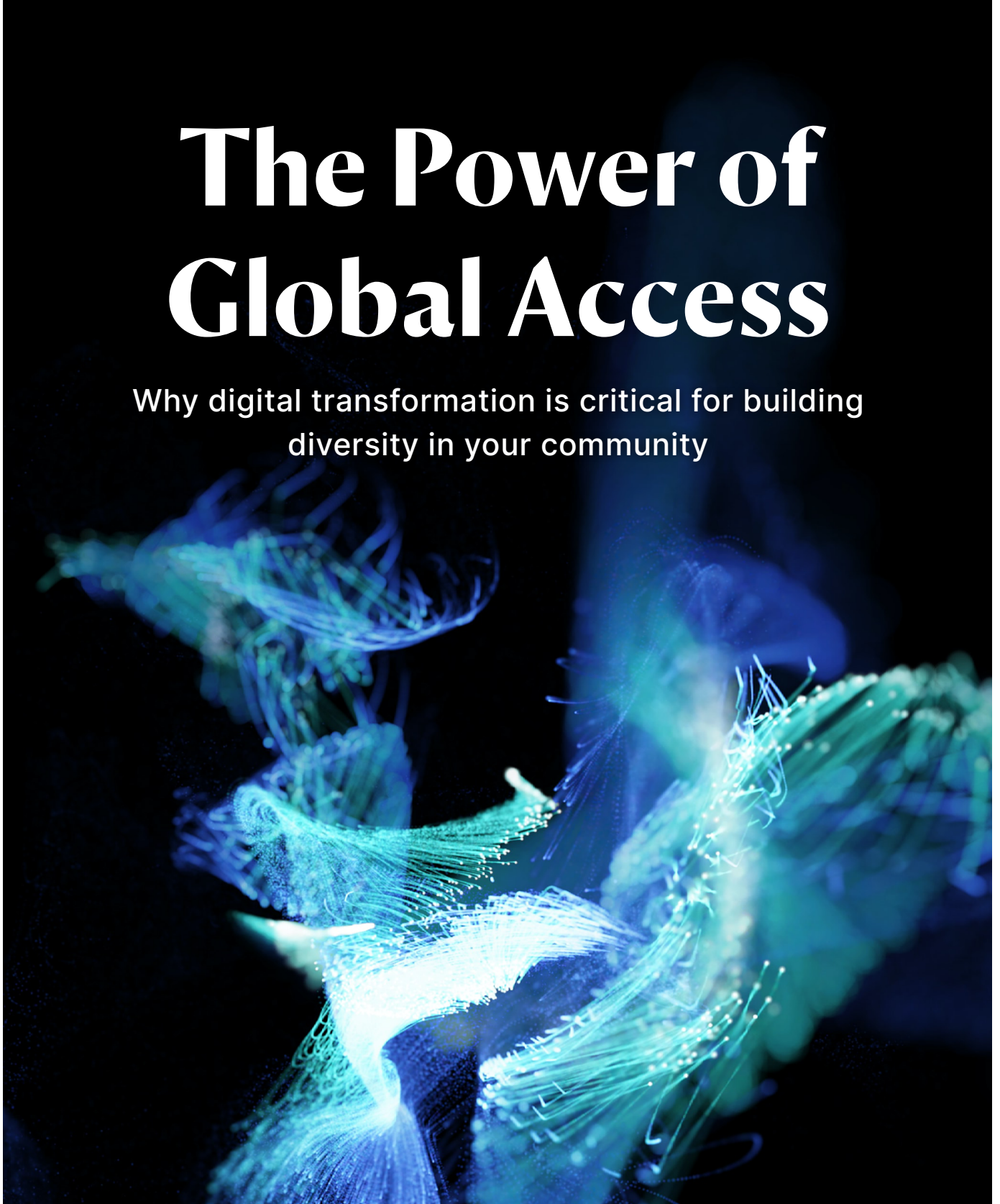


# Morressier

## The Power of Global Access

Why digital transformation is critical for building  
diversity in your community



# Introduction

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Diverse, global perspectives make science stronger. They bring new ideas and experiences to the lab, which leads to better collaboration and a broader understanding of discoveries that move our world forward.

