness doctrine and rules governing media ownership, and building massive broadcast networks to repeat the lies until they were believed as fact.

They were aided by technology, including the rise of cable television and the advent of the Internet.

Their campaign has been extremely successful: Since 1969, we've seen a dramatic erosion of trust in public information and institutions, and our national debate has devolved from constructive argument to destructive confrontation.

According to Pew Research, "US adults under 30 now trust social media almost as much as national news outlets." Cable news has deliberately blurred the lines between opinion and fact, and large language models are quickly becoming normalized despite clear evidence that they can be wildly wrong.

The result is that we are as polarized as we've ever been; every disagreement is framed in existential terms, and we have nowhere to look for reliable information that can be accepted by all sides to settle our debates.

Meanwhile, artificial intelligence and social media have empowered every individual on Earth to produce and disseminate false but believable information quickly and widely without any form of accountability, and the evolution of deepfake technology threatens to undermine our faith in all multimedia content.

To be clear, while there are clear partisan origins to this sustained campaign against truth, both sides have contributed to its normalization. Every lie told by our leaders to sustain their power has served to undermine our faith in public information. Every attack on science as a convenient scapegoat for a lack of political action has deepened the crisis. Every doubt expressed about inconvenient truths has turned us into unreasonable cynics, self-empowered to disagree with experts because we don't want to confront a daunting reality.

We've licensed ourselves to disavow facts based on feelings and suspicions, casting aside the respect the academic process has earned through its longstanding commitment to rigorous scholarship.

Meanwhile, the first generation to have existed entirely under the emerging information paradigm is reflecting our traditional stubbornness and dismissing responsible information management as an unwelcome burden, choosing to value narratives over facts and subscribing to the idea that perception is more important than reality.

The "good" actors in this new paradigm are monetizing fake lives on Instagram and Snapchat. The "bad" ones are willfully unraveling decades of norms meant to protect us from our worst impulses or—in many cases—actively enabling the creation and dissemination of disinformation under claims of "free speech absolutism."

Both the "good" and the "bad" are embracing falsehoods for personal benefit and ignoring the impact their actions have on our social order.

Social media platforms are disowning their responsibility over their content, enabled by a government either unwilling or unable to properly govern them. Artificial intelligence companies are leaving ideals behind in favor of monetary incentives. Disinformation researchers are being relentlessly attacked, falsely accused of censorship by those who want to normalize lies for political benefit.

Books are being banned and, in some cases, burned. Expertise is being rejected. People want to "do their own research" without understanding or respecting any of the processes that validate actual research.

And we can't remedy any of it through fact-checking, partly because the elevation of narratives over facts has resonance: A good story serves its point by interweaving fact and fiction, and a good storyteller can be forgiven for lies told in service of a higher truth.

The most effective pieces of disinformation build on kernels of truth, allowing those who propagate them to use those truths to deflect from their malign intent and to indemnify themselves from the downstream consequences of their actions.

Expressing indignation at this state of affairs is useless. We can't fault humans for preferring narratives over unequivocal truths. Doubt is a central component of individuality. We feel special when we reject what everyone else accepts, and bringing others to believe in our irrational views is the most democratized form of leadership there is. For many people, it's the only thing they can do to feel involved in our public discourse.

Now more than ever, contrarianism is conflated with intelligence, and those who reject normative thinking are considered pioneers. We have empowered haters and trolls to such a degree that there is little keeping them from corrupting our entire information ecosystem as a way of placating their insecurities.

Their momentum is enormous, and those of us committed to defending truth find ourselves in the uncomfortable position of feeling like everything is aligned against us, that we're losing the battle, and that we have no chance of victory.

That's a feeling you become very familiar with when you work on political campaigns. There are days when everything is crashing around you, and you struggle to maintain the will to fight.

Those of us who succeed in politics have an ability to internalize that pressure differently. We use it to compress the problem, focus our thinking, and gain additional clarity.

In these moments, the essential thing is to stop thinking in terms of change and start thinking in terms of innovation.

While change is usually a defensive response to incoming attacks, innovation is an offensive one: It moves us from reacting to the actions of our opponents to manifesting new lines of attack of our own.

Being proactive allows us to control the directionality and scope of our efforts and reduce our exposure to our opponent's actions. Rather than accepting to fight on their terms, we move them to ours.

The difference between change and innovation mirrors the difference between management and leadership: While managers attempt to repair broken systems, leaders show the courage to scrap antiquated systems and begin anew.

This moment demands leadership, and you are best positioned to provide it. Your relationship with truth puts you at the center of this fight.

But it will require innovation because you won't be able to fully address our external concerns until you've dealt with your internal challenges.

Scholarly publishing is confronting unprecedented change. As curators of human knowledge, you're facing existential questions about how to protect the integrity of your processes amidst a technological revolution. The rise of

digital publishing and its impact on audience expectations. The challenge of monetization. The loss of public respect for expertise and the scientific process. The rise of big data and artificial intelligence. The form, function, and future of peer review.

Most of these challenges revolve around how to properly value processes and outcomes and how to reckon with the proper role humans should play in the scholarly process.

As of now, you seem to be prioritizing tradition over evolution—which is logical given the generational responsibility you hold in organizing human knowledge—but there is a real danger that the emerging information paradigm and the technological revolution that's fueling it will overwhelm your traditional processes and structurally challenge the integrity of the entire academic construct.

What will expertise mean in the age of artificial intelligence? How will peer review integrate technological advancement? How will that affect authorship? Will the public be willing to wait for scholarly processes before reaching faster conclusions by prompting computers? What will constitute plagiarism in this new environment? How will credit and value be allocated?

These questions don't have easy answers. While the scholarly publishing industry is still healthy, it's clear that securing its future will require an overhaul and that answering these questions—and others like it—will be essential to getting it right.

To get a sense of what's at stake, it's useful to look at what's happened to journalism, which has faced similar challenges and struggled to adapt.

As of now, journalists have failed to find a business model that can succeed in the new information environment, and their failure may be a harbinger of things to come for your sector.

In fact, unlike scholarly publishers, journalists don't face significant up-front costs and long production timetables, so in some ways, they have considerable advantages over the scholarly publishing industry.

It is important to reimagine your industry while you are still strong and have the assets required to make big bets on the future. If you allow yourselves to slide towards uncertainty and then respond to that slide, you will likely meet the same fate journalism has met.

In circumstances like these, adapting to challenges as they continually emerge becomes a game of whack-a-mole, only serving to constantly displace you from your strategic trajectory, undermine your confidence, and erode public trust in your work. That path is a losing path.

The alternative is innovation.

Your task is to reimagine what scholarship is and to build it as a mechanism capable of defending truth in the digital age. To construct new systems to meet a new moment and protect the central role of scholarship in the marketplace of ideas.

Thankfully, the academic community has profound experience with hard problems, intellectual humility, and collaboration, and approaching the overhaul of scholarship as a collaborative academic exercise is a good place to start.

Truth needs a historic marketing effort, and scholars are perfectly positioned to lead it. To tell the story of truth and make it go viral. To elevate your processes and teach a new generation why what you do matters.

To inspire young people to scholarship, and remind the world that expertise delivers by driving the very technological progress that is creating so many of these challenges.

In the process of building a new scholastic paradigm, you have an opportunity to help restore some of the basic tenets of human existence: the concept of truth, the responsibility humans have to keep each other informed, the openness to listen to each other and engage in honest debate, the will to fight for new ways to deliver equity, representation, and hope, to make it easier for citizens to meet their responsibilities to their nation and the world, and the discipline to archive knowledge and use it to draw the wisdom we need to avoid repeating our mistakes. Above all, the ability to admit when we're wrong.

The story of technology and scholarship need not be a story of doom. It can be a story of empowerment. One that clarifies where humanity stands and positions us to meet the future.

