From Diversity to Inclusion: How to audit your collection and Why
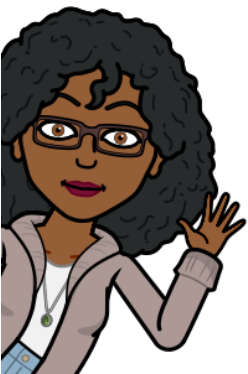
Kymberlee Powe

Children/ YA Consultant

Connecticut State Library

Division of Library Development

hey.

- Definition of a Diversity Audit
- Why is it necessary to audit our own collections
- Avoiding stereotypes and building diverse AND inclusive collections
- How to perform a diversity audit
- Alternative methods to a traditional audit

What is a Diversity Audit

- A count of identity characteristics, of the authors and/or main characters, that make up a library collection.

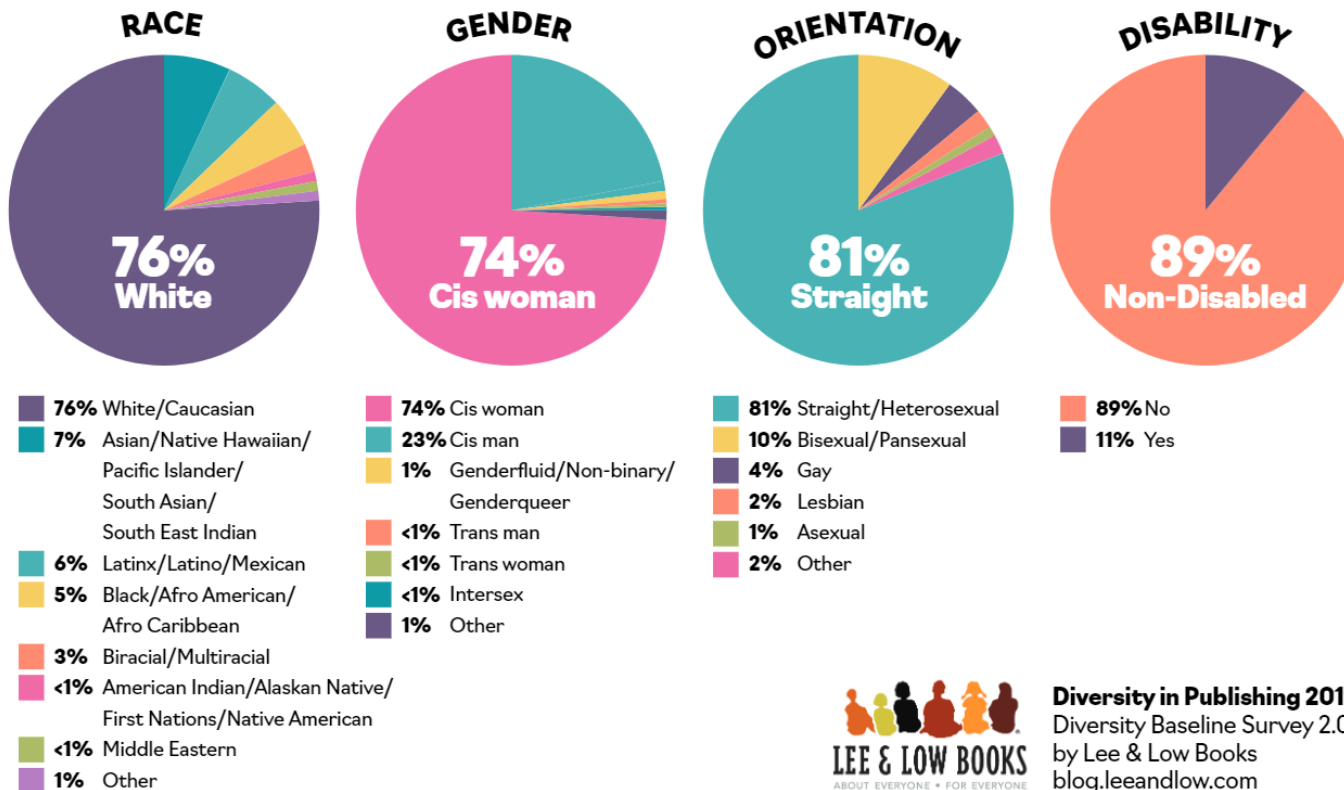# Why we need to perform diversity audits.

