

Conducting Diversity Audits for Small & Midsize Libraries

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Howe Library

Hanover, NH





Overview

- What is a diversity audit?
- Why do one?
- First steps
- Planning process
- Implementation
- Findings
- Planning for the future
- Yeah, but what can I do?

Diversity Audits

What is a Diversity Audit?

- A diversity audit is an inventory of a collection to determine the ideas, experiences, and representations of non-dominant voices within that collection.
- Each item is evaluated to determine the representation present.

Is this a new thing?

- Diversity audits are not new.
- There's an increase in activity in public libraries.
- Now not just children's materials.

Why do a diversity audit?

- Patrons deserve equity and representation in all our collections.
- Patrons deserve access to diverse reading experiences.
- The publishing industry is not necessarily set up to provide a diverse reading experience.
- Give you a baseline by which to compare the effectiveness of your systems.

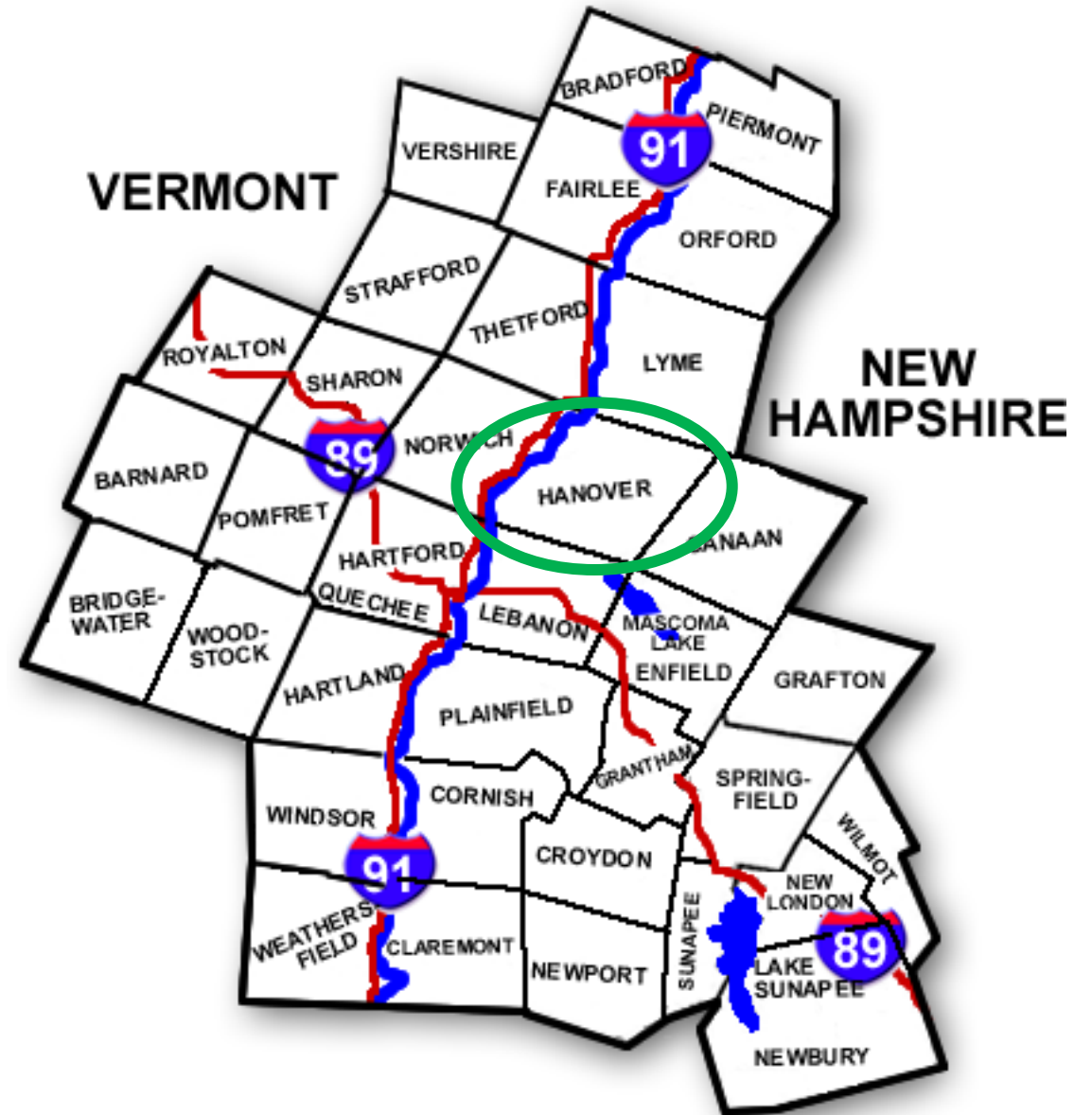


Expand on that.

