**Journal data on diversity of editorial board members and professional staff**

*Nature*’s news team asked publishers at nine scientific journals for information about the diversity of the journal’s editorial board members and professional staff.

Some gave data on gender, but none provided information for race or ethnicity at the journal level – although some shared information about the make-up of staff across a wider family of journals or an entire publishing company.

Here is a summary of their responses, as of February 2022. In all cases, demographic categories listed are those provided by the publisher.

***Science***

No data specifically for *Science*, but the journal’s publisher, the American Association for the Advancement of Science (AAAS), has published information about the gender and race or ethnicity of editors and advisers across the Sciencefamily of journals – along with that for authors and reviewers.

The latest figures, and more information, are in the publisher’s [2021 Diversity, Equity and Inclusion (DEI) report](https://www.aaas.org/sites/default/files/2022-01/AAAS%202021%20DEI%20Report%20%282%29.pdf?adobe_mc=MCMID%3D00182713695656072254159304640462584424|MCORGID%3D242B6472541199F70A4C98A6%2540AdobeOrg|TS%3D1644316696), published in January 2022. The AAAS also joined the publisher-wide [joint commitment for action on inclusion and diversity in publishing](https://www.rsc.org/new-perspectives/talent/joint-commitment-for-action-inclusion-and-diversity-in-publishing/) in January 2022; this group is working to set standards across publishers for collecting anonymised data on race, ethnicity and gender, among other actions.

Editors and advisers at Sciencefamily of journals (382 people):

*Gender*
No data: 51.5%
Female: 14.7%
Male: 33.8%
Non-binary/self-identify: 0.0%

*Race or ethnicity*No Data: 54.6%
White (non-Hispanic): 32.7%
Asian or Pacific Islander: 8.1%
Black or African American: 1.9%
Multi-racial or other: 1.0%
Hispanic or Latinx: 1.7%
American Indian or Alaska Native: 0.0%

***Journal of the American Chemical Society* (*JACS*)**

The journal’s publisher, the American Chemical Society (ACS), provided gender data for *JACS*’ editorial board, and noted that it was currently collecting demographic data on race or ethnicity. It has published information about the gender and race or ethnicity of editors across ACS journals – along with that for authors and reviewers.

The latest figures, and more information, are in the publisher’s [Diversity data report 2021](https://axial.acs.org/acs-diversity-data-2021/assets/downloads/ACS-DEIR-final-for-web.pdf). The ACS is also a member of the [joint commitment for action on inclusion and diversity in publishing](https://www.rsc.org/new-perspectives/talent/joint-commitment-for-action-inclusion-and-diversity-in-publishing/).

*JACS* editorial board (29 people): *Gender and geography:*Men: 55%
Women: 45%
Based in United States: 38%
Based outside United States: 62%

ACS editors (no overall number stated; similar figures separately reported for ACS editorial boards):
 *Race or ethnicity* (multiple groups could be selected)
White: 54.5%
East Asian: 26.6%
Self-describe: 4.8%
South Asian: 4.6%
Latino or Hispanic: 3.2%
Southeast Asian: 2.5%
Prefer not to say: 2.5%
Middle Eastern/North African: 1.6%
African/Black: 1.2%
African American/Black: 0.9%
Caribbean: 0.2%
Indigenous: 0.2%  ***JAMA***

No data specifically for *JAMA*, but the journal’s publisher, the American Medical Association, has published data on gender and race or ethnicity of editorial board members across the JAMA Network journals. (The figures below are further updated.) More information on the publisher’s efforts to address diversity, equity and inclusion across JAMA journals are in [this June 2021 editorial](https://jamanetwork.com/journals/jama/fullarticle/2780860). JAMA Network is also a member of the [joint commitment for action on inclusion and diversity in publishing](https://www.rsc.org/new-perspectives/talent/joint-commitment-for-action-inclusion-and-diversity-in-publishing/).