Diversity in Publishing

DIVERSITY IN PUBLISHING 2019 · DIVERSITY BASELINE SURVEY BY LEE & LOW BOOKS

INDUSTRY OVERALL EXECUTIVE LEVEL   EDITORIAL   SALES   MARKETING & PUBLICITY   BOOK REVIEWERS   LITERARY AGENTS   INTERNS

Industry Overall

RACE
76% White

- **76%** White/Caucasian
- **7%** Asian/Native Hawaiian/ Pacific Islander/ South Asian/ South East Indian
- **6%** Latinx/Latino/Mexican
- **5%** Black/Afro American/ Afro Caribbean
- **3%** Biracial/Multiracial
- **<1%** American Indian/Alaskan Native/ First Nations/Native American
- **<1%** Middle Eastern
- **1%** Other

GENDER
74% Cis woman

- **74%** Cis woman
- **23%** Cis man
- **1%** Genderfluid/Non-binary/ Genderqueer
- **<1%** Trans man
- **<1%** Trans woman
- **<1%** Intersex
- **1%** Other

ORIENTATION
81% Straight

- **81%** Straight/Heterosexual
- **10%** Bisexual/Pansexual
- **4%** Gay
- **2%** Lesbian
- **1%** Asexual
- **2%** Other

DISABILITY
89% Non-Disabled

- **89%** No
- **11%** Yes

LEE & LOW BOOKS
ABOUT EVERYONE · FOR EVERYONE

Diversity in Publishing 2019
Diversity Baseline Survey 2.0
by Lee & Low Books
blog.leeandlow.com

How do we avoid stereotypes or a single story?

Consider…

- Are most of your books about Indigenous people historical?

- Do most of the books in your collection about African American or black characters take place in urban spaces?

- Who is represented in your LGBT collection?

- Are most of your books about Latinx characters about immigrating to America, illegally coming to America, or being undocumented in America?

- Are your books about marginalized people written by marginalized people?

Diversity AND Inclusivity

How to perform an audit

The Process

- Establish Criteria
- Research each title for predetermined representation
- Count it
- Math it
- Apply data in meaningful ways
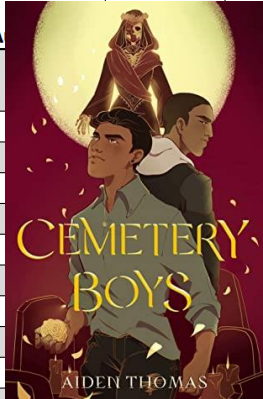
Karen Jensen- TLT

What you'll need

- Shelf list
- Audit form (paper or digital)
- Computer
- Data (regional/ state/ national)
- Informational presentation method
- HELP

Audit form

Title	White Cis straight abled neurotypical	Margenalized Author	Author #ownvoices	Male	Female	NB/trans	White	nonhum	Black	Latinx	Native American/Indig.	Biracial/unspecified POC	Jewish	Asian	Middle Eastern	Plus Size	LGBTQIA	Immigran
(percentages)	37%	9%	8%	16%	29%	0%	32%	1%	4%	3%	1%	2%	0%	2%	1%	0%	1%	2%
Al Capone Does My Shirts, by Gennifer Choldenko	x				x		x											
All Rise for the Honorable Perry T. Cook by Leslie Connor	x				x		x											
Among the Hidden, by Margaret Peterson Haddix	x				x		x											
Any Small Goodness: A Novel of the Barrio, by Tony Johnston	x				x					x								
Archer's Quest, by Linda Sue Park		x			x									x				
Artemis Fowl, by Eoin Colfer	x			x			x											
Bad Beginning, The, by Lemony Snicket	x			x			x											
Ballad of Lucy Whipple, The, by Karen Cushman	x				x		x											
Baseball Great, by Tim Green	x			x			x											
Battle of the Labyrinth, The, by Rick Riordan	x			x			x											
Because of Mr. Terupt, by Rob Buyea.	x			x			x											
Belle Teal, by Ann M. Martin	x				x		x											
Belles, The, by Dhonielle Clayton		x	x		x				x									
Benefits of Being an Octopus, The, by Ann Braden	x						x											
Best Man by Richard Peck	x			x			x										x	
Better Nate Than Ever, by Tim Federle	x	x		x			x										x	
Bitter Side of Sweet by Tara Sullivan	x				x				x									
Blended by Sharon M. Draper		x	x		x				x			x						
Blizzard! The Storm That Changed America, by Jim Murphy	x			x			x											
Blood Guard by Carter Roy	x			x			x											
Blood On The River: James Town 1607, by Elisa Carbone.	x				x		x											
Born To Fly, by Michael Ferrari	x			x			x											
Boundless, The, by Kenneth Oppel	x			x			x											
Brainboy and the Deathmaster, by Tor Seidler	x			x			x											
Breadwinner, The, by Deborah Ellis	x				x												x	
Break With Charity, A: A Story About the Salem Witch Trials, by	x				x		x											
Bridge Home, The, by Padma Venkatraman		x			x												x	
Bud, Not Buddy, by Christopher Paul Curtis.		x	x	x					x									
Can I Touch Your Hair?: Poems of Race, Mistakes, and Friendship	x	x	x	x	x		x		x									
Candymakers, The, by Wendy Mass	x				x		x											
Case of the Missing Marquess, The: An Enola Holmes Mystery,	x				x		x											
Charlie Thorne and the Last Equation by Stuart Gibbs	x			x			x											