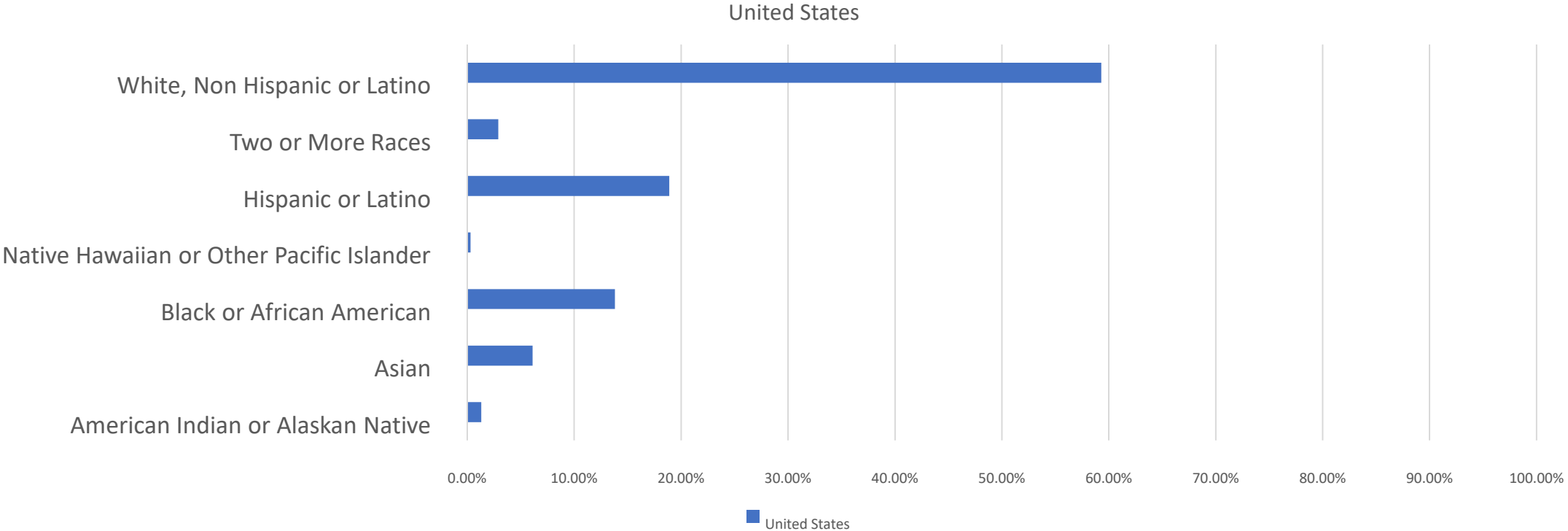
- This is not a one-off.
- This is a long-term plan.
- The hope is that it will be on-going, always.
- Must make plans to continue with intentional development of collections.

Hanover

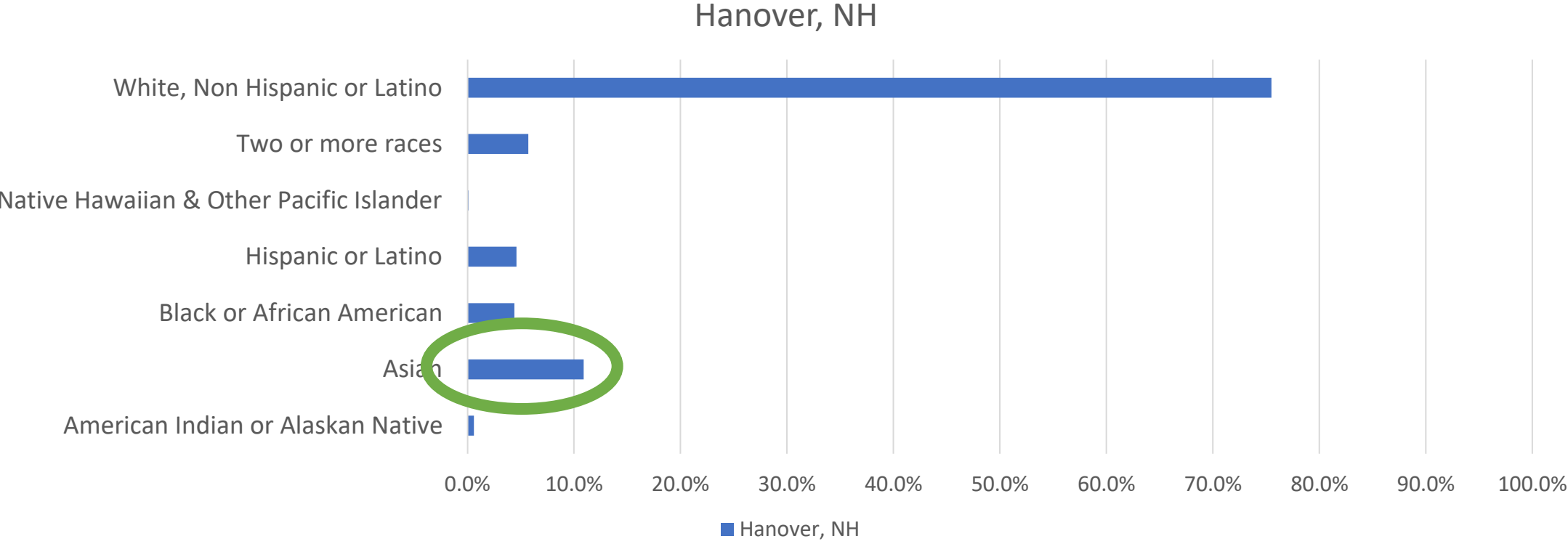
- Population: **11,720**
- Bachelors Degree or Higher: **81.8%** (32.9 for U.S.)
- Household Income: **\$105,446** (64,994 for U.S.)
- Median Home Value: **\$542,55** (229,800 for U.S.)



