How White Is Your Collection?

Beth Van Tassel & Suzanne McLean

Outline

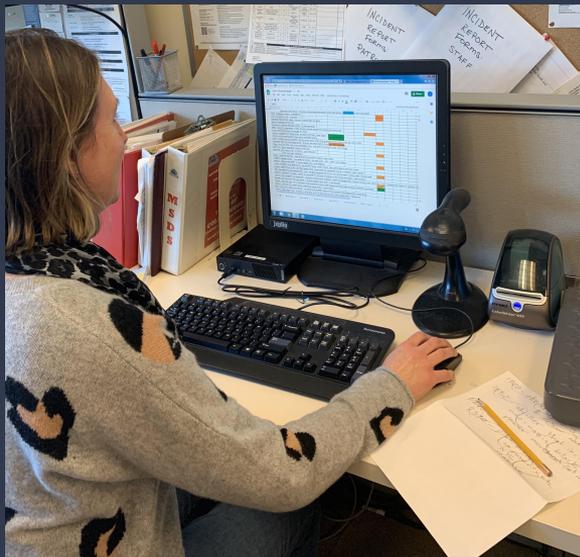What is a Diversity Audit?

Community Profile

Reports

Diversity Markers

Results

Next Steps

Thank you to...

Jennifer Murley

Ashley Prince

Chanel Sheridan

Jessica Lehr

What is Diversity?

Photo credit: iStockphoto

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:

1. Diversity & Cultural Competency Training: Collections & RA - Library Journal - Mar. 2018

2. Equity in Action: Taking Diversity and Inclusion Initiatives to the Next Level - Library Journal - Oct. 2019

- Live sessions
- Online workshops & discussions
- How to assess collections
- Stereotypes, tropes, microagressions
- How to plan and execute a diversity audit

What is a Diversity Audit?

Diversity 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
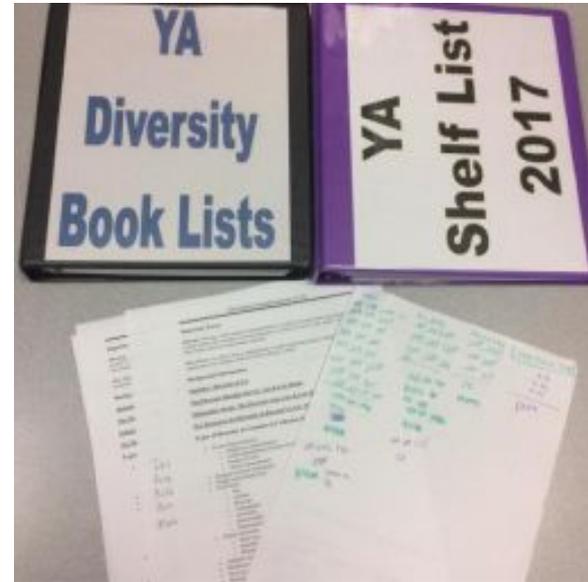
Karen Jensen

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: Kristjan Veski

Photo credit: Kristjan Veski

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

|	A		
1	Who has seen the wind? /	0.006727	
2	Agent of influence : a true story /	0.069102	
3	Croatia and the Croatians /	0.086172	
4	Almost everything : notes on hope /	0.094958	
5	Radioactive : Marie And Pierre Curie : a tale of love and fallout /	0.097023	
6	SPQR : a history of ancient Rome /	0.102127	
7	Two thousand years : the first millennium : the birth of Christianity to the crusades /	0.140962	
8	The Redpath Canadian bake book : over 200 delectable recipes for cakes, breads, desserts and more.	0.155915	
9	Railroader : the unfiltered genius and controversy of four-time CEO Hunter Harrison /	0.160059	
10	Rising : becoming the first Canadian woman to summit Everest : a memoir /	0.177615	
11	Wye write more : a collection	0.179394	
12	The great tradition of western architecture /	0.211745	
13	Ice diaries : a Antarctic memoir /	0.222015	Select Every 5th Row
14	Six war years : 1939-1945 : memories of Canadians at home and abroad / Barry Broadfoot	0.282359	
15	Coppermine journey.	0.317849	
16	Finding my balance : a memoir /	0.349458	
17	Lies women believe and the truth that sets them free /	0.368141	
18	Lucy's kitchen : signature recipes and culinary secrets /	0.393325	
19	Antarctica 2041 : my quest to save the earth's last wilderness /	0.404623	
20	Endgame : the fall of Marcos /	0.412773	
21	Pathophysiology : concepts of altered health states /	0.431794	
22	Shirley Jones : a memoir /	0.478449	
23	Finest hour : the Battle of Britain /	0.492233	
24	Argo : how the CIA and Hollywood pulled off the most audacious rescue in history /	0.502861	
25	The Breakthrough experience : a revolutionary new approach to personal transformation /	0.505519	
26	Cringeworthy : A Theory of Awkwardness.	0.507569	
27	The U.F.O. Experience : A scientific enquiry.	0.515574	
28	Outdoor stonework : the timeless, practical, and aesthetic value of stone /	0.575451	
29	Eyeball to eyeball : the inside story of the Cuban missile crisis /	0.599776	
30	The Economic dependency trap : breaking free to self-reliance /	0.621834	
31	The Regiment /	0.657309	
32	In a gilded cage : from heiress to duchess /	0.693591	
33	Heritage of Canada /	0.713995	
34	Only in Canada, you say : a treasury of Canadian language /	0.735791	
35	The Wildlife gardener's guide /	0.747692	
36	Gluten exposed : the science behind the hype and how to navigate to a healthy, symptom-free life /	0.785433	

