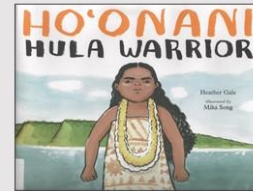
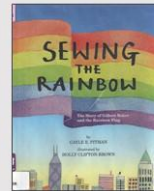
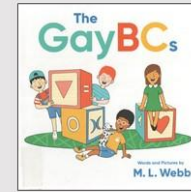
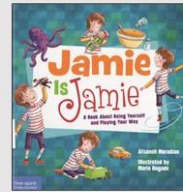
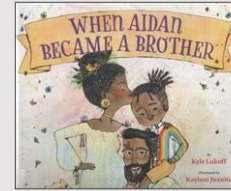
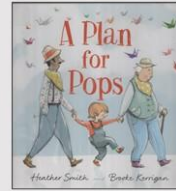




Who Do You See?:

Using Diversity Audits to Examine Representation in Children's Book Collections

James Rosenzweig & Alicia G. Vaandering

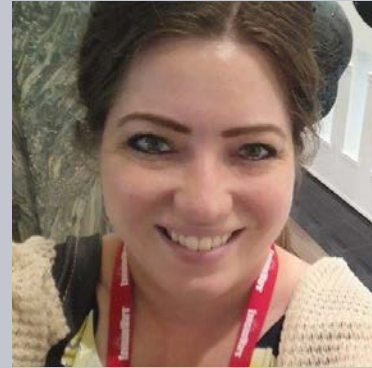


Hello!



James Rosenzweig
he/him/his

Education Librarian
Eastern Washington University
jrosenzweig@ewu.edu



Alicia G. Vaandering
she/her/hers

Student Success Librarian
University of Rhode Island
avaandering@uri.edu

Land Acknowledgements

I would like to acknowledge that I am speaking to you from the University of Rhode Island on the traditional land of the Niantic and Narragansett people in past and present, and honor with gratitude the land itself and the people who have stewarded it throughout the generations. This calls us to commit to continuing to learn how to be better stewards of the land we inhabit. (Adapted from [URI College of Arts & Sciences](#))

And I would like to acknowledge that I am speaking to you from Eastern Washington University, which resides within the traditional homelands of the Spokane People and other tribes who are connected through their shared history of this region. This land holds their cultural DNA and it is their Ancestors who are here and bring forth the knowledge of this place—the knowledge that comes from the land. (Adapted from EWU [Office of Native American Affairs](#))

Agenda

- Diverse Representation in Children's Book Collections
- Diversity Audits
- Diverse BookFinder Collection Analysis Tool: An Overview and Our Findings
- Analyzing LGBTQIA+ Representation
- Addressing Other Social Identities
- Q & A

Diverse Representation

in Children's Book Collections



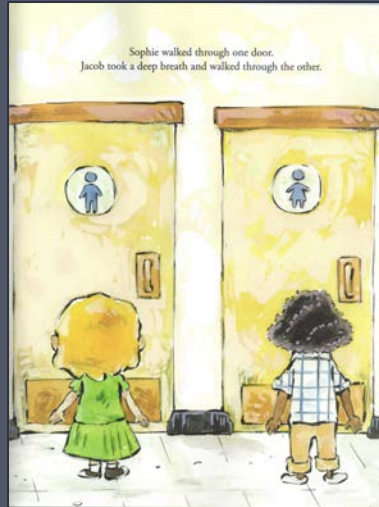
1

“Books are sometimes windows, offering views of worlds that may be real or imagined, familiar or strange.”

(Bishop, 1990)

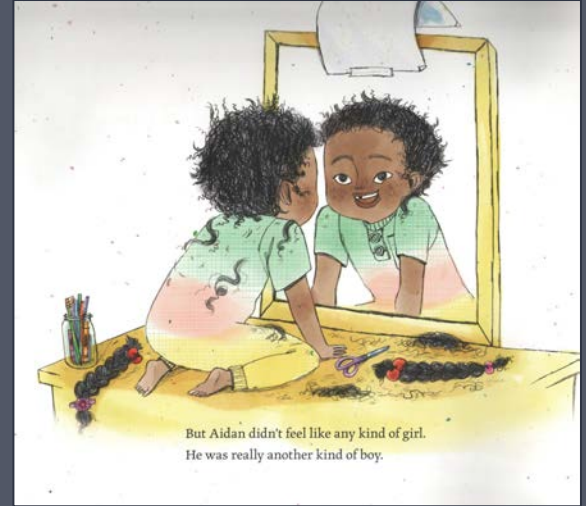


Sliding Glass Doors



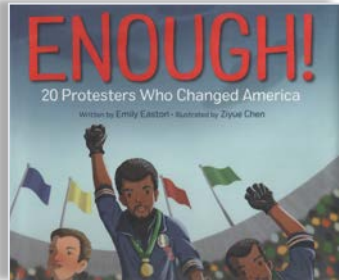
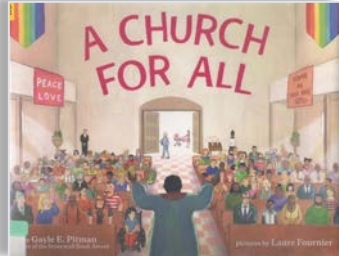
Jacob's Room to Choose, Ian Hoffman and Sarah Hoffman, 2019

Mirrors



When Aidan Became a Brother, Kyle Lukoff, 2019

Auditing Picture Books



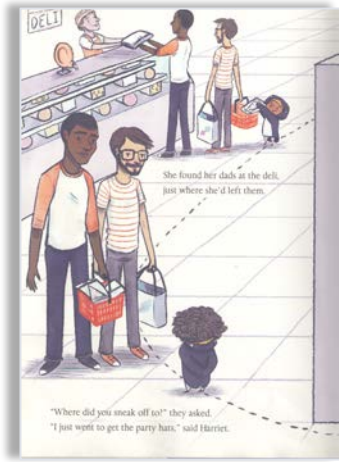
- **Content or literary analysis of smaller collections**
 - Award-winning books, e.g. winners of the Dolly Gray Children's Literature Award (Dyches et al., 2009)
 - Themes or genres, e.g. science-related picture books (Kelly, 2018)
 - Books used for programs, e.g. selections for storytime (Mortensen, 2019)
- **Large-scale audits**
 - Content analysis of entire collections (Adam et al., 2017; Adam & Barratt-Pugh, 2020)
 - Content analysis of literature within a specific time frame (Aronson et al., 2018)

“

...Even when selected titles are free of stereotypes and misinformation, a collection can send messages that might not be what those who share books with children intend...

(Aronson et al., 2018, p. 168).

A Note on Intersectionality



Harriet Gets Carried Away, Jessie Sima, 2018



My Footprints, Bao Phi, 2019

Intersectionality explores the “different dimensions of identity” and range of inequality and marginality that result from the “dislocation from multiple centers of power” (Alper et al., 2016, p. 108).

Recent research suggests that Common Core book exemplars that are often utilized in the classroom lack representation of intersectionality (Gomez-Najarro, 2020).

Diversity Audits

for Children's Book Collections



2

What is a Diversity Audit?



