

CELL PRESS INCLUSION AND DIVERSITY FORM

Inclusion and diversity are at the heart of the way we work, think, and run our business at Cell Press. We are committed to making a difference in the realm of academia and publishing.

With this in mind, we would like to assess inclusion and diversity initiatives and their impact, and need information about you, our authors, and about your practices. We would like to therefore ask you to complete this Inclusion and diversity form. **The information you provide in this form will not have any influence on the scientific consideration of your paper and will not be shared publicly.**

The purpose of this inclusion and diversity initiative is similar to existing practices in publishing, such as Declaration of interests, Author contributions, and Data and code availability. The form encompasses a wide variety of aspects, including research methodology, sample selection, and (co-)author profiles. Based upon the answers you provide, you will have the option to include an *Inclusion and diversity statement* in your paper. By adding a statement to your paper you would have the opportunity to increase transparency, raise awareness concerning inclusion and diversity in the world of academia, and highlight your publication as a best practice example. **If you do not wish to participate or publish such a statement alongside your paper, please indicate this preference at the top of page 2 of this form.**

What types of articles does this apply to?

We require **one copy of this form per paper** for all **original research content** at the point of acceptance: research article, resource article, reports, short articles, case studies etc. You need to complete and return this form even if you choose not to provide any information.

We do not require this form for review formats (review, perspective, preview, etc).

Who should complete the form?

The **corresponding author** (or one of the corresponding authors if there is more than one) is solely responsible for completing this form, on behalf of all contributing authors.

We suggest that the corresponding author uses the opportunity of the normal process of sharing the final version of the paper with all authors before resubmission to also share this form to ask all co-authors what, if any, information they would like to share. No author is required to provide any information that they do not feel comfortable disclosing.

How will the information you provide be used?

We will keep the information that we gather in these forms private and secure. **We will not share it with any external parties.** We hope to be able to use the data for aggregated reporting at a general level about the types of inclusion and diversity efforts that Cell Press authors are making.

How to return the form?

Please complete this form and upload with your final submission on Editorial Manager, alongside your Declaration of interests form.

You can find more information in the [FAQ](#) and in your journal's guidelines for authors page. If you have specific questions about how to complete this form or about this initiative, please send us an email at diversity@cell.com.

PAGE 2: INCLUSION AND DIVERSITY INFORMATION

To help us gather information in a straightforward way, this form is based on a series of options that you can choose to indicate. We understand that these are not comprehensive and apologize in advance if an effort that you would like to highlight is not included as an option. Please note that we are running this program as a pilot during the course of 2021 and that we welcome any comments and suggestions you have about this initiative and how to develop it going forward to help achieve the intended goals of promoting, fostering, and highlighting positive change in science (see page 4).

If you do not wish to participate in this initiative, please check one of these boxes:

- ☐ **if you do not wish to provide information about inclusion and diversity**
- ☐ **if you do not have relevant information to report**

If you checked either box, please proceed to page 4 of the form

If you do wish to participate in this initiative, please complete each section below. We recognize not all points will be relevant for every paper. Please check any/all sentences that apply to your paper:

Inclusion and diversity relating to the scientific content of the paper:

For studies involving human subjects, whether recruited (e.g. clinical analyses) or enrolled spontaneously (e.g. online surveys):

- ☐ We worked to ensure gender balance in the recruitment of human subjects.
- ☐ We worked to ensure ethnic or other types of diversity in the recruitment of human subjects.
- ☐ We worked to ensure that the study questionnaires were prepared in an inclusive way.

For studies involving non-human subjects or material:

- ☐ We worked to ensure sex balance in the selection of non-human subjects.
- ☐ We worked to ensure diversity in experimental samples through the selection of the cell lines.
- ☐ We worked to ensure diversity in experimental samples through the selection of the genomic datasets.

Inclusion and diversity relating to authorship and attribution:

- ☐ One or more of the authors of this paper self-identifies as an underrepresented ethnic minority in science.
- ☐ One or more of the authors of this paper self-identifies as a member of the LGBTQ+ community.
- ☐ One or more of the authors of this paper self-identifies as living with a disability.
- ☐ One or more of the authors of this paper received support from a program designed to increase minority representation in science.
- ☐ While citing references scientifically relevant for this work, we also actively worked to promote gender balance in our reference list.

The following check box relates specifically to “helicopter science”, in which authors, generally from a high-income country or non-indigenous group, rely on people and resources from a lower-income or indigenous group, but then analyze and publish the data without appropriate involvement or recognition. If this situation applies to the research presented in your paper, and you actively avoided “helicopter science”, please check this box:

- ☐ The author list of this paper includes contributors from the location where the research was conducted who participated in the data collection, design, analysis, and/or interpretation of the work.

PAGE 3: OPTIONAL *INCLUSION AND DIVERSITY STATEMENT* FOR YOUR PAPER

If any of the statements on page 2 of this form apply to your paper, you have the opportunity to use them in the paper itself as an *Inclusion and diversity statement*.

This is an optional section that we encourage you to include as an opportunity to highlight ways in which you have taken action to promote diversity and inclusion in the context of your paper. **Your decision about whether or not to include this statement will not have any influence on the editorial handling of your paper.**

Please check this box:

☐ if you and all your co-authors agree to add an *Inclusion and diversity statement* in your paper.

To add an *Inclusion and diversity statement* to your paper, please copy the checked sentences from page 2 and include them in an 'Inclusion and diversity' section, positioned in the manuscript immediately after the 'Declaration of interests' section (please see an example below).

If you do choose to add an *Inclusion and diversity statement* to your paper, please note the following:

- You will need to add this section to the paper during your final revisions, positioned after the 'Declaration of interests' section. We will not add it for you if you do not include it yourself.
- Please only use the checked statements from page 2 exactly as written. We have purposely designed them to be phrased in a general format that will convey information in a consistent, clear and neutral way.
- If you include any information that is different from these checked statements, your handling editor will contact you to adjust your statement before proceeding with accepting your paper.

Inclusion and diversity statement example:

INCLUSION AND DIVERSITY

We worked to ensure sex balance in the selection of non-human subjects. One or more of the authors of this paper self-identifies as a member of the LGBTQ+ community. One or more of the authors of this paper received support from a program designed to increase minority representation in science. While citing references scientifically relevant for this work, we also actively worked to promote gender balance in our reference list.

PAGE 4: SIGNATURE AND COMMENTS

REQUIRED:

I declare that I have completed this form on behalf of all authors and all authors agree to the provision of any information I have indicated.

Name:

Journal:

Manuscript number (if available):

OPTIONAL:

If you wish to share any other comments or feedback, we would welcome hearing from you. For example, we would be interested to hear about any other action you may have taken to promote inclusion and diversity in the context of your paper, or suggestions you have for options that we could include in the available list of options on page 2.

Also, if you chose not to participate in this initiative, we would be interested to understand your reasoning. The information you provide in this section will not be included in the paper or our broad-based analysis but will help us in further development of this initiative and in our continuing efforts to promote inclusion and diversity.

If you have specific questions about how to complete this form needing immediate attention, please send us an email at diversity@cell.com.