	Asian	Middle Eastern	Plus Size	LGBTQIA	Immigran	Disability	Neurodiverse/learning disability	Experiencing homelessness/low income/Foster system	mental health/trauma	Addiction	Set Outside US	Contemporary	Historical Fiction	Sci fi/Dystopia	Fantasy/Paranormal	mystery/thriler	Poetry/Short Stories	Nonfiction	Notes
(percentages)	2%	1%	0%	1%	2%	1%	1%	4%	5%	0%	3%	20%	8%	4%	10%	2%	0%	1%	
													x						
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A	#	White Cis straight abled neurotypical male	White Cis Straight Abled, Neurotypical Female	Diverse Author	Author #ownvoices	Male	Female	NB/ trans	White	Black	Latinx	Native American/ Indig.	Biracial/ unspecified POC	Asian
		Author							Main Character					

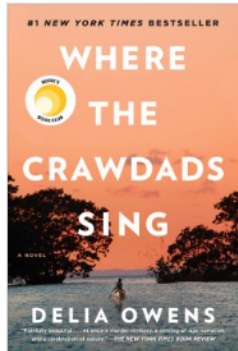| Middle Eastern	Plus Size	LGBTQIA	Immigrant	Differently Abled	Neurodiverse/learning disability	Experiencing homelessness/ low income	mental health/trauma response	Addiction	Ownvoices Joyful (nontrauma)	Set Outside US	Contemporary	Historical Fiction	Sci fi/ Dystopian	Fantasy	mystery/thriller
											Genre				

Export data

Barcode	Lifecycle	Publication Date	Num of Loans (In House + Not In House)	Author	Title	Subjects	ISBN
100173438	Active	[2018]	0	Abawi, Atia, author.	A land of permanent goodbyes /	IS (Organization)--Juvenile fiction.; IS (Organization); IS (Organization)--Fiction.; Refugees--Juvenile fiction.; Bombings--Juvenile fiction.; Muslims--Juvenile fiction.; Families--Syria--Juvenile fiction.; Syria--Juvenile fiction.; YOUNG ADULT FICTION--People & Places--Middle East.; YOUNG ADULT FICTION--Religious--Muslim.; YOUNG ADULT FICTION--Social Themes--Violence.; Refugees--Fiction.; Bombings.; Families.; Muslims.; Refugees; Syria.; Bombings--Fiction.; Muslims--Fiction.; Refugees--fiction.; Family life--Syria--Fiction.; Syria--Fiction.; Fiction.; Juvenile works.; Suspense fiction; Thrillers (Fiction); Novels.	0399546839; 97803995 9780399546846; 03995 0525516018; 97805255
100143616	Active	2007.	2	Abadzis, Nick.	Laika	Dogs--Soviet Union--Comic books, strips, etc.--Juvenile fiction.; Sputnik satellites--Comic books, strips, etc.--Juvenile fiction.; Space race--Soviet Union--Comic books, strips, etc.--Juvenile fiction.; Graphic novels.; Comics (Graphic works)	9781596431010; 15964 9781596433021; 15964
						Sexual abuse--Fiction.; Cape Cod (Mass.)--Fiction.; Best friends--	

Find information

- Book jacket
- Author Twitter bio- My second favorite
- Wikipedia
- Goodreads
  - Shelves
  - Ctrl + F and keyword
- Google
  - Find author website (author bio)
  - Find publisher website
- NovelList Plus- My favorite!!