*Old MacDonald Had a
Baby*, Emily Snape,
2019

“[A diversity audit] is not a program; it is a process of systemic organizational change. . . . [Diversity audits] employ a wide variety of techniques to clarify critical diversity and related issues that must be addressed to produce a sustained diversity-friendly environment” (Hubbard, 2015, pp. 270-271).

“Diversity audits cast light on the homogeneity embedded within library collections, providing data that identifies gaps in representations of race, gender, sexual orientation, ability, and other traditionally marginalized perspectives” (Mortensen, 2019, p. 28).

What can a
Diversity
Audit
show you?



The Diverse BookFinder Collection Analysis Tool

An Overview and Our Findings



3

Diverse BookFinder (DBF)

diversebookfinder.org

History

Scope

Purpose

The screenshot displays the Diverse BookFinder website interface. At the top, the logo reads "Diverse BookFinder™" with the tagline "IDENTIFY & EXPLORE MULTICULTURAL PICTURE BOOKS". Below the logo is a search bar with a "Search" button and a link for "First time here? Start [here!](#)". To the right of the search bar, it indicates "Active Filters: No active filters".

The main content area shows "3823 books in the collection" with a pagination bar showing "1 2 3 4 ... 383". A sidebar on the left lists filter categories: Categories, Ethnicity, Awards, Settings, Content, Genres, Tribal Affiliation/Homelands, Race/Culture, Immigration, Gender, and Religion.

The featured book is "Bindiya in India" by Monique Chheda and Debasmita Dasgupta, published in 2021. The book cover shows a young girl in a red sari. A quote from the publisher describes the book as the story of a young Indian-American girl's first trip to India for an Indian wedding. A "Beautiful Life" badge is visible in the bottom right corner of the book entry.

Diverse BookFinder Categories

Any Child

Beautiful Life
A Focus on Identity

Biography

Cross-Group
Relationships Across Difference

Folklore

Incidental
Ensemble or Background Characters

Informational
Factual Content

Oppression & Resilience

Race/Culture Concepts
Examining Differences and Commonalities

Diverse BookFinder

Collection Analysis Tool (CAT)

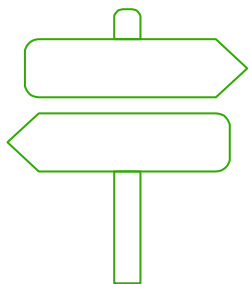
Free tool that identifies...

- Which BIPOC are represented in your collection
- What types of stories are being told about BIPOC in your collection
- Focus: 2002-Present

K2601		X ✓ ft	
	A	B	
1	Title ISBN	Title	
2578	9781554989089	The funeral /	
2579	9780605962620	Alan's big, scary teeth /	
2580	9781454931843	The many colors of Harpreet Singh /	
2581	9780062414151	Hello universe /	
2582	9780763696047	Rescue & Jessica :a life-changing friendship /	
2583	9781524769550	I walk with Vanessa :a story about a simple act of kindness /	
2584	9780525552963	Darius the Great is not okay /	
2585	9780451478733	Orphan monster spy /	
2586	9780553537864	Grumpy monkey /	
2587	9781484767603	Drawn together /	
2588	9781338196658	Let me finish! /	
2589	9780062382801	The gentleman's guide to vice and virtue /	
2590	9781512459388	Girls on the line /	
2591	9781499802283	Lorenzo :the pizza-loving lobster /	
2592	9780763690458	Julian is a mermaid /	
2593	9780316449182	Encounter /	
2594	9781576878910	Spectacularly beautiful /	
2595	9781626727465	Fry bread :a Native American family story /	
2596	9780605932678	In the footsteps of Crazy Horse /	
2597	9781250183156	To be honest /	
2598	9780763693558	Alma and how she got her name /	
2599	9780316324908	Finding Winnie :the true story of the world's most famous bear /	
2600	9780316447089	Winnie's great war /	
2601	9780062330895	Ella and Penguin :a perfect match /	
2602	9781250162717	Blanca & Roja /	
2603	9781250058669	When the moon was ours /	
2604	9780763672089	Juana & Lucas /	
2605	9780062839930	Where are you from? /	
2606	9781524701246	The stars beneath our feet /	

SLV.Circulation_Item_Inventorie (+)

From Diversity Audit to Collection Development



Submit File

Compile a .csv, .xlsx, or .ods file with titles and ISBNs from your collection.

Submit file.

Wait for email to confirm that your report is ready to view.

Review Results

Return to CAT to download your results.

Identify gaps in racial/cultural representation and types of stories.

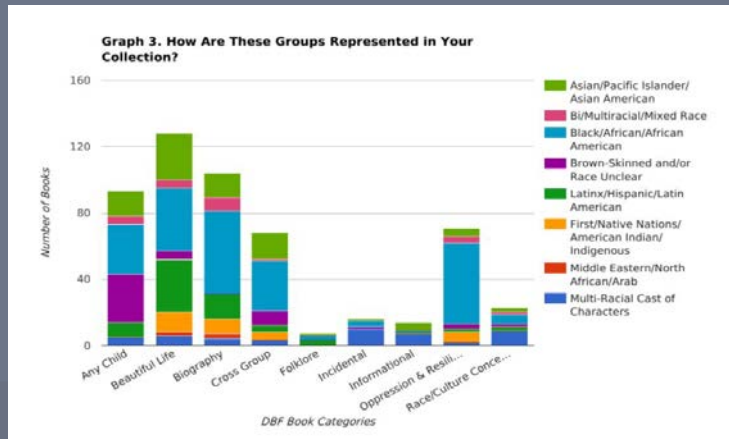
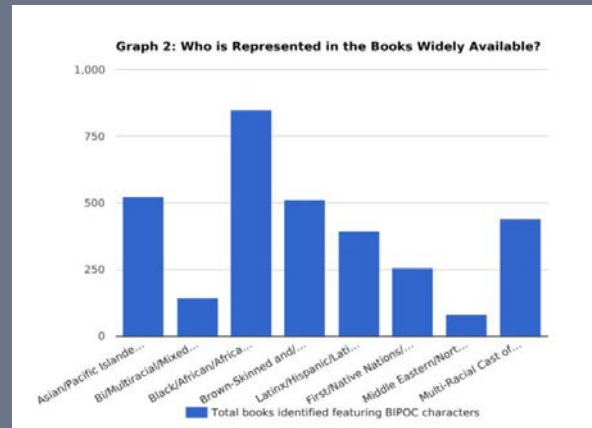
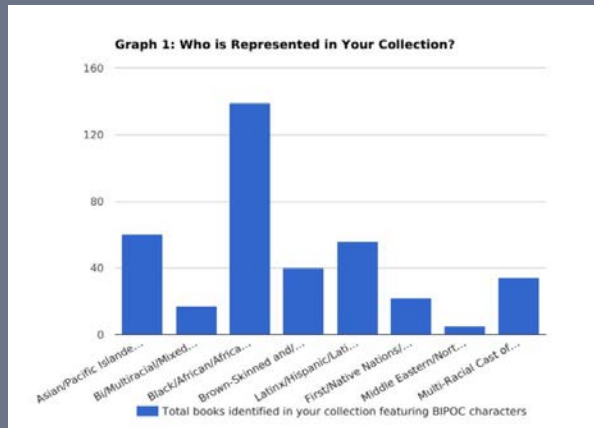
Build Collections

Use DBF catalog to identify books to fill gaps.

