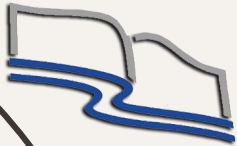


Diversity Audits

*How and Why to Make It Happen
With Your Collections*

Jenna Gilles

CHIPPEWA FALLS PUBLIC LIBRARY



It's All Yours

Claire Parrish



Laura Turpin

ST. CROIX FALLS
public library

discover • connect • enjoy

Overview:

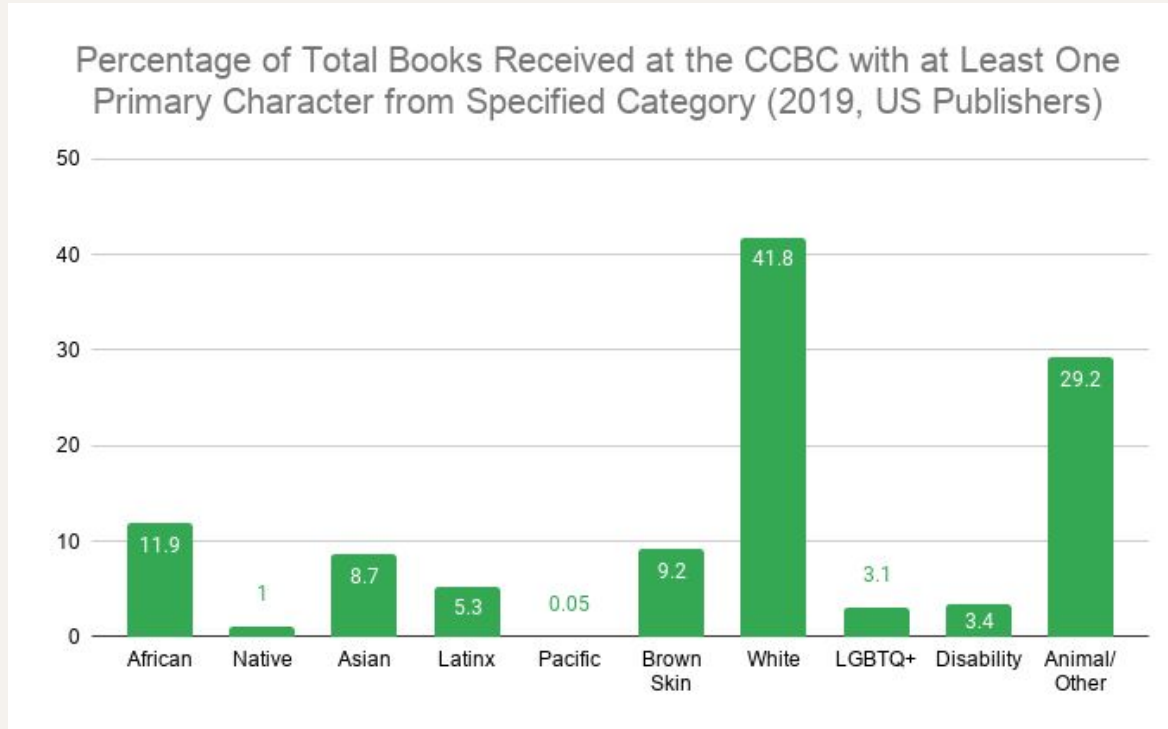
- Why do an audit
 - Tools available
 - Audit Process
 - What to do with results
-

“So Three White Women Walk into a Conference to Talk About Diversity....”

- Our privileged voices come with responsibility
- Our job is to draw attention to their voices
- We will make mistakes
- We tend to underestimate the impact on people of (not) seeing themselves represented
- Don't expect gushing gratitude for starting to do something we should have been doing all along



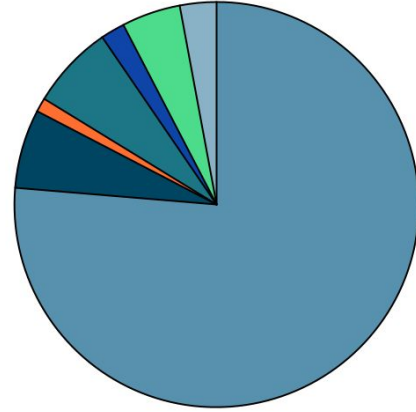
Why a Diversity Audit?



