How White Is Your Collection?

Beth Van Tassel & Suzanne McLean
Thank you to...

Jennifer Murley
Ashley Prince
Chanel Sheridan
Jessica Lehr
What is Diversity?
Why is Diversity Important in Collection Development?

All people deserve to see themselves represented in literature

Different perspectives can foster empathy

Dismantle the idea that white, cisgender, heterosexual, non-disabled people are the default or norm
What is Diversity to you?

- What do you think diversity is?
- What does diversity mean in your community?
- What does diversity mean at your library?
What is a Diversity Audit?

Courses & Resources:


- Live sessions
- Online workshops & discussions
- How to assess collections
- Stereotypes, tropes, microaggressions
- How to plan and execute a diversity audit
What is a Diversity Audit?

Diversifying Considerations in YA: Doing a Diversity Audit - Karen Jensen, 2016

- Teen Librarian for 25 years
- Children’s & YA material selector
- Author of VOYA & SLJ articles
- Creator & Moderator at Teen Librarian Toolbox
- Co-editor of the Whole Library Handbook: Teen Services with Heather Booth
What is a Diversity Audit?

Diversity Considerations in YA: Doing a Diversity Audit - Karen Jensen, 2016
What is a Diversity Audit?

A thorough review, or inventory, of items in your library to determine what items are diverse, and in what ways, and what gaps exist in order to develop a more diverse collection.
What is a Diversity Audit?
Collingwood – Community Profile

Photo credit: Dave West Photography
Collingwood Public Library
Collingwood Public Library Staff
How much time?
Reports, reports, and more reports
Reports, reports, and more reports
Reports, reports, and more reports

Create a column with random number formula and then sort by that column

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.006727</td>
<td>0.009102</td>
</tr>
<tr>
<td>0.949584</td>
<td>0.091023</td>
</tr>
<tr>
<td>0.001027</td>
<td>0.102127</td>
</tr>
<tr>
<td>0.140962</td>
<td>0.102127</td>
</tr>
<tr>
<td>0.169916</td>
<td>0.189916</td>
</tr>
<tr>
<td>0.300099</td>
<td>0.177615</td>
</tr>
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<td>0.211745</td>
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<tr>
<td>0.222016</td>
<td>0.283239</td>
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<td>0.317846</td>
<td>0.349458</td>
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<td>0.360441</td>
<td>0.493225</td>
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<td>0.412773</td>
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<td>0.386141</td>
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<td>0.356374</td>
</tr>
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Select Every 5th Flow
Reports, reports, and more reports

```vba
Private Sub CommandButton1_Click()
    'Created by Sumit Bansal at https://trumpexcel.com/
    Dim MyRange As Range
    Dim RowSelect As Range
    Dim i As Integer
    Set MyRange = Selection
    Set RowSelect = MyRange.Rows(4)
    For i = 4 To MyRange.Rows.Count Step 4
        Set RowSelect = Union(RowSelect, MyRange.Rows(i))
    Next i
    Application.Goto RowSelect
End Sub
```
Reports, reports, and more reports.
Reports, reports, and more reports
Gordon to the rescue!
Diversity Markers

Which markers to choose?
Diversity Markers

- Politics
- LGBTQ2
- Indigenous
- People of Colour
- Disability
- Religion
- Own Voices
- Strong Female
Politics

Photo credit: Wikipedia
LGBTQ2

Photo credit: Out.com
Indigenous

Photo credit: CBC
People of Colour
Disability
Religion

Photo credit: iStock
Own Voices

Photo credit: School Library Journal
Strong Female

Photo credit: Little, Brown Books for Young Readers
Categories

Legend
- Characters
- Authors
- Both
Challenges: How to identify diversity

- Goodreads
- Author websites
- Twitter bios
- Magazine articles
- Stonewall Book Award
Challenges with the Diversity Markers

<table>
<thead>
<tr>
<th></th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
<th>I</th>
<th>J</th>
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</thead>
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<tr>
<td></td>
<td>Politics</td>
<td>LGBTQ2</td>
<td>Indigenous</td>
<td>People of Colour</td>
<td>Disability</td>
<td>Religion</td>
<td>Own Voices</td>
<td>SF</td>
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</tbody>
</table>


<table>
<thead>
<tr>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protagonist struggles with alcohol addiction SM</td>
</tr>
<tr>
<td>Character of the father struggles with PTSD SM</td>
</tr>
<tr>
<td>Protagonist is described as possibly bipolar SM</td>
</tr>
<tr>
<td>Lesbian characters SM</td>
</tr>
<tr>
<td>Indigenous character SM</td>
</tr>
<tr>
<td>Alan Turing was LGBTQ - SM</td>
</tr>
<tr>
<td>&quot;It is possible to have a triangle without any angles being equal.&quot;</td>
</tr>
</tbody>
</table>
Strong Female Marker
LGBTQ2 Marker