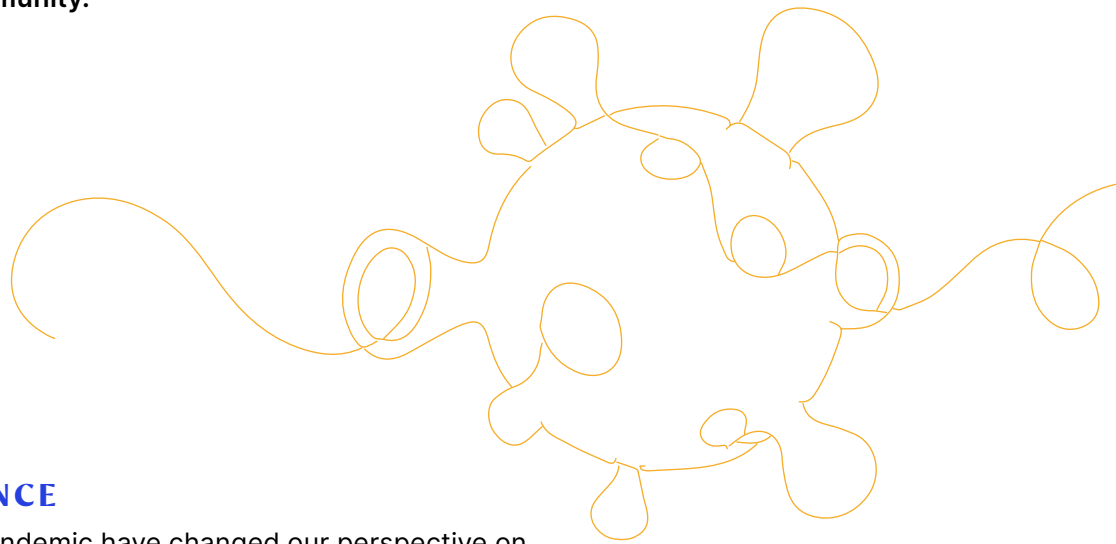
To encourage vital collaboration, we need to prioritize inclusive tools, technologies, and practices. At Morressier, we're creating solutions for early career researchers, researchers in the global south, and other marginalized researchers who can easily get left out of the vital conversations in early-stage research. Those conversations can't begin once a piece of research is published in a journal. That is already too late: what potential voices were never included in the process because they didn't have access to early-stage research, or because they weren't able to attend the conference where initial findings were shared?

Improving diversity, equity, and inclusion in the research industry requires change at every level and across all aspects of the ecosystem. Technology powers change, and builds virtual bridges that span across continents. It also helps develop more efficient ways to evaluate and share the latest research with the global scientific community. Morressier's integrated platform of Peer Review Workflows, Conference Hubs, and Research Libraries offer solutions that help your organization grow vibrant, global, communities centered around bold research ideas.



# Growing community, evolving industry

Many organizations have their own roadmaps for improving diversity, equity, and inclusion. These have likely evolved and changed, especially in light of the COVID-19 pandemic. But where we'll see the greatest difference is where roadmaps meet, and organizations – whether they are societies, associations, universities, publishers, or technology companies – align their goals to empower the research community.



## THE COVID DIFFERENCE

The past two years of the pandemic have changed our perspective on collaboration (in truth, the pandemic has changed perspectives on most aspects of life, but we'll focus on collaboration for the purposes of this eBook).

Academic conferences, hailed as one of the most powerful and influential channels for collaboration, were either canceled entirely, postponed, or shifted quickly to virtual substitutes. In the early days of the pandemic, especially, those virtual substitutes often prioritized one-way communication – sharing results but limiting networking or interactive opportunities. At the same time, collaboration across the scientific community was skyrocketing. In record time, the world's researchers shared data, findings, and early vaccine results across laboratories, across institutions, and across borders.

There are many takeaways that inspire us from researchers' activities over the past few years. But one that's clear: collaboration and community must exist in continuous, interactive channels fueled by technology that empowers every researcher around the world.

# Growing community, evolving industry

## THE DUST SETTLES

As we look back at conferences specifically over the past few years, we see something interesting. One of the massive benefits of virtual collaboration at academic conferences was how much more diverse the participation was.