Order books.

Catalog, add to shelves, and promote to community.

What data do you get in your report?



	Asian / Pacific Islander / Asian American	Bi / Multiracial / Mixed Race	Black / African / African American	Brown-Skinned and / or Race Unclear	Latinx / Hispanic / Latin American	First / Native Nations / American Indian / Indigenous	Middle Eastern / North African / Arab	Multi-Racial Cast of Characters	Totals
Any Child	15	5	30	29	9	0	0	5	93
Beautiful Life	28	5	38	5	32	12	2	6	128
Biography	15	8	50	0	15	9	3	4	104
Cross Group	16	1	30	9	4	5	0	3	68
Folklore	1	0	3	0	3	0	0	0	7
Incidental	1	0	4	1	0	0	0	10	16
Informational	5	0	1	0	1	0	0	7	14
Oppression & Resilience	5	4	49	3	2	6	0	2	71
Race / Culture Concepts	3	1	6	2	2	0	0	9	23
Totals	89	24	211	49	68	32	5	46	524

About Our Collections and Files

Janet L. Robinson Curriculum
Resource Center, Salve Regina
University

Juvenile fiction and nonfiction,
education theory & pedagogy, and
special collections cataloged in one
location: Curriculum Library (10,000+
items)

Library of Congress classification

Submitted 1 file ~5500 items

328 matches to the DBF catalog

Curriculum Center, Eastern
Washington University

Juvenile fiction and nonfiction,
curriculum materials, kits, and a
separate graphic novel collection
cataloged in 4 locations within one
Curriculum Center (30,000+ items)

Library of Congress / Dewey / In-house
classification

Submitted 1 file ~17,000 items

790 matches to the DBF catalog

Example 1

Salve Regina University

	Asian/Pacific Islander/Asian American	Bi/ Multiracial/ Mixed Race	Black/ African/Africa n American	Brown-Skinned and/or Race Unclear	Latinx/Hispanic/ Latin American	First/Native Nations/American Indian/Indigenous	Middle Eastern/North African/Arab	Multi-Racial Cast of Characters	Totals
Any Child	15	5	30	29	9	0	0	5	93
Beautiful Life	28	5	38	5	32	12	2	6	128
Biography	15	8	50	0	15	9	3	4	104
Cross Group	16	1	30	9	4	5	0	3	68
Folklore	1	0	3	0	3	0	0	0	7
Incidental	1	0	4	1	0	0	0	10	16
Informational	5	0	1	0	1	0	1	7	15
Oppression & Resilience	5	4	49	3	2	6	0	2	71
Race/Culture	3	1	6	2	2	0	0	9	23
Totals	89	24	211	49	68	32	6	46	525

Example 1

Salve Regina University

	Asian/Pacific Islander/Asian American	Bi/ Multiracial/ Mixed Race	Black/ African/Africa n American	Brown-Skinned and/or Race Unclear	Latinx/Hispanic/ Latin American	First/Native Nations/American Indian/Indigenous	Middle Eastern/North African/Arab	Multi-Racial Cast of Characters	Totals
Any Child	15	5	30	29	9	0	0	5	93
Beautiful Life	28	5	38	5	32	12	2	6	128
Biography	15	8	50	0	15	9	3	4	104
Cross Group	16	1	30	9	4	5	0	3	68
Folklore	1	0	3	0	3	0	0	0	7
Incidental	1	0	4	1	0	0	0	10	16
Informational	5	0	1	0	1	0	1	7	15
Oppression & Resilience	5	4	49	3	2	6	0	2	71
Race/Culture	3	1	6	2	2	0	0	9	23
Totals	89	24	211	49	68	32	6	46	525

Example 2

Eastern Washington University

	A Asian/Pacific Islander/Asian American	B Bi/ Multiracial/ Mixed Race	C Black/ African/African American	D Brown-Skinned and/or Race Unclear	E Latinx/Hispanic/ Latin American	F First/Native Nations/American Indian/Indigenous	G Middle Eastern/North African/Arab	H Multi-Racial Cast of Characters	Totals
1 Any Child	19	9	53	26	24	4	0	9	144
2 Beautiful Life	61	14	91	10	99	42	12	16	345
3 Biography	23	15	102	2	35	17	6	8	208
4 Cross Group	22	6	62	15	16	8	7	5	141
5 Folklore	16	0	10	4	11	1	4	3	49
6 Incidental	2	0	5	3	0	1	0	27	38
7 Informational	10	1	12	4	8	3	2	24	64
8 Oppression & Resilience	12	6	96	6	11	12	5	5	153
9 Race/Culture	6	5	18	5	11	4	2	46	97
Totals	171	56	449	75	215	92	38	143	1239

Example 2
Eastern Washington
University

	A Asian/Pacific Islander/Asian American	B Bi/ Multiracial/ Mixed Race	C Black/ African/African American	D Brown-Skinned and/or Race Unclear	E Latinx/Hispanic/ Latin American	F First/Native Nations/American Indian/Indigenous	G Middle Eastern/North African/Arab	H Multi-Racial Cast of Characters	Totals
1 Any Child	19	9	53	26	24	4	0	9	144
2 Beautiful Life	61	14	91	10	99	42	12	16	345
3 Biography	23	15	102	2	35	17	6	8	208
4 Cross Group	22	6	62	15	16	8	7	5	141
5 Folklore	16	0	10	4	11	1	4	3	49
6 Incidental	2	0	5	3	0	1	0	27	38
7 Informational	10	1	12	4	8	3	2	24	64
8 Oppression & Resilience	12	6	96	6	11	12	5	5	153
9 Race/Culture	6	5	18	5	11	4	2	46	97
Totals	171	56	449	75	215	92	38	143	1239

Changes to Collections

Salve Regina University

	A Asian/Pacific Islander/Asian American	B Bi/ Multiracial/ Mixed Race	C Black/ African/African American	D Brown-Skinned and/or Race Unclear	E Latinx/Hispanic/ Latin American	F First/Native Nations/American Indian/Indigenous	G Middle Eastern/North African/Arab	H Multi-Racial Cast of Characters	Totals
1 Any Child	15	5	30	29	11 (+2)	4 (+4)	4 (+4)	5	103 (+10)
2 Beautiful Life	28	5	38	5	33 (+1)	12	3 (+1)	6	130 (+2)
3 Biography	15	8	50	1 (+1)	18 (+3)	9	4 (+1)	4	109 (+5)
4 Cross Group	16	1	30	9	5 (+1)	5	4 (+4)	3	73 (+5)
5 Folklore	1	1 (+1)	3	2 (+2)	3	2 (+2)	2 (+2)	3 (+3)	17 (+10)
6 Incidental	1	2 (+2)	4	1	2 (+2)	2 (+2)	1 (+1)	10	23 (+7)
7 Informational	5	2 (+2)	1	2 (+2)	3 (+2)	2 (+2)	3 (+2)	7	25 (+10)
8 Oppression & Resilience	5	4	49	3	4 (+2)	6	2 (+2)	2	75 (+4)
9 Race/Culture	3	1	6	2	2	2 (+2)	1 (+1)	9	26 (+3)
Totals	89	29 (+5)	211	54 (+5)	81 (+13)	44 (+12)	24 (+18)	49 (+3)	581 (+56)