This is a moment of opportunity, where a seismic shift in our information paradigm presents you with an opening to reclaim your rightful place as humanity's curators of knowledge and guardians of truth.

It will require a great shift: Where scholarship was once limited to researching, testing, and reporting truth, you will now be asked to occupy an additional role as advocates who embrace a political fight and win it and sell the world on why truth matters.

Amid a global competition for attention and validation, you can't label the game as beneath you and skip it. You have to remind every generation that your position is earned, that your process is rigorous, that your results are important, and that we ignore you at our peril.

You have historically resisted taking part in political fights in order to preserve your impartiality. While you should always continue to keep politics away from scholarship, you must be willing to make an exception in the political

struggle to protect truth precisely because your fate hangs in the balance.

And while that will draw you close to boundaries you've never been willing to cross, it is the most important innovation you can make.

You are teachers, and you are called to teach the world why truth matters. You can no longer allow others to use you as political pawns without entering the fray.

I'm not suggesting that you become political operatives like me, but I am suggesting that you analyze what I do and adapt it to your fight.

Getting people to believe in you isn't about proving that you're right; it's about crafting narratives about the future your path will deliver for them. About leveraging the benefits you provide to secure your own future.

To build an inspirational vision and contrast it with the alternative: What would a world without scholarship look like? How would it impact our children? Our lives? What is the value of truth? Of intellectual humility? Of collaboration? Of the willingness to accept new information and change our minds?

We've always considered the answers to these questions to be so obvious that they're not even worth answering. That is sadly no longer the case.

Scholarship needs to build a communications strategy and to mount a political campaign. You need to explain to our planet that your efforts drive their progress and that respecting your process protects and empowers their lives.

To meet people where they are and inspire them to believe in what you produce.

You will have a lot of help, particularly from people like me who see the cataclysm we will face if the rejection of truth is normalized. People who know that democracy can't survive without a trusted public square.

Our future is in your hands, and all of those standing on the right side of history will be standing beside you as you lead this campaign.

I challenge you to leave this meeting with a new purpose: To innovate new scholarship. To open new channels of communication, explore new ways to brand yourselves and your work, elevate effective voices, and mount a strategic communications campaign worthy of your legacy. To think intentionally about how you might adapt your processes to meet this impossible moment and the moments to come, and to empower your continued stewardship of knowledge and wisdom for the next 600 years.

That is your mission. Please choose to accept it.

Thank you very much.

Book Reviews

Book Review

Bookishness: Loving Books in a Digital Age
by Jessica Pressman

Reviewed by Emily Dundon

In a world where digital screens dominate our very culture, Jessica Pressman's *Bookishness: Loving Books in a Digital Age* offers a redefining dive into the evolving relationship between people and books. Published in 2020 by Columbia University Press, this book isn't just for those who love to read—it's for those who love the very idea of books, in all their forms, and how publishers must face ethical decisions about preserving such books.

In the introduction to this piece, Pressman begins by defining what she calls "bookishness." Before understanding this concept, one must understand "being bookish." A "bookish" person is often someone who reads a lot, while "bookishness" is an identity that thrives on all things related to books, from the physical object to the culture and community surrounding it. This distinction is crucial for understanding the rest of the book, as Pressman meticulously unpacks how bookishness permeates our modern, digital age. The introduction lays the foundation for the rest of the book, ensuring that readers are well-prepared for the following chapters. As Pressman guides us through the intricacies of bookishness, it's clear this isn't just a nostalgic look back at the physical book; it's an exploration of how the very essence of books has evolved and continues to influence our lives, even in a digital world.

One of the book's most striking points is its reflection on loss and the creation of fakery in the bookish culture. While we certainly have not lost books by any means, it does feel like we have lost something uniquely pure due to the digital age and resulting fakery. Pressman states, "Bookishness

registers a sense of loss and promotes remembrance." In this remembrance, as society advances in technology and moves away from the physical book, there's a growing culture seeking to recreate the bookish experience in new, innovative ways. This can be linked to the ethical responsibility of how publishers use this innovation but also work to preserve the print culture. Speaking from personal experience, certain readers may prefer print over e-books. The author does an incredible job at using real-life examples from other authors and her personal experiences to paint a picture of bookishness for her reader. From computer cases resembling closed books to the nostalgia-laden aesthetics of digital reading apps, Bookishness highlights how these modern artifacts are tributes to the fading era of holding physical copies of books.

Pressman has taken what seems like the simple concept of loving books and expanded on it so profoundly that it lingers in the mind long after the last page. *Bookishness: Loving Books in a Digital Age* is not just a study of our love for books—it's a reflection on how we remember, adapt, and continue to cherish what books represent in an increasingly digital world, and how we have an ethical obligation to balance technology and print. I found myself wondering what Pressman would think today, considering this book was written four years ago. Bookishness as a culture continues to expand deeper into the digital, which can be seen by the growing online community of "BookTok" and "Bookstagram." Jessica Pressman's Bookishness is a must-read for anyone interested in the intersection of books, culture, and technology. It is a thought-provoking exploration of books as a culture and our ethical responsibility to preserve literary culture, making it a perfect addition to the bookshelf of someone who calls themselves bookish.

References

Pressman, Jessica. 2020. *Bookishness: Loving Books in a Digital Age*. New York: Columbia University Press.

Book Review

Portable Magic: A History of Books and Their Readers by Emma Smith

Reviewed by Rachael Rhine Milliard

Portable Magic: A History of Books and Their Readers by Emma Smith is a wonderful look at the use of the object of the book in human history. It opens with the allegory of "The Master and the Pupil," where the magician leaves the powerful spell book out and the young apprentice, in reading it, causes problems because he does not understand or respect the book's power. Books, in all their glorious bookhood, Smith argues, "have agency" (2022, 11).

These magical objects, these "material talismans" (2022, 11), don't just transport people and shape thought, but act as vehicles of change and weapons of influence. *Portable Magic* explores the development of the book in the narrative and practical realities of human history. The book has changed and grown to become what it is, both as an object and an influence in society and history.

In this vein, Smith's *Portable Magic* challenges publishing professionals to think about the use and purpose of their publications. It challenges some of the foundational ideas on which the publishing profession and Western society are built. *Portable Magic* also encourages readers, both general and publishing professionals, to look at the gaps in the known history of the book and its role as an object of power in history.

Smith first challenges the historically accepted narrative of the book in a discussion of the Gutenberg Bible as proof of the superiority and ingenuity of the West. As Smith points out, the Chinese first invented movable type in the 11th Century (Columbia University 2024). The first metal movable type

was invented and used in Korea in the 1230s (Berkowitz 2023). Historically, in the narrative most of us in the West share, Gutenberg is credited with that invention. It is a narrative carried forward into Western cultural history that helped shape the world we know now.

Smith uses the Gutenberg example to shake readers' understanding about how the book has been used in history. *Portable Magic* also discusses the book as an object of propaganda, credibility, convenience, and censorship, among other applications. Smith artfully breaks down the myth, real history, use, and misuse of the book, which is ultimately an object of power.

Smith finishes with as much refinement and world-shattering truth as she begins. Books, Smith writes, ". . . do not simply reflect us, but shape us, turning us into the readers they would like to have" (2022, 245). *Portable Magic* entrances, ensnares, enthralls, and contests accepted lore in its witty and eye-opening discussion of the book as an object of power and influence, where physical manifestation cannot be separated from content.

References

Berkowitz, Rachel. 2023. "The History of the Printing Press under an X-Ray Microscope." *Physics* 16, no. 154 (September 7, 2023). https://doi.org/10.1103/physics.16.154.

Columbia University Asia for Educators. 2024. "China in 1000 CE: The Most Advanced Society in the World; Technological Advances during the Song." Accessed September 4, 2024. https://afe.easia.columbia.edu/songdynasty-module/tech-printing.html.

Smith, Emma. 2022. *Portable Magic: A History of Books and Their Readers*. New York: Knopf.