A [recent article in Nature Sustainability](#) breaks down the impact across demographics. Looking at three conferences that made the shift from in-person events for a “global” community to virtual events, the differences are drastic:

Participation from women researchers increased by **253%**

Participation from genderqueer researchers increased by **700%**

Participation from graduate students increased **100%**

Participation from postdoctoral candidates increased by **108%**

Participation from undergraduate students increase by **344%**



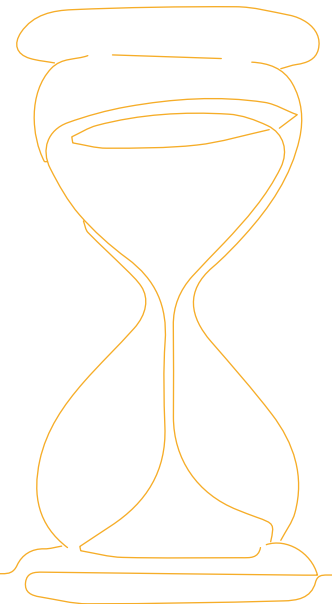
# Growing community, evolving industry

## THE DUST SETTLES (CONTINUED)

The cost barrier to participation also drastically decreases with virtual options for participation. Compared to regional GDPs, the cost to attend is highest in Africa, Asia, and the Middle East, which ultimately limits participation in global conferences.

More data about participation will emerge in time, especially as societies and associations experiment with hybrid options. What this data shows is a desire to participate if there are accommodations and options that are inclusive of economic status, gender, age, and more.

There are still challenges to virtual collaboration. One big challenge is time zones. Live collaboration and engagement – whether virtual or in-person – creates exciting opportunities to debate and discuss. Those participating virtually and asynchronously may miss potential connections at these virtual events. Virtual collaboration requires continuous and ongoing engagement – and gives societies the chance to extend the impact and reach of their conferences much longer.



## NO TIME TO WASTE

When we look at the passion of the scientific community, we see so many opportunities to support community engagement. Research is critical to solving big problems, and those problems – from climate change to economic uncertainty – require diverse minds from diverse fields working together.

We explore some of these priorities in a recent whitepaper, [\*Stronger Together: The Future of Interdisciplinary Collaboration.\*](#)

# Partnering for complex changes

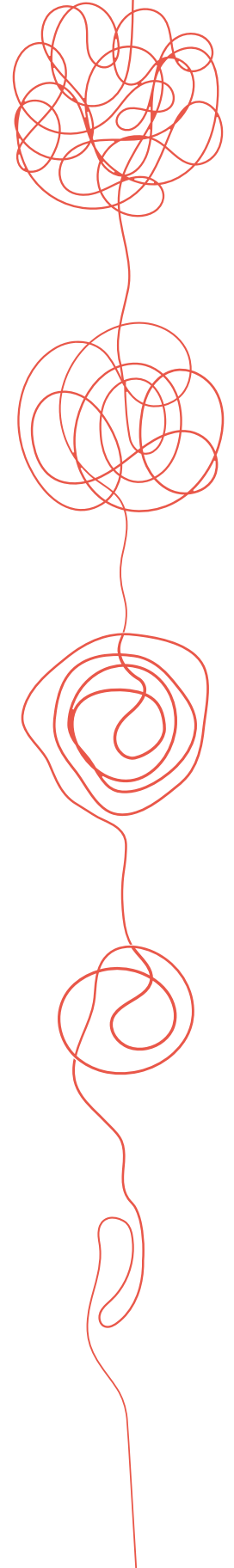
Our products offer some solutions to these challenges. But the most important aspect of the change we're sparking in the industry is collaboration. A small shift in one part of the research ecosystem will inspire new ideas and cascade to other parts of scholarly publishing. Our partnerships with societies, associations, and publishers are built on creative problem-solving. We all agree how critical diversity, equity, and inclusion are for the future and for the sustainability of this industry, and together we can explore solutions to community- building, and content sharing that bring us all forward.