Editors and editorial board members for JAMA network journals (more than 340 people):
 *Gender*Women: 39%
Men: 61%

*Race or ethnicity*
White: 69%
Asian/Asian American: 18%
Black/African American: 8%
Hispanic/Latino: 5%

***Nature***

No data specifically for *Nature* or the journal family, but publisher Springer Nature provided data on the gender and race or ethnicity for staff across the entire company, of the 62% who took part in a company-wide survey. (*Nature*’s news team is editorially independent of its publisher.) Springer Nature is also a member of the [joint commitment for action on inclusion and diversity in publishing](https://www.rsc.org/new-perspectives/talent/joint-commitment-for-action-inclusion-and-diversity-in-publishing/).

Staff at Springer Nature (5,827 people, representing the 62% who responded to survey):

*Gender*Women: 58.8%
Men: 37.8%
Non-binary or other gender identity: 1.2% *Race or ethnicity*  (multiple groups could be selected)
White: 57.6%
Asian: 25.4%
LatinX or Hispanic: 10.1%
Black: 4.7%
North African or Middle Eastern: 1.8%
Indigenous: 1.4%
Pacific Islander: <1%
Traveller or Roma: <1%

***Proceedings of the National Academy of Sciences USA* (*PNAS*)**
The *PNAS* news office provided gender data for the *PNAS* editorial board. *PNAS* is also a member of the [joint commitment for action on inclusion and diversity in publishing](https://www.rsc.org/new-perspectives/talent/joint-commitment-for-action-inclusion-and-diversity-in-publishing/).

Editorial board members at *PNAS* (287 people):
Men: 68.3%
Women: 31.7%

***The Lancet***

No data on *The Lancet*’s editors, but a spokesperson for the Lancet journals noted that the journal had “balance in gender and expertise across lower and higher income countries” for its international editorial advisory board, which can be [viewed here](https://www.thelancet.com/lancet/international-advisory-board). The spokesperson also provided gender data for international editorial advisory boards at the Lancetfamily of journals. *The Lancet* is a member of the [joint commitment for action on inclusion and diversity in publishing](https://www.rsc.org/new-perspectives/talent/joint-commitment-for-action-inclusion-and-diversity-in-publishing/).

International editorial advisory boards at The Lancetfamily of journals (712 people)
Women 53.2%
Men: 46.8%

***Cell***

No data: a spokesperson noted that Cell Press journals do not currently request personal data from staff and that information about *Cell*’s editors is publicly available. For editorial board members, the journal is consulting on how to capture and share diversity data. Elsevier, which owns Cell Press, is a member of the [joint commitment for action on inclusion and diversity in publishing](https://www.rsc.org/new-perspectives/talent/joint-commitment-for-action-inclusion-and-diversity-in-publishing/).

***The New England Journal of Medicine (NEJM)***The journal provided gender and some ethnicity information only for new additions to *NEJM’s* roster of editors and its editorial board since 2019. It has added 4 editors and 4 editorial board members, of whom 5 are men and 3 are women; a spokesperson noted that 50% were believed to be BIPOC (Black, Indigenous, and people of colour), with the qualification used because the journal does not have self-reported information. The NEJM group is a member of the [joint commitment for action on inclusion and diversity in publishing](https://www.rsc.org/new-perspectives/talent/joint-commitment-for-action-inclusion-and-diversity-in-publishing/).

***Angewandte Chemie***

No data on the journal’s editors, but the journal’s publisher, Wiley, provided geographic data for an international advisory board that supports the journal’s editorial team, and gender data (5 men, 5 women) for a scientific advisory committee that is “helping to shape the scientific profile” of the journal. *Angewandte Chemie* published a [statement](https://newsroom.wiley.com/press-releases/press-release-details/2021/Angewandte-Chemie-Announces-Inaugural-Group-of-Advisory-Editors-New-Practices-to-Drive-Greater-Inclusivity/default.aspx) on practices to support diversity, equity and inclusion in July 2021. Wiley is a member of the [joint commitment for action on inclusion and diversity in publishing](https://www.rsc.org/new-perspectives/talent/joint-commitment-for-action-inclusion-and-diversity-in-publishing/).