

Unmasking Inequities:

A Critical Evaluation of Collections Through a Diversity Audit

Ellen Williams Sulzycki
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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%	170 BOOKS	5%	218 BOOKS	7%	301 BOOKS	10%	864 BOOKS	27%	1,558 BOOKS	50%
American Indians/First Nations		Latinx		Asian Pacific Islander/Asian Pacific American		African/African American		Animals/Other		White	

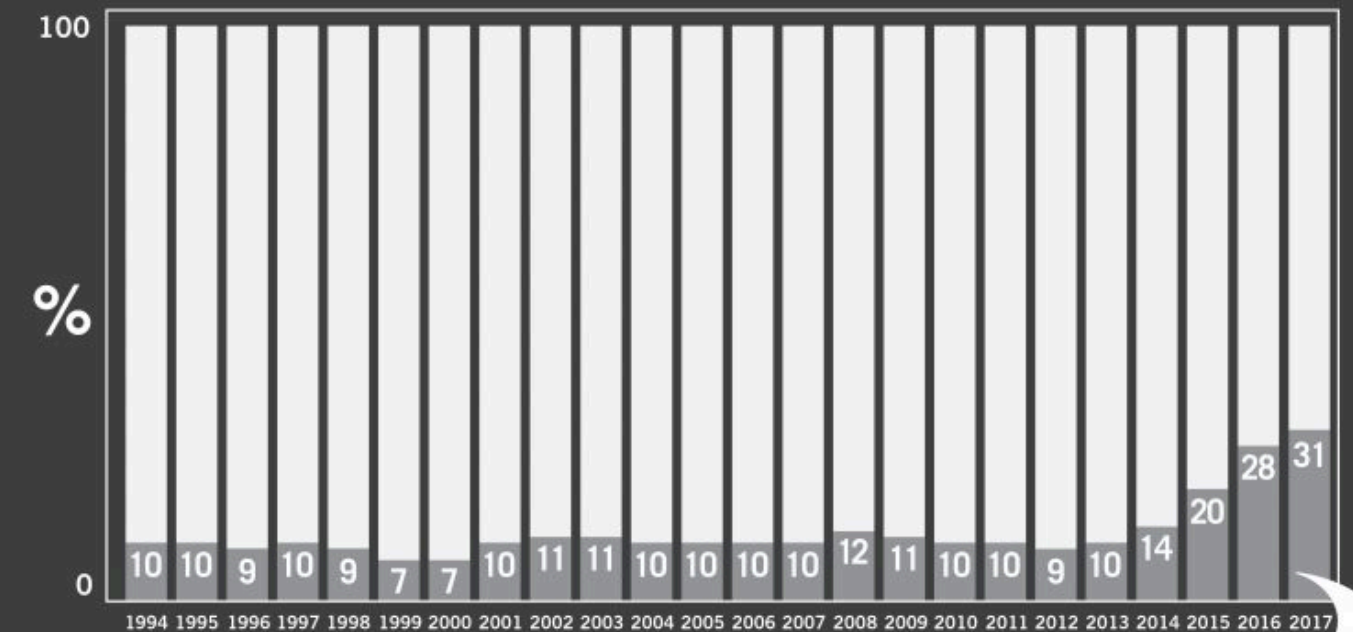
Illustration by David Huyck, in consultation with Sarah Park Dahlen
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The CCBC inventory includes 3,134 books published in 2018. This graphic would not have been possible without the statistics compiled by the CCBC, and the review and feedback we received 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



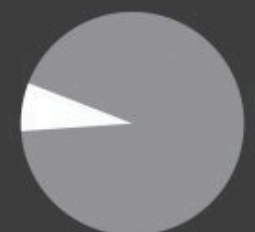
37% OF THE US POPULATION ARE PEOPLE OF COLOR

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 for more conversations on diversity, visit blog.leeandlow.com

"Children's Books by and about People of Color Published in the United States." Statistics gathered by the Cooperative Children's Book Center, School of Education, University of Wisconsin-Madison, CCBC. <http://www.education.wisc.edu/ccbc/pubs/pcstats.asp>.
"U.S. Census Bureau. Population, Race & Ethnicity in the United States." United States Census Bureau. U.S. Department of Commerce, December 12, 2012. <http://www.census.gov/p2012br01/raceandethnicity/tables/2012br01.pdf>.
Published by Lee & Low Books. Designed by Ben Maitner. © 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.

WNDB®

diversebooks.org

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

#WeNeedDiverseBooks

WNDB®
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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 Help

100% \$ % .00 123 Default (Arial) 10 B I A

AJ32

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE
1			Creator				General Representation			Protagonist(s) - Gender			Protagonist(s) - Race/Ethnicity/Nationality								Protagonist(s) - Religion				Protagonist(s) - Misc. Diversity						
2	Author (Last, First)	Title	Own Voices Author	Own Voices Illutrator	BIPOC Author	BIPOC Illustrator	No Rep	Animals Only	Inclusive Group / Background Characters	Male Protagonist(s)	Female Protagonist(s)	Mixed Gender Group	Asian/Pacific Islander Protagonist(s)	Black Protagonist(s)	Indigenous Protagonist(s)	Middle Eastern Protagonist(s)	Latinx Protagonist(s)	Mixed Race Protagonist(s)	Unspecified POC Protagonist(s)	Immigrant Protagonist(s)	Christian Protagonist(s)	Muslim Protagonist(s)	Jewish Protagonist(s)	Other Religion Protagonist(s)	LGBTQIA+ Protagonist(s)	Disabled Protagonist(s)	Neurodiverse Protagonist(s)	Socioeconomic Status	Family Structure	Other	Notes
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https://docs.google.com/spreadsheets/d/106zM8CbQ0_dPJ9t6eker_n5qlAHh0j3wX3Bvytvzpwc/edit?usp=sharing

CATEGORIES

Book Information

Creator

**General
Representation**

**Protagonists
(Gender)**

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

**Protagonist(s) -
Religion**

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

Other

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

Ellen Williams Sulzycki
esulzycki@umass.edu

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/>