## EARLY-STAGE RESEARCH LIBRARIES

We've already discussed how collaboration and access to the latest scientific thought cannot be limited to the researchers with the means and the ability to attend in-person conferences. Developing libraries for presentations, posters, abstracts, and videos from these valuable touchpoints earlier in the research lifecycle will accelerate research breakthroughs.

These libraries are an amazing opportunity to capture multimedia formats. Videos, posters, and more are all quicker and easier to consume. They democratize access to valuable insights as they strip away a lot of the discipline-specific jargon that features in journal articles. As a snapshot of an experiment, or an ongoing research project, they also spark new ideas and discussion. Sharing early-stage research in these libraries improves the science itself, through feedback and collective brainstorming in the discussions, and it saves time across the discipline where isolated labs and teams may be exploring the same topic. Learning from each other in real-time moves the whole field further.

Our Research Libraries help you track your community's early research. With a broader audience engaging with the digital content, you can track which topics and themes are most interesting to the community. Those insights can lead to future conference themes or special issues of your journals in a way that allows your community – a community that is not limited to the thousands of people who attend in-person conferences – to shape the future together.



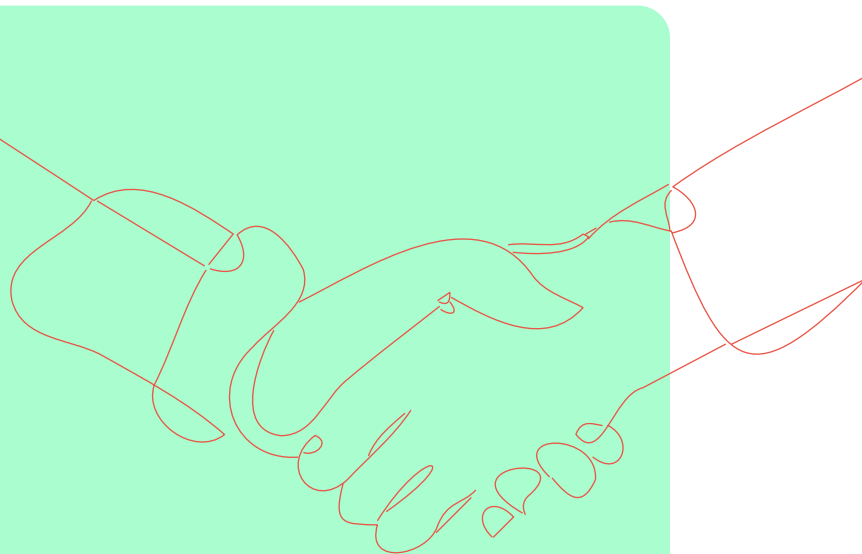
# Partnering for complex changes

## CONTINUOUS COMMUNITY-BUILDING

We collaborate because it makes science stronger, but we also collaborate because it helps us advance our careers. That career advancement is even more important for researchers early in their careers, or those in the global south or otherwise marginalized because there are fewer opportunities. The connections made at conferences can lead to invitations to collaborate, or appointments to committees or appointments to peer review teams or even editorial boards.

When these opportunities aren't inclusive, we perpetuate problems with inclusion.

That's why researcher profiles are such a critical part of our platform. Researchers build their networks and their professional reputations with profiles on our platform. They can connect their research contributions from multiple conferences – even across multiple societies – in a single profile. These profiles also integrate with industry tools like ORCID to ensure the broadest possible audience knows about their contributions, interests, and participation. These profiles are the foundation for continuous community-building around early-stage research.



