

Call for Chapters
Advancing Diversity, Inclusion, and Social Justice through Human Systems Engineering

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Objectives

The purpose of this book is to explore and demonstrate how human factors and ergonomics (inclusively defined) can make communities, organizations, technologies, and systems more representative, equitable, egalitarian, and respectful. We believe that human factors principles and methods are valuable for **understanding** these issues (e.g., documenting demographic trends in organizations or identifying barriers to inclusion) as well as **solving** contemporary problems (e.g., reducing bias in institutions and design, promoting access and well-being for underrepresented groups, or improving communication). We also believe that human factors research and practice may be enriched by mindfully **incorporating** concepts from social justice (e.g., power, intersectionality, opportunity, and mobility).

Audience

This volume will draw from and appeal to a broad audience of researchers, practitioners, professionals, and students in **human factors and ergonomics disciplines**, such as cognitive engineering, ergonomics, human-computer interaction, human systems integration, macroergonomics, universal design, and user-centered design (to name a few). Importantly, we also aim to include and speak to audiences in **allied disciplines**, such as community development, criminal justice, education, engineering, psychology, and public health (to name a few). Although human factors represents the core approach of the book, it can be interwoven with many other perspectives relevant to diversity, inclusion, and social justice.

Topics

A wide range of topics are appropriate for submissions. Please see the **Chapter Types** (Page 2) and tentative **Table of Contents** (Page 3) for insight into the overall book structure. Authors are encouraged to consider their work in light of the following overarching questions:

- Does the work represent research or practice under the broad umbrella of ‘human factors and ergonomics’? What are the relevant disciplines or approaches?
- Does the work address the benefits, challenges, or nature of diversity, inclusion, and/or social justice? Does the work help us understand these issues or efforts?
- Does the work address methods to promote diversity, be inclusive, and/or attain social justice outcomes? Does the work help us solve key problems?

Chapter Types

In the spirit of diversity and inclusion, we are planning to include a variety of chapter types. Research reports and reviews are typical and welcome! However, we are also seeking narratives and experiences to make key themes personal, accessible, and concrete. Peer review of chapters will adopt somewhat different criteria depending on the chapter type.

- **Personal Narratives** (1000-1500 words): these chapters will offer concise and engaging personal anecdotes that showcase diversity, inclusion, or social justice on a personal level but with clear connections and lessons for human factors audiences. Chapters might include “powerful experiences,” “lessons learned,” or “how to” cases that inspire and educate others. Authors should adopt an accessible and engaging writing style. Formal, academic writing is not required.

Most personal narratives will have a single author.

- **Quantitative or Qualitative Research Reports** (5000-6000 words): these chapters will detail the methods and findings of rigorously-conducted research studies on questions, effects, predictors, or interventions regarding diversity, inclusion, or social justice. Chapters should include a compelling rationale, a literature review that establishes research questions and hypotheses, a summary of methods, and clear reporting and justification of results. Formal, academic writing will be expected.

Most research reports will have 1 to 3 authors.

- **Theoretical and Empirical Reviews** (7000-8000 words): these chapters will provide selective, logical, and thoughtful coverage of relevant literature(s) to discuss the role, potential, or challenges of human factors work in some aspect of diversity, inclusion, or social justice. These chapters should articulate major trends or findings, notable gaps, research questions or hypotheses, and/or recommendations for future work in the area. Chapters should also include a compelling rationale along with an explanation of the scope and methodology of the review. Formal, academic writing will be expected.

Most research reviews will have 1 to 4 authors.

Table of Contents (to evolve based on submissions)

Section 1: The Value of Diversity, Inclusion, and Social Justice

This section will introduce core concepts and themes, and will consider evidence for the value promoting diversity, inclusion, and social justice. What benefits or insights are revealed when the above factors are addressed in human factors and ergonomics endeavors?

Chapters 1, 2:	personal narratives related to value
Chapters 3, 4, 5:	empirical research demonstrating or testing value
Chapter 6:	review of research demonstrating or testing value

Section 2: Diversity, Inclusion, and Social Justice for Special Populations

The effects of diversity, inclusion, and social justice—and particularly their *absence*—are often felt most strongly by special, underrepresented, or marginalized populations. This section will consider human factors and ergonomics efforts related to demographic factors and identities, such as gender, race, LGBTQ+, disabilities, culture, and more.

Chapters 7, 8:	personal narratives regarding special populations
Chapters 9, 10, 11:	empirical research regarding special populations
Chapter 12:	review of research regarding special populations

Section 3: Diversity, Inclusion, and Social Justice in Specific Settings

The pursuit of diversity, inclusion, and social justice is defined or constrained by the environment. Business, municipal, school, military, and healthcare settings are different, resulting in distinct opportunities and challenges. There is also variation within each setting. This section will consider human factors and ergonomics efforts within such contexts and/or the effects of context.

Chapters 13, 14:	personal narratives regarding specific settings and situations
Chapters 15, 16, 17:	empirical research regarding specific settings and situations
Chapter 18:	review of research regarding specific settings and situations

Section 4: Achieving Diversity, Inclusion, and Social Justice

The preceding sections are likely to suggest productive courses of action for attaining diversity, inclusion, or social justice goals. However, this section will emphasize concrete research-based, practice-based, or evidence-based methods and interventions. Ideally, these methods will be presented in actionable terms accessible to a broad audience.

Chapters 19, 20	methods for achieving diversity, inclusion, and social justice goals
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Timeline and Instructions

Please carefully note the listed **critical dates** (i.e., “cutoff dates”) for submission milestones. Preference (and immense gratitude) will be given to proactive submissions received **well before** these dates!

1. **Contact the Editors****Critical Date: Any Time!**

Please email the editors at disj.hse.editors@gmail.com to indicate your interest. We will work with you to determine the best fit and answer all of your questions.

2. **Submit a Chapter Proposal****Critical Date: September 28th, 2018**

After consulting with the editors, [email a 1-2 page proposal](#) with the following details. Editors will then determine overall appropriateness and notify the authors.

- **working title** and **list of authors** (include contact info for a corresponding author)
- **short CV** or a URL for a **Google Scholar** profile (for the corresponding author)
- **indicate the chapter type** (i.e., personal narrative, research report, or review)
- **suggest a relevant section** (i.e., value, special populations, specific settings, achieving goals)
- **briefly summarize** relevant elements of the chapter such as rationale, relevant background, questions, hypotheses, methods, findings, and/or importance. If the work is “in progress,” be explicit about what has been done and what remains to be done. Preference will be given to complete projects; projects that require data collection are unlikely to be accepted

3. **Submit the Invited Chapter** **Critical Date: November 30th, 2018**

Full chapters must be **original, unpublished**, and written in **APA Style** (6th edition). Peer review will be single-blind by default (i.e., anonymous reviewers). Authors may choose whether and to what extent they “mask” their chapter for double-blind review (i.e., anonymous authors).

Important: all authors must agree to **serve as a reviewer** for at least one other chapter. Our intent is for every chapter to be reviewed by at least two peers.

4. **Complete Peer Reviews**.....**Critical Date: January 25th, 2019**

Reviewers will have **30 days** to complete the review (using a provided form) after accepting the assignment. Editors will compile reviews and notify authors by **Friday, February 8th**.

5. **Submit a Revised Chapter****Critical Date: March 29th, 2019**

Use instructions from the editors and peer feedback to prepare a high-quality revised chapter.

6. **Finalize the Chapter****Critical Date: April 12th, 2019**

Editors will review the revisions to make **final decisions** about acceptance, followed by a brief period for **final copyediting or other corrections** to be completed by **May 17th, 2019**.