

slides: tinyurl.com/divaudit

EMBRACING EVERY VOICE: EXPLORING THE POWER OF A DIVERSITY AUDIT IN SCHOOL LIBRARIES



Webinar presented by Ayn Reyes Frazee
OASL President, Teacher-Librarian Franklin HS, Portland, Oregon
April 2024



slides: tinyurl.com/divaudit

HELLO!

I am Ayn Reyes Frazee

I'm the teacher-librarian at Franklin High School in Portland, OR.

I've been a school librarian since 2013

I'm also the president of the Oregon Association of School Libraries. Children's and YA book reviewer, and co-chair of the ALSC Equity Diversity and Inclusion committee & just finished up on the 2023 Children's Literature Legacy Award Committee (formerly the Laura Ingalls Wilder Award)

You can email me at afrazee@pps.net or find me at

@FranklinLibraryPDX on Instagram

@FranklinLibrary on TikTok

WHAT IS A DIVERSITY AUDIT?



A data driven inspection of your physical collection, conducted similarly to a traditional inventory. You can also use digital tools in your catalog to audit your collection. What's here in the library? What's not? The data collected from a diversity audit is meant to inform collection development practices.

WHY DIVERSITY AUDIT?

- It can be easy to "feel" like your collection has great representation, but hard data can let you know areas for growth and focus
- Representation matters!
- As the sole selector for my collection, my bias and personal preferences come into play - data "keeps me honest"
- Take your data to admin, staff, PTA, and other donors. Back up your requests for more funding or grants.

WHO ARE MY STUDENTS?

- Franklin has a student body of around 1,800, Portland Public Schools is the largest urban school district in Oregon
 - 1.3% of our student body identifies as non-binary or transgender
 - 11.1% Asian
 - 4.9% Black
 - 18.9% Latino
 - 1% Native American
 - 1.1% Pacific Islander
 - 53.7% White
 - 10% Multiple ethnicities
 - 6.5% Emergent English speakers
 - 13.4% SPED Services

WHAT'S MY SITUATION?

- I started working at Franklin in the fall of 2020 when our students were attending school fully online
- I was able to spend a lot of time with our collection and running reports, we did a HUGE weed in 2021 (fiction) and again in 2023 (non-fiction) and I'm weeding constantly because our shelves are FULL
- I have a book budget, but it's not huge.
- I wanted to take the temperature of my collection in a way that my reports and other tools couldn't give me
- Inspired by presentations at ALA, AASL and other librarians online

METHODS

- Started with a "calibration" training for my student helpers. We did a few books together, and I explained what I meant by each term in [this original google form](#)
- I asked my Junior and Senior TAs and Interns to fill out the questionnaire for each physical book on the shelf in our Fiction section. We assigned sections to avoid duplication. I think this could be completed by middle school, 5th grade students or adult volunteers as well. You could complete a modified audit during inventory (every 5th book? 2 per shelf?)



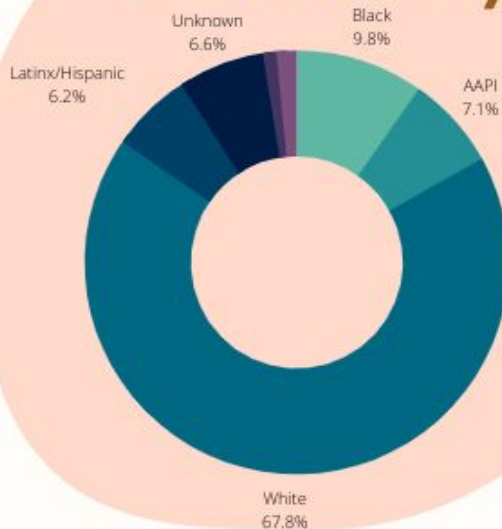
METHODS CONTINUED

- If information on an author was not available on the book, I asked them to use google or our library catalog to find more info.
- Over several weeks, my students evaluated 1,138 physical copies!