Reports, reports, and more reports
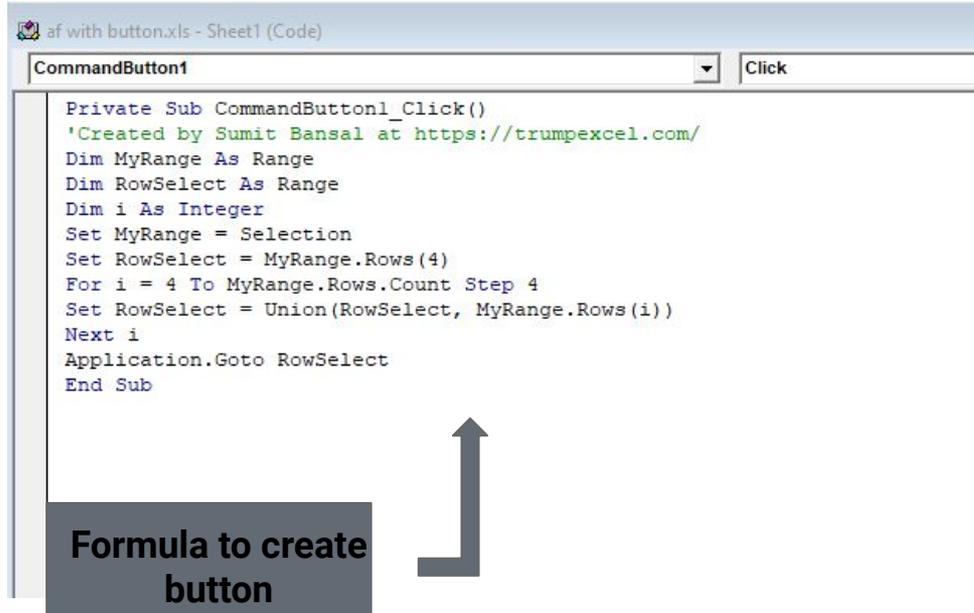
af with button.xls - Sheet1 (Code)

CommandButton1   Click

```
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
```

