



BJSM Equity, Diversity, & Inclusion (EDI) Guiding Document

Commitment and Objectives

The BJSM Editorial Board is committed to embedding best practices of equity, diversity, and inclusion (EDI) into all aspects of our journal. We are intentionally striving for a geographically diverse and well-balanced editorial team reflecting a range of complementary expertise, perspectives, and disciplines.

Our objective is to nurture a diverse and inclusive environment for our Editorial Board, reviewers and authors, as well as the broader sports and exercise medicine (SEM) community. We will actively and intentionally fight racism and all forms of intolerance and seek to provide opportunity and mentorship for those who can bring distinct perspectives through their expertise, academic backgrounds, and lived experiences. We will support and facilitate EDI at all levels of the scientific process from research development to publishing and presentations, and wherever possible, we will integrate accessibility best practices.

We actively encourage engagement and submissions from members of communities that are not widely represented in the SEM literature including (but not limited to):

- Black, Indigenous, and people of colour
- People from the LGBTQIA2S+ community
- People with disabilities
- People with complex/chronic illnesses
- People from the Global South or Far North
- People from low- or middle-income nations
- People from stateless communities

Similarly, articles highlighting the experiences of such groups in a sporting context warrant greater exposure.

Current Initiatives

To meet these objectives, we have created or updated the following initiatives:

- **Patient Voices** (updated): a section of BJSM that focuses on the stories of health and performance optimization of people engaging in sport, exercise, and physical activity – as told by the people themselves. Our intention is to have Patient Voices reflect the global community across the lifespan, from all types of activity and levels of participation. We encourage submissions from all people engaging in sport, exercise, and physical activity, especially from members of communities that are not widely represented in the SEM literature.



- **BJSM Stamp of Approval** (updated): to help readers recognise credible events in SEM, Sports and Exercise Physiotherapy, and other SEM disciplines. Criteria specific to EDI:
 - Actively demonstrate (or be working towards demonstrating) EDI; conference speakers and panellists must be a minimum 30% (target $\geq 50\%$) women and people of other minoritized genders, Black people, Indigenous people, and persons of colour, and persons with disabilities.
 - Demonstrate appropriate international contribution with a minimum 10% international speakers or panellists. We encourage participation from international speakers or panellists from low- and middle-income countries.
- **Service Spotlight** (new): This new article type aims to highlight an individual, group, or program (i.e., clinicians, mentors, or athletes/teams) that has made a positive impact to a community through service, volunteerism, or humanitarian work to advance equitable and safe sport, illness or injury prevention, or physical activity for a healthier world. We particularly wish to highlight work supporting marginalized and disempowered communities or vulnerable populations.
- **Global SEM Mentoring Program** (new): The BJSM Global SEM Mentoring Program aims to facilitate global collaboration by “matching” experienced SEM researchers with researchers who would benefit from mentorship in their research process. A specific focus will be to assist researchers from low- and middle-income countries conduct high-quality research relevant to SEM.
- **EDI Committee** (new): The BJSM Editorial Board will form an EDI Committee to provide guidance and direction to the journal relative to EDI within SEM. As a scientific journal closely linked to the SEM community, we are committed to being a leader for EDI within SEM. Likewise, as a member journal of BMJ, we are committed to being an example for supporting EDI within academic journals. The EDI Committee will be chaired by an Editorial Board member and meet twice a year (virtually or in-person) to review current and future initiatives. The committee will strive to reflect our EDI values (e.g., members from equity deserving groups including but not limited to Black, Indigenous, people of colour, people with disabilities, LGBTQIA2S+, and women).