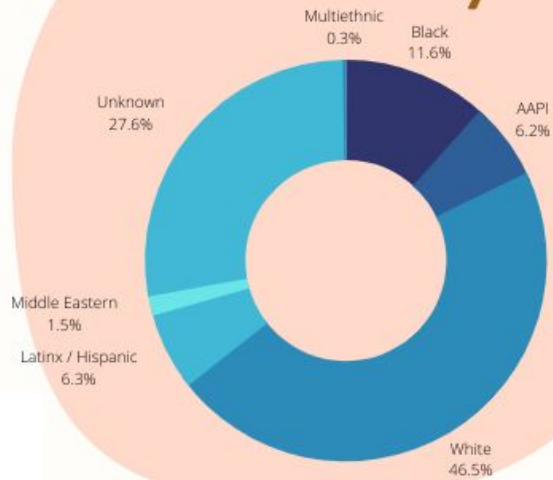


2022 RESULTS

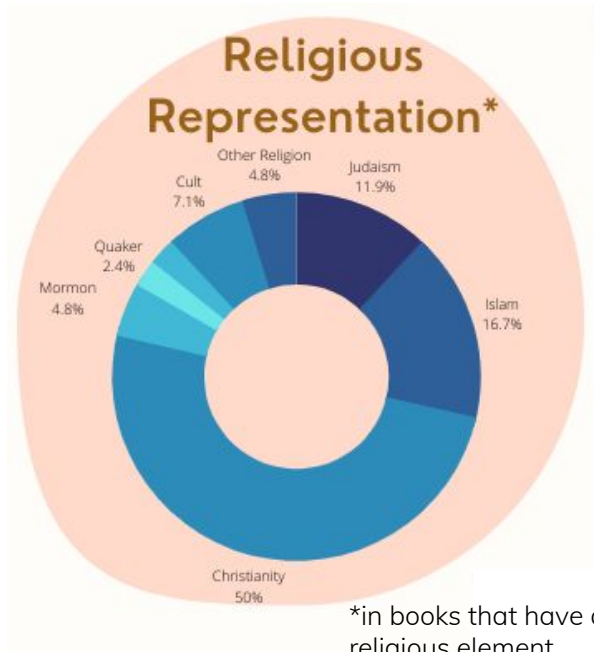
Author Race or Ethnicity



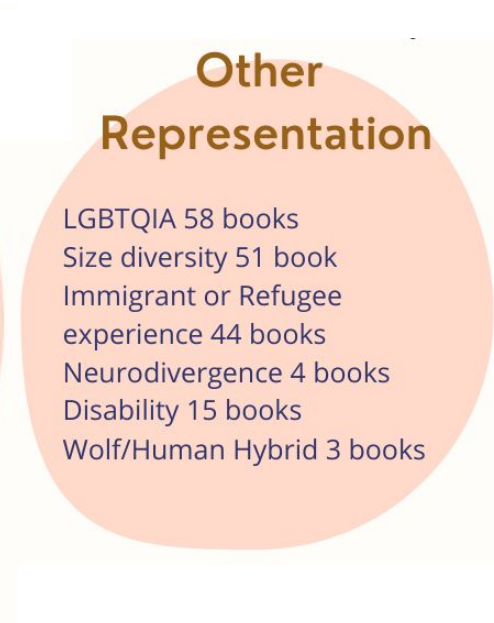
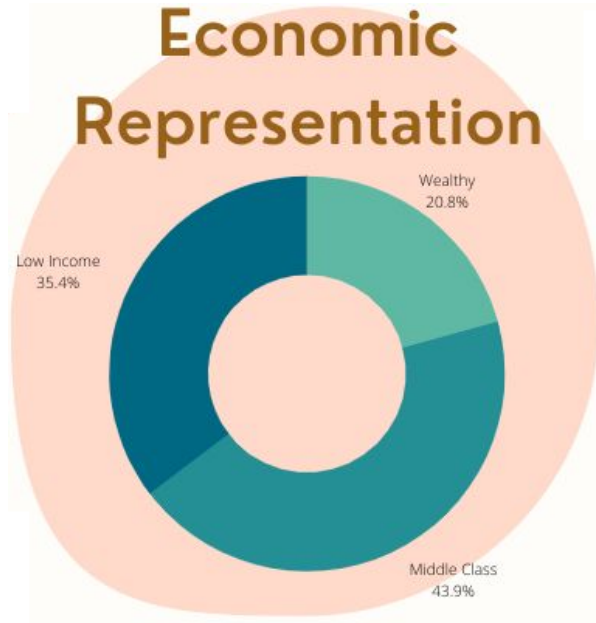
Main Character Racial or Ethnic Identity