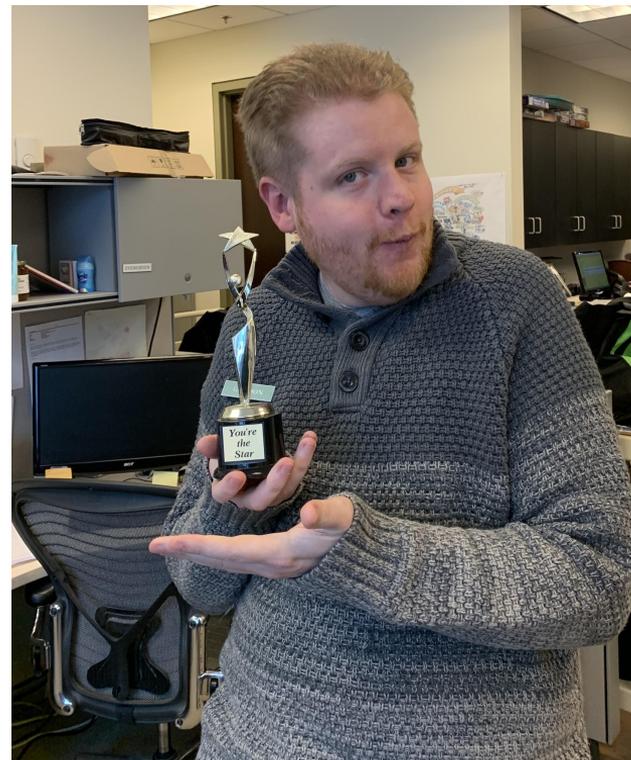**Formula to create button**

Reports, reports, and more reports

Reports, reports, and more reports
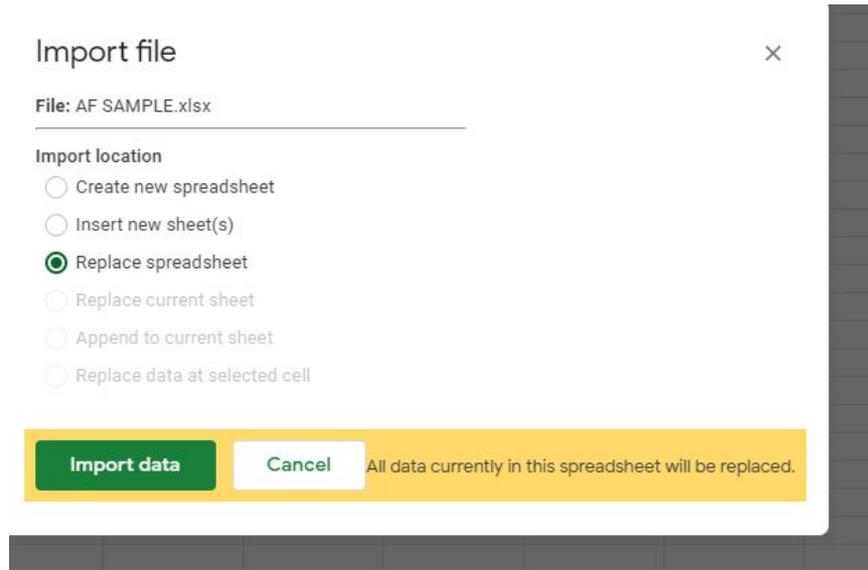
CTRL - Z

CTRL - Z

CTRL - Z

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

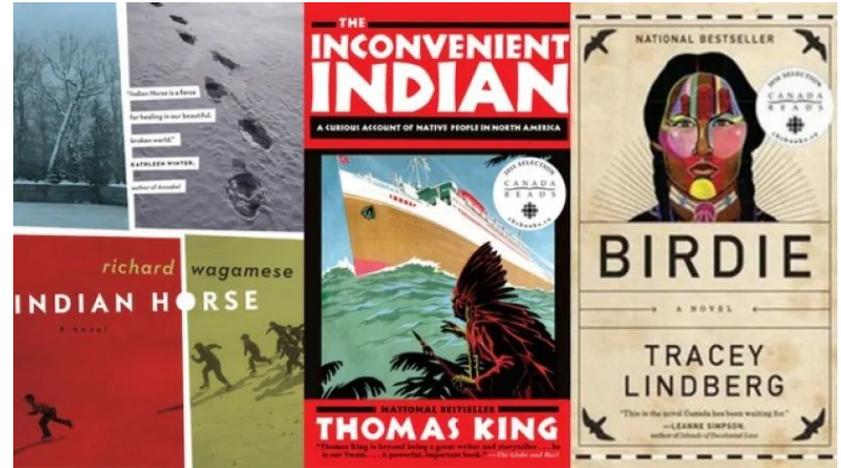# LGBTQ2
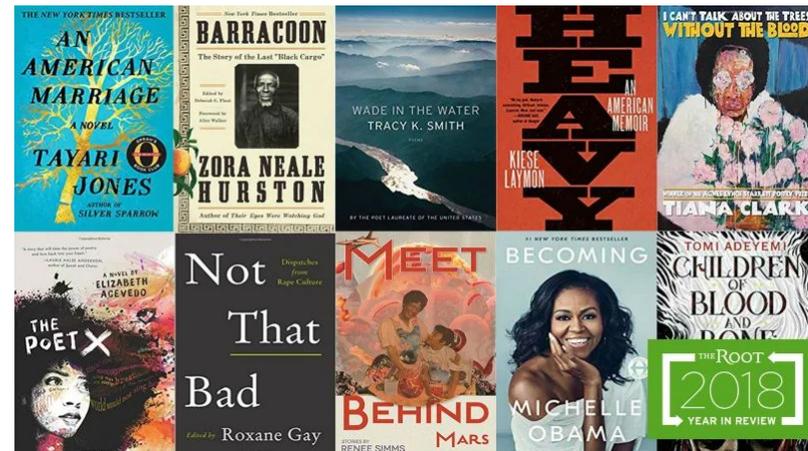

