



Unmasking Inequities: A Critical Evaluation of Collections Through a Diversity Audit

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WHAT IS A DIVERSITY AUDIT?

A diversity audit is an assessment of the quality and quantity of diverse representation in your collection. It identifies gaps that require further development.

WHY DOES IT MATTER?



DIVERSITY IN CHILDREN'S BOOKS 2018

Percentage of books depicting characters from diverse backgrounds based on the 2018 publishing statistics compiled by the Cooperative Children's Book Center, School of Education, University of Wisconsin-Madison: ccbc.education.wisc.edu/books/pcstats.asp



23 BOOKS **1%**
American Indians/
First Nations

170 BOOKS **5%**
Latinx

218 BOOKS **7%**
Asian Pacific Islander/Asian

301 BOOKS **10%**
African/American

864 BOOKS **27%**
Animals/Other

1,558 BOOKS **50%**
White

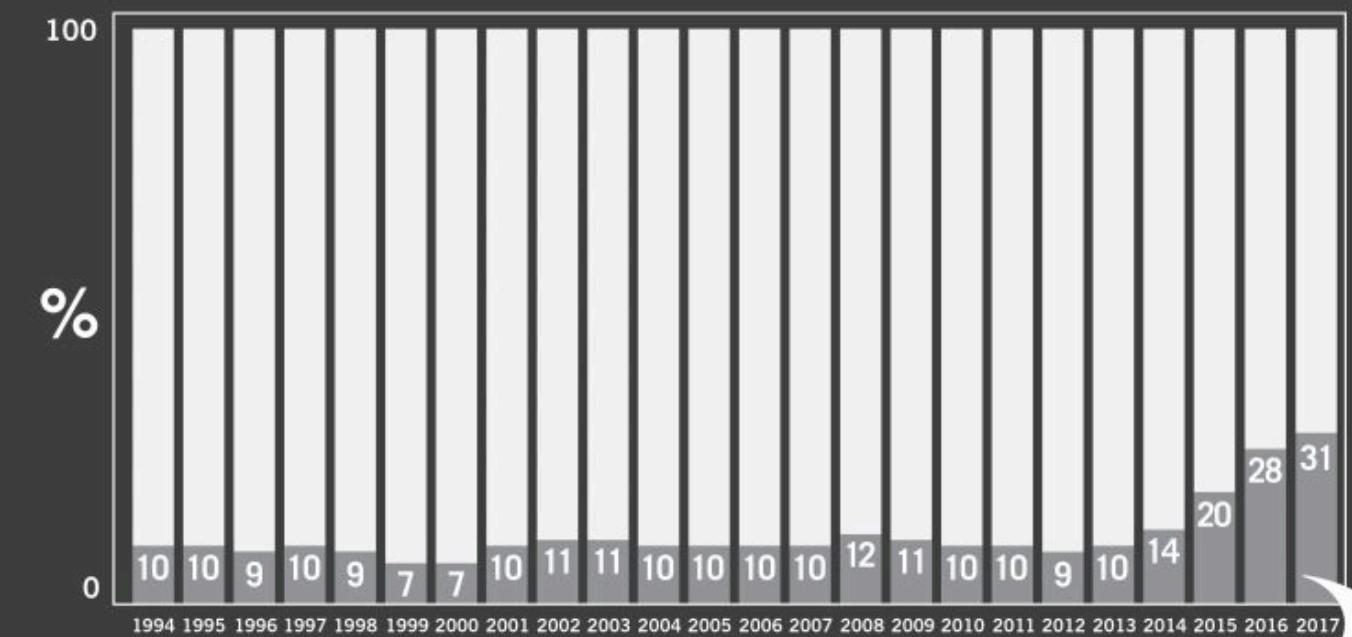
Illustration by David Huyck, in consultation with Sarah Park Dahlen
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The CCBC Inventory includes 3,134 books published in 2018. This graphic would not have been possible without the statistics compiled by the CCBC, and the review and feedback we received from Edith Campbell, Molly Beth Griffin, K. T. Horning, Debbie Reese, Ebony Elizabeth Thomas, and Madeline Tyner. Many thanks.

THE DIVERSITY GAP IN CHILDREN'S BOOKS

24 YEARS ★ 1994 – 2017

PERCENTAGE OF CHILDREN'S BOOKS BY AND/OR ABOUT
PEOPLE OF COLOR & NATIVE PEOPLE



37% OF THE US POPULATION
ARE PEOPLE OF COLOR

13% OF CHILDREN'S BOOKS IN THE PAST 24 YEARS
CONTAIN MULTICULTURAL CONTENT

DID YOU KNOW?

BLACK, LATINO, AND NATIVE AUTHORS COMBINED
WROTE **ONLY 7%** OF THE NEW CHILDREN'S
BOOKS PUBLISHED IN 2017.