NovelList Plus

Where the crawdads sing (Aug 2018)

Author: Owens, Delia

Adult | Fiction

Description: Viewed with suspicion in the aftermath of a tragedy, a beautiful hermit who has survived for years in a marsh becomes targeted by unthinkable forces.

Book Appeal Terms: Definition of Appeal Terms

Genre: Adult books for young adults; Book club best bets; Coming-of-age stories; Debut title; Literary fiction; Page to screen

Themes: Green reads

Character: Quirky; Sympathetic

Storyline: Character-driven

Pace: Leisurely paced

Tone: Atmospheric; Romantic

Media Mentions:
NPR: All Things Considered (Jul 2022); CBC Radio (Canada): The Next Chapter (Jul 2021); CBC Radio (Canada): q with Tom Power (Aug 2019); ABC: Strahan & Sara (Apr 2019); CBS: Sunday Morning (Mar 2019)

Lexile: 880   **Accelerated Reader:** IL: UG, BL: 5.9, AR Pts: 16

Persistent link to this record (Permalink):

https://search.ebscohost.com/login.aspx?direct=true&db=neh&tg=UI&an=10685203&site=novp-live

Popularity: ★★★★★
Read reviews on goodreads
★★★★☆
157702 reviews

The vanishing half (Jun 2020)

Author: Bennett, Brit

Adult | Fiction

Description: Twin sisters, inseparable as children, ultimately choose to live in two very different worlds, one black and one white.

Book Appeal Terms: Definition of Appeal Terms

Genre: African American fiction; Book club best bets; Historical fiction; Literary fiction

Themes: Facing racism

Character: Complex; Culturally diverse

Storyline: Character-driven; Own voices

Writing Style: Engaging; Stylistically complex

Media Mentions:
CBC Radio (Canada): Writers & Company (Nov 2020); NPR: All Things Considered (Jun 2020); NPR: Fresh Air (Jun 2020); Book Club: Belletrist (Emma Roberts and Karah Preiss) (Jun 2020); Book Club: Good Morning America (Jun 2020)

Persistent link to this record (Permalink):

https://search.ebscohost.com/login.aspx?direct=true&db=neh&tg=UI&an=10882260&site=novp-live

Popularity: ★★★★★
Read reviews on goodreads
★★★★☆
48437 reviews

Nonfiction

Nonfiction

- It's mostly the same
- Weed your nonfiction collection
- Start small
  - Biographies
  - Customs and Folklore- 390
  - The arts- 700
  - Literature- 800
  - History and Geography- 900
    - Who's in your collection and who wrote the books

Count it and Math it

A note about math

- 76.3% white alone
- 18.5% Hispanic or Latin
- 13.4% black alone
- 8.6% with disability under 65yrs old
- 5.9% Asian
- 4.5% LGBT Source- UCLS school of Law Williams Institute
- 2.8% two or more races
- 1.3% Indigenous/ Alaska native
- .2% Native Hawaiian/ pacific islander

When you're done

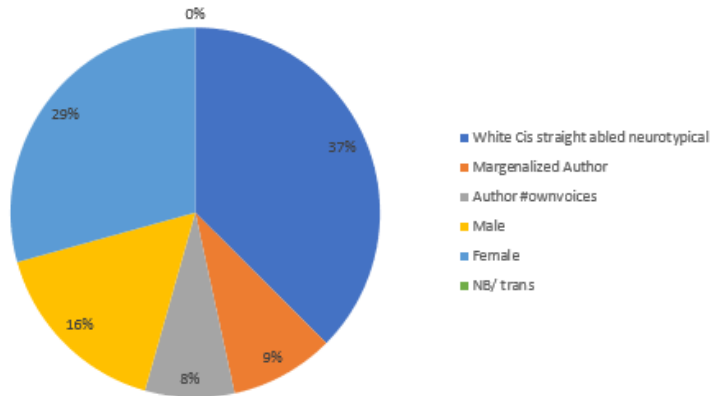| Author				Character		
Race				**Race**		
Afro-Latinx	1	0.06%		Afro-Latinx	2	0.13%
Biracial	25	1.59%		Biracial	39	2.47%
Black	77	4.90%		Black	88	5.58%
East Asian	76	4.84%		East Asian	68	4.31%
First nations	14	0.89%		First nations	12	0.76%
LatinX	48	3.06%		LatinX	44	2.79%
Middle Eastern	27	1.72%		Middle Eastern	29	1.84%
South Asian	26	1.66%		Pacific Islander	1	0.06%
South-East Asian	10	0.64%		South Asian	22	1.40%
White	1263	80.45%		South-East Asian	10	0.63%
Various or N/A	4	0.25%		White	1172	74.37%
Total:	1570			Various	34	2.16%
				N/A or Unknown	55	3.49%

