Journal of Cyber Policy's manifesto for diversity and inclusion

At its core, cyber policy focuses on the interaction of humans and technology. For all its benefits, this also means that inequalities in the offline space are replicated – and often magnified – in cyberspace. To date, efforts to improve diversity and inclusion in the field of cyber policy – and in publishing – have been largely limited to increasing and advocating for diverse participation and representation. While these efforts are undoubtedly important, it is critical to recognize that diversity and inclusion must go beyond representation: diverse practices and inclusive values must be embedded throughout all aspects of a journal's work.

The *Journal of Cyber Policy's* editorial team recognizes that the Journal is uniquely placed to advocate for the systematic integration of diversity and inclusion considerations in the field, throughout its internal processes, and in its publications. The global reach of Chatham House and the Institute's internal commitments to diversity and inclusion are indispensable tools for the *Journal of Cyber Policy* in its endeavour to increase engagement with under-represented communities and broaden the scope of the articles and research it produces.

What are we going to do?

In 2023, the *Journal of Cyber Policy* will launch its Diversity and Inclusion Initiative. The editorial team has identified three areas that will contribute to making the *Journal of Cyber Policy* more diverse and inclusive, both in terms of internal practices and publications. These are:

1. Improving gender representation

Gender is at the intersection of several protected characteristics such as race, neurodivergence, socio-economic background, sexual orientation, and people with disabilities among others. An intersectional approach to gender is also central to understanding the power dynamics that shape policy and technology.

The impact of the COVID-19 pandemic on research has renewed the long-standing conversation around the gender disparity of authorship in journals. Early in the pandemic, studies suggested that research led by women was in sharp decline, whilst research produced by men increased. Among other factors, this is arguably because of the respective gendered disproportionate impact on productivity. This research reinforces the trend that we have noted at the *Journal of Cyber Policy*: a dramatic decrease in the number of submissions from authors and peer-reviewers identifying as women.

Since the journal began, we have published articles from 182 authors. The journal team identified just 58 (31.9%) of these authors as women. In 2020, the journal published articles from 40 authors; the team identified that only 11 (27.5%) of these authors were not men.

Building on the success of '50:50 in 2020' – an initiative led by another Chatham House publication, *International Affairs'* – the Journal of Cyber Policy commits to increasing the authorship of people identifying as women and non-binary We will do this by:

- Inviting authors to volunteer anonymous data pertaining to their gender identity and sexual orientation;
- Publishing an annual report which will include statistics on the gender balance of our publications;

- Engaging with and reaching out to organizations that work on increasing diversity and inclusion in tech and cyber policy to improve outreach to under-represented authors.

2. Increasing diversity of authorship

The disproportionate domination of Anglo- and Euro-centric voices in cyber policy discourse does not reflect the global reach of cyber policy and cyber-related issues. The Journal of Cyber Policy can and should be a space for amplifying diverse voices across the wide spectrum of issues within scope and spotlighting scholarly contributions from all over the world. The Journal's position within Chatham House gives us an ideal vantage point for engaging with academics, practitioners and experts from across the globe.

The Journal of Cyber Policy is privileged to receive insightful and important submissions from authors across the world covering a broad range of areas. Publishing can sometimes be an inaccessible process for people with protected characteristics and from historically marginalized backgrounds, and, in the Journal editorial team's experience, many submissions have the potential to be adapted and improved with the right guidance and direction.

The Journal of Cyber Policy will commit to:

- Increasing the diversity of voices who publish in the Journal of Cyber Policy beyond the Eurocentric ones, including early-career researchers and people from under-represented communities;
- Ensuring the Journal includes a diverse range of methodological and philosophical perspectives beyond traditional academic practices;
- Launching an ad hoc mentorship service for authors submitting to the Journal who belong to an under-represented community or are early-career researchers;
- Promoting scholarship on new, emerging, or under-explored areas of cyber policy to encourage more diverse voices to contribute to the Journal; and
- Developing a structured mentorship programme to culminate in a special 'mentored' issue of the Journal of Cyber Policy in 2026, our tenth anniversary.

3. Ensuring transparency and accountability

We acknowledge that diversity and inclusion are not end-goals; they are adaptive and evolving values that manifest themselves in principles and tangible outcomes. We also acknowledge that diversity and inclusion is a continuous process that must be reflected upon and tailored regularly.

The Journal of Cyber Policy commits to:

- Publishing an annual 'Diversity and Inclusion Report' where we will reflect on our activities in the previous year and how they have contributed to our broader diversity pledge, achievements in the field of cyber policy that have enhanced diversity and inclusion, and our priorities for the upcoming year. The first Report will be published at the end of 2023.

Our manifesto is ambitious, but its commitments are overdue and necessary. We hope that our manifesto will positively contribute to the growing field of cyber policy research and encourage a change that will make the field more accessible, inclusive and diverse.