

# The Diversity of Auditing: Collections & Beyond

---

## **Ann Baillie**

Youth Services Assistant Manager,  
Alsip-Merrionette Park Public Library

## **Katie Clausen**

Early Literacy Services Manager,  
Gail Borden Public Library

## **Van McGary**

Adult & Teen Services Assistant Manager,  
Downers Grove Public Library

## **Catherine Schaper**

Early Literacy Librarian,  
Glen Ellyn Public Library

## **Gretchen Schulz**

Assistant Manager of Children's Services/  
Early Literacy Specialist,  
Aurora Public Library District



# **Land Acknowledgement**

We are grateful for our place in the Village of Rosemont and the land we are utilizing today. We acknowledge the peoples who were here long before the village was formed including the Ho-Chunk, Peoria, Miami, Kickapoo, Sioux, Potawatomi and others in Illinois who also settled on and moved through this land. The people of these tribes cared for this land as stewards of the rivers, the wildlife, and the plants, which flourished.

# Agenda

- **Why We Do Diversity Audits** - Katy S., Glen Ellyn Public Library
- **Storytime Materials** - Gretchen, Aurora Public Library
- **Picture Book Audit** - Katy S., Glen Ellyn Public Library
- **Storytime Materials** - Katie C., Gail Borden Public Library
- **Randomized Statistically Sound Sampling** - Van, Downers Grove Public Library
- **Collection HQ** - Ann, Alsip-Merrionette Park Public Library District
- **Conclusion/Q&A**

# Diversity Audit

## What it is:

- Analytical data collection
- Inventory
- A tool to identify gaps in collection

## What it is not:

- One right way
- Purchasing
- Weeding
- All representation is good representation



“

BOOKS ARE SOMETIMES  
WINDOWS, OFFERING VIEWS  
OF WORLDS THAT MAY BE  
REAL OR IMAGINED, FAMILIAR  
OR STRANGE...WHEN  
LIGHTING CONDITIONS ARE  
JUST RIGHT, HOWEVER, A  
WINDOW CAN ALSO BE A  
MIRROR.

+RUDINE SIMS BISHOP

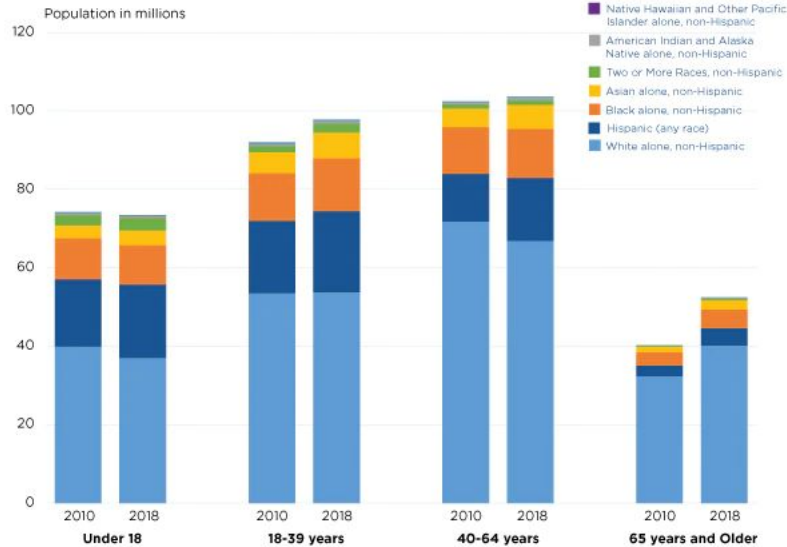
when children cannot  
find themselves  
reflected in the  
books they read, or  
when the images they  
see are distorted,  
negative, or laughable,  
they learn a powerful  
lesson about how they  
are devalued in the  
society of which they  
are a part.