United States: Racial Demographics



Hanover: Racial Demographics



Attended PLA in Nashville in
February 2020.

“Creating a Diverse, Patron-
Driven Collection”.

We could implement something
like this!

Our patrons deserve and would
value this.

When and
why did we
decided to
do this?

And then...

**MARCH
2020**





First Steps

- If you are thinking about it, your diversity audit has started.
- You first need buy-in from staff.
- Create a statement of intent.
- Rough plan.
- Create a timeline.
- Begin to “Order with awareness”

Where did Howe Library start?

- Presented the diversity audit intentions to staff.
 - Statement of intent.
 - Rough plan or outline.
- Created safe open environment for discussion and understanding.
 - Calling people in, not calling people out.
 - [Loretta J. Ross – TED Talk](#)
- Created two committees:
 - Demographics and Community Data.
 - Common Vocabulary and Data Collection.



Demographics and Community Data

- Used census and other sources to determine the diversity of your community.
- Eliminates any of the erroneous assumptions you have about your community.
- Gives you have data by which to compare your findings.



Common Vocabulary

- What would be considered diverse.
- Created a common set of vocabulary terms to use.
- How the data would be collected.

Broad Categories

- Author Diversity
- Country and/or Ethnicity
- Economic Welfare
- SGM (Sexual & Gender Minority, aka LGBTQIA+)
- Mental Health
- Physical Health
- Race
- Religion

Common Vocabulary

- Books could have multiple categories.
- We created vocabulary to further describe the broad categorizations.

	A	B	C	D	E	F	G	H	I	J	K	L
1	Economic Welfare	Sexual & Gender Minorities (SGM)		Mental Health			Physical/Health		Race	Notes		Religion
2	Employment insecurity	Asexual		Child abuse			Aging		Aboriginal	Indigenous peoples of the Australian mainland and its islands.		Atheist
3	Homelessness	Bi-sexual (Pansexual)		Cognitive disability			Disability, nonspecific		American Indian or Alaskan Native	Original peoples of North and South America (including Central America), and any who maintain tribal affiliation or community attachment.		Buddhism
4	Hunger	Gay		Emotional disturbance			Hearing impairment		Asian/Asian American	A person having origins in the Far East, Southeast Asia, or the Indian subcontinent		Christianity
5	Poverty	Gender-fluid		Mental health, nonspecific			Learning differences		Black or African American	A person having origins in any of the black racial groups of Africa.		Hinduism
6	Refugee	Gender non-conforming		Psychosis/Schizophrenia			Neural differences		Hispanic or Latino	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.		Islam
7	Slavery	Intersex		PTSD			Orthopedic impairment		Middle Eastern/North African			Judaism

“Hand-Audit”

(sample audit)

- We did everything: books, movies, DVDs, YA, J, etc.
- At least 20 percent of each section, or every 5th shelf.
- Some sections we did 30, 40, or 50 percent.
- This is what we did. Not what you have to do!





Evaluating Items for Diversity

- We took a “patron perspective” approach to evaluating items.
- We looked at:
 - Book covers
 - Summaries on the book jacket.
 - Author biographies.
 - Subject headings on bib records.
- Only recorded diverse titles.
- Kept count of all titles that were reviewed.

Google Form



- Title
- Author
- Call Number

Howe Library - Diversity Audit - All Collections

morris.michael.m@gmail.com (not shared) [Switch account](#)

* Required

Title *

Your answer _____

Author (last, first) *

Your answer _____

Call number *

Your answer _____

[Next](#) [Clear form](#)

Race – Country - Ethnicity

RACE - Country - Ethnicity

RACE

- American Indian or Alaskan Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiin or other Pacific Islander
- Middle Eastern/North African
- Aboriginal Australian
- Unspecified racial elements present

RACE

- American Indian or Alaskan Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiin or other Pacific Islander

COUNTRY

Your answer _____

COUNTRY

Your answer _____

ETHNICITY

Your answer _____

ETHNICITY

Your answer _____

Further Diversity

- Economic Welfare
- Mental Health
- Physical Health
- Religion
- SGM (LGBTQIA+)
- Viewpoint Diversity(deleted)

Further Diversity

Which of our criteria does this item fit? *

Religion

SGM

Physical Health

Mental Health

Economic Welfare

Viewpoint Diversity

None

In what way does this item fit that criteria?

Your answer _____

Is this item diverse in other ways?