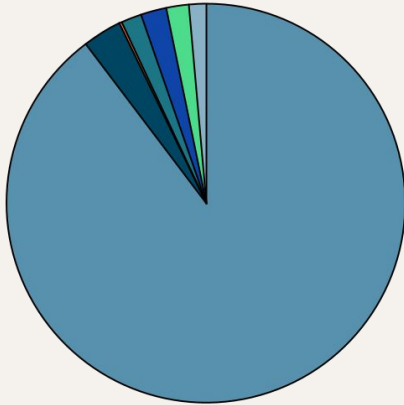
Why?

Wisconsin

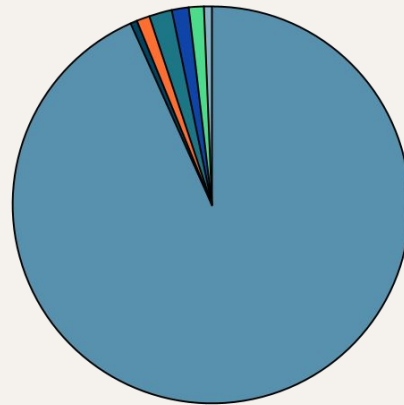
- White
- Black
- Native American
- Hispanic
- Two or More
- Foreign-born
- Asian



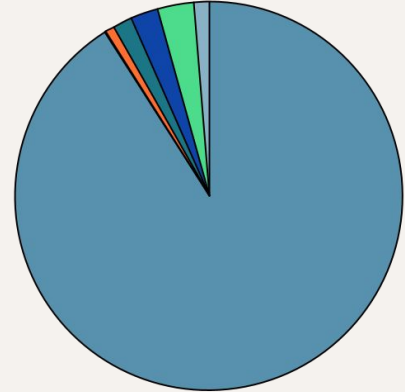
Chippewa Falls



Polk County



Rice Lake



Why?

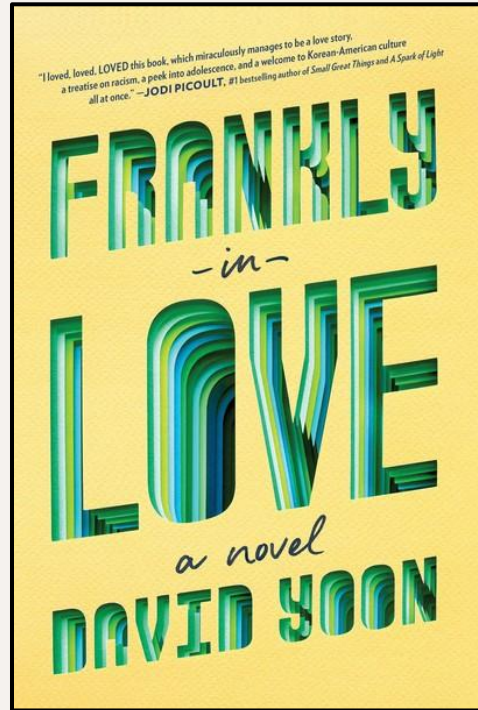
- Follow ALA diversity, inclusion, equity, and access statements and assertions
- Support the Library Bill of Rights
- Does your library policies and mission statement mention diversity, inclusion, equity, and/or access?

<https://www.ala.org/advocacy/bbooks/diversity>

Ask yourself and your library team:

- Whose voices are missing?
- Does our collection represent the wonderful diversity of our community and world: gender, abilities, body types, race, religion, and more?
- Does our staff know about these statements and policies?
- Do we include both social justice/race themed titles AND “casual diversity” in our collection?