DR. RUDINE SIMS BISHOP



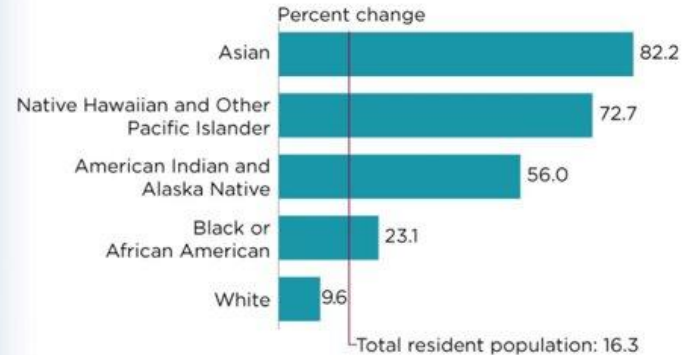
# A More Diverse Nation

Distribution of Race and Hispanic Origin by Age Groups



## A More Diverse Nation

Asian Alone Population Was the Fastest-Growing Race Group<sup>1</sup> From 2000-2019



<sup>1</sup>Hispanic origin is considered an ethnicity, not a race. The population that is Hispanic may be of any race. Responses of "Some Other Race" from the 2010 Census are modified. For more information, see <<https://www2.census.gov/programs-surveys/popest/technical-documentation/methodology/modified-race-summary-file-method/mrsf2010.pdf>>.

United States  
**Census**  
Bureau

U.S. Department of Commerce  
Economics and Statistics Administration  
U.S. CENSUS BUREAU  
[census.gov](https://www.census.gov)

Source: Vintage 2018 Population Estimates  
[www.census.gov/programs-surveys/popest.html](https://www.census.gov/programs-surveys/popest.html)

United States  
**Census**  
Bureau

U.S. Department of Commerce  
U.S. CENSUS BUREAU  
[census.gov](https://www.census.gov)

Source: 2000 to 2010 Intercensal Estimates (2000-2009) and Vintage 2019 Estimates (2010-2019)

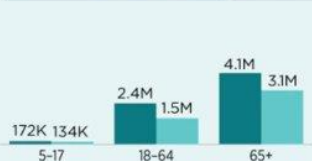


## Living With Disabilities

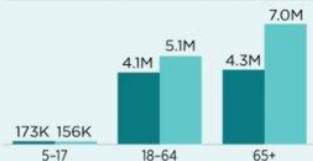
Number of Americans With a Disability  
by Age, Sex, and Disability Type

Male Female  
K = Thousands M = Millions

### HEARING difficulty



### AMBULATORY difficulty



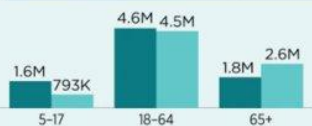
### VISION difficulty



### SELF-CARE difficulty



### COGNITIVE difficulty



### INDEPENDENT LIVING difficulty



\* Data not collected for this age group.

## Who Is Living Together?

Same-Sex Couples in the United States



**543,000**

Same-Sex  
Married Couple  
Households



**469,000**

Same-Sex  
Unmarried Partner  
Households



**191,000**

Children Living With  
Same-Sex Parents

Source: Current Population Survey, Annual Social and Economic Supplement, 2019

United States®  
**Census**  
Bureau

U.S. Department of Commerce  
U.S. CENSUS BUREAU  
census.gov

Source: 2019 American Community Survey,  
1-year estimates,  
<[www.census.gov/programs-surveys/acs](http://www.census.gov/programs-surveys/acs)>

# Aurora Public Library District

Gretchen Schulz

Assistant Manager of Children's Services/Early Literacy Specialist



Aurora  
Public  
Library  
District

# Who We Are

## Community Profile:

- Second largest city in Illinois
- 180,582 residents
  - 42.7% of the population identifies as Hispanic or Latino
  - 34.9% as non-Hispanic white
  - 10.5% as African American
  - 9.3% as Asian
- 25.6% of Aurora residents are foreign-born.

## Languages Spoken:

- 45.3% of households speak a language other than English at home
  - 70,000 Spanish-speakers
    - 38.7% of the population
  - 1,900 Tagalog
  - 1,318 Urdu

Data obtained from 2020 United States Census.