Yes

No

[Back](#) [Next](#) [Clear form](#)

If it was one of these broad categories, the “in what way” section could be filled in using the common vocabulary spreadsheet.

If the item was diverse in other ways, “yes” could be checked and a duplicate form for further diversity would appear.

If “no” was checked it would skip the end of the form.

Further Diversity

Which of our criteria does this item fit? *

- Religion
- SGM
- Physical Health
- Mental Health
- Economic Welfare
- Viewpoint Diversity
- None

In what way does this item fit that criteria?

Your answer _____

Is this item diverse in other ways?

- Yes
- No

[Back](#) [Next](#) [Clear form](#)

IN THE STACKS



IN THE STACKS



Problematic Aspects of Auditing.

Determining author's race or ethnicity was problematic.

Gender and sexual orientation was hard to determine.

Many parts were still subjective.

Numbers for Audit

Surveyed 14,130 items

8 staff members working on this.

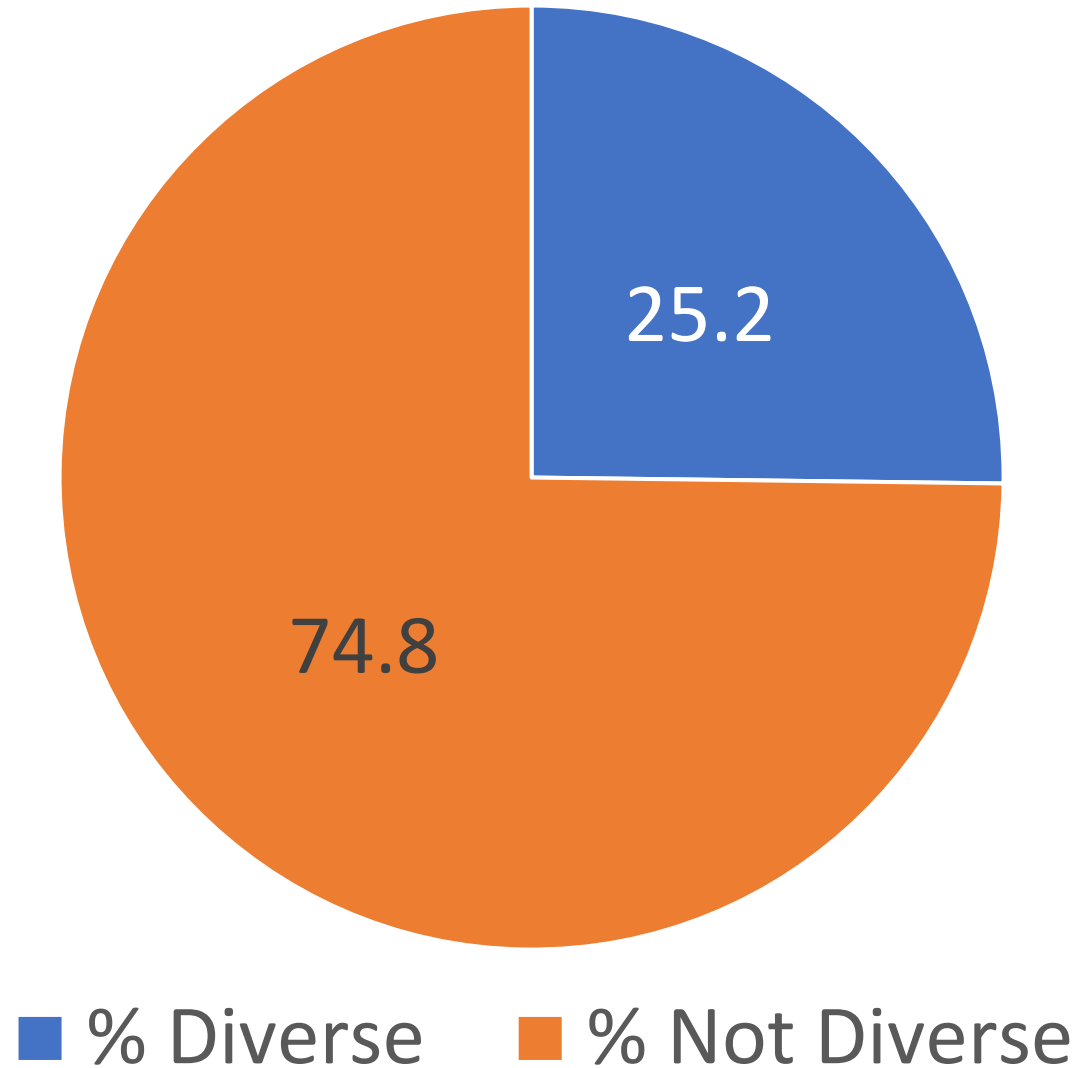
One full year to complete the “hand-audit”.

Hoping for 25% diversity but...

