

**Enhancing inclusivity and diversity into the new norm: what can we do better in medical education?**

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**How equitable and diverse is health professional education scholarship?**

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To discuss on enhancing inclusivity and diversity Kevin Eva will use the journal Medical Education as a case study, outlining efforts that are made in its editorial decision-making processes and outcomes that are available from internal databases and recently published bibliometric analyses. Although data are unfortunately limited, failing to capture non-binary aspects of gender, specific ethnicities, or any other variables across which diversity is desirable, various trends are clear:

- 1) Gender balance in health professional education publications has improved remarkably over the past 50 years;
- 2) Regional differences in representation, in contrast, has remained remarkably stable;
- 3) Underlying that stability (and not evident from counts of publications) is a declining acceptance rate for nearly all regions as the field grows and journal space, hence, becomes increasingly competitive. There is promise, however, as the country-by-country association between acceptances and downloads suggests that greater investment in health professional education is rewarded by greater rates of publication success.