# What We've Done

Mini Storytime Diversity Audit

Sample collected over two weeks during Summer 2022

Data gathered:

- Book titles, authors and illustrators
- Music: song titles, artist name
- Flannels
- Puppets



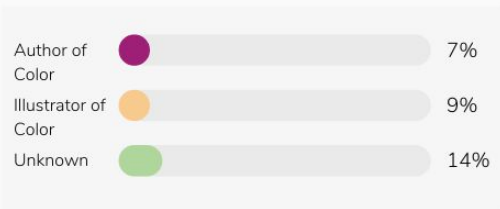
# Data & Results

- Number of Storytimes: 40
- Number of unique sessions: 20
- Number of staff conducting Storytimes: 10



Aurora  
Public  
Library  
District

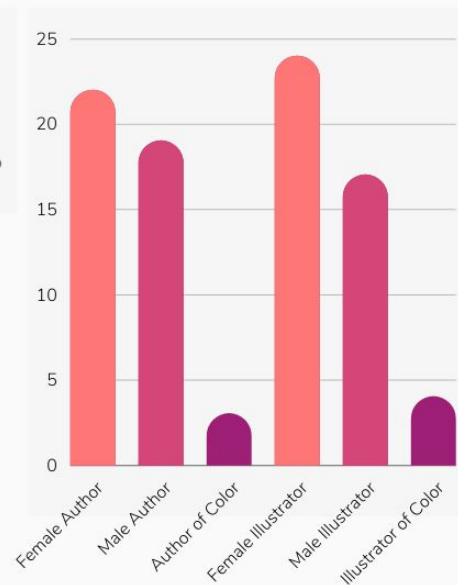
## PICTURE BOOKS USED IN STORYTIME



**75%**  
Featured non-human  
main characters

**19%**  
Featured POC main  
characters

**41 Books**



# Children's Programming Audit: Books Used in Program

DEFINITIONS: E Asian: China, Japan, Korea, Vietnam, etc. S Asian: Indian, Pakistan, Bangladesh, etc. Middle East: Syrai, Lebanon, Saudi Arabia, Egypt, etc. T=Trans NB=non-binary POC=person of color Black: slavery or other story Jewish: holocaust or other story Social Issues: poverty, homelessness, immigrants, parent in prison, divorce, etc; Alternative Families: adoption, foster parents, single parents, kids being raised by grandparents, etc; Mental Health Issues: depression, PTSD, etc; Dev Disabilities: ADHD, intellectual disabilities, dyslexia, etc. Differently Abled: wheelchair use, etc.

Title	Author	Illustrator	Pub Yr	Times Used	Author of Color?	Author Gender Identity	Illus of Color?	Illus Gender Identity	Characters: Non Human				Characters: Unidentified POC
					M	F	NS	NB	M	F	NS	NB	
<i>Larry: the Fish with Fingers</i>	Hendra, Sue	Hendra, Sue	2010		No	Female	No	Female	X				
<i>Dear and Bee</i>	Ruzzier, Sergio	Ruzzier, Sergio	2013		No	Male	No	Male		X			
<i>See Heartful Spread Loving Kindness</i>	Sileo, Frank	Keay, Claire	2020		No	Male	No	Female	X				
<i>Buenos Días = Good morning</i>	Martí, Meritxell	Salomó, Xavier	2018		Spanish	Female	Spanish	Male					
<i>Can You Make a Scary Face</i>	Thomas, Jan	Thomas, Jan	2009		No	Female	No	Female		X			
<i>Therester Van Chime Who Forgot How to Thyme</i>	Monsen, Avery	Hanlon, Abby	2022		No	Male	No	Female					Additional characters present diversified (black teacher, brown students, etc.)

Characters: Unidentified POC	Characters: Black			Characters: E Asian / China, Japan, Korea, Vietnam, etc.			Characters: S Asian / Indian, Pakistan, Bangladesh, etc.			Characters: Middle Eastern / Syrai, Lebanon, Saudi Arabia, Egypt, etc.			Characters: Latine			Characters: White			Characters: Indigenous			Characters: Jewish			Characters: Muslim			Characters: Christian			Character: LGBTQIA+		
	M	F	NB	M	F	NB	M	F	NB	M	F	NB	M	F	NB	M	F	NB	M	F	NB	M	F	NB	M	F	NB	M	F	T	NB		

Characters : Dev Disability		Characters : Diff Abled		Themes: Social Issues		Themes: Alternative Families		Themes: Mental Health		Notes	
M	F	M	F								





