



Diversity Audits – let's talk about it!

ELLIE AVIS – JOSEPHINE COMMUNITY LIBRARY

EMILY O'NEAL – DESCHUTES PUBLIC LIBRARY

SUSAN DAVIS – JOSEPHINE COMMUNITY LIBRARY

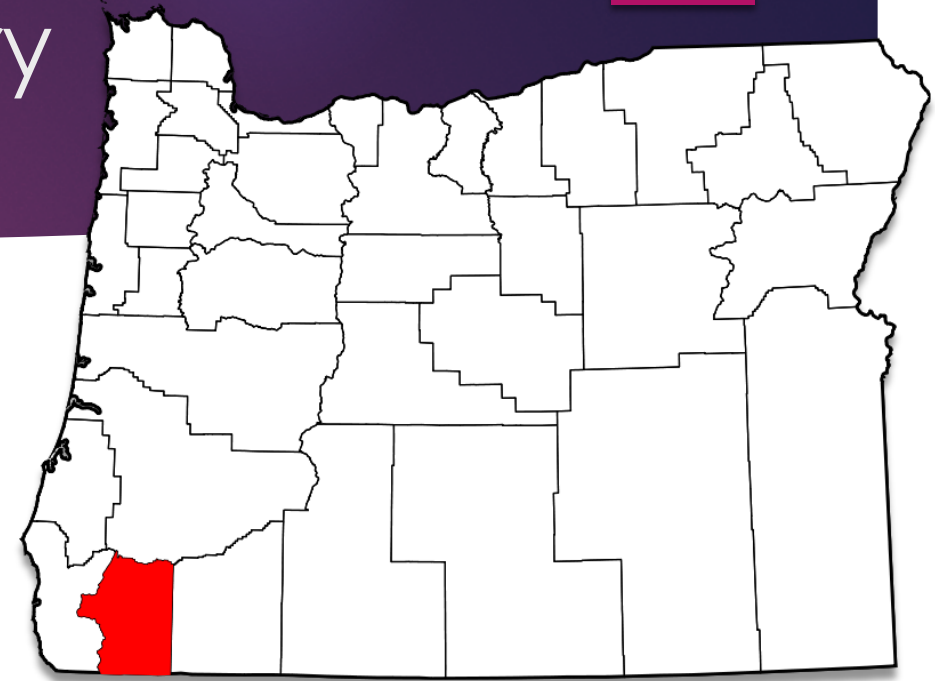
Josephine Community Library

Ellie Avis – Technical Services Manager

- Manage catalog + adult collections
- Course - LJ Equity in Action: Building Diverse Collections

Susan Davis – Youth Services Librarian

- Manage youth services and programming including the children and young adult collections
- Classes in children and teen materials.



Josephine County is on the traditional homelands of the Takelma (“Those Along the River”), the Athabaskan-speaking Dakubetede (“Beautiful Place”), the Shasta, and the Taltushtuntude peoples.

Introduction - Emily

- ▶ Emily O'Neal – Technical Services Manager, Deschutes Public Library
- ▶ Bend, Oregon is on the traditional homelands of Confederated Tribes of Warm Springs, in particular, the Northern Paiute peoples.

Diversity Audits at DPL

- ▶ Collection Development Librarians attended a training with Public Library Association in 2019
- ▶ Ran picture books through Diversebookfinder.org as one of their beta-testers in 2019
- ▶ Created pilot tool in winter 2019-2020, began use on:
 - ▶ Book Clubs
 - ▶ Storytime
 - ▶ Community read
 - ▶ Bibliographies, book lists and readers advisory
- ▶ Fast Forward to current 2021:
 - ▶ Need to re-define our terms
 - ▶ Need to adapt to different areas (ex: Fiction vs. NF, adult vs. juv.)
 - ▶ Attempting use at time of ordering – may result in a separate collection development based tool.

Overview of this session

- ▶ Overview of diversity audit process and considerations
- ▶ Detailed look at some tools
- ▶ Questions and challenges
- ▶ Resources
- ▶ Q & A

Why do a Diversity Audit?

- ▶ To identify gaps in your collection
- ▶ To identify diverse voices you would like to amplify and highlight
- ▶ To gather valuable statistics on the make up of your collection
- ▶ To set baselines and next steps for collection development

How to Audit?

Plan

Research

Analyze

Plan

- ▶ **Who** will do the research and analysis?
- ▶ **What** collection or segment will you look at?
- ▶ **What** types of diversity?
- ▶ **When** will you audit? How often?
- ▶ **Where** are you? What is the local context?
- ▶ **Why** are you doing an audit? What is the purpose or goal?