When you're done

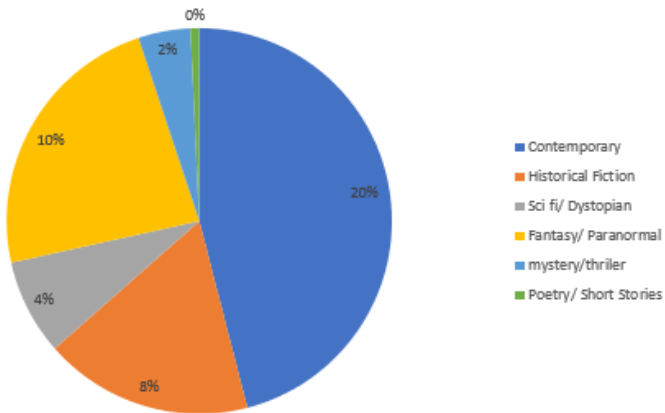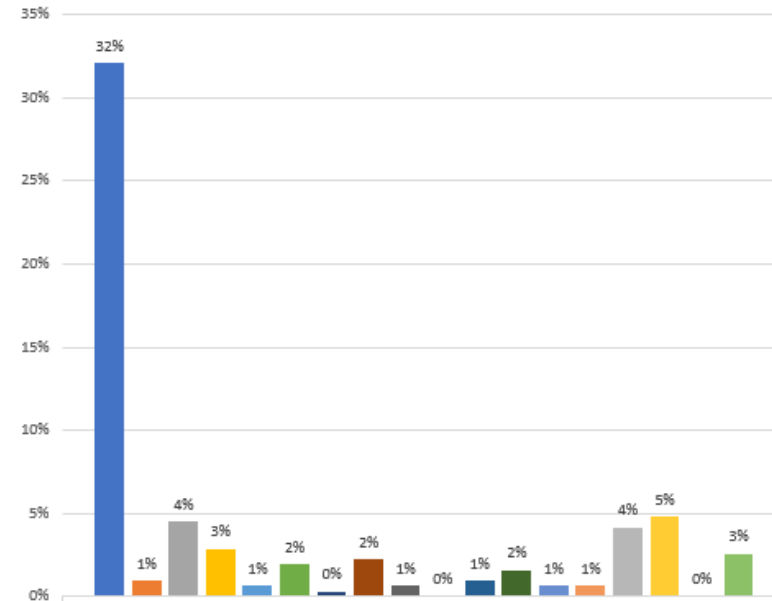| Other				Other	# of books	# of characters
Other				ADHD	9	1
ADD	1	1		Agoraphobic	1	1
Alopecia	1	1		Anxiety	2	2
Anxiety	1	1		Atheist	1	2
Atheist/Agnostic	17	4		Autism	4	4
Bisexual	7	5		Blind/Visual Impairm	4	4
Buddhist	1	1		Catholic	3	3
Catholic	2	1		Christian	5	5
Christian	14	7		Deaf/Hearing Impair	2	2
Creole	1	1		Disability	4	4
Disability	1	1		Disablilty: Limb loss	4	4
Ex-Pat	1	1		Disfigurement	11	11
Family Structure (Foster	2			Drug addiction	5	5

When you're done

Middle Grade Book Discussion Authors

- White Cis straight abled neurotypical — 37%
- Margenalized Author — 9%
- Author #ownvoices — 8%
- Male — 16%
- Female — 29%
- NB/ trans — 0%

Middle Grade Book Discussion Genre

- Contemporary — 20%
- Historical Fiction — 8%
- Sci fi/ Dystopian — 4%
- Fantasy/ Paranormal — 10%
- mystery/thriler — 2%
- Poetry/ Short Stories — 0%

Middle Grade Book Discussion MC

	1
White	32%
nonhuman	1%
Black	4%
Latinx	3%
Native American/ Indig.	1%
Biracial/ unspecified POC	2%
Jewish	0%
Asian	2%
Middle Eastern	1%
Plus Size	0%
LGBTQIA	1%
Immigrant	2%
Disability	1%
Neurodiverse/learning disability	1%
Experiencing homelessness/ low income/ Foster system	4%
mental health/trauma	5%
Addiction	0%
Set Outside US	3%

Apply in meaningful ways

What to do with the data

- [Write a collection evaluation or report](#)
- Identify how the current collection fits (or doesn't) with the library's strategic plan
- Identify holes in the collection
- Fill holes in the collection
- Use the data to explain purchasing decisions

There's no time.