Changes to Collections

Eastern Washington University

	A Asian/Pacific Islander/Asian American	B Bi/ Multiracial/ Mixed Race	C Black/ African/African American	D Brown-Skinned and/or Race Unclear	E Latinx/Hispanic/ Latin American	F First/Native Nations/American Indian/Indigenous	G Middle Eastern/North African/Arab	H Multi-Racial Cast of Characters	Totals
1 Any Child	26 (+7)	13 (+4)	58 (+5)	35 (+9)	25 (+1)	4	2 (+2)	11 (+2)	173 (+29)
2 Beautiful Life	71 (+10)	19 (+5)	97 (+6)	11 (+1)	103 (+4)	48 (+6)	14 (+2)	18 (+2)	381 (+36)
3 Biography	27 (+4)	18 (+3)	110 (+8)	2	36 (+1)	20 (+3)	6	8	227 (+19)
4 Cross Group	29 (+7)	10 (+4)	69 (+7)	20 (+5)	19 (+3)	15 (+7)	10 (+3)	5	177 (+36)
5 Folklore	17 (+1)	1 (+1)	11 (+1)	5 (+1)	12 (+1)	2 (+1)	5 (+1)	3	56 (+7)
6 Incidental	3 (+1)	1 (+1)	5	3	1 (+1)	1	1 (+1)	30 (+3)	45 (+7)
7 Informational	11 (+1)	2 (+1)	14 (+2)	7 (+3)	9 (+1)	4 (+1)	2	25 (+1)	74 (+10)
8 Oppression & Resilience	16 (+4)	8 (+2)	107 (+11)	10 (+4)	15 (+4)	19 (+7)	7 (+2)	6 (+1)	188 (+35)
9 Race/Culture	8 (+2)	8 (+3)	20 (+2)	6 (+1)	11	4	2	47 (+1)	106 (+9)
Totals	208 (+37)	80 (+24)	491 (+42)	99 (+24)	231 (+16)	117 (+25)	49 (+11)	152 (+9)	1424 (+185)

Diverse Bookfinder: Strengths and Weaknesses



Strengths

- Ease of use
- Time-saving: Quick results for large number of books
- Easy to move from results to collection development

Weaknesses

- Occasionally books get missed (ISBN problem?)
- Results are limited to racial and cultural identity

Analyzing LGBTQIA+ Representation

4

Sources we drew from in developing a rubric for LGBTQIA+ representation in picture books

- *Diverse Book Finder* - <https://diversebookfinder.org/>
- Aronson, Callahan, & O'Brien, (2018), “Messages Matter: Investigating the Thematic Content of Picture Books Portraying Underrepresented Racial and Cultural Groups”, *Sociological Forum*, 33(1)
- A literature review regarding diverse representation, especially of LGBTQIA+ characters and themes, in children’s literature
- Our experience reading and analyzing the sample of books

Our LGBTQIA+ Categories

Any Child

Beautiful Life
A Focus on Identity

Biography

Coming Out

Community

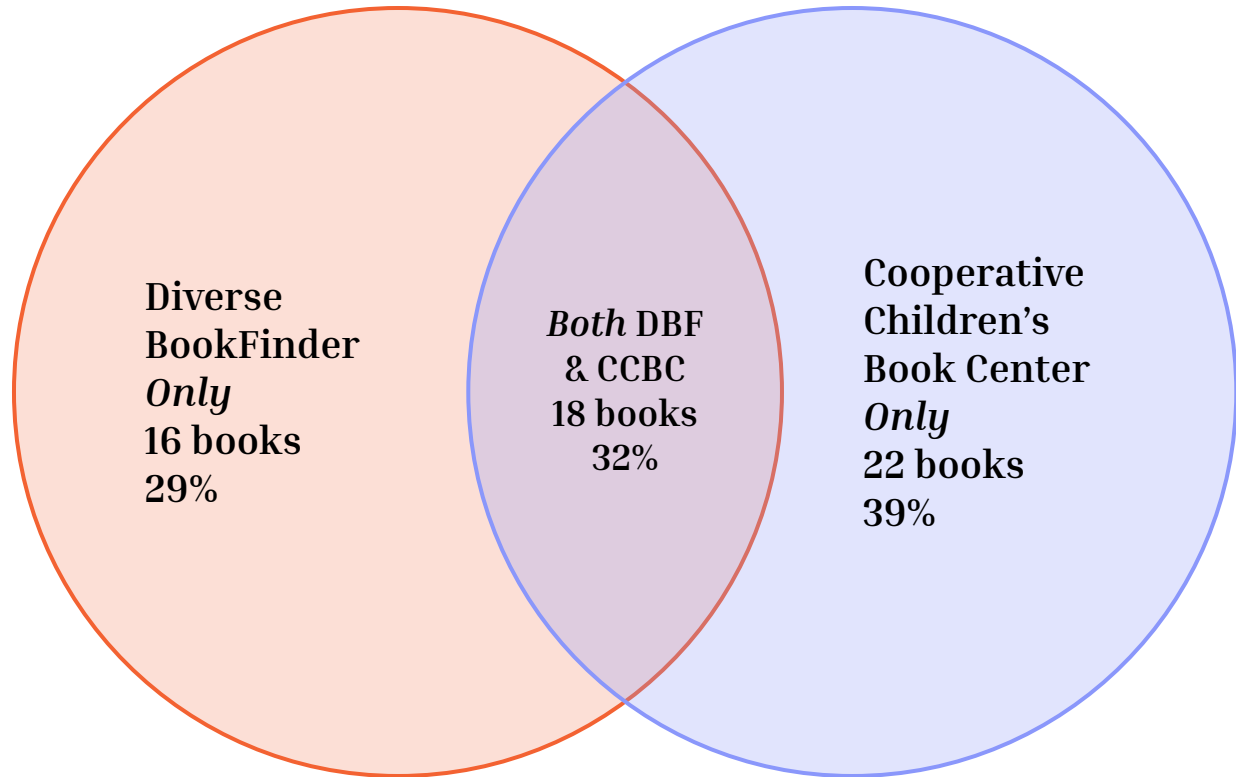
Incidental
Ensemble or Background Characters

Informational
Factual Content

Resilience

Concepts
Sexual Orientation and Gender Identity

Picture books published in 2018–2019 that were labeled as representing LGBTQIA+ characters



