Measuring Your Collection: How to get started with Collection Diversity Audits

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Planning

• Who is your Team?
• What will you measure?
• How long will this take?
• What tool will you use?
• Why are you doing this?
Nitty Gritty

- Spreadsheet vs. Form
- How to find info about the book and author
- Tallying results
- Sharing your results
Hi, Carly. When you submit this form, the owner will see your name and email address.

* Required

1. Collection *
   - [ ] Adult Fiction
   - [ ] Adult New Nonfiction
   - [ ] Youth Fiction

2. Title *

Enter your answer
Results

5. Main Character BIPOC

- yes: 296
- no: 1377

7. Main Character Race

- White: 1283
- Black: 58
- Latino: 45
- Asian: 69
- Pacific Islander: 2
- Middle Eastern/North African: 22
- Indigenous: 18
- Multiracial: 10
- Non-Human: 116
- Multiple Characters (same race): 214
- Multiple Characters (different races): 100
- Other: 40
Next Steps

- Establish goals for your future collection
- Evaluate the method and metrics you used for the collection audit
- Audit the materials your library is purchasing
Purchase Audits

• Which areas/collections you will audit?
  • It does not have to be everything!
• Create the auditing tool
  • Don't reinvent the wheel – use what you created for the collection audit
### Purchase Audit Form & Results

#### SMRLD Audit Form

<table>
<thead>
<tr>
<th>Character/Subject</th>
<th>Purchased Materials 2020-21</th>
<th>Purchased Materials 2021-22</th>
<th>62040 Census demographics</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
<td>10.6%</td>
<td>13.2%</td>
<td>11.9%</td>
</tr>
<tr>
<td>Asian</td>
<td>4.1%</td>
<td>8.1%</td>
<td>.2%</td>
</tr>
<tr>
<td>Biracial</td>
<td>1.4%</td>
<td>1.3%</td>
<td>3%</td>
</tr>
<tr>
<td>Latinx</td>
<td>3.4%</td>
<td>7.1%</td>
<td>8.3%</td>
</tr>
<tr>
<td>Middle Eastern/North African</td>
<td>1.3%</td>
<td>1.6%</td>
<td>(not collected)</td>
</tr>
<tr>
<td>Native American/Indigenous</td>
<td>1.3%</td>
<td>1.8%</td>
<td>.2%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>(not collected)</td>
<td>.2%</td>
<td>0%</td>
</tr>
<tr>
<td>White</td>
<td>52.2%</td>
<td>58.4%</td>
<td>78%</td>
</tr>
</tbody>
</table>
Wrangling Selectors

- Clarify the "why"
- Set reasonable, measurable goals
- Schedule updates
- Put everything in writing
- Check in often
- Expect lots of questions!
Diversity Goals and Instructions for Selection

When ordering items, check if they meet any of our criteria for diversity and add the abbreviation for the appropriate terms in the notes field. Please add each term that applies. Selectors will ensure 25% of newly ordered titles (individual titles, not all copies) will fulfill one or more of our defined points of diversity for the following collections in regular and large type print as well as audiobook/Playaway.
Define Your Collections

- Fiction (all ages, all genres)
- Youth Picture Book
- Youth Easy Reader
- Biography for all age groups
- Nonfiction (all ages) for the following Deweys:
  - 100s
  - 200s
  - 300s
  - 600s
  - 700s
  - 800s
  - 900s
Terms with abbreviations to use in order notes

- IS - Intersectional subject
- OV - Own voices
- BS - BIPOC subject
- BA - BIPOC author
- LS - LGBTQIA+ subject

- LA - LGBTQIA+ author
- NS - Neurodiverse subject
- NA - Neurodiverse author
- DS - Disability subject
- DA - Disability author
Guide for using the terms

**Intersectional subject** - Gender, sexuality, race, disability, religion, or social class overlap in the content. At least 2 of the topics must be included. Example: Black lesbian main character

**Own Voices** - Author from a marginalized or underrepresented group writing about their own experiences/from their own perspective, rather than someone from an outside perspective writing as a character from an underrepresented group

**BIPOC subject** - Main character is Black, Indigenous, or a Person of Color.

**BIPOC author** - Author is Black, Indigenous, or a Person of Color

**LGBTQIA+ subject** - Main character lesbian, gay, bisexual, transgender, queer or questioning, intersex, or asexual

**LGBTQIA+ author** - Author self-identifies as lesbian, gay, bisexual, transgender, queer or questioning, intersex, or asexual

**Neurodiverse subject** - Main character has ADHD, Autism, Dyspraxia, Dyslexia, or Tourette Syndrome

**Neurodiverse author** - Author self-identifies as having ADHD, Autism, Dyspraxia, Dyslexia, or Tourette Syndrome

**Disability subject** - Main character has physical or mental disabilities. Must be a significance part of the character. Example: a main character has bipolar disorder

**Disability author** - The author has physical or mental disabilities
Before getting started...
Can We Talk?
Contact Us!

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