Book Review

The Other Black Girl by Zakiya Dalila Harris

Alexus Wall

Zakiya Dalila Harris's novel *The Other Black Girl* is a gripping tale that delves into the complex world of publishing, particularly through the lens of race and ethics. The story follows Nella Rogers, the only Black editorial assistant at a prestigious New York publishing house. As Nella finds herself tossed into navigating the corporate world rife with microaggressions, her isolation begins to ease when Hazel, another Black woman, is hired. However, what initially seems like a source of hope and solidarity soon takes a sinister turn. What unfolds is a thriller that exposes racial tensions, office politics, and the exploitation of Black identity in predominantly White spaces.

Harris blends social commentary with psychological suspense, adeptly capturing the nuances of tokenism and the pressures faced by Black women in predominantly White workspaces, particularly in the publishing industry. The novel's sharp critique of corporate performative diversity is both biting and insightful, making it a timely and relevant read. However, while the book begins as a perceptive exploration of race, identity, and representation, its transition into a chaotic thriller toward the end may not appeal to all readers.

One of the most significant themes in *The Other Black Girl* is the contrast between tokenism and authentic representation. The central tension between Nella and Hazel serves as a powerful lens through which Harris critiques the commodification of Blackness in corporate spaces. The portrayal of performative diversity resonated with me personally, reminding me of moments when I've felt that my presence in professional spaces as a "Black woman" was more about optics than my qualifications. Nella strives to maintain her

integrity and authenticity, while Hazel's rapid rise at the company suggests that success in White spaces often requires the performance of a role that fits the expectations of white colleagues and superiors. Hazel's ease at Wagner Books raises questions about the kind of Blackness being represented and consumed by white audiences.

Some readers may see how easy it is to fall into the trap of being "strategically Black," performing an identity that fits with the desires of White colleagues and superiors. Hazel's ascent is a stark reminder of the thin line between playing the game and losing oneself in the process. The novel prompts a bitter realization: success for Black women in these environments often comes at the cost of authenticity. Harris forces readers to critically examine how Black women are frequently rewarded for presenting versions of themselves that are palatable to White institutions, rather than for who they truly are.

The novel critiques performative diversity, where corporations promote superficial inclusion by hiring people of color, but without challenging the existing structures of power that maintain inequality. In recent years, there has been an increasing spotlight on the publishing industry's ethical shortcomings, particularly concerning diversity and representation. Numerous studies and essays have critiqued how the industry, despite its outward commitment to inclusion, remains overwhelmingly White at both executive and editorial levels.

Harris' *The Other Black Girl* contributes to this conversation by using fiction to explore similar issues. Through Nella's journey, the novel exposes how "diversity" more often prioritizes optics rather than real change, and how tokenism can isolate rather than foster genuine inclusion. Where academic or non-fiction works critique the publishing industry from an external perspective, *The Other Black Girl* brings readers inside, making them feel the emotional and psychological toll of these experiences.

By introducing a speculative thriller element, Harris pushes the conversation about race into new territory, offering readers a fresh way to process the uncomfortable realities of racism. The thriller aspect, which introduces a conspiracy subplot, feels rushed and less developed than the novel's earlier, more grounded social critique. This shift in tone may leave readers feeling that the novel loses focus on the more pressing issues raised in the beginning. Harris' storytelling is vivid, insightful, and engaging, particularly in the first half of the novel. The dialogue is sharp, and the internal struggles of Nella are relatable, making her a character that readers can empathize with. The somewhat jarring genre shift to a thriller causes a loss of depth in favor of plot twists and suspenseful elements. Regardless, the way Harris intertwines fiction with social critique can keep a reader engaged.

The work's exploration of tokenism, race, and the politics of representation makes it a valuable text for scholars studying race, identity, and diversity in the workplace. It offers critical insights into how corporate diversity initiatives often fail to address deeper systemic issues, sparking vital discussions about performative inclusion. For those in publishing, the novel sheds light on how Black voices are marginalized, commodified, or silenced. For general readers, it provides a suspenseful, thought-provoking read, though the shift from workplace drama to conspiracy thriller may not be for everyone.

Occupying an important space in contemporary literature on ethics in publishing, the book's examination of tokenism, performative diversity, and racial dynamics—delivered through a fictional lens—offers a compelling and accessible contribution to ongoing discussions about race and inclusion in creative industries. The Other Black Girl complements non-fiction critiques of the publishing industry and broader works on racial identity, adding a narrative-driven, emotionally charged perspective to the conversation.

References

Harris, Zakiya Dalila. 2022. The Other Black Girl: A Novel. New York: Simon & Schuster.

Book Review

Who Owns This Sentence? A History of Copyrights and Wrongs *by David Bellos and Alexandre Montagu*

by Jesse Goodwin

At the very start of *Who Owns This Sentence? A History of Copyrights and Wrongs*, David Bellos and Alexandre Montagu lay out their goal: not to present a guide to copyright law but to track how the landmark idea that authors should hold ownership over their work for a brief time morphed into the multibillion-dollar intellectual property (IP) industry. The book takes its time spelling out this intricate (and sometimes circular) history and connecting it to what we see in the modern day—from Plato to artificial intelligence (AI)—in almost 400 pages. Frankly, with the amount of history, concepts, and terminology to cover, the two do a pretty good job vis-à-vis their goal.

Bellos and Montagu go to lengths to make the narrative palatable regardless of the reader's understanding of copyright, translating everything from legalese to layman's terms. Each chapter follows the same loose structure, mixing both historical context and anecdotes to illustrate the birth of a particular copyright and how it was used (or misused—often both) to shape whatever came next. Some stories are much more engaging than others; blurbs on lawsuits over circus posters and Charlie Chaplin's on-screen persona go down much smoother than several pages on the Stationers' Company in eighteenth-century London.

Most importantly, the book outlines how the moral rights that were the cornerstone of early copyright law—which is to say, the personal rights of authorship and authors' desires to maintain the integrity of their works—now feel at odds with current law, which is in the back pocket of media conglomerates

eager to keep their exclusive ownership of popular assets forever.

This dichotomy was brought into the public eye at the start of 2024, when the version of Mickey Mouse depicted in Steamboat Willie (and only Steamboat Willie) entered the public domain, prompting those previously uninterested in copyright to become experts overnight to avoid Disney's aggressive litigious reputation. Ruth Okediji, a renowned IP law scholar, noted the imbalance in an interview with NPR in January as Steamboat Willie mania took hold: "[It is] my hope that either Congress or the courts will restore the full balance between the protection of creativity and the protection of the public domain, which is also the protection of creativity" (Ulaby 2024).

The explosion of technology and its effect on content has brought moral rights back into focus, turning an ongoing conversation typically centered around economic interests to concerns about preserving the integrity of culture and knowledge in the digital era. Whether the two are at odds or aligned is yet to be seen—the debate is actively unfolding. The recent boom of AI is at odds with the author's desire to protect their work from getting crunched up by the machine. Once that concern is resolved, AI may pave the way for new advances in copyright law.

Who Owns This Sentence? is not a surefire guide to avoid being sued by Disney, but for anyone with even a passing interest in the subject of copyright, the book is an excellent starting point.

References

Bellos, David, and Alexandre Montagu. 2024. *Who Owns This Sentence?: A History of Copyrights and Wrongs*. New York: W. W. Norton & Company.

Ulaby, Neda. 2024. "'Steamboat Willie' Is Now in the Public Domain. What Does That Mean for Mickey Mouse?" *NPR*. January 1, 2024. https://www.npr.org/2024/01/01/1221606624/mickey-mouse-public-domain-disney.

Sundara Rajan, Mira T. 2019. "Moral Rights: The Future of Copyright Law?" *Journal of Intellectual Property Law & Practice* 14, no. 4 (January 31, 2019): 257–258. https://doi.org/10.1093/jiplp/jpz008.