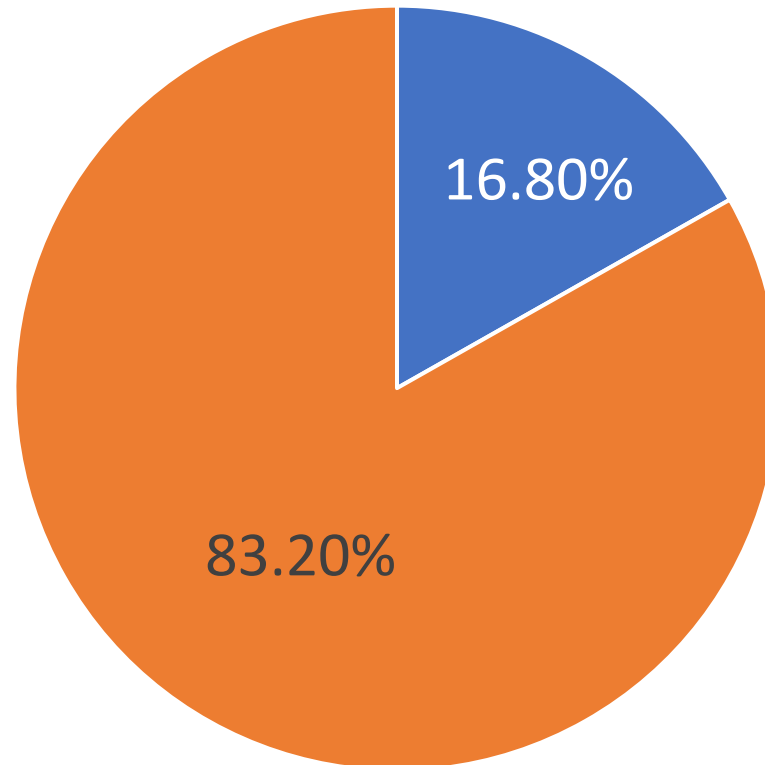
Results - Overall

Hoping for 25%...

Yay!!! 0.2 better than we expected!