2022 RESULTS

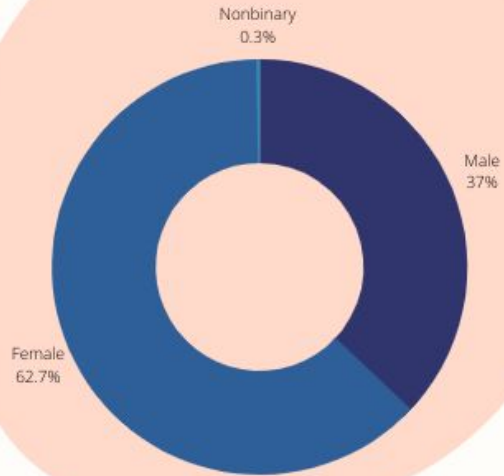


*in books that have a religious element

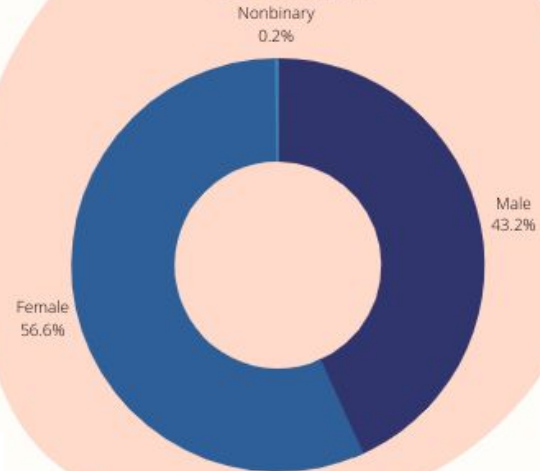


2022 RESULTS

Author Gender

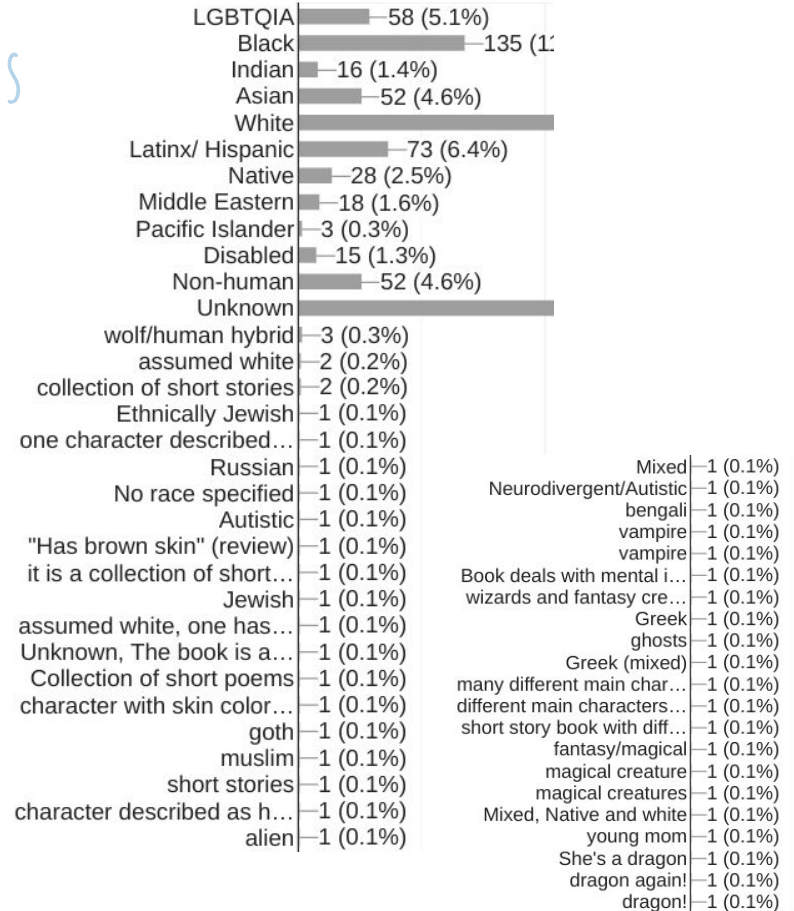


Main Character Gender



LIMITATIONS

- Perspectives among individuals are very different
- What feels important to identity is subjective
- Some students had varying levels of understanding of our goals/purpose
- Anything checked out was not audited



SIGNIFICANCE

- White authors are writing BIPOC voices
 - This fits with publishing data¹
- Latinx authors and protagonists were underrepresented
- AAPI identities, both authors and characters were underrepresented
- Supernatural more represented than neurodivergence
- Disability experience was low
- Gender diversity was low for both authors and characters