Book Review

Yellowface by R.F. Kuang

by Trinity Nirenberg

Jealousy is one of those things that we all encounter during our lives. Jealousy happens at different levels to each person, of course, but everyone has a basic understanding of it as a concept: how this penetrative emotion makes us feel, guides our decision-making, and alters our view of the world. Envy is something we must filter, and the level to which we do sets us apart from those around us.

Told from the first-person point of view of a white female author with a lackluster career, *Yellowface* follows June Hayward as she capitalizes on the accidental death of her college peer. Athena, a successful Asian-American author, is everything June wishes she was. When Athena's newly finished manuscript sits conveniently on her desk, June can't help but snatch it for herself. June lightly rewrites sections of the manuscript, which concerns the Chinese Labour Corps in World War I, and submits it as a work of her own to her agent. Suddenly, June is catapulted into the career she fantasized about, but what she didn't plan for was the scrutinizing spotlight that came with it, haunted by the ghost of Athena.

In this spotlight, June is confronted via social media by reviewers claiming that the book was written by Athena. This snapshot into the horrors of the internet is brutally written, much like Kuang's previous work, using strong diction choices to show the disintegration of a person's sanity. Clearly showing the privilege on both sides of the publishing industry, the narrator blatantly manipulates herself into believing that she is doing the Asian community a favor.

Kuang weaponizes the use of an unreliable narrator by making the book itself unreliable, a book from a white person's point-of-view written by an Asian

woman. In an interview with NPR, Kuang states, "[A]ll of our assumptions about who gets to do cultural appropriation or when something counts as cultural appropriation kind of go away when you invert who is of what identity . . . a lot of our standards about cultural appropriation are language about 'don't write outside of your own lane. You can only write about this experience if you've had that experience' . . . they're actually quite limiting and harmful, and backfire more often on marginalized writers than they push forward conversations about widening opportunities . . . fiction should be about imagining outside our own perspectives, stepping into other people's shoes and empathizing with the other" (Kelly 2023).

Yellowface is a masterful work of genre-bending fiction that widens perspectives on privilege in the publishing world, both at the author and corporate levels. The book itself is a satirical horror story paying its respects to the ethics around cultural appropriation.

References

Kuang, R.F. 2023a. *Yellowface*. New York: William Morrow.

Kuang, R.F. 2023b. "Author R.F. Kuang on Unlikable Narrators and Cultural Appropriation in '*Yellowface*.'" By Mary Louise Kelly, Elena Burnett, Mallory Yu, and Erika Ryan. NPR, May 16, 2023. https://www.npr.org/2023/05/16/1176508635/author-r-f-kuang-on-unlikable-narrators-and-cultural-appropriation-in-yellowface.

Interviews

Student Interview

Rachael Rhine Milliard

Biography

A former English teacher, US Army Field Artillery Officer, and current stay-at-home parent of three highly energetic, beautiful children, Rachael Rhine Milliard (she/her) started editing full-time in 2021. She has a master's degree in diplomacy (MDY) from Norwich University and will complete her MPS in Publishing from the George Washington University in December 2024. She also has a copyediting certification from ACES and Poynter. While attending GW, Rachael joined the Editorial and Content Committees for the *GW Journal of Ethics in Publishing*. She is deeply passionate about the written word and making others' prose shine—when she's not playing taxi, cook, nurse, and counselor to her brood. She is an active member of the PTA who enjoys dancing, traveling with the family as much as possible, reading, throwing pots, crocheting, knitting, and writing. In 2017, she published an article on land rights in the East China Sea. She is currently working on her debut novel.

What does "ethics in publishing" mean to you?

For me, ethics in publishing is about applying the best practices of being human to the world of publishing. It is about encouraging all the best human traits

and applying them to the practical profession of publishing, which is one of the most powerful vehicles of influence in the world. It is important to me that not only is there equal representation in the stories we tell ourselves, but also that marginalized populations are given an opportunity to shape the most influential profession on the planet. Publishers of books, academic journals, news media, social media content, and government resources hold the power to influence the course of human history and socio-political change. Those within the industry must act with integrity and a view to benefit humanity.

How would you describe your experience with the journal?

My experience with the journal has been amazing. I have the best team members on both committees, and I've learned so much from all of them. The staff leads are fabulous mentors. All of my interactions and work I've been privileged to do has greatly informed my interactions with my freelance clients.

What recent ethical topics in publishing are you interested in and why?

Something that has piqued my interest since joining the MPS in Publishing program and the *GWJEP* is APCs in OA publishing. In scholarly pursuits, it is "publish or perish" for many students and faculty. The Gold OA model of academic publishing is extremely predatory. While the public can freely access OA work, high APCs limit who can publish to established and wealthy individuals and institutions.

What lessons have you learned that you want to carry forward into your publishing career?

I have been blessed with two separate experiences with the journal. There are practical lessons I will take with me to my work after I graduate. Perhaps the most important thing I've learned from both committees, from the leadership I've served under, and from my teammates is that it is okay to care for ourselves first. I've always known that you can't pour from an empty cup, but achieving the balance of it has always confounded me. I have watched everyone on these committees and at GW be empathetic, understanding, and forgiving. And it is beautiful. They modeled a healthy prioritization of their time and energy. It has changed my approach to my life, personal and professional. I've never seen such empathy in leadership; it is a beautiful, wonderous thing. I only hope I can be successful in carrying this forward.

How do your personal ethical values influence the selection of books for review or the tone and direction of interviews?

I strive always to be professional and fair. Empathy, kindness, and doing no harm are guiding principles in my life. As such, I read the books from the review list (which is also the reading list for the GW Publishing Book Club) with an open mind and humility. I ask what I can learn. And the answer is usually, A LOT! When it comes time to write the reviews, I try to highlight the parts of the books that were most meaningful to me personally or professionally and also relate to the topic at hand—ethics in publishing. The same is true of interviews. I try to make sure I am respectful and professional. I relate where I can with the interviewee and listen with an open mind. I think we all learn best from others when we take our ego out of it.

What are your hopes for the future of the Content Committee as the journal continues to grow and evolve?

My hope is that more passionate people will join the committee and help it keep moving in a good direction. I'd love to see debates and difficult topics. I'd also love to see a blog with current ethics stories published and commented on. Eventually, I think it would be great if the committee could foster a place of civil debate on ethical topics of the day.

What do you enjoy most about working on content, and how do you feel it contributes to the journal's mission? How do you go about making "ethics in publishing" into content that is accessible and interesting to those without a publishing background?

I enjoy the working relationships we've built. But as to our work, we're just getting started. Certainly, the work we've already done helps illustrate the values of the people involved in the journal and its publication. We've also tried to raise diverse voices through the book reviews we've published. But I'm very excited about the innovations to come. It is my hope that they will create a wonderful space to debate complex, ethical topics in the world of publishing. In these ways, we also try to make ethics in publishing accessible to more than just publishing professionals.

Student Interview

Phylicia Moore

Biography

Phylicia Moore is a passionate publishing professional pursuing her Publishing Master of Professional Studies at the George Washington University, where she is learning the intricacies of the industry and what it takes to run a successful publishing house. As a prepress quality assurance tech at Wizards of the Coast for the trading card game Magic: The Gathering, Phylicia ensures files are ready for print, manages data tracking, and develops SOPs to streamline processes. She also works as a freelance editor, using her expertise to support various publishing projects. Phylicia resides in Northern Alabama with her three children and husband, and balances her professional career with her love of reading, devouring a wide variety of books in her free time. As a member of the *GWJEP* Editorial Committee, she is dedicated to exploring the future of ethical publishing and fostering integrity within the industry.

What does "ethics in publishing" mean to you?

To me, ethics in publishing is about ensuring transparency, honesty, and inclusivity at every stage of the process. It involves respecting the rights of authors and readers, maintaining accuracy and integrity in content, and ensuring diverse voices are represented fairly. It is not just about avoiding

misconduct but actively contributing to a system that values truth and fairness in what is produced and shared with the world.