You Tell Us: What else would you ask yourself and your library team?



“Having grown up Korean in America, I had points while reading this novel when I nearly wept from the feeling of having been seen for the *first time* in YA literature.”

-Olivia Rhee,
when reviewing Frankly in Love by David Yoon

*Do you have any
questions so far?*

Tools to complete an audit:

- Diverse BookFinder
 - Picture books only at this time
 - FREE
- Ingram's iCurate® *inClusive*
 - \$1,500 to do one collection for a year
 - \$4,200 for picture, juvenile, and YA
- Mackin Tag Report
 - Mackin titles
 - Appears to be free
- Follett Titlewave
 - School library collections
 - Custom diversity profile
- Create your own spreadsheet!
- Goodreads, Novelist (author data!), Kirkus reviews
- Blogs about representation of specific groups
- The book itself
- Other options out there?

Audit Process

- Categories
- Procedures
- Time and staff
- Weeding books
- Live and learn



Out of 680 Emerging Reader/Leveled Reader Books:

Main Character(s):

Character White	Black/African	East Asian	South Asian/Indian	Middle Eastern	Native American	Latinx/Hispanic	Pacific Islander	Brown-skinned non-cued	Disability	Anthropomorph	Immigrant	Adopted	Non-straight sexuality	Non-cisgender
288	11	7	0	10	1	3	0	22	1	250	3	0	0	0

Author(s)/Illustrator(s):

Author Male	Female	Non-cisgender	Non-Straight Sexuality	White	Black/African	East Asian	South Asian/Indian	Pacific Islander	Middle Eastern	Native American	Latinx/Hispanic	Unknown ethnicity	Non-US	Disability
503	574	0	5	908	9	44	0	2	17	0	22	83	310	2

Setting, and Type of Representation (borrowed from Diverse BookFinder):

Setting Cued US	Non-Setting Fantasy	Representation Problematic	Any Child	Culture Showcase	Biography	Oppression/Resilience	Folklore	Informational	Background	Explicit Mention of groups
27	44	6	38	6	7	2	6	14	17	0

Auditing Picture Books

- They're short!
- Diverse BookFinder's Collection Analysis Tool at www.diversebookfinder.org exists!
- But illustrations add another layer of complexity

Diverse BookFinder's Collection Analysis Tool

www.diversebookfinder.org



- Searchable database
- Includes **how** groups are represented
- Well-formatted results
- Simple to use
- Database starts with books published in 2002
- Picture books only
- Reports on Racial diversity only

Diverse BookFinder's Collection Analysis Tool

1. Make an account
2. Make a list of all your picture books published since 2002, with ISBNs and titles
3. Upload it to their website
4. Receive results

The screenshot displays the search criteria for the Diverse BookFinder's Collection Analysis Tool. The interface is organized into several sections:

- ITEM LOC:** Three criteria are listed, each with an "equal to" operator and a search value:
 - equal to St Croix Falls Book & Audio
 - OR
 - equal to St. Croix Falls Easy Non-fic
 - OR
 - equal to St Croix Falls Pic Books
- AND:** A section separator.
- BIBLIOGRAPHIC:** One criterion is listed with a "greater than or equal to" operator and the value "2002".
- AND:** A section separator.
- ITEM STATUS:** Four criteria are listed, each with a "not equal to" operator and a search value:
 - not equal to LOST AND PAID
 - AND
 - not equal to MISSING
 - AND
 - not equal to BILLED
 - AND
 - not equal to WITHDRAWN