¹ <https://www.nytimes.com/interactive/2020/12/11/opinion/culture/diversity-publishing-industry.html>

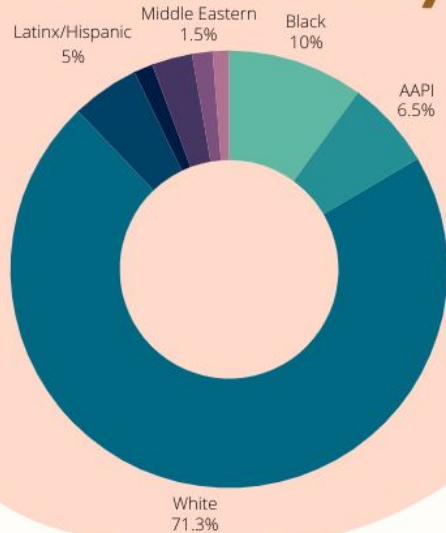
2 YEARS LATER...

- I updated the google form based on what I learned the first time around. Limited the "choose your own adventure" possibilities and had even more one-on-one conversations with the students library aides about the WHY and the HOW as well as the vocabulary in the form.
- I showed them the results of our last audit
- I **printed** shelf lists and asked students to audit books *even if they were checked out* to get a fuller picture of the collection
- Here is the [2024 updated google form](#)
- Students audited 2,486 fiction books, it took over a month