How would you describe your experience with the journal?

My experience with the journal has been rewarding and insightful. Being part of the Editorial Committee has allowed me to engage deeply with complex ethical questions that impact the publishing world. It's been a unique opportunity to collaborate with professionals who share a passion for ethical publishing and to refine my understanding of the standards and responsibilities we must uphold in the industry.

What recent ethical topics in publishing are you interested in and why?

I am particularly interested in diversity, equity, and inclusion in publishing. It is essential to ensure marginalized voices have equitable access to publishing opportunities and that their work is represented authentically. Another topic of interest to me is the role of AI in content creation and how we navigate issues of authorship, plagiarism, and transparency as new technologies emerge in the publishing process.

How do you ensure editorial fairness and impartiality in the peer-review process?

To ensure fairness, I believe in maintaining a double-blind peer review process, where authors' and reviewers' identities remain anonymous. This helps alleviate unconscious biases. Additionally, I strive to review each submission based on its merits—the quality of its research, argument, and contribution to the field—rather than any personal preferences or external pressures.

What type of articles or submissions are you generally most excited to work on, and why do you enjoy them the most?

I'm most excited by submissions that challenge the status quo or introduce fresh perspectives on ethical dilemmas in publishing. I enjoy working on pieces that address real-world impacts—like the intersection of ethics and technology or inclusivity in publishing—because they spark important conversations about the industry's future and offer potential solutions to ongoing challenges.

What are the biggest ethical concerns you consider when editing a piece that has been submitted to the journal?

My biggest concerns are potential conflicts of interest, biases in representation, and a submission's adherence to ethical guidelines like transparency and intellectual honesty. I also pay close attention to how sources are credited to ensure that there's no plagiarism and that all contributions are appropriately acknowledged.

Are there lessons you've learned working with the journal that you will carry forward into your publishing career?

Absolutely. One of the most valuable lessons has been the importance of thoughtful, transparent communication with authors, reviewers, or colleagues. Upholding high ethical standards is not just about following rules; it's about fostering an environment where integrity is a priority at every level. I'll commit to inclusivity and fairness in my future work, always considering the ethical implications of publishing decisions.

Student Interview

Brooke Scudder

Biography

Brooke Scudder (she/her) is in her second year of the George Washington University MPS in Publishing program and is part of the Marketing Committee for the GW Journal of Ethics in Publishing. Outside of the program, she enjoys writing and exploring DC with friends. She's lived in five different states before Virginia and is eager to see where the publishing industry takes her—hopefully to acquisitions or book design.

What does "ethics in publishing" mean to you?

Publishing can—and should—encompass a variety of voices. In addition to diverse voices, it is important to have discussions about what is being published. There is a long history of the industry getting into its own rut, and without publications like this journal there aren't many spaces for industry issues to be pointed out. Ethics encompasses addressing issues and their implications, and starting a conversation where others may have been hesitant to do so.

How would you describe your experience with the journal?

Everyone on the staff cares immensely about making the journal the best version of itself. The Marketing Committee created an Instagram account last semester; our managing editor and journal staff have been in full support of advertising for our authors and the program. There are so many talented people working on the journal, and the opportunities to use their skills for the journal are challenging but unique.

How does the Marketing Committee handle the ethical balance

between promoting the journal and maintaining credibility in academia?

Especially since we began to prioritize cultivating a larger online presence for the journal, we have had to focus on what exactly we post and spotlight. Of course, we want to emphasize the topics of our articles, but when ethical issues occur every day, there is a question of what we should and shouldn't use as part of our online presence. We don't want to emphasize every little thing possible. Instead, we would rather focus on what contributes to the journal's ethical mission and the goal of academia to promote discussion and not discord.

How do you go about marketing the idea of "ethics in publishing" in a way that is both interesting and accessible to an audience with varying levels of knowledge on the subject?

It's not too difficult to find an interesting topic from the articles submitted to the journal. And because our authors are themselves interested in the subject of ethics in publishing, that carries over to their writing. We usually find an engaging quote from the article and use that as the core of our social media posts. This has proven to be the best way to entice both people familiar with the topics and more of a general audience.

Do you find that the mission of the university and journal heavily influences what your committee creates?

Yes. We function as a kind of voice for the journal and, by extension, GW. We want whatever we create to be easily recognized as connected to the university. I would call our mission more than just an influence–it is something that is built into our journal structure and a primary consideration when marketing for the journal.

What lessons have you learned that you want to carry forward into your publishing career–either ethical, marketing, or otherwise?

I've learned that importing ethics into a journal or publishing house's procedures may not always be as simple as just keeping it in mind when choosing what to publish or what to market. Even as a journal that is focused on ethics, we still have to make the time and effort to consider the implications of our decisions. It can be a difficult discussion to have, but putting the effort in is already a step forward for any journal or publisher.

Student Interview

Joseph Lawrence

Biography

Joseph Lawrence graduated from the University of Colorado in 2020 with a BA in English rhetoric and a minor in film. He went into the field of education, teaching history, Latin, and poetry at a classical learning elementary school in Colorado Springs. In the 90s, Joseph's grandfather started a Christian book publishing company called Choice Publications, but when Joseph's grandfather passed away in 2014, so did the company. Joseph's grandfather was a very strong positive influence on Joseph's life, instilling in him a love of literature and books. Joseph was always regretful that his grandfather's books had passed away with him.

After Joseph wrote his first book of dramatic poetry, *A Town of James*, his interest in reviving Choice began, both as a vehicle to self-publish this book and as a means of continuing his grandfather's legacy. Joseph launched the company with seven titles in January of 2021. He joined the GW MPS in Publishing program to complement these efforts, and Choice Publications has since added five more titles to its catalog. Choice will be exponentially growing in January 2025, and Joseph will be looking for freelance editors and publishers to support this expansion, hopefully gathering future staff from his fellow

GW students. Joseph feels very proud that as his business expands, so will his grandfather's legacy.

In his free time, Joseph enjoys writing poetry, reading classical literature, watching baseball, and going on as many nature walks as he can with his fiancé.

What does "ethics in publishing" mean to you?

Professor Randy Townsend's amazing Ethics in Publishing course really helped me formulate my view on this question. For me, ethics in publishing is a careful balance between virtue and profit priorities. These are not mutually exclusive things, but they are often at odds with each other. Profit keeps the lights on, but virtue is what's worth highlighting. I try to balance my book catalog with works that don't sell as well but offer a message that aligns with the press's mission, and less mission-aligned works that do sell well. I will try to keep that balance in the future, using the more profitable titles to support mission-aligned works.

How would you describe your experience with the journal?

My experience with the journal has been very uplifting. It's wonderful to work with my fellow students for a common goal. While I haven't had the chance to be very involved recently due to my engagements with my business, it was a privilege to work on the latest edition. The team leads in the journal are all very dedicated to creating a beautiful and informative publication.

What recent ethical topics in publishing are you interested in and why?

I'm very interested in AI and publishing. I work in generative AI for Innodata Inc., so I get to see firsthand (and be a part of) large language models (LLMs) that are changing how we understand, write, and interact with the written word. Obviously, the ethical concerns that arise with AI and publishing are endless, particularly in the fields of copyright infringement, plagiarism, and our respect for originality. LLMs cannot function without people's materials. As LLM technology becomes more prevalent in publishing, conversations on AI use and ethics become more pressing.

Do you feel that the classes you have taken so far have discussed ethics enough?

Ethics has always been an important part of the classes I've taken. My favorite class so far has been Copyright Law in Publishing with Professor Puja Telikicherla. She doesn't shy away from all the technical and legally-complex material we need to know, but she always encourages us to view these materials from an ethical and empathetic viewpoint. I learned how to cut through legal jargon and look at copyright law's human impact, and I think that attitude has set a course for me for all my upcoming courses.