Photo credit: Out.com

Indigenous

Photo credit: CBC

People of Colour

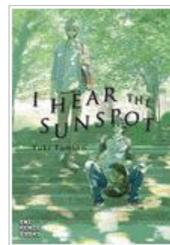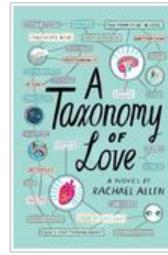Photo credit: The Root www.theroot.com

Disability

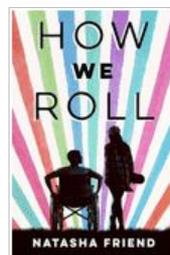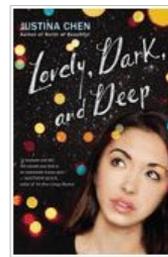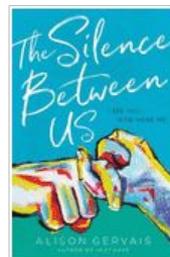Photo credit: Portland Public Library

Religion

Photo credit: iStock

Own Voices

Photo credit: School Library Journal

Strong Female
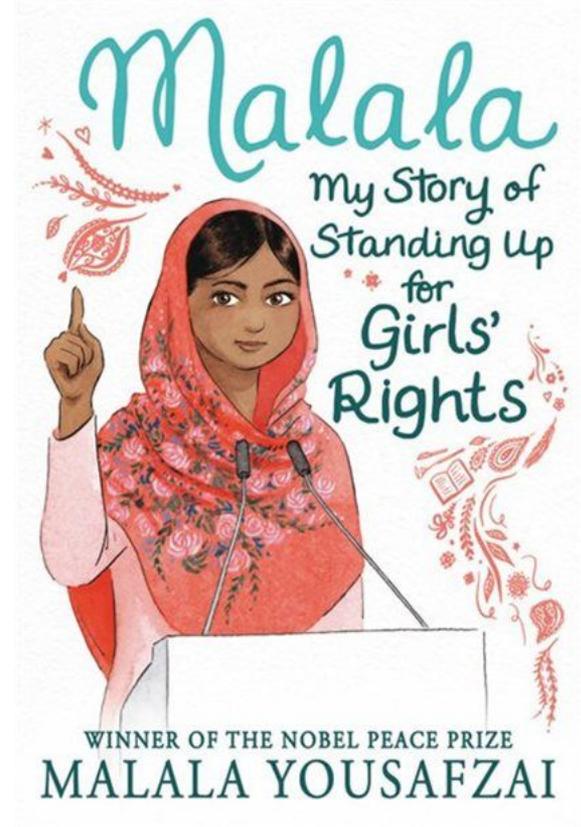
Photo credit: Little, Brown Books for Young Readers

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

Notes

Protagonist struggles with alcohol addiction SM
Character of the father struggles with PTSD SM
Protagonist is described as possibly bipolar SM
Lesbian characters SM
Indigenous character SM
Alan Turing was LGBTQ - SM

