



**PUBLICATION
INTEGRITY WEEK**

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Goals and Challenges of Creating Inclusive Language Guidelines

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GUIDELINES ON INCLUSIVE LANGUAGE AND IMAGES IN SCHOLARLY COMMUNICATION **A Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC) project**

- Motivations and goals
- Approach, challenges and limitations
- Example
- The future of the guidelines

Opinions are those of the presenter and do not necessarily represent the views of the JAMA Network or the American Medical Association.

MOTIVATIONS

Why were these inclusive language guidelines needed?

- Address the growing need for more comprehensive and global guidelines for the use of language and images that are inclusive and culturally sensitive
- Address various forms of conscious/unconscious bias and discrimination found in published scholarly research
- Expand the C4DISC Toolkits for Equity project

Increasing diversity, equity and inclusion in scholarly communications is a moral imperative.

-C4DISC Joint Statement of Principles

GOALS

What is the purpose of the guidelines?

- Set an industry standard that promotes proactive, inclusive writing habits
- Serve as a global tool and educational resource that can be used by individuals, institutions, and publishers
- Serve as a living archive that links to current literature on the topic and other community-specific inclusive language guidelines

APPROACH

How were the guidelines shaped?

- Created by over 30 professionals from around the world
- Provide recommendations on how to use words and images that promote inclusion
- Provide principles and rationale to equip people with knowledge to choose the most inclusive words even as terminology preferences change

CHALLENGES AND LIMITATIONS

What obstacles did we face in creating the guidelines?

- Determining the scope of the project
- Conflicting recommendations and regional differences
- Language is constantly evolving
- Avoiding our own biases

CHALLENGES AND LIMITATIONS

What obstacles did we face in creating the guidelines?

- Determining the scope of the project
- Conflicting recommendations
- Language is constantly evolving
- Avoiding our own biases
 - Full working group – 30+ people
 - Research and Writing team – 13 people
 - Residing in 6 countries
 - 5 with High-Income Economies, 1 with Upper-Middle Income Economy*
 - 2 outside Europe and North America

*Per the World Bank country classifications

EXAMPLE

A recent language-based correction

It is perpetually disheartening that there are such limited data on non-European populations, but for the authors to describe removal of individuals of non-European descent from the analysis as quality control is unacceptable.

-Pariyadath V. Acknowledging lack of inclusion in genetic analyses. *JAMA Psychiatry*. 2023;80(6):647. doi:[10.1001/jamapsychiatry.2023.0400](https://doi.org/10.1001/jamapsychiatry.2023.0400)

Error in Wording in Methods Section: In the Original Investigation “Deep Learning for Cross-Diagnostic Prediction of Mental Disorder Diagnosis and Prognosis Using Danish Nationwide Register and Genetic Data,”¹ published in the February 2023 issue of *JAMA Psychiatry*, the authors incorrectly referred to the removal of individuals with non-European ancestry from the data set as quality control in the Methods section. Rather, the removal of individuals with diverse genetic ancestry from the analyses of genotype data was done to minimize the risk of false findings by not accounting for population stratification. The Methods section now includes the added clarification, “...and included the removal of related individuals as well as individuals of non-European descent. The latter was to ensure that the models would not use ancestry as a proxy for potential imbalances of the disorders in the data set.” The authors have explained this clarification in a Letter to the Editor and the original article was corrected online.²

1. Allesøe RL, Thompson WK, Bybjerg-Grauholm J, et al. Deep learning for cross-diagnostic prediction of mental disorder diagnosis and prognosis using Danish nationwide register and genetic data. *JAMA Psychiatry*. 2023;80(2): 146-155. doi:10.1001/jamapsychiatry.2022.4076
2. Benros ME, Allesøe RL, Rasmussen S. Acknowledging lack of inclusion in genetic analyses—reply. *JAMA Psychiatry*. Published online April 5, 2023. doi:10.1001/jamapsychiatry.2023.0403

MOVING FORWARD

Where do we go from here?

- To be updated regularly
- Forthcoming Toolkit for Disability Equity
- C4DISC encourages suggestions and recommendations from the community
 - C4DISC@gmail.com

Do the best you can until you know better. Then,
when you know better, do better.

-Maya Angelou

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THANK YOU

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