SWIU Task Force BOD Executive Summary - November 2022

SWIU – “Gold Urology: Advancing women urologists in publishing” Task Force

Task Force Chair and Members:
Una Lee (TF Chair),
Casey Seideman, Gina Badalato (Gold Journal Women in Urology Editors)
Jannah Thompson (TF SWIU mentor)

Task Force Charge:
SWIU – Gold Urology: Advancing women urologists in publishing

- SWIU has finalized a relationship with Gold Urology Journal to become the official Journal of SWIU. SWIU held a call for nominations for a Senior and Junior Editor position to develop a recurring monthly SWIU section in the Gold Journal.

- The goal of this task force will be to support the newly identified Editors in networking, outreach, and strategic planning in order to successfully increase women in urology successful in academic publishing. Interested members might have served in editorial positions or have an interest in academic publishing. Work products might include targeted networking to identify SWIU members who wish to contribute and publish and will serve as a working group to establish this new venture with Gold Urology.

Summarize any change or refinement to the charge:

- The Task Force Editors, chair, and mentor worked with the Gold journal to name the new Gold Journal section: “Women in Urology” and wrote the section’s mission statement
  - Urology Gold Journal Women in Urology Section: This section focuses on gender equity. Articles in this section will address achieving gender equity in the profession, the professional development and career advancement of women, and/or gender related health care disparities within urology. The purpose is to encourage and train women to be active in the editorial processes, increase female authorship, and promote and amplify women in urology.

Overview of preliminary research findings:
synthesize as briefly as possible, focus on facts, existing process, policies, etc. Keep it high level and objective
• After formation of the task force, the TF chair, editors, and mentor met to discuss ideas and initiatives and drafted the section mission statement. This team of 4 has met monthly to discuss issues and check in on tasks and action items.

• We mobilized members of our task force and held a kickoff meeting Tuesday Aug 23, 2022 to introduce the purpose and goals:
  a. We discussed initiatives and ideas, and formed 4 subcommittees with mentorship and support to pursue next steps. Next TF check in meeting is Dec 13, 2022
  b. Webinar (Una/Jannah)
     Allie Tabakin
     Amanda Hird
     Helen Hougen
  c. New Reviewers (Casey)
     Francesca Monn
     Nora Haney
  d. Marketing/Social Media (Casey/Jannah)
     Raveen Syan
     Hannah Thomas
     *help from SWIU social media managers: Shree Agarwal and Catherine Nam
  e. Measuring Outcomes (Gina/Jannah)
     Allison Polland
     Jyoti Chouhan
     Lindsay Hartsell

Assessment of findings:
• What's working well/strengths - New Gold journal section “women in urology” recently launched with strong support by the gold journal editor and editorial staff. The new editors (Casey, Gina) are energized and have mentorship (Una). Manuscripts have been submitted to the new section, and new reviewers have volunteered and been added to the system, increasing the gender diversity of the reviewer pool. Task force team members are engaged in their subcommittees.

• Where are the areas of improvement/opportunity - Change including increasing gender equity in academic publishing is incremental. Challenge is to increase public awareness of the new section and opportunities (publishing, reviewing, etc) it gives to women at all stages of their careers.

Focus for your task force/ Potential points of leverage: based on everything the task force has learned and discovered, please construct a simple statement (no more than a
paragraph) indicating the task forces area of focus. What specific aspect of the problem
do you wish to address during the time you have available to you. Be specific and
focused. Your goal as a task force is to identify one aspect of the identified task force
charge that the team believes will have a measurable positive impact/influence and is
possible to implement given all the variables - safety implications, legal implications,
time, money, resource availability, political will, organizational support, cultural
alignment, etc.

- The purpose of this task force is to encourage and train women to be active in the
editorial processes, increase female authorship, and promote gender equity and
amplify women in urology.

**Tentative ideas for deliverable:** A simple description of what the proposed or tentative
vision for a deliverable is for the task force.

Possible deliverables
- Published manuscripts monthly in the “Women in Urology” section in 2022-2023
- Increase the number of women reviewers for *Urology* and affiliated journals
- Educate SWIU membership on the peer review process and successful
strategies of pursuing original research
- Increased awareness among SWIU members of the new “Women in Urology”
section and promote scholarly work published in this section
- Create a pipeline for publication for work presented at the SWIU annual meeting
and Taskforce guidelines and recommendations
- Measure outcomes that demonstrate the impact of this overarching initiative