Strong Female Marker

'An American answer to Maisie Dobbs.'
USA TODAY

LADY COP MAKES TROUBLE

A Kopp Sisters Novel

AMY STEWART

HACKENSACK — Bergen County is alleged to have a woman detective, in the service of Sheriff Heath. Her name is Constance Kopp, from up country, who has had her name before the public on occasion
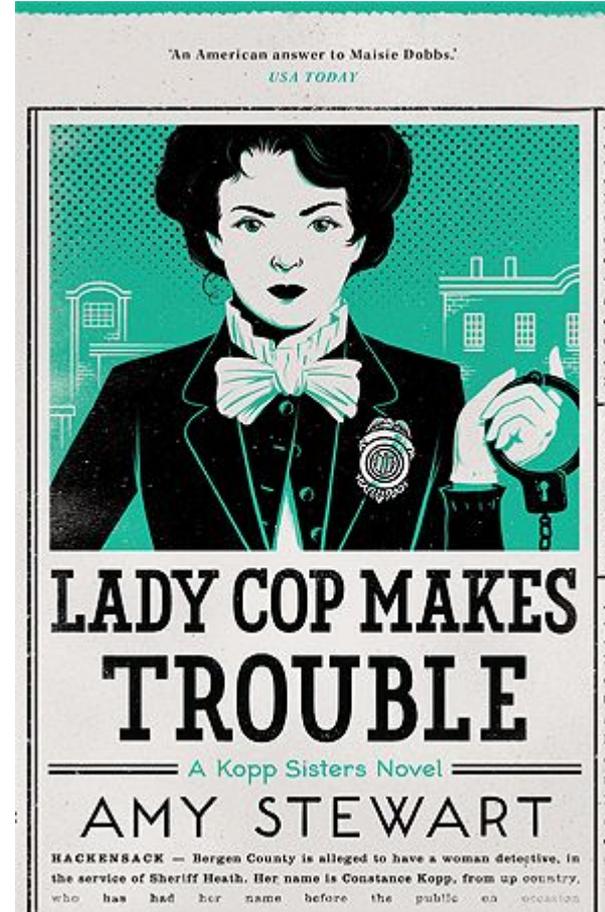
LGBTQ2 Marker

How to identify?

Disability

How to define?

Unreliable Narrators

2015

2018

Challenges with the Diversity Markers
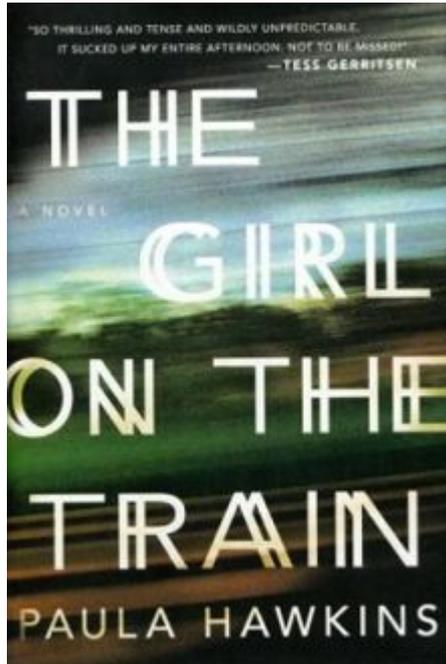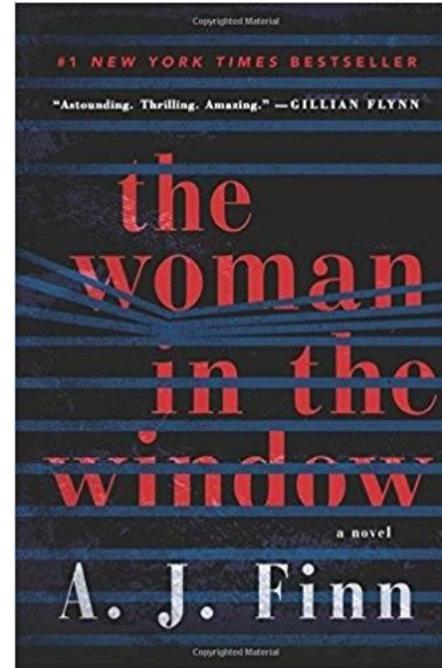
Published 1991
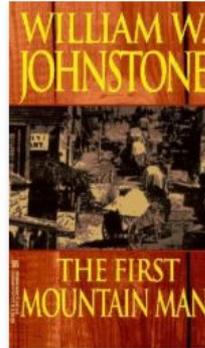
The First Mountain Man

(The First Mountain Man #1)

by William W. Johnstone

★★★★ 4.24 · Rating details · 793 ratings · 59 reviews

The only man who can lead a wagon train through the last leg of the Oregon Trail, Preacher knows they're headed into renegade outlaws and bloodthirsty Indians. Somehow he has to get these pilgrims through safely – if he doesn't want to be buried along the trail with the rest of them...

