

Modern Law Review Equality, Diversity and Inclusion Policy

1. Aim

The Modern Law Review (MLR) is committed to promoting and protecting equality, diversity and inclusion (EDI) throughout activities that fall within its scope. We recognise that supporting an academic environment that welcomes and values scholars with diverse experiences, and which allows everyone—regardless of race, religion, sex, sexual orientation, gender identity, disability, pregnancy and maternity, age, or career stage—to contribute to the academic discourse, is vital both for the long-term success of the MLR, and for legal academia more broadly. We aim to ensure that the scholarship to which we provide a platform, whether through publication, seminar funding, or awards, reflects the full diversity of authorship and content within the Higher Education sector, and is accessible to all.

2. Objectives

Promote and support values of EDI within legal scholarship and legal academia more broadly.

Collect and analyse data confidentially to ensure that members of the MLR Editorial Committee are able to identify and address EDI issues within the remit of the MLR.

Maintain an inclusive platform for scholars within all sections of the published volumes and MLR Forum, supporting a broad and diverse scholarship.

Ensure that the MLR's internal processes are consistent with EDI best practice. This encompasses, *inter alia*: review and publication; scholarships and awards; Editorial Committee and Advisory Board appointments; contracts and other affiliations with the MLR.

3. Examples of Recent and Ongoing Efforts to Implement EDI Objectives

The MLR maintains a rigorous 'blind at the point of entry' process for reviewing articles. Articles are anonymous when received by Articles Editors, and are sent to a member of the Editorial Committee for 'desk review'. The Desk Reviewer makes a recommendation to the Articles Editor, on the basis of which the latter either: (i) sends the article for 'double-blind' peer review by two scholars, recommended by the Desk Reviewer, whose research falls within the subject area(s) of the article; or (ii) communicates a rejection, with substantive comments and advice wherever possible. This both limits the potential for bias at all stages of review, and allows authors to receive timely feedback, whether or not the article passes desk review. Further information about the review process can be found via the video linked below.

On 10th June 2020, members of the MLR Editorial Committee hosted a webinar for female academics, providing information and tips on publishing with the MLR. The goal was to encourage submissions from a broad range of women from all career levels and backgrounds. More than 200 participants joined the webinar, from 62 institutions and 16 countries. The [video is available online](#).

On 13th July 2020, the MLR launched a fellowship scheme to provide for post-doctoral support, in order to help alleviate some of negative impact of COVID-19 on career opportunities for early career researchers. In making the award decisions, the Editorial Committee considered any information provided by applicants about how the pandemic had affected work opportunities and research environment, including information pertaining to disability, caring responsibilities, home environment and other disadvantaging circumstances.