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Universal value to be pursued in *Episodes*

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ademic papers become valuable when they are disseminated and cited. Removing barriers to information dissemination can facilitate research, enrich education, and provide a foundation for bringing humanity together in a shared inquiry into intellectual dialog and knowledge.

The journal *Episodes* does not charge any fees inevitably incurred in the open-access models. The *Episodes* falls in the category of *Gratis Open Access* journal (Suber, 2012). This represents a philosophy based on the concept of an academic community that has maintained the genuine principle of open access for decades. Therefore, it is clear that *Episodes* is a forward-looking journal responsive to contemporary demands and based on a sense of community.

Gender Equality and Regional Distribution

Since 1978, *Episodes* has been an international and interdisciplinary open-access and free publication that covers all geoscience disciplines. To further establish itself as a flagship journal in Earth science(s), *Episodes* needs to set more ambitious goals for gender equality.

To accelerate the realization of gender equality (Esquivel and Sweetman, 2016), *Episodes* should aim for an ambitious and realistic proportion of editors, continuously monitor and improve its gender equality status, and reflect the results to promote leadership. Currently, *Episodes* has over twice (44%) as many female editorial members as other geoscience journals (18%) (Fig. 1).

This indicator reflects one of the surest ways to change the earth

Episodes

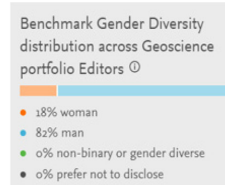


Figure 1. Gender diversity distribution of *Episodes* (left figure) and benchmark gender diversity distribution (right figure) across geoscience portfolio editors (adapted from Elsevier).

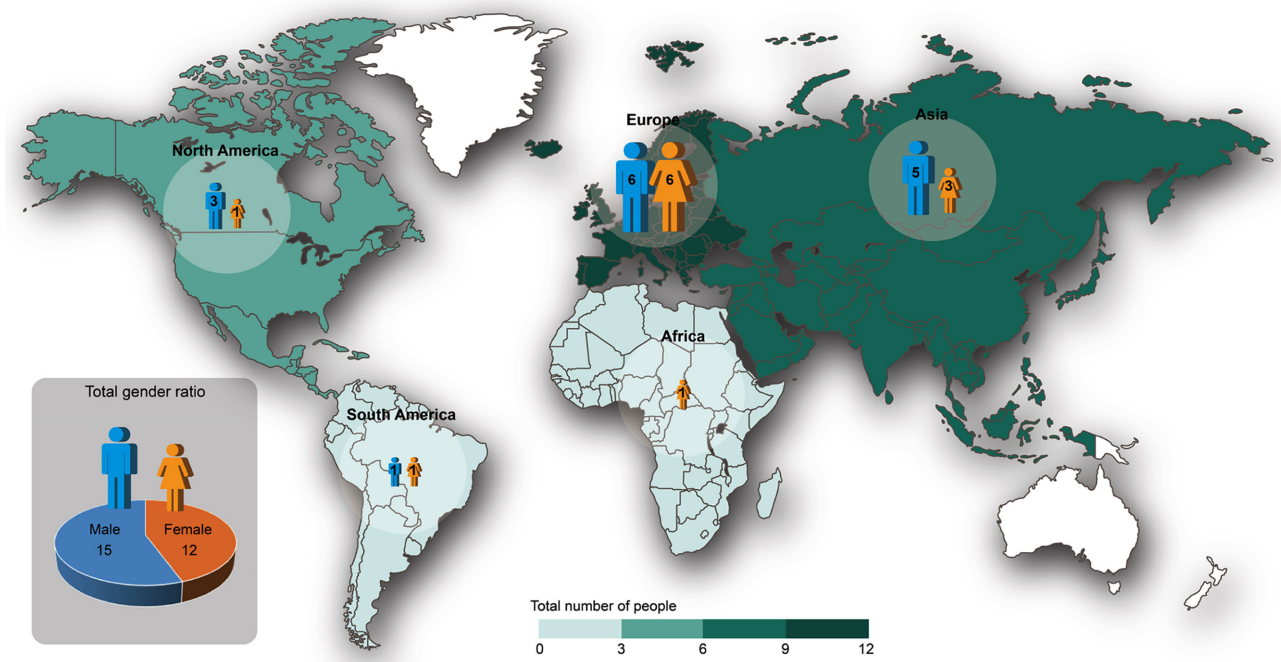


Figure 2. Regional and gender diversity distribution of Episodes editors.

science community in a more positive and fundamental direction for future scholars in earth science worldwide, providing useful information to other academic communities and meaningful data for diversity in the earth science community to further the empowerment of women. In addition to gender equality, regional balance is another unique value that our journal pursues (Fig. 2). Besides gender and geography diversity in the Editorial Board, *Episodes* seeks for equal distribution in reviewers and authors. With these actions, *Episodes* tries to meet the Sustainable Development Goal 5: Achieve gender equality (United Nations, <https://sdgs.un.org/goals>).

Budapest Open Access Initiative, 2012, <https://www.budapestopenaccessinitiative.org/boai-10-recommendations> [accessed 24th April, 2021]. Elsevier, <https://www.elsevier.com/connect/help-expand-a-public-dataset-of-research-that-support-the-un-sdgs> [accessed 24th April, 2021]. Esquivel, V., and Sweetman, C., 2016. Gender and the sustainable development goals. *Gender and Development*, v. 24, pp.1-8. Suber, P., 2012, Open access. Cambridge, Mass: MIT Press, 1-242p. https://dash.harvard.edu/bitstream/handle/1/10752204/9780262517638_Open_Access.pdf. United Nations, <https://sdgs.un.org/goals> [accessed 24th April, 2021].

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