GET A COPY

Poor Representation

1996

2004
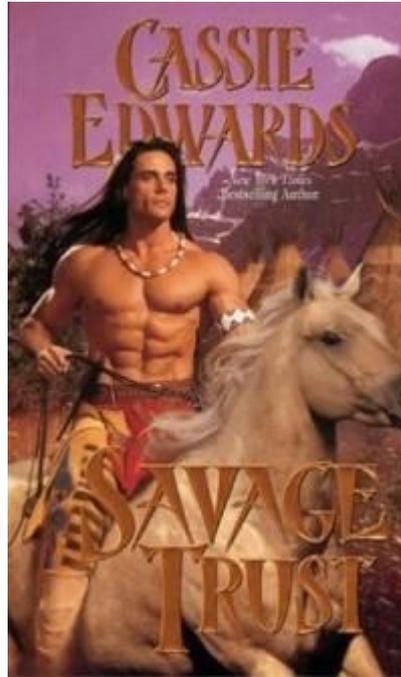
2006
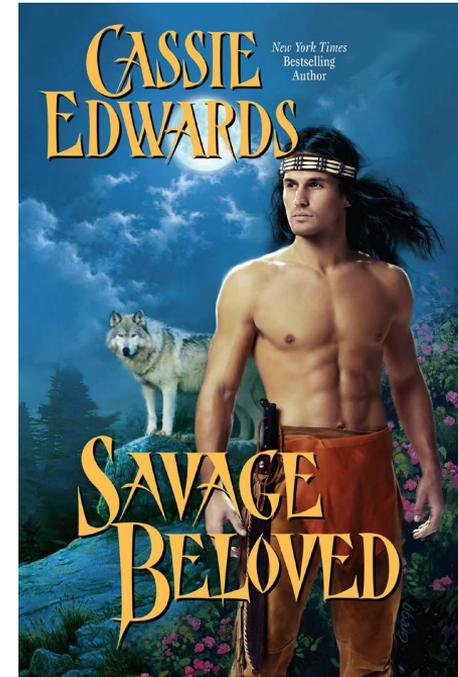
Poor Representation

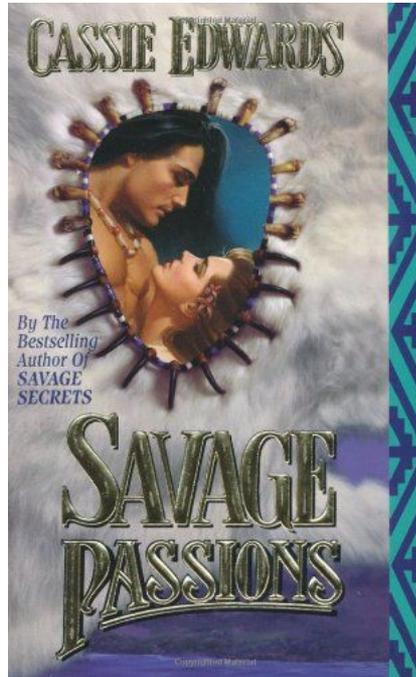|	
Cell 1740	Indigenous persons - poor representation
Cell 1741	Indigenous persons - poor representation
Cell 1781	Indigenous persons - poor representation
Cell 1782	Mexican persons - poor representation
Cell 1826	Indigenous persons - poor representation
Cell 1828	Indigenous persons - poor representation
Cell 1887	Indigenous persons - poor representation