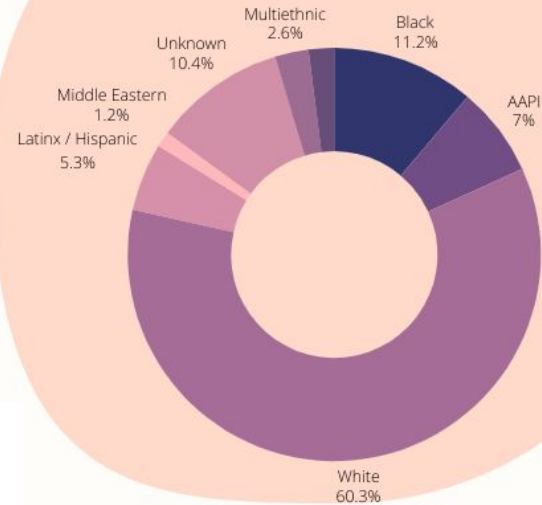


2024 RESULTS

Author Race or Ethnicity

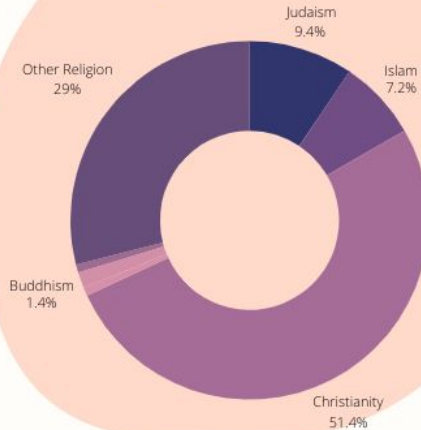


Main Character Racial or Ethnic Identity



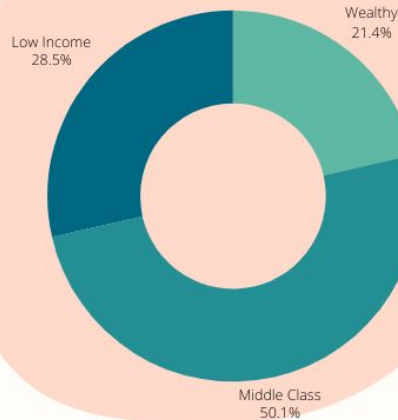
2024 RESULTS

Religious Representation*



*In books that have a religious element

Economic Representation

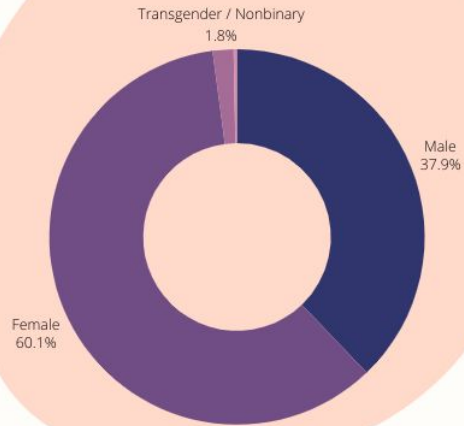


Other Representation

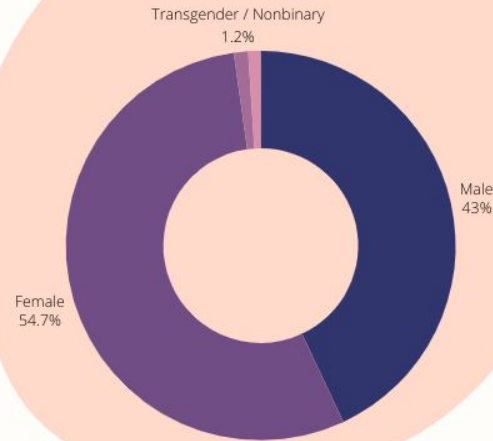
LGBTQIA 210 books
Size diversity 45 books
Immigrant or Refugee experience 83 books
Neurodivergence 45 books
Physical Disability 47
Cognitive Disability 40 books

2024 RESULTS

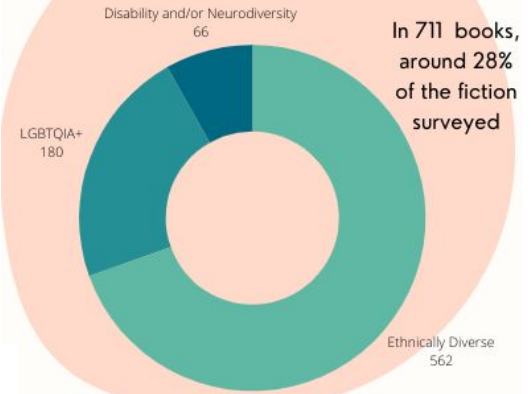
Author Gender



Main Character Gender



Secondary Characters



THE BIGGEST CHANGES

- The difference between white authors writing non-white protagonists went down by half, from a 21.5% difference to an 11% difference
- Drastically increased the number of books that include LGBTQIA+, immigrant and refugee, neurodivergence, and both physical and cognitive disabilities
- More transgender and non-binary authors and character representation
- Recorded data on secondary characters
-
-

	2022	2024
LGBTQIA+	58	210
Immigrant & Refugee	44	83
Neurodivergence	4	45
Disability	15	87

TOOLS IN TITLEWAVE

- Follett's Titlewave associated with Destiny circulation has two tools for analyzing diversity
- Analyze a purchasing list before you buy to see a breakdown of ethnic, religious, gender identity, sexual orientation
- Submit your collection to Titlewise and view a Titlewise breakdown of what's on your shelf already. Get fancy with spreadsheets.
- Your Titlewise analysis is only as strong as your cataloging and subject tags. Sometimes excludes newer titles. Includes some categories I didn't think of, as well as some I don't find relevant.

Titlewise Analysis toolbox guides:

<https://bcpslis.pbworks.com/w/page/121696398/Collection%20Development%20Tools>

Video guide for Titlewise Diversity Data:

<https://youtu.be/f2tBBpBTMC8?t=893>

1.

Diversity

Support an environment that values and promotes diversity, equity and inclusion.

Diverse titles in collection

4,644

Percent of collection

38%

Average age

2007

[Explore diverse titles by topic >>](#)

2.

Diversity Overview by Topic

This breakdown helps you easily determine how your collection is balanced across diverse topics. Click on a particular topic name breakdown of items in that topic by decade and classification.

Please note: A single title may feature multiple diversity-related topics.

Topic	Avg. Age	Nonfiction	Fiction	Other	Items
Abuse	2011	33	169	29	231
African American	2006	314	357	190	861
African Regions	2007	39	26	14	79
Asian American	2009	35	113	45	193
Asian Regions	2006	113	50	35	198
Caribbean Regions	2005	47	21	21	89
Central American Regions	2007	29	12	13	54
Cultural Studies	2006	511	235	243	989
Discrimination & Prejudice	2011	177	149	51	377
Diverse Families	2011	28	173	22	223
First Nations Peoples of Canada and the United States	2002	170	66	44	280

3.

Results for “African American”

Open and print this list in [Microsoft Excel \(XLS\)](#).