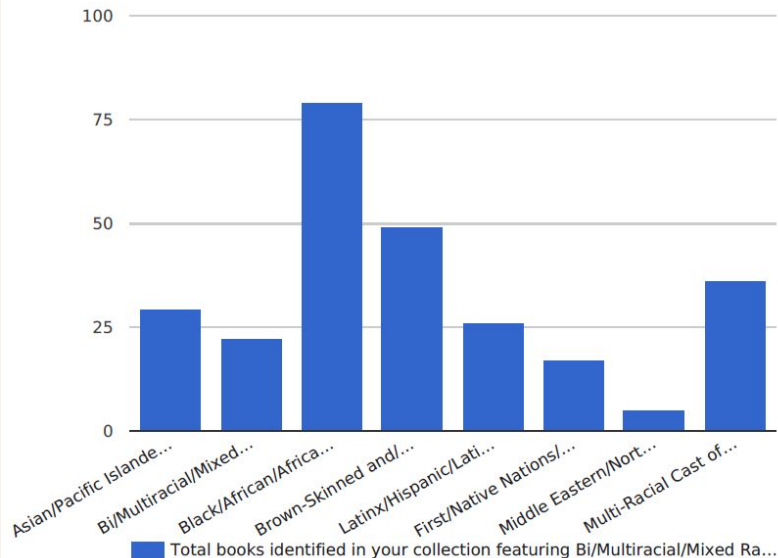
Each criterion field includes a "+", a refresh icon, a link icon, and an "X" icon for editing or deleting the criterion.

Diverse BookFinder's Collection Analysis Tool

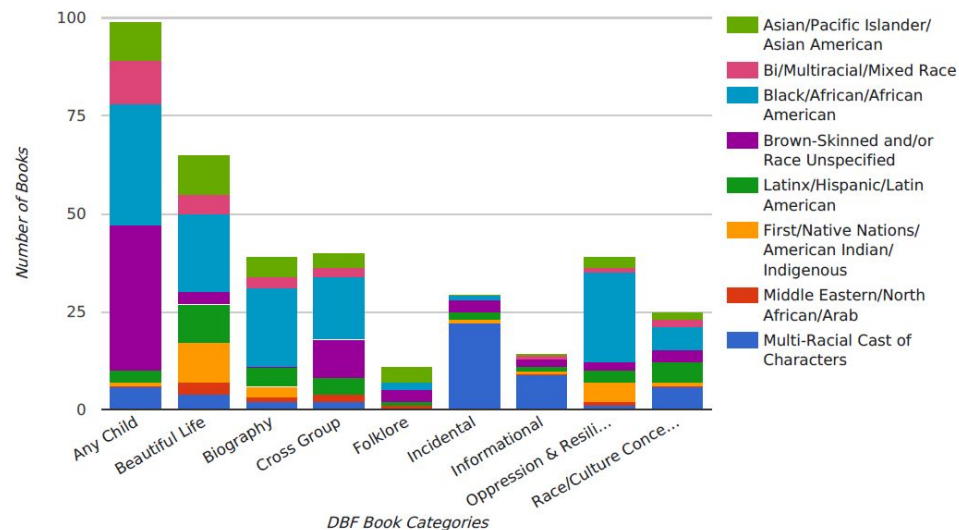
We cross-referenced books from the St Croix Falls Public Library with those in the DBF collection to identify:

- 2050 items submitted by the St Croix Falls Public Library.
- 220 items, including duplicates, that matched those in the DBF collection.
- 219 unique titles that matched those in the DBF collection.
- 10.7317 percent of your collection features BIPOC characters (this number may not be accurate if you submitted more than picture books).