- Random selection
  - Every 8th book
  - Every 10th book
  - Every (inset number here) book

- Audit your carts
  - Baker and Taylor
  - Follet
  - Ingram
  - Overdrive

Collection Analysis Tools

- Collection HQ
- Diverse Book Finder Collection Analysis Tool
- Mackin Collection Analysis

Audit   Analysis tool

Diversity, Equity and Inclusion Analysis

Deliver a collection that reflects your community and provides readers with
a larger window to the world around them.

Discover. Analyze. Improve.

Diverse Book Finder
Collection Analysis Tool

Diverse BookFinder™
IDENTIFY & EXPLORE MULTICULTURAL PICTURE BOOKS

BACK TO MAIN SITE

Collection Analysis Tool (CAT)

Helpful Links

Welcome
FAQ/Help

Username *

Password *

Log in

Create new account
Reset your password

Welcome to our **Collection Analysis Tool (CAT) --** designed to help you diversify your picture book collection!

Diverse BookFinder Collection Analysis ...
Watch later   Share

Watch on ▶ YouTube

First time here?

Please check out the video above and see our FAQ/Help page on the left.

Get Started!

Create new account on the left. New accounts will be authorized by our team. You will receive an email once your account is approved and you can login.
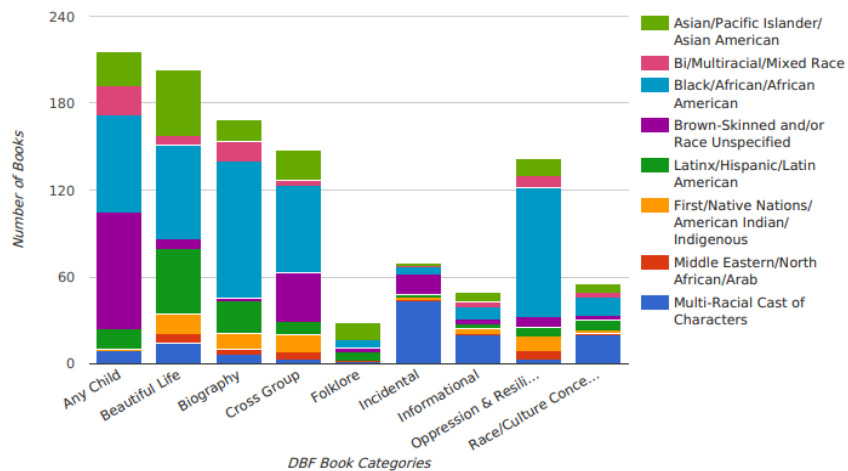
Diverse Book Finder (CAT)

Who

- Asian/Pacific Islander/Asian American
- Bi/Multiracial/Mixed Race
- Black/African/African American
- Brown-Skinned and/or Race Unclear
- First/Native Nations/American Indian/Indigenous
- Latinx/Hispanic/Latin American
- Middle Eastern/North African/Arab
- Multi-Racial Cast of Characters

How

- Any Child
- Beautiful Child: A Focus on Identity
- Biography
- Cross Group
- Folklore
- Incidental: Ensemble or Background Characters
- Informational: Factual Content
- Oppressions & Resilience
- Race/Culture Concepts: Examining Difference and Commonalities

Graph 3. How Are These Groups Represented in Your Collection?