How to identify?
Disability

How to define?
Unreliable Narrators

2015

The Girl on the Train
Paula Hawkins

2018

The Woman in the Window
A. J. Finn
Challenges with the Diversity Markers
Poor Representation

1996

2004

2006
Poor Representation

<table>
<thead>
<tr>
<th>Cell</th>
<th>Description</th>
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<tbody>
<tr>
<td>Cell 1740</td>
<td>Indigenous persons - poor representation</td>
</tr>
<tr>
<td>Cell 1741</td>
<td>Indigenous persons - poor representation</td>
</tr>
<tr>
<td>Cell 1781</td>
<td>Indigenous persons - poor representation</td>
</tr>
<tr>
<td>Cell 1782</td>
<td>Mexican persons - poor representation</td>
</tr>
<tr>
<td>Cell 1826</td>
<td>Indigenous persons - poor representation</td>
</tr>
<tr>
<td>Cell 1828</td>
<td>Indigenous persons - poor representation</td>
</tr>
<tr>
<td>Cell 1887</td>
<td>Indigenous persons - poor representation</td>
</tr>
</tbody>
</table>
Poor Representation

2009

BRAD THOR
THE APOSTLE

2011

RICHARD NORTH PATTERSON
THE DEVIL’S LIGHT

2017

VINCE FLYNN
ENEMY OF THE STATE
Percentage of Diversity

- Too high?
- Includes stereotypical portrayals of diverse groups
Vulnerable Populations

Whether to include next time?
It's Time to Start Casting Fat Actors in Fat Roles →

Dec 19

The Gifts of Fatness →

Jul 9

Weight Stigma is a Threat to Public Health →

Dec 16

The Bizarre and Racist History of the BMI →

Oct 15
Challenges

Some diverse content was surely missed along the way
Discuss what diversity markers you would or would not use in an audit of collections at your library?
Well, How White is Our Collection?

Step 1:
Calculate the number of tallies for each of the 3 categories (character, author, both)

Step 2:
Calculate the percentage of diversity for the 8 diversity markers

Step 3:
Calculate the overall percentage of diversity in that collection
Well, how white is our collection?

<table>
<thead>
<tr>
<th>POLITICS</th>
<th>CHARACTERS</th>
<th>AUTHOR</th>
<th>BOTH</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>LGBTQ2</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1.8%</td>
<td></td>
</tr>
<tr>
<td>INDIGENOUS</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>POC</td>
<td>3</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DISABILITY</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1.8%</td>
<td></td>
</tr>
<tr>
<td>RELIGION</td>
<td>1</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.6%</td>
<td></td>
</tr>
<tr>
<td>OWN VOICES</td>
<td>0</td>
<td>0</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6.5%</td>
<td></td>
</tr>
<tr>
<td>SFC</td>
<td>0</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>OVERALL</td>
<td></td>
<td></td>
<td>31% DIVERSE</td>
</tr>
</tbody>
</table>

Adult Nonfiction CD (Audio) - Diverse 31%, Non Diverse 69%
Well, is our collection diverse or not?

<table>
<thead>
<tr>
<th>Collection</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Nonfiction Large Print</td>
<td>22.3%</td>
</tr>
<tr>
<td>Adult Fiction Large Print</td>
<td>10.7%</td>
</tr>
<tr>
<td>Adult Graphic Novel</td>
<td>19.7%</td>
</tr>
<tr>
<td>Adult Fiction Paperback</td>
<td>7.4%</td>
</tr>
<tr>
<td>Adult Fiction CD (Audio Books)</td>
<td>15.5%</td>
</tr>
<tr>
<td>Adult Nonfiction CD (Audio Books)</td>
<td>31%</td>
</tr>
<tr>
<td>Young Adult Fiction</td>
<td>37%</td>
</tr>
</tbody>
</table>
Well, how white is our collection?
Well, how white is our collection?
Where do we go from here?

Public Services
- Readers’ advisory
- Displays

Cataloguing & Acquisitions
- Diverse Display Guidelines
- Audit orders
- Further diversity audits
Discussion

What next steps you can think of?

How often should a diversity audit be conducted?
Admiral Collingwood Elementary School

- 531 students
- Kindergarten to Grade Eight
- French Immersion and Extended French Programs
- 3000 books audited by parent and student volunteers
- Diversity Markers:
  - Gender
  - Race
  - Ethnicity
  - Ability & Disability
  - Class Bias
  - Family
- Project Supported by the Equity, Diversity, and Inclusion Team
- Project will inform purchasing decisions in the future

Photo Credit: Admiral Collingwood Website
Questions?
Thank you!

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