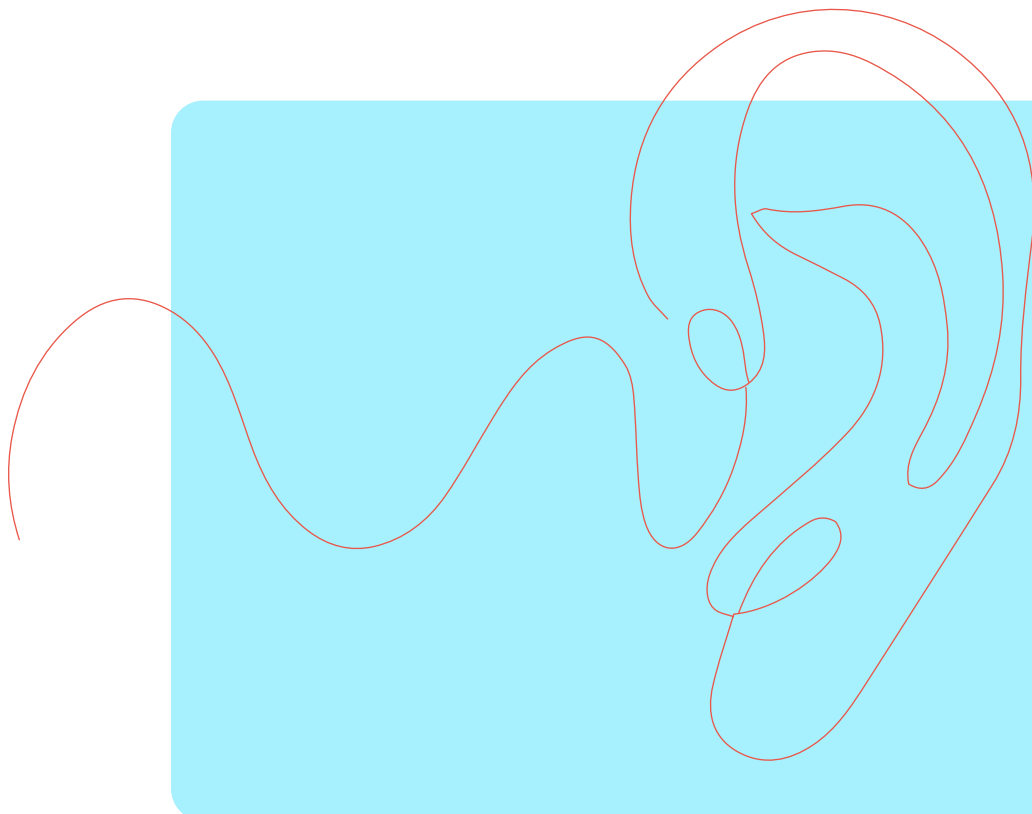
# Partnering for complex changes

## KEEP CONTENT INTERACTIVE

Conference serves a handful of purposes, from career advancement to networking to keeping up-to-date with the field. But one of the most important is bringing a community together around the latest research. Growing that capability with technology support means opening up that interaction and discussion to diverse researchers worldwide.

By capturing and archiving the Q&A associated with a virtual conference, and by keeping that communication channel open in digital libraries, we extend the power of conferences. More valuable than simply posting all the presentations online, we're sharing the community's engagement and debate with the broader scientific community.

It means ongoing engagement for your members and potential new members seeking that type of engagement and global community. Regardless of timezone, an asynchronous reader won't miss out on answers to their questions or a transcript of the live discussion. Interaction on early-stage research may become one of the first steps on collaborations that can last years, bringing together researchers with shared interests regardless of their location or their career stage.