What is something you would like to see the journal do in the future?

I would love to see the journal become even more of a track to a career in scholarly publishing. This industry is all about connections, so offering more organized opportunities just to socialize with fellow volunteers would be very beneficial in that sense. We're all in this degree program to make our passions our careers; we should leverage that shared aspiration and look out for each other.

Student Interview

Carly Fisher

Biography

Carly Fisher (she/her) earned her Bachelor of Arts in English Literature and Editing and Publishing Undergraduate Certificate from the University of Central Florida. During her time at the university, Carly was awarded the UCF Excellence in Publishing Award for her work as editor in chief and sole staff member for Issue 23 of Imprint magazine. She was also awarded the Department of English Outstanding Editorial Work Award for her role as production editor and assistant prose editor on Issue 34 of the literary magazine Cypress Dome. Currently, she is in her second year of GW's MPS in Publishing program. She is a member of the Strategy and Sustainability Committee for the *GW Journal of Ethics in Publishing*. Carly also volunteers as an assistant prose editor for the online creative writing magazine Wishbone Words, which publishes work by chronically ill and disabled creatives.

What does "ethics in publishing" mean to you?

I am a believer in the old cliché, "The pen is mightier than the sword." Whether fiction or nonfiction, research or review, published writing inspires the systems that create our society and inform our ethical decisions. We look to others to understand ourselves

and our place in the world, and publishers decide whose points of view are observed, celebrated, and hidden. As our social consciousness is growing to understand the way publishing has been used to promote white, Christian, Eurocentric systems of wealth and disparage anyone outside of that mold, implementing ethics in publishing ensures the industry is at the forefront of creating a more equitable, empathetic, and informed society–a society that can begin to tear down the systems of inequity that are plaguing and dividing developed western countries.

Ethics in publishing is a promise to right the wrongs of the bygone people in power. It is a promise to influence a better, more diverse, curious, and sustainable industry that can compete with an explosion of misinformation and the influx of ill-conceived and unregulated media in an attention-based economy. In scholarly publishing, ethics can look like diversifying researchers and research subjects, strengthening the peer review process, reducing carbon emissions, and developing strategies to identify and mitigate bias. In trade, it can involve fighting book bans, creating more diverse office environments, and using sensitivity readers as common practice. In any sector of the industry, there are hundreds of ways ethics in publishing can be implemented to ensure that the written word is being used in its most powerful way: toward a better tomorrow.

What recent ethical topics in publishing are you interested in and why?

I am dedicated to and interested in diversity, equity, and inclusion (DEI) in the industry and representation in publishing products. As a member of the disabled community, these topics are not only ethical questions but crucial to my and many other communities' existence in the world. Currently, I am researching how remote work can help scholarly publishing realize its goals of diversifying the industry by removing barriers intrinsic to an in-person office.

I am also focused on the problems of performative DEI initiatives. According to the C4DISC Workplace Equity in Scholarly Communications 2023 Executive Summary, 89% of respondents were "aware of their employer's stated values about diversity" compared to 60% in 2018. Yet the identities of those working in scholarly publishing have only increased by single-digit percentages. Black-identifying respondents went from 3% to 4% in four years. Lee & Low noted in their 2023 Diversity Baseline Survey 3.0 that there was "an actual decrease (–1.4%) in the people who self-identify as Hispanic/Latino/Mexican at 4.6%. This [is a] decrease from both 2015 (6%) and 2019

(6%) . . ." These numbers are clear evidence that the publishing industry isn't fulfilling its commitments to underrepresented groups. I am passionate about finding out what barriers are preventing the industry from reaching a more equitable standing.

How has ethics in publishing influenced your job/career/profession? How has it influenced your education/learning?

I spent my childhood wrapped in the pages of books. I read in the car, I read before bed, and I read in class even when I probably shouldn't have. Then, in high school and during my undergrad, I started reading journals and scholarly work; I gained a new understanding of how scholarly theories and research influence our current systems, how we view history, and how I understood myself. When it was time to set a career path, I knew I wanted to be part of the industry that opened my world, fictitiously and educationally, to so many experiences, values, and lives different from my own. Books made me aware of ethics and representation in the first place, and I figured if any industry had values that matched my own, it would be publishing.

This last year in the GW MPS in Publishing program has opened my eyes to all the ways publishing has improved in its ethical responsibilities and all the places it has room to grow. I still see the industry in a positive light, but that light is no longer rose-tinted. The amount of ethical growth needed in the industry drew me to this journal, where I hope to help bring ethical issues in publishing into focus and make the industry that made me ethical and empathetic more ethical itself.

How do you think the Strategy & Sustainability Committee contributes to the larger conversation around ethics in academic publishing?

Ethics in publishing should reach every branch of the publishing process, and strategy and sustainability (S&S) is no different. Strategy and sustainability committees create pathways and goals to keep journals and publishers relevant, reputable, expanding, and thinking toward the future. With these goals in mind, S&S committees should be on the cutting edge of ethical discussions in publishing because ethical practices are, in themselves, sustainable strategies. Currently, S&S committees should be exploring the ethics of open access for accessibility, better ways to detect plagiarism and AI use, strategies to improve the peer review pool to grow academic integrity, and finding more

diverse researchers and topics to encourage growth to wider audiences. All of these topics involve ethical questions that, if left unanswered, will eventually extinguish any scholarly endeavor.

In your strategic planning, how do you consider the journal's growth without compromising its ethical values?

For our journal, I don't see growth and ethics as competing terms. The industry and the audience we're serving are embracing ethical conversations as critical dialogue for the future of publishing because scholarly readers are demanding it. As a new journal, our growth is dependent on expanding our readership; ethically sourcing, reviewing, and distributing quality content is the best strategy for this growth. As a student-run diamond open access journal, our content does not run on profit, the most commonly-used excuse to ignore ethics. Instead, it runs on the resource of time. However, time, just as profit, is a deterrent to ethics because ethical practices require more care. We must grow by increasing our accessibility, our discoverability, and our reputation—all things that take time—and even more so if we promise ourselves, our institution, and our readers ethical practices while achieving those goals. For this reason, patience and support from our institution and sponsors are key elements in our strategic planning, so we can take the time to ensure all of our attempts at growth take place within ethical frameworks.

Do you find that the mission of the university and journal heavily influences what your committee creates?

"The *GW Journal of Ethics in Publishing* (*GWJEP*) seeks to provide a platform for students and other industry professionals to discuss often-ignored realities of the publishing industry."

This mission and our values are in the air of every choice we make at the journal. As students of the MPS in Publishing program, our professors and guests have presented us with possibilities and problems of the scholarly publishing world. The deep care that these industry professionals have demonstrated establishes ethics as a tenet that should be at the forefront of the industry. Their passion has met ours in equal force. As largely outsiders or newcomers to publishing, we have the unique position to see how unethical practices in the industry can affect consumers and tarnish the reputation and potential of the publishing world. We are bright-eyed and bushy-tailed, and we want to make the industry of our dreams meet our expectations as socially conscious individuals. This journal is where we take those first steps.

Submission Guidelines

Call for Papers

Submit your article using the *GWJEP* Scholastica submission site.

The George Washington University Master of Professional Studies in Publishing program solicits papers for the *George Washington Journal of Ethics in Publishing (GWJEP)*. This online journal is managed by students in the GW Publishing program and overseen by Editor-in-Chief Michelle Wilson and an editorial board of publishing professionals.

The *GWJEP* is published in conjunction with the GW Ethics in Publishing Conference. Conference presentations as well as papers based on previously-presented material are also encouraged. The journal publishes on the Manifold Scholarship platform developed by the University of Minnesota Press, the Graduate Center at the City University of New York, and Cast Iron Coding through a grant from the Mellon Foundation. The peer review platform has been provided by Scholastica.