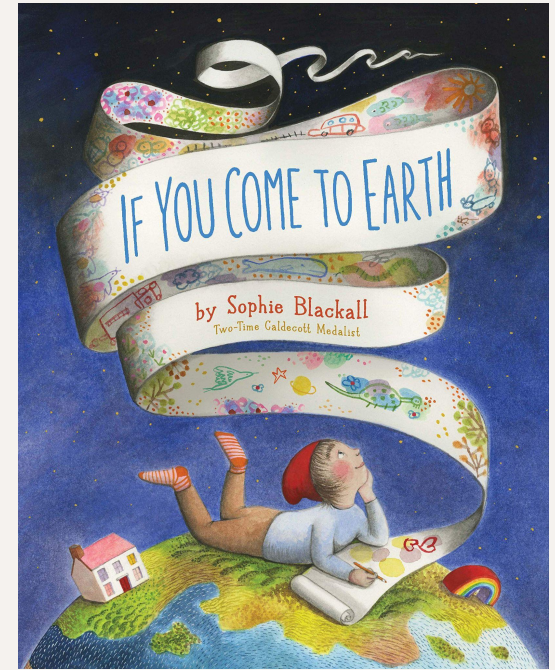
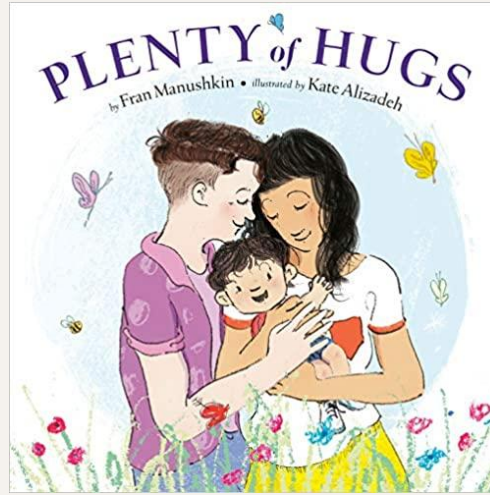
Graph 1: Who is Represented in Your Collection?



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



A Picture's Worth 1000 Words...



- Sometimes, image cues can be ambiguous; It's better to say "I don't know" than to guess
- Pictures can add cues not found in the text
- Images can also offend without words!
- <https://booktoss.org/2020/09/13/blackalls-bland-as-blah/>

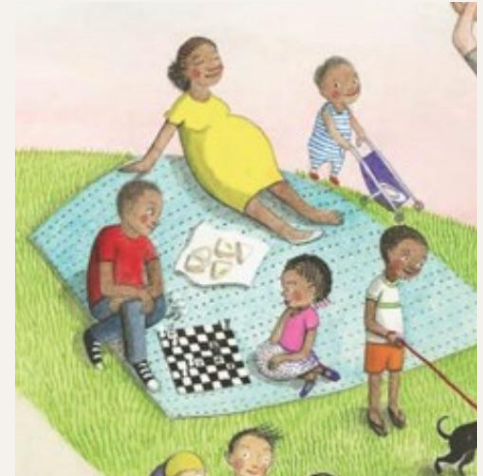


***If You Come to Earth* by Sophie Blackall**

Reviewed by Dr. Laura Jimenez

“...yeah. There are a couple of gay men with kids (again a 2 parent household). There is an intergenerational family, and a childless couple.”

“In the upper left corner there is an African American woman... What do you notice? She is Black, has lots of kids, she’s pregnant, and no partner is anywhere in sight. What is the common and racist stereotype about Black women in America? yup.”



<https://booktoss.org/2020/09/13/blackalls-bland-as-blah/>

YA Collection Audit: 1177 Titles

Black/African/African American								Asian/Pacific Islander								Latinx/Hispanic							
M	F	LGBT QIA	Own Voice	Any Child	Beaut. Life	Main	Sec.	M	F	LGBT QIA	Own Voice	Any Child	Beaut. Life	Main	Sec.	M	F	LGBT QIA	Own Voice	Any Child	Beaut. Life	Main	Sec.
105	129	21	85	90	72	153	75	88	119	21	79	98	47	134	62	69	89	33	51	52	45	98	59
228; 19.4%								196; 16.7%								157; 13.3%							