Race, Country, Ethnicity

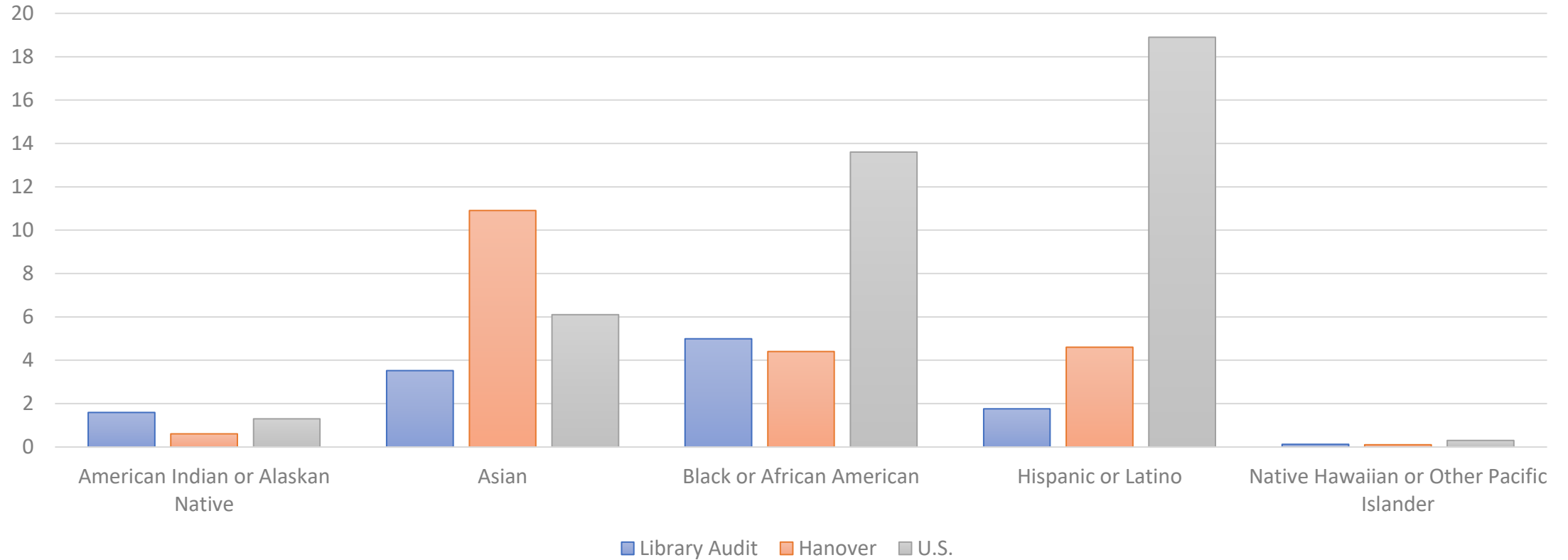


■ Racial Ethnic Country Diversity

■ Not Diverse This Way

Race Comparison for Audit

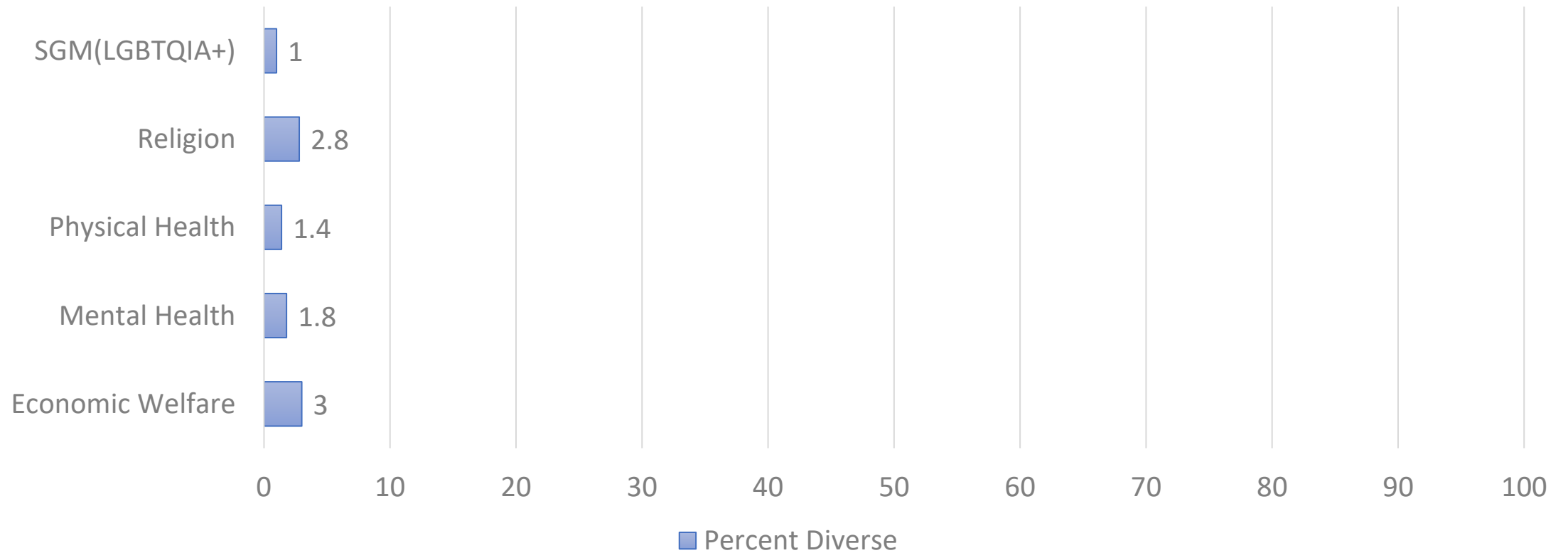
Chart Title



Broad Categories



Percent Diverse





Don't Be
Alarmed!

Your collection took decades to get to where it currently is.

It will take a great deal of time to change it.



Evaluating Collection Diversity

No one right way to define diversity.

What is this diversity relative to?

- Your community?
- The United States?
- The World?

If you can't do a large sample audit

- You can target certain areas. Take one section at a time
- Children's and YA areas where much demographics change is present
- Use [Diverse Book Finder](#)
- Simply tally your materials



Library Collection Shelf Audit for Diversity and Inclusion

How culturally responsive, diverse, and inclusive is your school library collection?

Use this worksheet to analyze your school library book collections and determine where there are strengths and where there are gaps in diversity.

Let's start by seeing how many books on a randomly selected shelf you have that are 'diverse' – that is, feature a main character from a historically marginalized community (race, ethnicity, ability, LGBTQIA, religion, etc.).

Count the number of books on a randomly selected shelf. This is our base/sample number.

N= _____

Count the number of books which feature a main character from a historically marginalized community (race, ethnicity, ability, LGBTQIA, religion, etc.). This is the set of books we'll be working with. [Note: if you know you have a book that would be here and it is checked out, include it, but make sure to also add it to your N.]

R = _____

First Checkpoint:

R/N = _____

This is your percentage of 'diverse' books on this shelf. Reflect for a moment on this percentage. What are your goals for this number in your library?

Now let's see what percentage of our diverse books are #ownvoices – written by an author or authors who belong to the marginalized community the book portrays.

Count the number of #ownvoices books found in the subset R.

