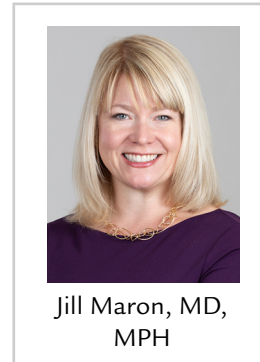
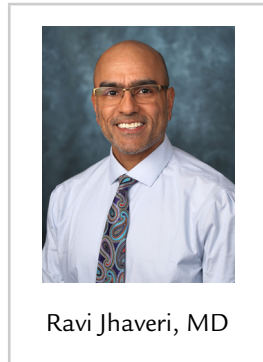




Editorial

Our Pledge to Assemble a More Diverse and Inclusive Editorial Team at Clinical Therapeutics



The past several years have brought renewed attention to racial and gender inequities in our society. Despite the increased awareness and dialogue, real change does not happen without persistent and intentional efforts. We at *Clinical Therapeutics* want to be a leader among journals in creating a team of editors who reflect the diversity of background and opinion within health care delivery and research. As a first step to make sure that our readers and team members hold us accountable, earlier this year we developed this gender equity pledge:

“The journal of Clinical Therapeutics pledges its commitment to improving diversity on the editorial team. In 2021, we will be increasing the representation of women. Specifically, we have pledged to increase the representation of women on the Editorial Board from 38% to a minimum of 50% through 2022, with future targets aiming at equal representation. This sits within Elsevier’s broader ongoing inclusion & diversity efforts. Equity and inclusion in publishing is critically important for scientific excellence and innovation. We believe passionately in the power of an inclusive publishing environment, not only to do what is right, but to enrich, strengthen and advance us all” (<https://www.journals.elsevier.com/clinical-therapeutics/announcements/gender-pledge-clinical-therapeutics>).

With the addition of some new team members, we are pleased to share that we have reached our 50% representation goal with the turn of the new year.

For 2022, we are also pleased to introduce a similar pledge on racial and ethnic diversity:

“The journal of Clinical Therapeutics pledges its commitment to improving diversity on the editorial team. In 2022 and beyond, we will increase the representation of individuals who come from groups underrepresented in medicine and health care research. Our ongoing goal will be to create a team of editors who roughly reflect the distribution seen amongst our readers, our patients and the general population. We firmly believe that a diverse team makes us a better journal and will allow us to highlight clinical and research issues that are most relevant to our readers.”

We ask for all of you to help us achieve this goal. If you self-identify as coming from a racial or ethnic group that has been traditionally underrepresented in medicine and have an interest in reviewing or being a topic editor, please send a message to our editorial office. If you have a colleague who self-identifies as underrepresented in medicine, please consider nominating them for a role with the journal. We are still looking for additional consulting and topic editors in Oncology/Hematology, Pulmonology, Drugs & Biologics, and Complementary and Alternative Medicine.

In addition to changes to the makeup of our editorial team, we are continuing to evaluate our journal content. In 2021, we began an initiative to increase the attention paid to social influencers of health. Within each Specialty

Update, we have asked our editors to include an article that highlights how social influencers of health impact the clinical topic being discussed.

Achieving diversity and equity in all settings will be an ongoing process. We are proud of our early efforts but recognize the job is far from complete. We welcome engagement with our readers on ways that we can continue to improve the journal.

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