Selecting an LGBTQIA+ Glossary

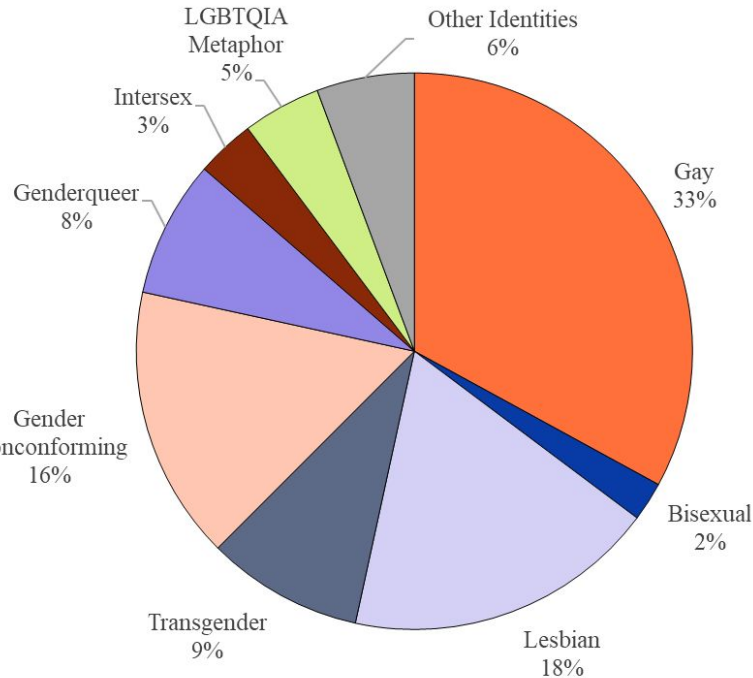


An ABC of Equality, Chana
Ginelle Ewing, 2019

- We settled on LGBTQIA+ as the acronym that was inclusive of the range of identities we wanted to examine, and also most prevalent in the literature
- We needed a single glossary for language to label identities and orientations represented
- We chose the National LGBT Health Education Center's *Glossary of LGBT Terms for Health Care Teams*, again for its broad inclusivity of identities and orientations

What We Found: Identity and Orientation

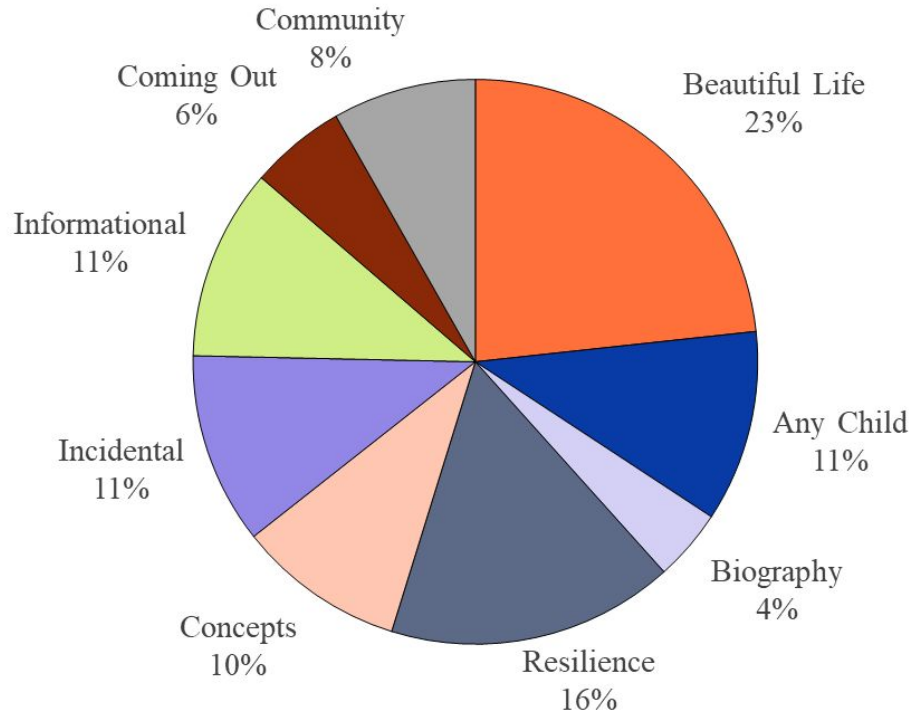
Representation of Sexual Orientation & Gender Identity in
Picture Books with LGBTQIA+ Characters, 2018-2019
N=56



- Broad extent of coverage, balanced broadly between gender identities and sexual orientations
- Within orientation, some imbalance between gay and lesbian characters
- The oft-discussed phenomenon of bi erasure prevails, with virtually no representation of bisexual identity
- Within gender identity, a lean towards characters who are gender non-conforming or express genderqueer identity over characters whose identity is specifically transgender

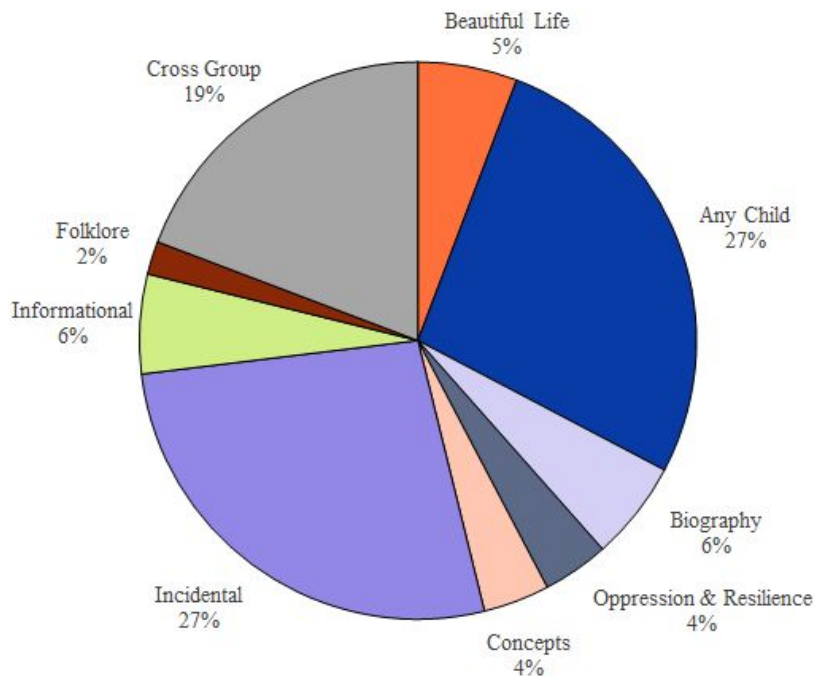
What We Found: Narratives and Approaches

Categories for Picture Books with LGBTQIA+ Characters, 2018-2019
*All categories, $N=56$

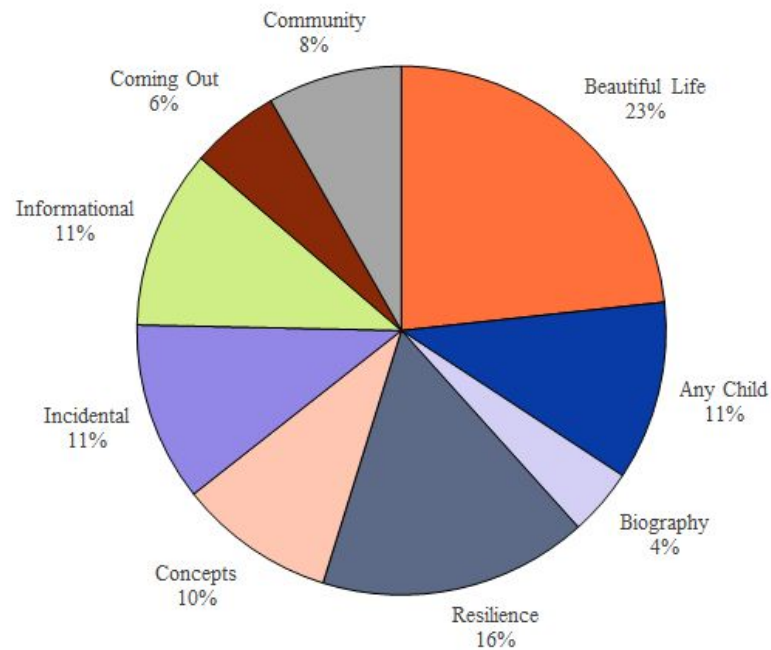


- While some categories are more prevalent -- Beautiful Life and Resilience in particular -- there is great breadth in this sample
- Non-fictional approaches (Biography, Informational, Concepts) are less common than fiction
- Coming Out narratives are not common in this sample