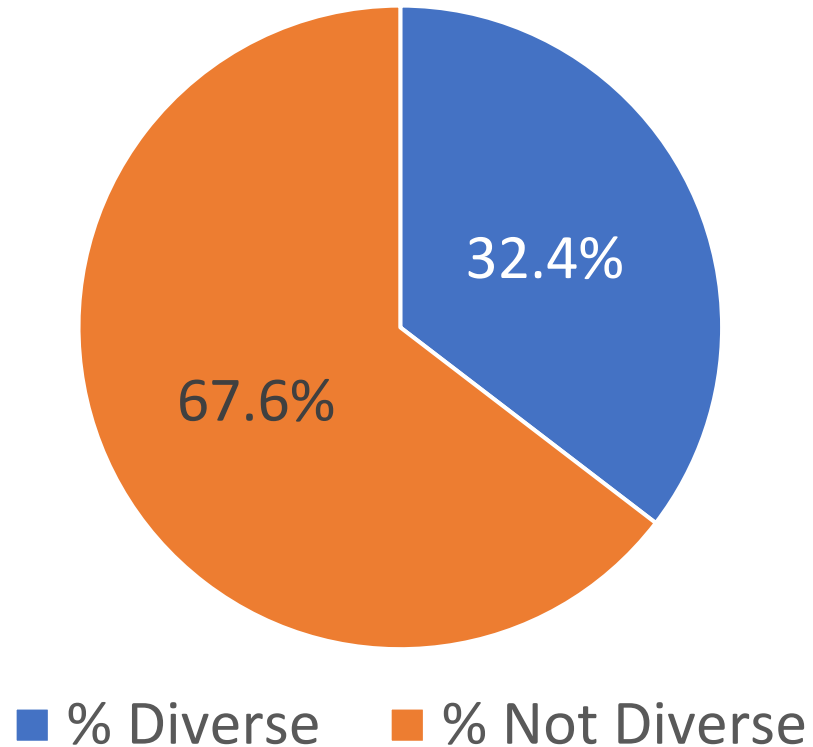
V= _____

Ordering with Intent

- Keeping track of diverse titles that we order.
- This year we only recorded items as diverse or not.
- Reporting on these titles quarterly.
- This allows us to evaluate our acquisitions in an on-going manner.

New Results

1st-3rd Quarters of FY23



That's an increase!

But that doesn't necessarily mean anything just yet.

We will use this information to define our goals for different parts of the collection.

Recording Titles As You Order

Tally your titles

Spreadsheet

Use your book vendor: Baker & Taylor.

Consider software such as
Collection HQ

Spreadsheets

The screenshot shows the Microsoft Excel interface with the following elements:

- File Name:** Diversity_Audit_Template
- Search:** Search (Alt+Q)
- User:** Mike Morris
- Ribbon:** Home, Insert, Draw, Page Layout, Formulas, Data, Review, View, Help, Table Design
- Formulas Bar:** K3
- Spreadsheet Columns:** A through Y. Row 1 contains headers for various categories: Author, Title, Call #, White Cis straight neurotypical male, White Cis Straight Abled, Neurotypical Female, Diverse Authors, Author #ownvoice, Male, Female, NB/ trans, White, Black, Latinx, Native American/ Indig., Biracial/ unspecified POC, Asian, Middle Eastern, Plus Size, LGBTQIA, Immigran, Differently Abled, Neurodiverse/learning disability, Experiencing homelessness/ low income, mental health/trauma response, and Addiction.
- Spreadsheet Rows:** Row 2 contains data: Book, Author, and Main Character.
- Background Color:** Green for columns D, E, F, G, H, I, J, K. Blue for columns L through Y.

Use Your Vendor

The screenshot displays the titlesource360 website interface. At the top left is the logo "titlesource360" with the tagline "your library services from Baker & Taylor". Below the logo is a search bar with the text "Search by ISBN/UPC/Keywords" and links for "Advanced Search" and "Saved Searches". To the right of the search bar, it says "No primary cart".

The main navigation bar includes links for "HOME", "BROWSE", "CARTS", "CUSTOMER SERVICE", "MY B&T", and "STANDING ORDERS". Below this is a "CARTS" section with a "MANAGE CARTS" link on the right. Under "CARTS", there is a "Select a cart" section with buttons for "NEW FOLDER", "View All Carts >>", "NEW CART", and "ACTIVE/RECENT".

The "Ordered" category is expanded, showing a list of folders and their respective cart counts:

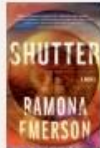
- Ordered: 151 carts
 - Diversity Titles: 70 carts
 - Diverse Fiction 3 carts (highlighted)
 - Diverse Biograph...: 3 carts
 - Diverse 800s: 3 carts
 - Diverse-Past Fis...: 58 carts
 - Diverse LT: 1 carts
 - FY23-FIC-Ordered: 4 carts
 - Ordered & Submitted: 0 carts
 - Shared: 2 carts
 - Received: 0 carts
 - B&T/First Look: 28 carts
 - ESP: 1 carts
 - Archived: 39 carts

The "Diverse Fiction 3 carts" folder is selected, showing a list of three carts:

- MM-22-09-Sept-FIC-Diverse
- MM-22-08-Aug-FIC-Diverse
- MM-22-07-July-FIC-Diverse

A green oval highlights these three cart entries.

4.)



Hardcover



Shutter

Emerson, Ramona

ISBN: 9781641293334

Product Lookup: [ISBN](#) | [ISBN-10](#)

Publish Status:

Publisher: [Soho Crime](#) Publish Date: 08/02/2022
Edition/Volume: Street Date: 08/02/2022
Audience: General Adult Dewey: 813/.6
LCCN: 2021061291 L.C. Class: PS3605.M485 S58
2022

Series Name:

1st BISAC Subject: [FICTION / Indigenous](#)

In Stock



	Inventory	On Order
South*	87	0
30-Day Demand:	174	



\$25.95

Est. Net: \$13.73

P.O. Line #:

Notes:

Native American;
Author



Qty: 1

UPDATE

MOVE

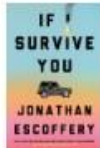
COPY

REMOVE

Grid (0)

Check ALT Formats

5.)