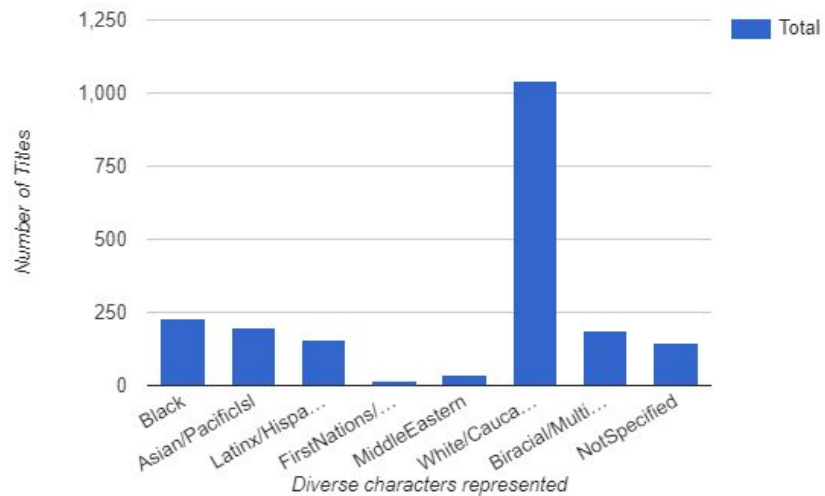
First Nations/American Indian								Middle Eastern								White/Caucasian							
M	F	LGBT QIA	Own Voice	Any Child	Beaut. Life	Main	Sec.	M	F	LGBT QIA	Own Voice	Any Child	Beaut. Life	Main	Sec.	M	F	LGBT QIA	Own Voice	Any Child	Beaut. Life	Main	Sec.
6	8	0	6	3	7	9	8	23	29	10	17	18	16	36	14	570	686	137	583	129	29	772	270
17; 1.44%								37; 4.2%								1042; 89%							

Not Human
73
6.20%

Biracial/Multiracial/Mixed Race								Brown Skinned/Race Not Specified							
M	F	LGBT QIA	Own Voice	Any Child	Beaut. Life	Main	Sec.	M	F	LGBT QIA	Own Voice	Any Child	Beaut. Life	Main	Sec.
82	118	51	31	110	28	135	55	66	88	29	6	65	4	82	63
190; 15.7%								145; 12.3%							

Disability	
Vis	Non Vis
29	102
131; 11%	

Young Adult Diversity Audit Results



Questions?



Going Forward: Collection Development

- Who is missing?
- Whose joyful stories are missing?
- Cross reference your collection with award winners to help fill in gaps
 - Stonewall Book Award
 - Pura Belpre
 - Schneider Family Book Award
 - Jane Addams Children's Book Award
 - Walter Dean Myers Award
 - Sydney Taylor Book Award
- What did you weed for content, poor condition, and/or low checkouts that can be replaced with new and more updated stories and content?
- Talk with school staff
- Be a community member
- Consider how body types, poverty, and mental illness are portrayed throughout your collection.



Going Forward: Resources We Use

CCBC Diversity Resources

<https://ccbc.education.wisc.edu/literature-resources/diversity-resources-multicultural-literature/>

YA Pride <https://www.yapride.org/>

Diverse BookFinder <https://diversebookfinder.org/>

Social Justice Books <https://socialjusticebooks.org/booklists/>

American Indians in Children's Literature

<https://americanindiansinchildrensliterature.blogspot.com/>

ADL Books Matter

<https://www.adl.org/education-and-resources/resources-for-educators-parents-families/childrens-literature>

Follow BIPOC, Native/Indigenous, LGBTQIA++, neurodivergent-related organizations, book creators, and accounts on social media.

Think about your collection. Without doing a Diversity Audit, whose stories are missing from your collection?

You Tell Us: What resources do you currently use when purchasing for your collection?

Going Forward: Staff and Library Services

- Great way for new staff to become familiar with your collection
- Training
- Refresh!
 - Book lists
 - Storytime titles
 - Display items
 - Go-to book talk titles

Thank you!

Please contact us with any questions you may have -- we'd love to help you get started on your own audit!

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Laura Turpin

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