Poor Representation

2009
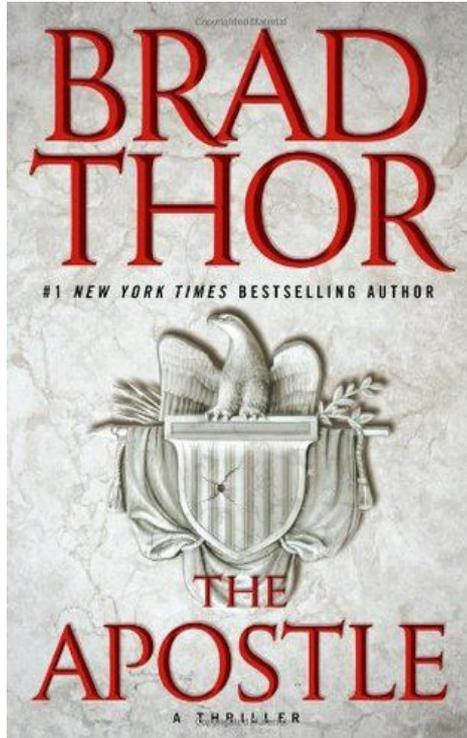
2011
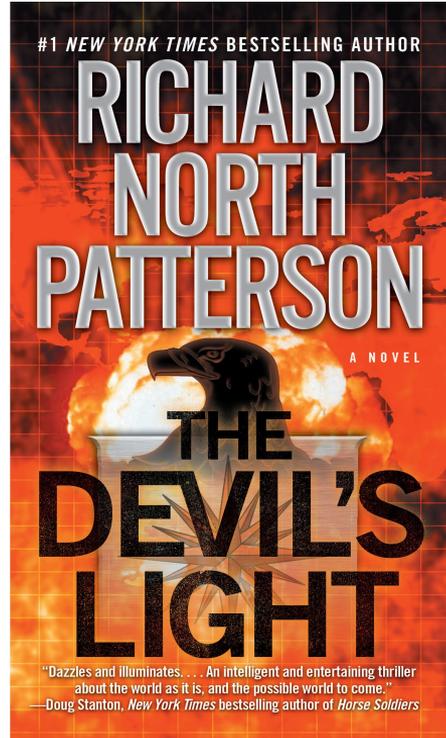
2017
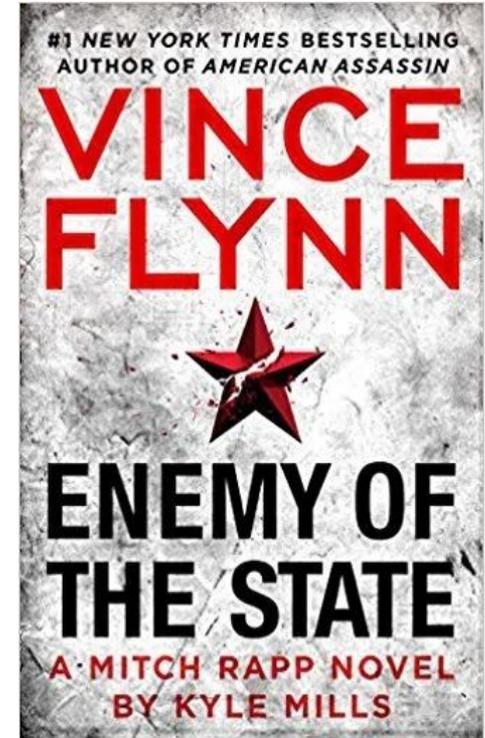
Percentage of Diversity

- Too high?

- Includes stereotypical portrayals of diverse groups

Vulnerable Populations

Whether to include next time?

Dec 19

It's Time to Start Casting Fat Actors in Fat Roles →

—

Jul 9

The Gifts of Fatness →

—

Dec 16

Weight Stigma is a Threat to Public Health →

—

Oct 15

The Bizarre and Racist History of the BMI →

—

Credit: www.yourfatfriend.com

Challenges

Some diverse content was surely missed along the way

Discussion

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?

Adult Nonfiction CD (Audio)
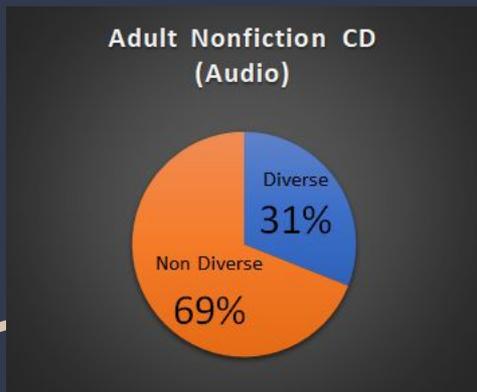Diverse 31%
Non Diverse 69%

ANFCD 168			
POLITICS	CHARACTERS	AUTHOR	BOTH
	0	0	0
		0	
LGBTQ2	CHARACTERS	AUTHOR	BOTH
	0	1	2
		1.8%	
INDIGENOUS	CHARACTERS	AUTHOR	BOTH
	0	0	1
		.6%	
POC	CHARACTERS	AUTHOR	BOTH
	3		8
		12.5%	
DISABILITY	CHARACTERS	AUTHOR	BOTH
	0	0	3
		1.8%	
RELIGION	CHARACTERS	AUTHOR	BOTH
	1	4	1
		3.6%	
OWN VOICES	CHARACTERS	AUTHOR	BOTH
	0	0	11
		6.5%	
SFC	CHARACTERS	AUTHOR	BOTH
	0	0	7
OVERALL		31% DIVERSE	

Well, is our collection diverse or not?

