

# Towards fairness & equity in authorship

## Challenges

### Achieving representation

Paper co-authorships and senior co-authorships are less frequent for female researchers and researchers from developing countries<sup>1-3</sup>.

### Fieldwork beyond data mining

A pervasive problem in biodiversity research is 'parachute science' when researchers access field sites and collect data without local collaboration and providing local benefits<sup>4</sup>.

### Fairness in authorship

With the number of (co-)authors increasing, the actual contributions of authors become more variable, blurring the lines between being acknowledged or an author<sup>6</sup>.

### Access to new opportunities

Gender, racial and geographical imbalances persist regarding invitations to participate in prestigious scientific activities, including keynote lectures, writing featured papers and working groups<sup>1</sup>.

## References

- 1: Frances, D.N. et al. *Bull. ESA* 101: e01705 (2020).
- 2: Salerno, P.E. et al. *PLoS ONE* 15: e0233803 (2019).
- 3: Medina, A.M. *Scientometrics* 116: 1853-1865 (2018).
- 4: De Vos, A. *Sci. Am.* July 01 (2020).
- 5: Faraclas, N. et al. *Lang. Pol.* V20. (2019).
- 6: Logan, J.M. et al. *PLoS ONE* 12: e0187321 (2017).
- 7: Allen, L. et al. *Learned Publishing* 32: 71-74 (2019).

## Ideas

### Consider author team in planning

Reflect early in the research project on the composition and diversity of the author team; acknowledge power disparities and create opportunities for participation.

### Community-based research

Community-based research approaches include active participation of local stakeholders in the design, execution and analyses of research, contributing to local capacity building<sup>5</sup>.

### Keep track: who is doing what

During the research and writing process, the first author can keep track of contributions, include feedback rounds to reflect on contributions made and assign authorship according to a uniform standard (e.g. CRediT<sup>7</sup>).

### Make 2 friends with 1 gift

As a researcher who receives many invitations to participate in a prestigious scientific activity, consider relaying the invitation to a colleague less likely to receive invitations.

### How to start?