View: [Full](#) | [Summary](#)

Items per

Showing 1–25 of 861 items | Sort by [Call Number](#) ▾

◀ Prev | Page: [1](#), [2](#), [3](#), [4](#), [5](#)

Call No.	Title	Author	Year
071.73 MIC	The defender : how the legendary black newspaper changed America : from the age of the Pullman porters to the age of Obama Dewey: 071.73; Int Lvl: AD	Michaeli, Ethan, author.	2016
174.2 REV	Examining Tuskegee : the infamous syphilis study and its legacy Dewey: 174.2; Int Lvl: AD	Reverby, Susan.	2009
174.2 WAS	Medical apartheid : the dark history of medical experimentation on Black Americans from colonial times to the present Dewey: 174.2; Int Lvl: AD LEX 1400L	Washington, Harriet A.	2006
305.242 ALL	Cuz, or, The life and times of Michael A. Dewey: 305.242; Int Lvl: AD	Allen, Danielle S., 1971- author.	2017
305.242 SMI	Invisible man, got the whole world watching : a young black man's education Dewey: 305.242; Int Lvl: AD	Smith, Mychal Denzel, 1986- author.	2016
305.242 SMI	Invisible man, got the whole world watching : a young black man's education Dewey: 305.242; Int Lvl: AD	Smith, Mychal Denzel, 1986- author.	2016

2024

Diversity

Support an environment that values and promotes diversity, equity and inclusion.

Diverse titles in collection

4,853

Percent of collection

40%

Average age

2009

[Explore diverse titles by topic »](#)

NEXT STEPS

- Honing my google form questions and conducting an audit of non-fiction, biography, graphic novels
 - Drop down menus instead of free response
- Using audit data to guide purchasing decisions AND weeding (not just circ data)
- If a full audit feels unrealistic based on time and energy available, a random sample can be extrapolated. Project Ready has an [audit form](#) for a random sample.

NEXT STEPS CONTINUED

- Incorporating anti-Bias and antiracism into policies, programs, and collection.
- Recognizing that not all representation is positive representation and being mindful of content and stereotypes. Does your collection include casual diversity? Are most diverse books part of "The Big Four": social justice books, biographies, historical fiction or award
- Winners? (term from Project Ready)

CONSIDERATIONS

- Consider your displays, audit them as you're selecting materials to include. Are you creating displays that represent exclusive holidays? Who is represented and who is excluded? Consider creating displays that celebrate themes: friendship, creativity, bravery, perseverance.
- All displays should include diverse identities, not just during heritage months.
- Audit your story time selections. 80% of the books you read during story time should include diverse protagonists.

CONSIDERATIONS

- Can a collection be too diverse? Students will always gravitate to engaging, high quality lit when it's available.
- Consider soft censorship : Am I avoiding purchasing books because I think they *might* be controversial?

RESOURCES

Diverse Book Finder <https://diversebookfinder.org/our-research/>

Teen Librarian Toolbox: Diversity Audit Resource Roundup
<https://teenlibrariantoolbox.com/2017/11/02/doing-a-diversity-audit-resources-and-sources-part-3/>

We Need Diverse Books - Resources, where to find diverse books
<https://diversebooks.org/resources/>

Reading is Resistance <https://www.readingisresistance.com/>

Video Guide for Accessing Titlewise Diversity Analysis <https://youtu.be/f2tBBpBTMC8?t=893>

Project Lit <https://www.endbookdeserts.com/>

FURTHER READING

School Library Journal "Diversity Auditing 101: How to Evaluate Your Collection"

<https://www.slj.com/story/diversity-auditing-101-how-to-evaluate-collection>

Kelsey Bogan "Want to Diversity Audit, But No Time?"

<https://dontyoushushme.com/2022/02/05/want-to-diversity-audit-but-no-time/>

ALSC Blog: How To Conduct a Diversity Audit

<https://www.alsc.ala.org/blog/2020/09/how-to-conduct-a-diversity-audit/>

Teen Librarian Toolbox: Diversity Audit Questions and Answers

<https://teenlibrariantoolbox.com/2020/10/26/in-my-mailbox-questions-i-get-about-collection-diversity-audits/>

SPECIAL THANK YOU TO MY STUDENT LIBRARY AIDES

Luka
Saskia
Fiona
Cassie
Charlotte

Frances
Danny
Grace
Libby
Kai
Roger
Willow

Jenna
Will
Ryder
Sam
Claire
Maddie
Izz
Eve
Tallulah
Iris

Luc
Ally
Eloise
Alexis
Oliver
Alyson
Julia
RJ
Marilyn
Juniper



THANKS!

Any questions?

You can email me at afraze@pps.net or find me at

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@FranklinLibrary on TikTok

CREDITS

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