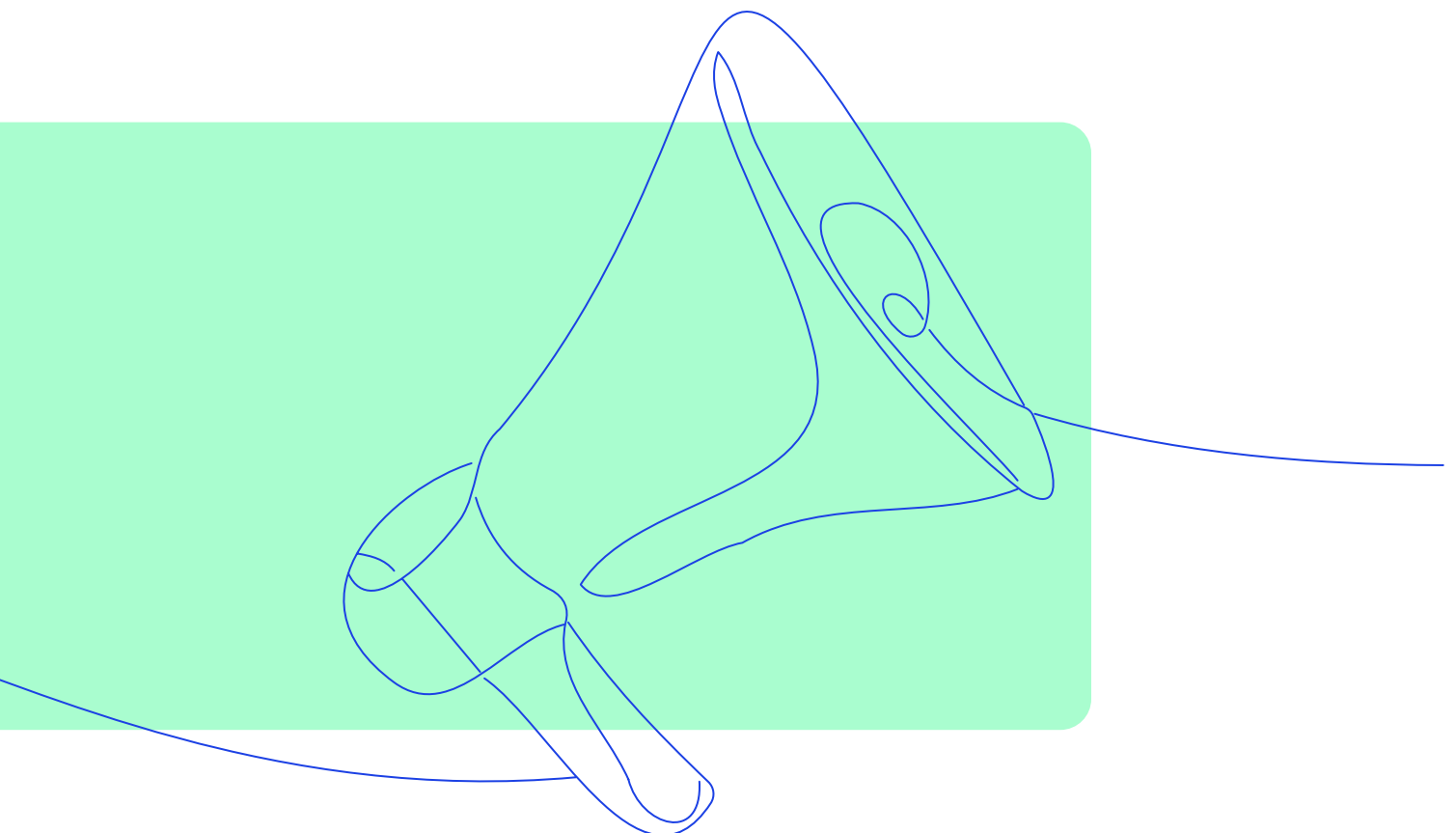


# Advocating for broader change

Our focus is on helping societies and associations transform their technology and tools for use in the early stages of the research lifecycle and integrate them wherever possible. But to maximize the impact of growing these diverse, interactive communities, we also need to advocate for changes to standards and practices of this industry.

Technology is your partner in change. We can be flexible and agile, bringing scalable solutions to your organization that streamline workflows, save you time, and improve your offering to a growing member community. But in order to truly integrate these technologies across the entire research ecosystem, we need the industry to take steps to adopt identifiers for early-stage research. Researchers need recognition for this critical work, and the global community of scientists needs to be able to see all related scientific outputs – beyond a journal article published two years later.

This type of change is slow to come, but we're hearing more and more voices joining the conversation.



# Conclusion

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Science fuels knowledge that can be applied in myriad ways to bring about global progress. There's very little emphasis on how much impact scientific advances have made on the daily lives of everyone. Fewer still are aware of the great efforts it takes to achieve these advances, making it more crucial than ever the need for more openness and availability of research data. By collaborating, sharing data, and exchanging ideas, international science communities can begin to see faster progress, gain deserved recognition, and set the pace in their diverse fields. Besides, only when researchers collaborate and share data and results can the accuracy of the data and conclusions be verified and established.

As this eBook explores, with the growing importance of research information availability and the rate of innovation in research approach, societies and associations need to examine their standard practices regarding data and introduce inclusive technologies to make these explicit.