What We Found: Shift in Categories from a Race & Culture Focus to a Gender & Sexual Orientation Focus



Diverse BookFinder Categories for LGBTQIA+ Picture Books, 2018-2019
N=34



Categories for Picture Books with LGBTQIA+ Characters, 2018-2019
N=56

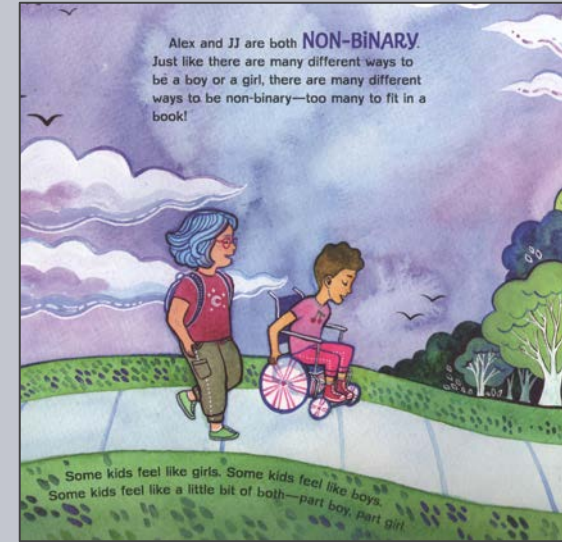
Intersectionality

How we asked these questions

- Are any characters who are part of the LGBTQIA+ community also depicted as having a disability as defined in IDEA, Section 300.8?
- Are any characters who are part of the LGBTQIA+ community also BIPOC?

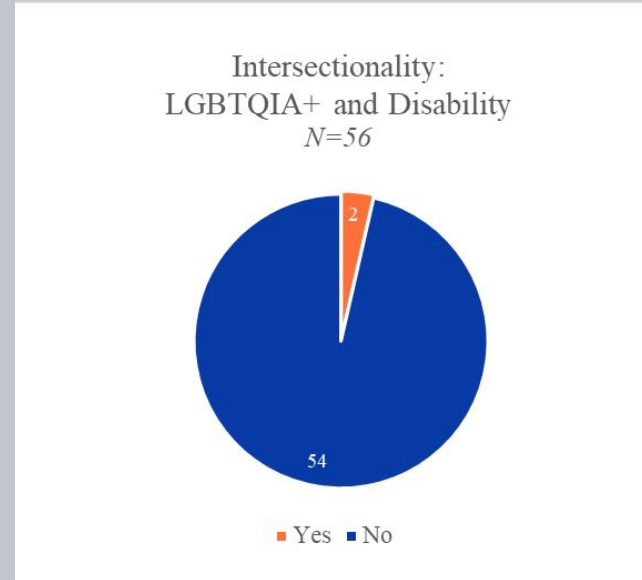
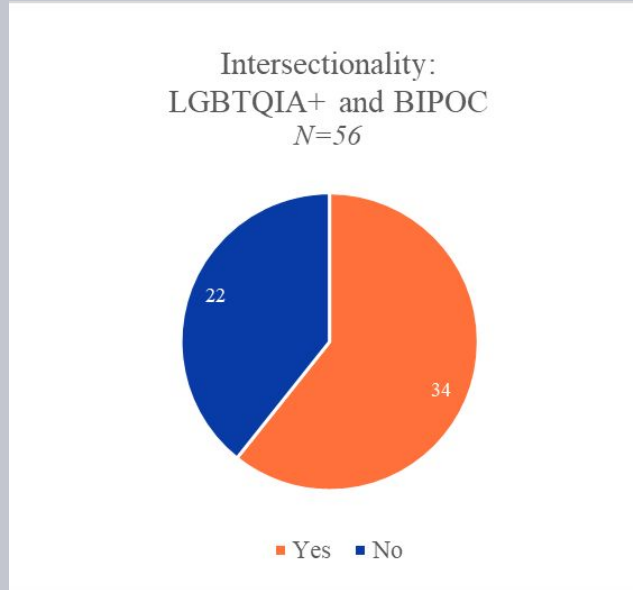
Why we asked these questions

- An interest in tracking representation along multiple axes
- A desire to build towards more holistic approaches to diversity audits



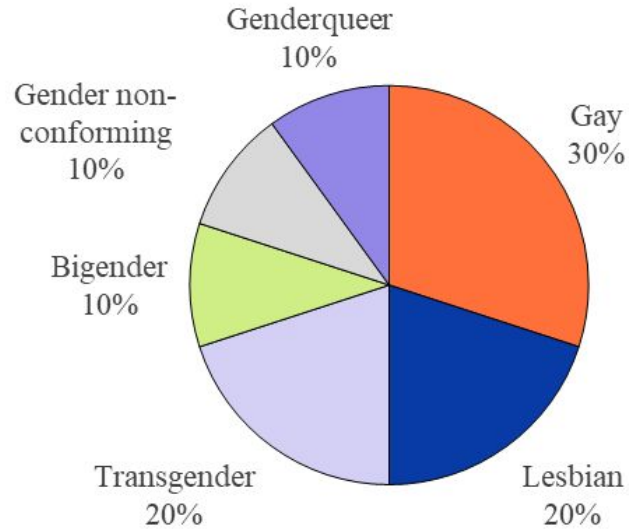
It Feels Good to Be Yourself,
Theresa Thorn, 2019

Intersectionality Statistics

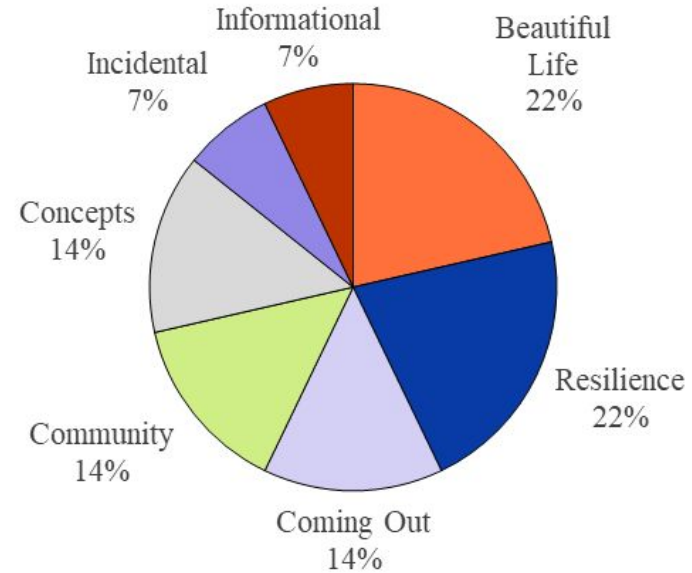


- 60% of books in the sample depicted LGBTQIA+ characters as racial/ethnic minorities (34 of 56)
- 4% of books in the sample depicted LGBTQIA+ characters with one or more disabilities (2 of 56)