Diversity Audit Total Percentages	
Collection	Percentage
Adult Nonfiction Large Print	22.3%
Adult Fiction Large Print	10.7%
Adult Graphic Novel	19.7%
Adult Fiction Paperback	7.4%
Adult Fiction CD (Audio Books)	15.5%
Adult Nonfiction CD (Audio Books)	31%
Young Adult Fiction	37%

Well, how white is our collection?

DIVERSITY AUDIT RESULTS

■ Diverse ■ Non Diverse

Category	Diverse	Non Diverse
ADULT NONFICTION LARGE PRINT	22%	78%
ADULT FICTON LARGE PRINT	11%	89%
ADULT GRAPHIC NOVEL	20%	80%
ADULT FICTION PAPERBACK	7%	93%
ADULT FICTION CD (AUDIO)	16%	85%
ADULT NONFICTION CD (AUDIO)	31%	69%
YOUNG ADULT FICTION	37%	63%
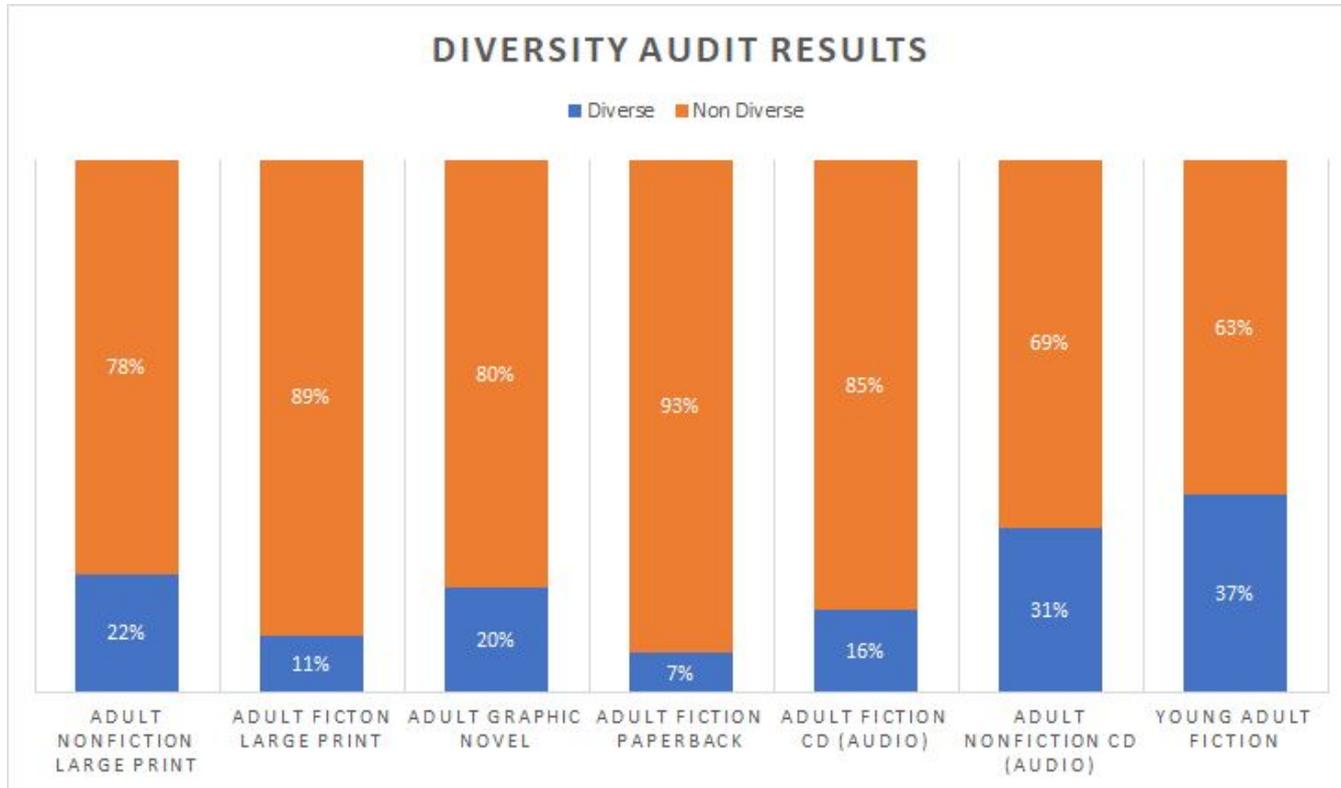
Well, how white is our collection?

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

Photo Credit: Admiral Collingwood Website

- 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

Questions?

Thank you!

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