Hardcover



If I Survive You

Escoffery, Jonathan

ISBN: 9780374605988

Product Lookup: [ISBN](#) | [ISBN-10](#)

Publish Status:

Publisher: [McD](#) Publish Date: 09/06/2022
Edition/Volume: Street Date: 09/06/2022
Audience: General Adult Dewey: 813/.6
LCCN: 2022020651 L.C. Class: PS3605.S35 I4 2022



\$27.00

Est. Net: \$14.28

P.O. Line #:

Notes:

Black; Author

MOVE

COPY

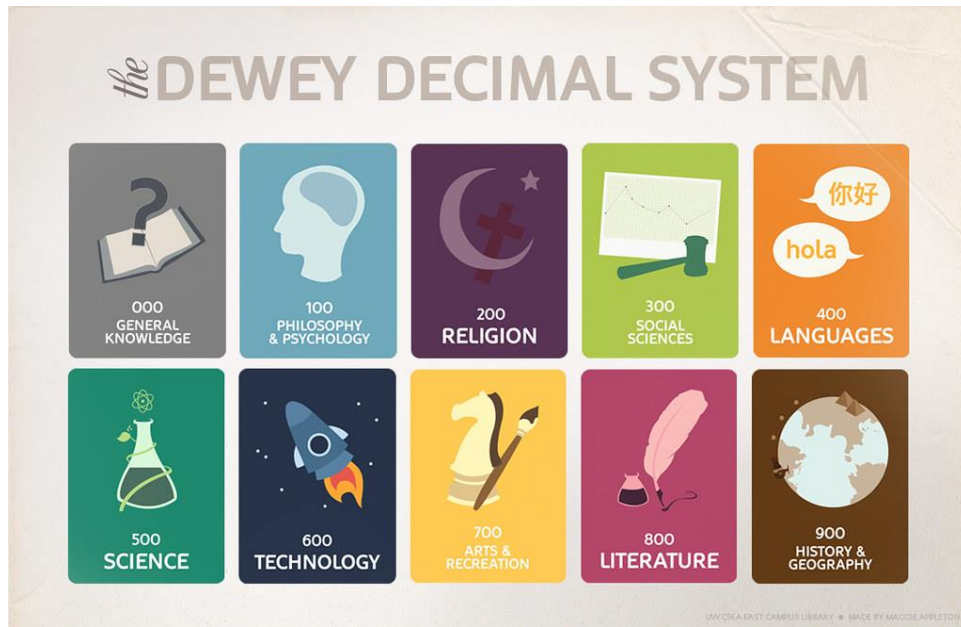
REMOVE

Setting Goals

Goals are by Dewey Decimal system (100s, 200s, 300s, etc.)

Each section has different needs and opportunities for representation.

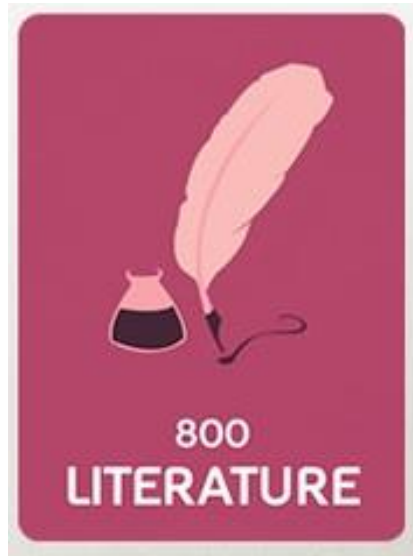
Selectors will set their own goals.





500s – Science

Maybe some diverse authors, but not a lot of diverse content.



800s – Literature

Representation of authors and subjects could be very present in **fiction**.

For **poetry**, the author would be the main sources of diversity.

Next Step

Adding tags of statistical categories in our catalog.

Monitoring the circulation of our diverse titles.

We can adjust our acquisitions based on the circulation of those titles.



Further Steps

Collection development policy

Equity statement

Consider software

Considerations for next audit/what we would change

- Confirm author diversity during audit.
- Consider gender more explicitly.
- Consider character viewpoint more in reviewing each title.
- Possibly add additional categories.

Diversity
Audits Can
Help You
Interrogate
All Areas of
Your
Collection

Large Print.

Digital Materials.

Programming.

Displays.

Booklists, Handouts, etc.

What is this
exactly?

Is this purely an audit?

Screening for bias

Inclusive collection

We can all do this work!

Questions?

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Howe Library

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603-640-3263

Links and Resources

[Creating a Diverse, Patron-Drive Collection \(Sarah Voels, Molly Garrett\)](#)

[From Diversity to Inclusion: How to Audit Your Collection and Why \(Kymberlee Powe\)](#)

[CT State Library: Children's & YA Services: Inclusive Collections](#)

[Loretta J. Ross: Don't Call People Out – Call Them In](#)