Legend:
- Asian/Pacific Islander/Asian American
- Bi/Multiracial/Mixed Race
- Black/African/African American
- Brown-Skinned and/or Race Unspecified
- Latinx/Hispanic/Latin American
- First/Native Nations/American Indian/Indigenous
- Middle Eastern/North African/Arab
- Multi-Racial Cast of Characters

Y-axis: *Number of Books* (0–240)
X-axis: *DBF Book Categories*

	Asian / Pacific Islander / Asian American	Bi / Multiracial / Mixed Race	Black / African / African American	Brown-Skinned and / or Race Unspecified	Latinx / Hispanic / Latin American	First / Native Nations / American Indian / Indigenous	Middle Eastern / North African / Arab	Multi-Racial Cast of Characters	Totals
Any Child	24	20	67	81	14	1	0	9	216
Beautiful Life	46	6	65	7	45	14	6	14	203
Biography	15	14	95	2	22	11	4	6	169
Cross Group	21	4	60	34	9	12	5	3	148
Folklore	12	0	5	3	6	0	1	1	28
Incidental	2	1	5	14	2	2	0	44	70
Informational	6	4	9	3	3	3	1	20	49
Oppression & Resilience	12	8	90	7	6	10	6	3	142
Race / Culture Concepts	6	3	13	3	7	2	1	20	55
Totals	144	60	409	154	114	55	24	120	1,080

- 13206 items submitted by the Connecticut State Library.
- 660 items, including duplicates, that matched those in the DBF collection.
- 640 unique titles that matched those in the DBF collection.
- 4.9977 percent of your collection features BIPOC characters (this number may not be accurate if you submitted more than picture books).
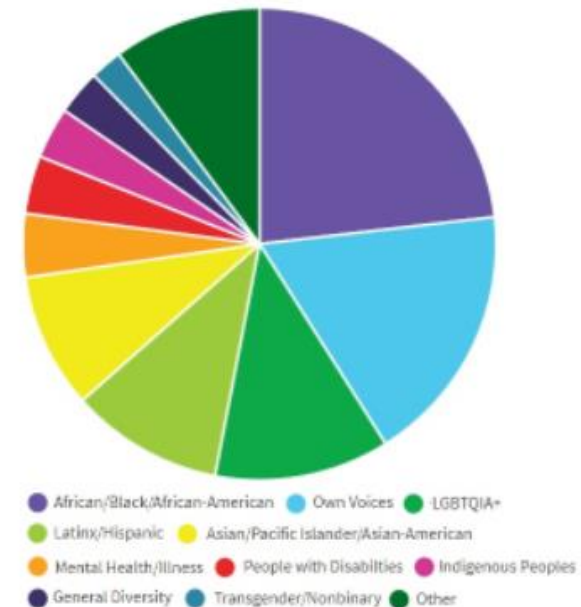
Mackin Collection Analysis

Diversity

School Name Mackin Demo School   **Collection Name** Sample High School   **Date** 02/08/2021

Collection Total 12,041   **Tagged Items** 1,159   **Collection %** 9.63%   **Average Age** 2014

Tags

Description	Average Age	Nonfiction	Fiction	Other	Collection ▼	Collection %	Search for More Titles
African/Black/African-American	2013	50	244	74	368	3.06%	🔍
Own Voices	2015	14	232	38	284	2.36%	🔍
LGBTQIA+	2016	23	154	13	190	1.58%	🔍
Latinx/Hispanic	2014	17	113	36	166	1.38%	🔍
Asian/Pacific Islander/Asian-American	2013	7	101	39	147	1.22%	🔍
Mental Health/Illness	2015	8	55	6	69	0.57%	🔍
People with Disabilities	2013	0	46	17	63	0.52%	🔍
Indigenous Peoples	2011	11	36	9	56	0.47%	🔍
General Diversity	2017	7	33	9	49	0.41%	🔍
Transgender/Nonbinary	2015	0	31	4	35	0.29%	🔍
Neurodiverse	2016	2	23	9	34	0.28%	🔍
Gender Issues	2013	2	24	7	33	0.27%	🔍
Diverse Family Structure	2014	2	15	7	24	0.20%	🔍
Body Positivity	2016	3	15	5	23	0.19%	🔍

Legend:
● African/Black/African-American ● Own Voices ● LGBTQIA+
● Latinx/Hispanic ● Asian/Pacific Islander/Asian-American
● Mental Health/Illness ● People with Disabilties ● Indigenous Peoples
● General Diversity ● Transgender/Nonbinary ● Other

Do your best.

Don't let a fear of perfection keep you from action.

Any questions?

Kymberlee Powe
Children/ YA Consultant
Connecticut State Library
Kymberlee.powe@ct.gov
860-704-2221

https://libguides.ctstatelibrary.org/dld/children/inclusivecollections