A Statement from the Editorial Board and staff of the *International Review of the Red Cross*

The Editorial Board and staff of the *International Review of the Red Cross* are committed to diversity and inclusion among our authors, readers and members of our team.

We note that the *Review* has historically not managed to build an author- and readership that represents the diverse and intersecting backgrounds we see in the world, especially in terms of nationality, ethnicity, race, age, gender, profession and geographic location. We are determined to address this imbalance. We recognize the value of hearing from, including and promoting different voices, perspectives and experiences among our contributors to further enrich the journal’s analysis of international humanitarian law, policy and action. We firmly believe that the *Review*’s multi-disciplinary approach to these issues is strengthened by expanding the pool of talent from which we draw to include authors of these very backgrounds.

Our “Emerging Voices” edition served as a microcosm of this larger phenomenon. Prior to the Emerging Voices call for papers, there was a dearth of earlier-career scholars represented in the *Review*. The quality of the submissions received in response to the call for papers speaks to the power of inclusion and reinforces our conviction that featuring diverse voices enhances the publication’s academic rigor. In addition, issuing a public statement calling for emerging voices then gave those facing barriers to publication a clear entry point – and the assurance that their perspectives are welcome here. We hope this statement has a similar, but broader, effect.

Given that the *Review* is a specialized IHL journal, it is even more incumbent on us to ensure that authors from diverse backgrounds are included in our pages. Armed conflict and other humanitarian crises disproportionately impact the very same groups of people who have historically been underrepresented in the *Review*. In other words, the voices and perspectives of those most affected by the law, policy and action the IRRC discusses have historically not been heard by our readers. We are committed to changing that.

In order to actively demonstrate our commitment to these values, we have already taken steps to remove barriers to inclusion of a diverse range of authors and to proactively seek to improve their access to the publication. For example, in the past, the *Review* worked nearly exclusively by soliciting submissions from established experts. The current Editorial Team has implemented a new approach, releasing an open call for papers for each edition and disseminating those calls widely, thus casting a much wider and less proscriptive net. In addition, we disseminate calls for papers and accept submission
in six languages (English, Spanish, French, Arabic, Russian and Chinese) and conduct outreach in academic and practitioner communities in every region of the world.

These efforts have begun to bear fruit, but the work is not done. Committing to improve diversity and inclusion is a continuous task that requires daily, renewed attention, and the Review will keep working to improve access to and inclusion in the publication’s pages. We commit to report back publicly by the end of 2025 – both on our progress, and on our next steps at that point.