We welcome scholarly research articles, case studies, book reviews, and conference presentations from scholars, students, and publishing professionals on topics including but not limited to diversity, equity, and inclusion (DEI), accessibility, sustainability, open access, peer review, publishing metrics, and other aspects and issues of ethics in publishing. Innovative forms of scholarship, such as audiovisual media, are also encouraged. The journal invites submissions from publishing professionals in all areas of the publishing industry, including academics, librarians, authors, illustrators, editors, agents, rights managers, production managers, paper producers, ink suppliers, and more. Articles relating to any publishing sector are welcome, including academic and trade publishing. Student submissions are also highly encouraged; papers from underrepresented voices are especially encouraged.

Peer review will use a double-blind process, which ensures anonymity between author and reviewer. The *GW Journal of Ethics in Publishing* accepts five main categories of articles:

- Scholarly articles and case studies presenting research about ethical issues in publishing
- Applied Ethics/"Making the World Better" articles and projects that explore contributions to local, regional, or global publishing networks, as well as initiatives in literacy and related fields.
- Editorials and commentaries (Invited by editorial board, but contact if you have an idea)
- Reviews of books, websites, digital projects, and other web resources with a focus or considerable aspect of ethics in publishing.
- Conference presentations

See also the journal's Instructions for Authors and Peer Review Guidelines.

Instructions for Authors

The Basics

The *GW Journal of Ethics in Publishing* is an open-access, online journal managed by students in the George Washington University's Master of Professional Studies (MPS) in Publishing program. Manuscripts can be submitted via our Scholastica peer review platform. If you need assistance, please email gwupress@gmail.com.

We welcome scholarly research articles, case studies, book reviews, and conference presentations from scholars, students, and publishing professionals on topics including but not limited to diversity, equity, and inclusion (DEI), accessibility, sustainability, open access, peer review, publishing metrics, and other aspects and issues of ethics in publishing. Innovative forms of scholarship, such as audiovisual media, are also encouraged.

The journal invites submissions from publishing professionals in all areas of the publishing industry, including academics, librarians, authors, illustrators, editors, agents, rights managers, production managers, paper producers, ink suppliers, and more. Articles relating to any publishing sector are welcome, including academic and trade publishing. Student submissions are also highly encouraged.

Each submission should include the following items:

- The email address of the primary author
- The names and email addresses of all contributing authors
- A short biography of each author (100 words maximum)
- URL links to the author's (or authors') personal, project, or university/company websites
- An article abstract (300 words maximum)
- The article or presentation (as a Word.doc attachment)

We generally accept 6,000- to 7,000-word articles but will consider shorter

articles. All articles must have a title, an abstract, an introduction, a body, a conclusion, and a reference list; scholarly research articles and case studies have additional requirements (see below). Chicago Author-Date style is required for all in-text citations and reference entries. Chicago Notes-Bibliography Style will not be accepted.

We know tone and voice differ based on the subject and style of submission, so our only requirement is that tone and voice are internally consistent within an article. The author is free to use the tone and voice they find most appropriate. Authors are encouraged to use the *Inclusive Language Guide* from the APA and the *Conscious Style Guide* founded by Karen Yin.

Article Types

The *GW Journal of Ethics in Publishing* accepts five main article types:

- Scholarly research articles and case studies that explore ethical issues in publishing
- Articles about real-world, applied ethics projects in the publishing ecosystem
- Reviews of books and other media with a focus on publishing ethics
- Presentation write-ups from the GW Ethics in Publishing Conference
- Editorials and commentaries on ethical issues in publishing (invitation only)
- Scholarly Research Articles and Case Studies

Scholarly research articles and case studies present original findings resulting from qualitative, quantitative, or mixed-methods research. They should generally be between 3,000 and 6,000 words long, but we will consider exceptions. Articles should include the following sections (may vary per article):

- Title Page
- Abstract (300 words maximum)
- Introduction
- Literature Review (when applicable)
- Methods
- Results
- Discussion
- Recommendations
- Conclusion
- References
- Author Bio(s)

The introduction must include a clear thesis statement. The recommendations section should include three to five items (arranged in a bulleted list) describing how publishing professionals can apply the article's findings to real-life publishing practice. The conclusion must summarize the article and emphasize why readers should be concerned or interested in the article's topic. The references section must be in Chicago Author-Date Style format. The author bio(s) should include the name of the author(s), their institutional/professional affiliation(s), and a brief description of their expertise in the relevant field.

All scholarly research articles and case studies undergo double-anonymous peer review.

Applied Ethics Projects

Applied ethics projects explore ways that publishing and publishing professionals (students included) positively contribute to their local, regional, or global communities. In other words, applied ethics projects strive to "make the world better." Applied ethics projects may vary considerably in form and scope, and they mainly involve one or more of the following elements:

Advocacy: Contributing to causes that promote knowledge and understanding (such as DEI awareness and education, accessibility implementation, censorship resistance, literacy promotion, etc.).

Engagement: Enhancing public awareness of and participation in issues concerning the public good (such as online piracy, AI usage, Open Access scholarship, etc.).

Volunteerism: Volunteering at an individual or organizational level to make the publishing ecosystem a better, more ethical space.

Organization: Organizing and engaging communities using publishing to develop community goals, values, and relationships (for example, developing a community newsletter).

Articles reviewing applied ethics projects should generally be between 3,000 and 6,000 words long, but exceptions will be considered. They should generally include the following sections (although some sections may vary per article):

- Title Page
- Abstract (300 words maximum)
- Introduction
- Project Scope and Goals
- Actions and Methods

- Discussion and Implications
- Results and Impact
- Recommendations
- Conclusion
- Author Bio(s)

The introduction must include a clear thesis statement. The project's scope and goals must be clearly defined and measurable. The recommendations section should include three to five items (arranged in a bulleted list) describing how publishing professionals can apply the article's findings to real-life publishing practice. The conclusion must summarize the article and emphasize why readers should be concerned or interested in the article's topic. The references section must be in Chicago Author-Date Style format. The author bio(s) should include the name of the author(s), their institutional/professional affiliation(s), and a brief description of their expertise in the relevant field.

Applied ethics projects may be improved through active peer review; however, due to their variable nature, some projects may not warrant peer review. The editorial board will make a case-by-case determination of what is needed.

Reviews

The *GW Journal of Ethics in Publishing* welcomes book and media (such as websites, digital projects, digital resources, and so on) reviews focusing on publishing ethics or involving a considerable element of publishing ethics.

Reviews should generally be between 500 and 1,500 words, although exceptions will be considered, especially for reviews of multiple titles or resources. They should include the following sections:

Citation: Include a full reference entry for the reviewed item in Chicago Author-Date Style. When reviewing an online resource, include an access date in addition to the date of publication.

Authority: Briefly summarize the relevant background or expertise of the author(s), creator(s), or editor(s) of the reviewed item.

Audience: Specify the target audience of the reviewed item. In other words, specify the people or groups who would make use of the reviewed item.

Content: Detail the content and goals of the reviewed item, including whether the creator(s) effectively communicated the content and accomplished their goals.

Quality: Assess the quality of the content, including whether the content

is grounded in facts and logic and is backed by science and current research.

Usefulness: Comment on whether the reviewed item advances the field to which it belongs, publishing ethics, or publishing in general.

Impact: Assess the importance of the reviewed item for its intended audience and the publishing industry in general.

Your Bio: Include a brief biography at the end of the review, including your name, your institutional/professional affiliation, and a brief description of your expertise in the field.

The Editorial Board may solicit authors and items for review, but we welcome review proposals. Please let us know if you have a book, article, or website that you would like to review. You must let us know if you have any conflicts of interest or connection to the work's authors, editors, or publishers that you intend to review.