Research

- ▶ Define your criteria and set up your tool
- ▶ Get a list of titles
- ▶ Use databases you have access to
 - ▶ NoveList
 - ▶ Goodreads
 - ▶ Vendors
 - ▶ Catalog
- ▶ **There is no perfect system!**

Analyze

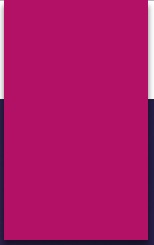
- ▶ Tally and quantify
- ▶ Build calculations into your tool
- ▶ Visualize to see patterns
- ▶ Compare with demographics from your community or a broader geography
- ▶ **Buy more diverse books!**

Diverse Bookfinder

- ▶ About Diverse Bookfinder
- ▶ Pros and Cons of using the Collection Analysis Tool (CAT)
- ▶ Data Prep
 - ▶ Collection differences
- ▶ Using the Results
 - ▶ Comparisons
 - ▶ Search the collection
 - ▶ Readers Advisory
- ▶ Tips and Hiccups



Josephine Community Library Tool



Deschutes Public Library Tool

How to audit: Resources

Bogan, K. (2020, June 15). Diversity audit: A practical guide. *Don't Shush Me!*
<https://dontyoushushme.com/2020/06/15/diversity-audit-a-practical-guide/>

Farrar, C. (2021, March 10). Inclusive collections (LibGuide). Massachusetts Library System. <https://guides.masslibsystem.org/c.php?g=814126&p=5809334>

Adult Reading Round Table. (2020, December 20). Diversity Audits for Library Collections (Webinar). <https://www.railslibraries.info/events/238461>

Resources - Diversity Audit “How To”

- ▶ <http://www.teenlibrariantoolbox.com/files/2017/11/Diversity-Audit-Outline-2017-with-Sources.pdf>
 - ▶ [Beyond the Collection Diversity Audit: Inclusion is More Than a Book, Why we should be auditing all of our library services for inclusion and best practices](#)
 - ▶ [Doing a YA Collection Diversity Audit: Understanding Your Local Community \(Part 1\)](#)
 - ▶ [Doing a YA Collection Diversity Audit: The How To \(Part 2\)](#)
 - ▶ [Doing a YA Collection Diversity Audit: Resources and Sources \(Part 3\)](#)
 - ▶ [Diversity Audit Outline 2017 with Sources](#)
 - ▶ [A Look at Reflection Press Diversity Audit Numbers](#)
 - ▶ [Library Journal: Equity in Action Doing a Diversity Audit](#)
- ▶ **Doing a Diversity Audit**
 - ▶ [Diversity in Collection Development – American Library Association](#)
 - ▶ [Having Students Analyze Our Classroom Library To See How Diverse It Is](#)
 - ▶ [Diversity in Libraries–From Collections and Community to Staff](#)
 - ▶ [Third Graders Assess and Improve Diversity of Classroom Library](#)
 - ▶ [How You Can Support the #WeNeedDiverseBooks Campaign](#)
- ▶ [Library Diversity Audit: Youtube video](#)
- ▶ [South Carolina State Library Diversity Audit Resources, Reviews and more.](#)

Diverse Book Selection

Award lists!

Twitter & Instagram

#diversebookbloggers
#diversestories / #diversebooks
#BIPOCbooks / #BIPOCauthors
#queerbooks / #queerauthors / #lgbtqbooks #indigenousauthors
#blackbookstagram
#ownvoices / #ownvoicesbooks
@wellreadblackgirl
@lgbtqreads
@booksandrhymes
@latinasleyendo
@lifeinfiction

Magazines

Book Riot (>30% #ownvoices)
<https://bookriot.com/>

Ms. Magazine's Feminist Know-It-All, Reads for the Rest of Us
<https://msmagazine.com/tag/feminist-know-it-all-series/>
@karlajstrand

Podcasts

Books & Boba
<https://booksandboba.com/>

Tres Cuentos Literary Podcast
<https://www.trescuentos.com/>

Blogs

African Book Addict
<https://africanbookaddict.com/>

Black Crime Fiction
<https://blackcrimefiction.com/>

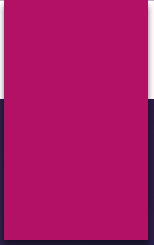

Bogi Reads the World
<http://www.bogireadstheworld.com>

Rich in Color (YA)
<http://richincolor.com/>

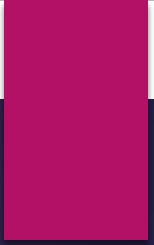

RA For All
<http://raforall.blogspot.com/>



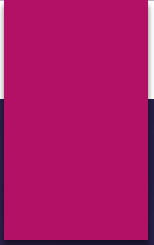

1. Let's talk about roadblocks -
what are some roadblocks that
you believe exist that keep libraries
from pursuing diversity audits?



2. Let's talk about applicability of the tool – does one single tool work for all areas of the collection? Examples: different age groups, fiction vs. nonfiction, at time of ordering, different formats, etc.



3. Let's talk about author characteristics and source information– how do you find this information? What are some challenges in adding/identifying this information to reflect in your audit? What about making assumptions?



4. Let's talk about criteria – how do you know when a voice is 'loud enough' to consider relevant to apply to your audit? How long should you look for a perspective or characteristic to reflect that attribute to the audit?

Q&A

- ▶ Ellie Avis – eavis@josephinelibrary.org
- ▶ Emily O'Neal – emilyo@deschuteslibrary.org
- ▶ Susan Davis – sdavis@josephinelibrary.org