7%
276 of 3700



ABOUT EVERYONE • FOR EVERYONE
LEE & LOW BOOKS blog.leeandlow.com

“Children's Books by and about People of Color Published in the United States.” Data last Compiled by the Cooperative Children's Book Center, School of Education, University of Wisconsin-Madison, CCBC. <http://ccbc.education.wisc.edu/books/pcstats.asp>.
“U.S. Census Bureau Population: State & County Government, White, Black, Hispanic & Total: January 1, 2012.” United States Census Bureau, U.S. Department of Commerce, December 12, 2012. <http://www.census.gov/popest/historical/2012-12/2012.html>.
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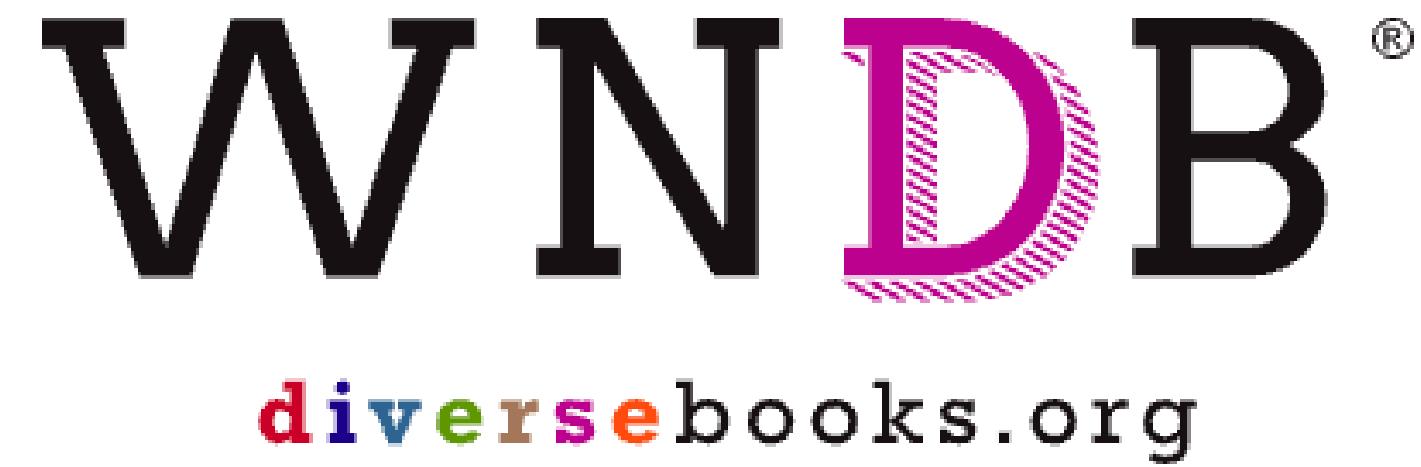
PRODUCED BY LEE & LOW BOOKS. DESIGNED BY BEN MAUTNER. © 2018

CCBC DATA

Year	Books	Black/African		Indigenous		Asian		Latinx		Pacific Islanders		Arab	
		By	%	By	%	By	%	By	%	By	%	By	%
2020	3,115	248	8%	25	1%	374	12%	212	7%	1	0%	17	1%
2019	3,717	224	6%	29	1%	381	10%	228	6%	5	0%	17	0%
2018	3,335	204	6%	26	1%	350	10%	194	6%	2	0%	15	0%

Year	Books	Black/African		Indigenous		Asian		Latinx		Pacific Islanders		Arab	
		About	%	About	%	About	%	About	%	About	%	About	%
2020	3,115	392	13%	40	1%	299	10%	191	6%	5	0%	22	1%
2019	3,717	451	12%	43	1%	328	9%	235	6%	5	0%	32	1%
2018	3,335	388	12%	34	1%	309	9%	243	7%	6	0%	24	1%

Data on books by and about Black, Indigenous and People of Color published for children and teens
 compiled by the Cooperative Children's Book Center, School of Education, University of Wisconsin-Madison.



**Why We Need
Diverse Books
Is No Longer
Using the Term
#OwnVoices**

A collage of various book covers from diverse authors and genres, including 'Firebird', 'GEORGE', 'THE STAR', 'KINDA LIKE BROTHERS', 'IRON TRIAL', and 'we all count'. The books represent a variety of cultures and perspectives.

#WeNeedDiverseBooks

WNDB[®]
diversebooks.org

MISSION: WHY ARE WE DOING A DIVERSITY AUDIT OF THE CHILDREN'S COLLECTION?

- To deepen our understanding of our current collection; its diversity, strengths, and weaknesses.
- Assess the quality of our diverse titles.
- So our community sees themselves reflected in our collection and sees other people's experiences.
- To decentralize whiteness; identify accurate representation and authentic experiences.
- To help set collection development goals focusing on equity and representation.
- For staff development around readers advisory.
- Align our collection with demographics of our community through quantitative assessment.

ORGANIZING OUR DATA

Diversity Audit Spreadsheet		File		Edit		View		Insert		Format		Data		Tools		Extensions		Last edit was made yesterday at 4:53 PM by Talin Linina
AJ32		fx																

https://docs.google.com/spreadsheets/d/106zM8CbQ0_dPJ9t6eker_n5qlAHh0j3wX3BvytvzpwC/edit?usp=sharing

CATEGORIES

Book Information

**Protagonists
(Gender)**

**Protagonist(s) -
Misc. Diversity**

Creator

**Protagonist(s) -
Race/Ethnicity**

Other

**General
Representation**

**Protagonist(s) -
Religion**

Notes

CONTROLLED VOCABULARY

Author:
Illustrator:

Setting:

Subject:

Representation:

Format:

Local Author:

SO WHAT WILL WE DO NOW?

- To **deepen our understanding** of our current collection; its diversity, strengths, and weaknesses.
- **Assess the quality** of our diverse titles.
- So our community sees themselves reflected in our collection and sees other people's experiences.
- To decentralize whiteness; identify accurate representation and authentic experiences.
- To help **set collection development goals** focusing on equity and representation.
- For staff development around **readers advisory**.
- Align our collection with **demographics of our community** through quantitative assessment.



THANK
YOU

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RESOURCES

Jensen, Karen. Diversity Auditing 101: How to Evaluate Your Collection. *School Library Journal*, 22 October 2018.

Wood, Colleen. Counting the Collection: Conducting a Diversity Audit of Adult Biographies. *Library Journal*, 25 May 2021.

CCBC Diversity Statistics

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