GW Ethics in Publishing Conference Presentations

The annual GW Ethics in Publishing Conference complements the *GW Journal of Ethics in Publishing*. Presenters are invited to submit articles based on their conference presentations (following the above guidelines for scholarly research articles, case studies, or applied ethics projects–whichever is more applicable). Conference videos are available for the 2020 and 2021 conferences.

Invited Editorials and Commentaries

The Editorial Board will invite editorials and commentaries from publishing, library, and scholarly communication professionals, researchers, scholars, and others to comment on their work in publishing, their efforts to make publishing more ethical, and their efforts in advancing the field.

If you have an idea or suggestion or would like to be considered for an editorial or commentary, please contact Editor-in-Chief Lois Jones at lijones@email.gwu.edu.

Style Requirements

Title Page

Title
- Centered
- Bolded
- Located ⅓ down the page

Subtitle
- Centered
- Bolded
- Located on the line after the title

Author(s) name(s) and affiliation(s)
- Centered
- Plain Text
- Located ⅔ down the page

Conflict(s) of interest disclosure
- Left-aligned
- Plain text
- Located at the bottom of the page

The title page is double spaced.

Abstract

Heading (the word "Abstract")
- Centered
- Bolded
- Located at the top of the page

Content (a one-paragraph summary of the article)
- Left-aligned
- No indent
- Located on the line after the heading

The abstract is double-spaced and should be no more than a paragraph long.

Section Headers

Use up to three heading levels (as formatted above) to divide the article into sections.

Body
- Double-spaced (except for block quotes)
- Left-aligned
- First line of each paragraph indented

In-text citations formatted in Chicago Author-Date Style
Pages numbered
Masked

Because the article will undergo double-anonymous peer review, the article must be masked, meaning that no information could identify the author(s) or their affiliation(s) may be included. Identifying information should only be included on the title page. Any identifying information crucial to the article's narrative can be restored to the article after it passes peer review and before publication.

References

Heading (the word "References")
- Centered
- Bolded
- Located at the top of the page

Reference entries
- Left-aligned
- Hanging indent
- Single-spaced with an extra line of space between reference entries

The *GW Journal of Ethics in Publishing* uses *The Chicago Manual of Style* for its citations and references: https://www.chicagomanualofstyle.org. The journal uses Chicago Author-Date Style, not Chicago Notes-Bibliography Style. Please ensure your citations and reference entries are accurate and that all hyperlinks are functional.

Figures

The *GW Journal of Ethics in Publishing* requires that all published articles meet basic digital accessibility standards for visual resources. Papers accepted for publication that include images, charts, videos, or other visual assets must include alt-text (or long descriptions) for each visual asset, as well as appropriate captions.

For information on the basic principles of describing visual resources for accessibility in arts and humanities publications, please consult Stephanie Rosen's *Describing Visual Resources Toolkit:*

https://describingvisualresources.org/guidelines/basic-principles/

AI Policies

The *GW Journal of Ethics in Publishing* follows GWU's guidelines on the use of generative AI for its submissions as a baseline, with more stringent guidelines on generative AI. While generative AI may be used to help an author find a starting point for their research, brainstorm, or create accurate citations and bibliographic entries, it may not be used, in whole or part, to write the submission. Nothing created with or by AI may be submitted for consideration for publishing.

In accordance with GWU's AI policies, work submitted for evaluation is represented as the author's own intellectual product. Authors may not submit content (e.g., ideas, text, code, images) for evaluation or publication that was generated, in whole or in part, by generative artificial intelligence tools (such as ChatGPT and other large language models).

The use of tools such as spell and grammar check are permitted. A short list of approved AI to aid in spell and grammar check are Microsoft Word's Spell and Grammar Check, Grammarly, QuillBot, GrammarCheck, and Scribbr. Many of these sites have additional features, like a paraphrasing tool. Paraphrasing tools count as generative AI and may not be used.

Questions?

If you have any questions about the *GW Journal of Ethics in Publishing*, contact Lois Jones at lijones@gwu.edu. If you have questions about the Ethics in Publishing Conference, please contact John W. Warren, Director and Associate Professor of the Master of Professional Studies program, at jww@gwu.edu.

Peer Review Guidelines

The *GW Journal of Ethics in Publishing* welcomes articles, case studies, and conference presentations from students, professionals, and scholars on a range of topics, including: EDI (equity, diversity, inclusion), accessibility, peer review, open access, sustainability, publishing metrics, and any other aspects of ethics in publishing. Submissions are subject to peer review.

Peer review is a fundamental element of scholarly communication that provides valuable guidance to authors in the development and improvement of their submissions and protects journal integrity.

Peer reviews should focus on adhering to the following values: equity, openness, respect, and quality. Final decision for publication will be made by the Editor-in-Chief after considering peer review from multiple reviewers.

GWJEP uses double-masked peer review, so neither the author nor the reviewer know each other's identity unless indicated in advance. Manuscripts are confidential and only shared for the purposes of peer review.

Peer Review Guidelines:

Before you review: When you receive a request to review via Scholastica, you should first assess the time commitment, your applicable expertise, and if you have any conflicts of interest.

A conflict of interest can be financial, such as if you benefit from a product, service, or company that is mentioned in the submission. Other conflicts include personal or close professional relationships with the author(s), which could impact your review of the manuscript, either positively or negatively. If you are unsure if something constitutes a conflict, you should contact the editor or include this information in your review.

If you would like to volunteer to review for the journal, please contact us at gwupress@gmail.com.

Submission Ratings: When you submit your review via Scholastica, you

will be asked to rate the following questions on a 1–5 rating scale (i.e. Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree).

1. The article makes a significant contribution to scholarship.
2. This article adequately engages with the relevant scholarly literature.
3. The article is professionally written, easy to read, and generally free from grammar or spelling errors.
4. The research methodology for the study is appropriate and applied properly. Note: not all articles will have methodology.
5. The literature review was thorough given the objectives and content of the article.

You will then have a text box to provide narrative comments to the author. A separate box is included for any comments you want to provide to the editor but not the author. This could include information that might reveal your identity.

To guide your narrative response, please consider the questions below.

Review Questions

You are not expected to answer all questions, but they should guide your thinking.

- What are the strengths of the manuscript?
- Does the article contribute to the scholarly field? For example, is it original, is it valid, and does it contribute to the understanding of ethical issues in publishing?
- Are the author's arguments clear, logical, and concise?
- Is the article well-written and well-organized? Are there sections that could be improved?

Introduction

- Is the premise or purpose of the submission clear?
- If applicable, is relevant literature reviewed and synthesized across themes, methods, or findings, rather than by author?
- Are the authors' assumptions clarified and addressed?

Methodology

This section will only be relevant for research articles.

- Is the methodology appropriate and comprehensive?
- Do you know who studied, when the study took place, and how research was conducted?
- Has the study taken into account diversity and inclusivity as part of the design?
- Did the author address limitations of the study design, such as the participant sample used?
- Conclusion
- Is the conclusion logical and appropriate to what has come before in the body of the article?
- Is there sufficient evidence presented in the text for the conclusion?

Discussion

- If applicable, does the manuscript provide a clear summary of the findings of the study at the end?
- Does the author make convincing connections between findings in this study and the field?
- Are implications for this topic and future research or practice discussed?
- Do recommendations clearly stem from the results?

Decision Recommendation:

You will also be asked to provide a recommendation for publication:

- **Accept, no revisions needed:** Paper is well written and a significant contribution to the literature. No improvement needed.
- **Revise and resubmit, minor revisions requested:** Well-written, well-organized with some minor edits to arguments, research, or analysis. Additional including formatting, grammar, or style suggestions required.

- **Revise, major revisions requested:** Paper is promising, but requires multiple major revisions, such as more research, depth, or analysis. Several sections require rewriting in order to improve clarity, flow, or arguments. Revised manuscript may undergo peer review again.
- **Reject for publication:** Manuscript is not within journal scope or does not meet the standards threshold for publication.