EWU Curriculum Center Initial Holdings (7 books)

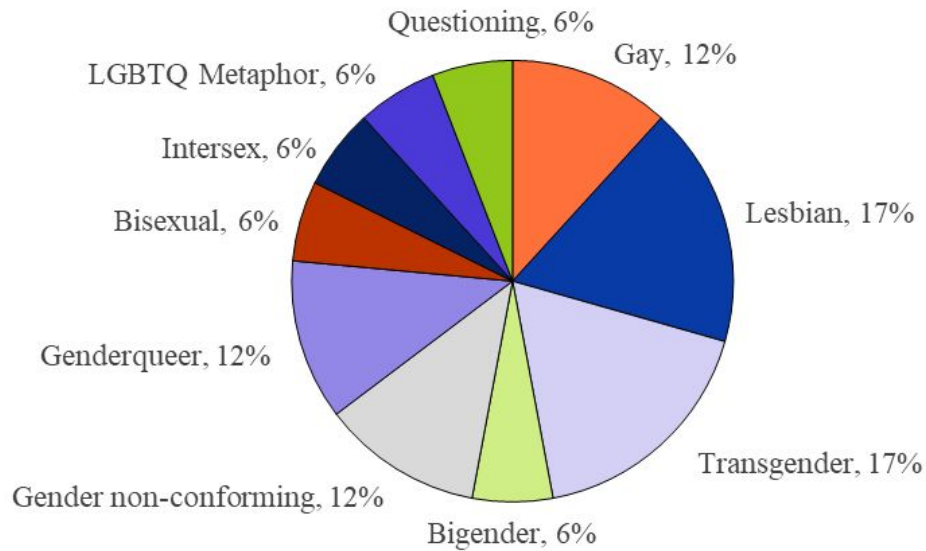


Identity: Initial Holdings at Eastern Washington University

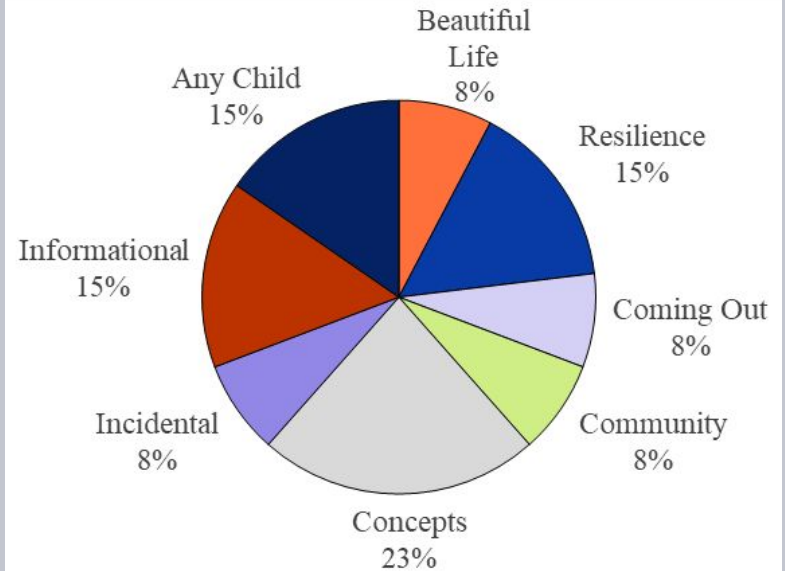


Categories: Initial Holdings at Eastern Washington University

EWU Curriculum Center New Additions (7 books)

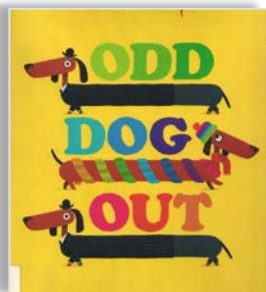
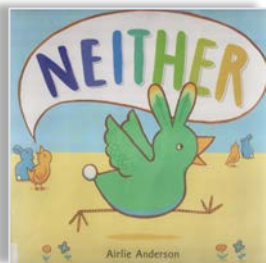


Identity: New Acquisitions at Eastern Washington University



Categories: New Acquisitions at Eastern Washington University

Building a Diversity Audit Based on Existing Resources



Successes

- Categories are both flexible and descriptive
- Diversity audit outcomes are achieved
- Collections are impacted positively as a result of the audit

Challenges

- DBF/CCBC approach to selecting titles can't extend earlier than 2018
- Category boundaries are diffuse
- Assessing and assigning represented identities is problematic

Addressing Other Social Identities

5

Other Aspects & Social Identities:

Socio-Economic
Status/Class

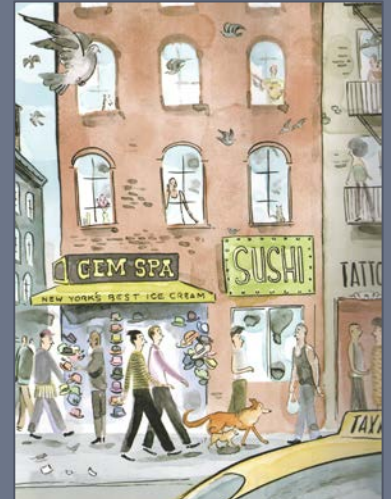
Political ideology

Religion

Geographical location



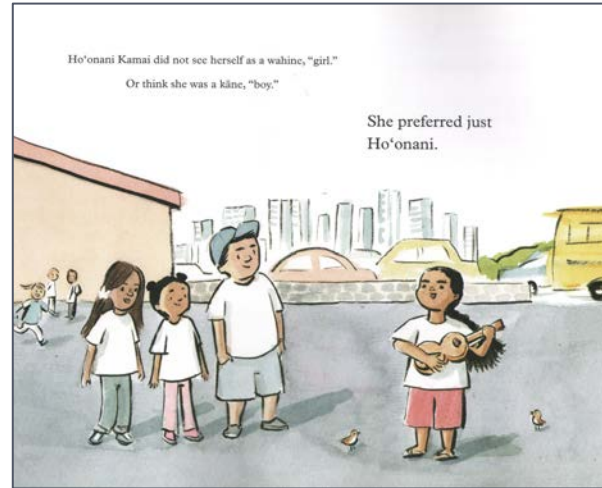
Grace for Gus,
Harry Bliss, 2018



*Honey and Leon
Take the High Road,*
Alan Cumming,
2019

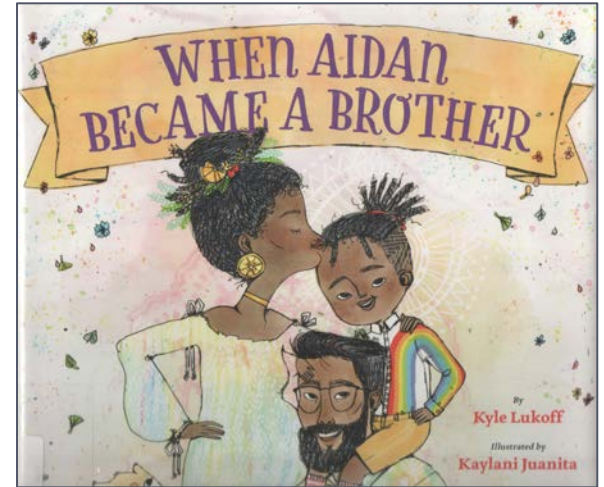
Additional Considerations

Intersectionality



Ho'onani: Hula Warrior,
Heather Gale, 2019

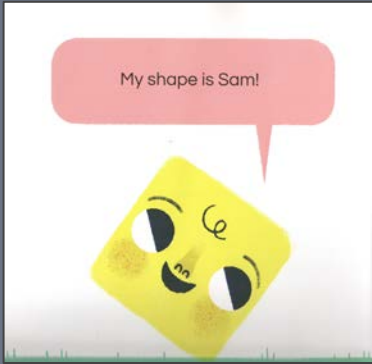
#OwnVoices



When Aidan Became a Brother,
Kyle Lukoff, 2019



Creating and Implementing A Diversity Audit



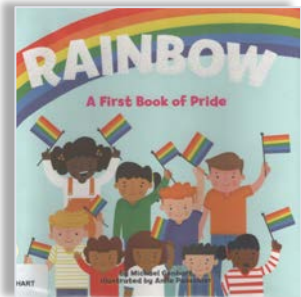
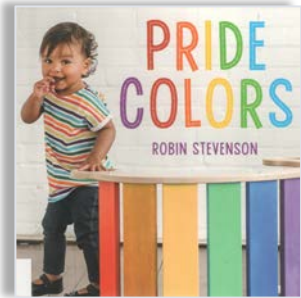
My Shape is Sam,
Amanda Jackson, 2019



Neither, Airlie
Anderson, 2018

1. Use, adapt, or build upon available tools and resources like Diversity BookFinder and the CCBC catalog.
2. Establish clear goals for your audit, keeping in mind how you intend to use the results.
3. Be flexible.
4. Start with a smaller sample.
5. Prepare yourself for discomfort.

Next Steps in Our Research



- Developing a better method for identifying LGBTQIA+ books to assess
- Applying our analysis to a broader sample
- Testing our rubric in the hands of others
- Exploring #ownvoices representation
- Expanding our approach to other types of representation

Thanks!

Any questions?

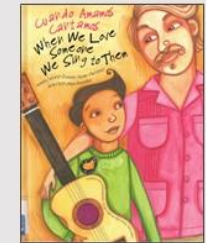
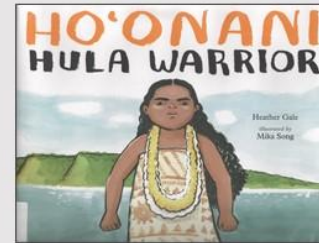
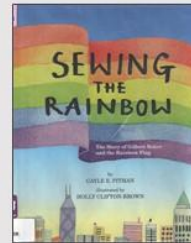
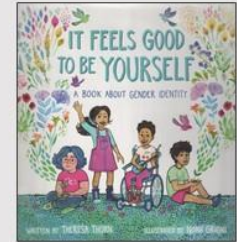
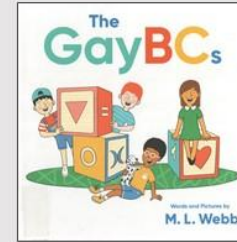
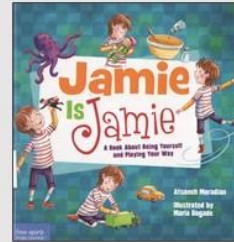
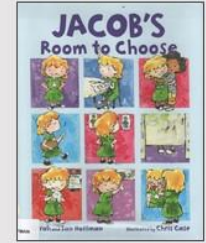
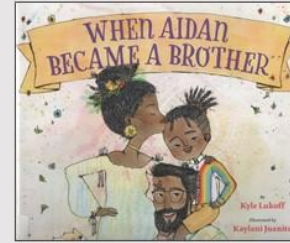
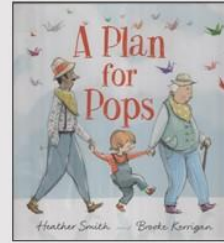
You can find us at:

James Rosenzweig

jrosenzweig@ewu.edu

Alicia G. Vaandering

avaandering@uri.edu



References

- Adam, H., & Barratt-Pugh, C. (2020). The challenge of monoculturalism: What books are educators sharing with children and what messages do they send? *Australian Educational Researcher*, 47(5), 815-836. <https://doi.org/10.1007/s13384-019-00375-7>
- Adam, H., Barratt-Pugh, C., & Haig, Y. (2017). Book collections in long day care: Do they reflect racial diversity? *Australasian Journal of Early Childhood*, 42(2), 88-96. <https://doi.org/10.23965/AJEC.42.2.11>
- Alper, M., Katz, V.S., & Clark, L.S. (2016). Researching children, intersectionality, and diversity in the digital age. *Journal of Children and Media*, 10(1), 107-114. <https://doi.org/10.1080/17482798.2015.1121886>
- Aronson, K.M., Callahan, B.D., & O'Brien, A.S. (2018). Messages matter: Investigating the thematic content of picture books portraying underrepresented racial and cultural groups. *Sociological Forum*, 33(1), 165-185. <https://doi.org/10.1111/socf.12404>
- Bishop, R.S. (1990). Mirrors, windows, and sliding glass doors. In H. Moir, M. Cain, & L. Prosak-Beres (Eds.), *Collected perspectives: Choosing and using books for the classroom* (ix-xi). Christopher-Gordon Publishers.
- Duyvis, C. (n.d.). #OwnVoices. Corinne Duyvis: Sci-fi & fantasy. <https://www.corinneduyvis.net/ownvoices/>

References (cont.)

- Dyches, T.T., Prater, M.A., & Leininger, M. (2009). Juvenile literature and the portrayal of developmental disabilities. *Education and Training in Developmental Disabilities, 44*(3), 304-317.
- Gomez-Najarro, J. (2020). Children's intersecting identities matter: Beyond rabbits and princesses in the Common Core book exemplars. *Children's Literature in Education, 51*, 392-410.
<https://doi.org/10.1007/s10583-019-09390-9>
- Hubbard, E.E. (2015). Diversity audit. In J.M. Bennett (Ed.), *The SAGE Encyclopedia of Intercultural Competence* (pp. 270-271). Sage Reference. <https://www.doi.org/10.4135/9781483346267.n94>
- Kelly, L. B. (2018). An analysis of award-winning science trade books for children: Who are the scientists, and what is science? *Journal of Research in Science Teaching, 55*(8), 1188-1210. <https://doi.org/10.1002/tea.21447>
- Mortensen, A. (2019). Measuring diversity in the collection: A collection diversity audit is a crucial tool for libraries to assess their offerings. Starting small makes it manageable. *Library Journal, 144*(4), 28-30.
- National LGBT Health Education Center. (2016, March). *Glossary of LGBT terms for health care teams*. Boston: The Fenway Institute.
https://www.lgbtqiahealtheducation.org/wp-content/uploads/LGBT-Glossary_March2016.pdf

Slide Deck Credits

Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by [SlidesCarnival](#)
- Photographs by [Unsplash](#)