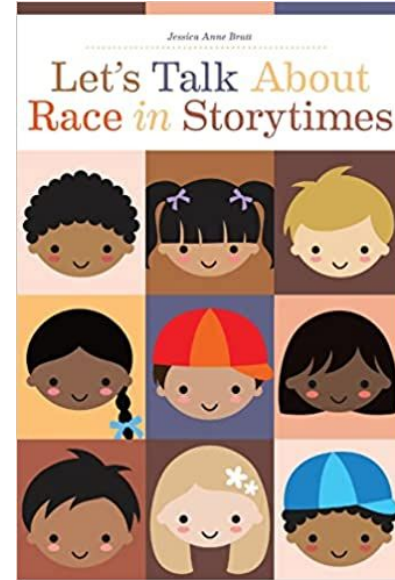
# Music

Song Title	CD Name	Artist Name	Times Used	Manipulative Used	Yr Pub	Artist of Color?	Artist Gender Identity	Additional Members of Color	Additional Members Gender Identity	Notes
I Am a Fine Musician	Sticky Bubble Gum & Other Tasty Tunes	Carole Peterson			2004	No	Female			
Gooby Rap	H.U.M. All Year Long	Carole Peterson	II		2004	No	Female			
Bean Bag Dance	Can a Jumbo Jet Sing the Alphabet? - Songs for Learning Through Music and Movement	Hap Palmer		Bean bags	2004	No	Male			Harlan G. "Hap" Palmer III
What Do the Animals Say? / ¿Qué Dicen los Animales?	Learning In Two Languages / Aprendiendo en dos idiomas	Hap Palmer			2010	No	Male			
One From the Left (A Finger Play)	Vote for Jim Gill	Jim Gill			2016	No	Male			
Silly Dance Contest	Jim Gill Sings the Sneezing Song and Other Contagious Tunes	Jim Gill	III	Shaker eggs	2019	No	Male			
Jump, Jump	I'm a Rock Star	Joanie Leeds and the Nightlights			2010	No	Female			
Crazy Eights	The Second Line - Scarf Activity Songs	Johnette Downing		Ribbons	2003	No	Female			
Buenos Dias	De Colores	José-Luis Orozco			1995	Yes	Male			
Wibble Wobble	Shake, Shake, Rattle and Rock n' Roll	Judi Cranston		Scarves	2011	No	Female			Judi Cranston (CEO)
What are you Wearing	Say Hello to Morning	Kathy Reid-Naiman			1999	No	Female			
I Know a Chicken	Whaddya Think of That	The Laurie Berkner Band			1997	No	Female	NA	currently, 2022: 1 female, 2 males	French born; Laurissa Ann "Laurie" Berkner



# What We're Doing Now & What's Next

- Storytime Planning & Evaluation Tool
- Analyzing & sharing data
- Determining next steps
- Aligning with our Vision Statement, Community Profile, and Equity and Inclusion Statement.



## Vision Statement:

Where Aurora Comes Together To Discover, Create, Connect, and Succeed



# Picture Book Audit

GLEN ELLYN  
PUBLIC  
**LIBRARY**



# Glen Ellyn:

- Population changed from 27,450 in 2010 to 28,846 in 2020, an increase of 5% over the past decade.
- Census: 86.8% White, 7% Asian, 4.9% Hispanic/Latine, 3.4% Black or African American, 2.3% Multiracial
- School Districts 41, 89, 87: Glen Ellyn, Carol Stream, Lombard, Wheaton, Glendale Heights
- Top Languages Spoken: Spanish, Urdu, Polish, Vietnamese, Telugu (Telegu), Hindi, Albanian/Tosk, Filipino, Gujarati, Arabic

# Picture Book Audit

- Fall of 2019 - Fall of 2022
- Organized thematically into categories
- More than one staff member was involved
- 7,000 items
- Utilized Karen Jensen's diversity audit model
- Started with the people categories







d Social Issues: poverty, homelessness, force, etc; Alternative Families: adoption, stepparents, kids being raised by grandparents, etc; Dev Disabilities: ADHD, intellectual disabilities, etc.

		Black	E Asian	SE Asia	Latinx	White	Native	Non Human	LGBTQ	Social Issues	Alternative Families	Dev Disability	Diff.abled	Author of Color	Illus of Color	Notes
When a dad says "I love you" /	2013							1								
My father knows the names of things /	2010					1										
Because I'm your dad /	2016							1								
Things to do with dad /	2017					1										
Hair love /	2019	1												1	1	
Two hands to love you , Diane Adams /	2014					1	1									
Thunder Boy Jr. /	2016														1	
I am a baby /	2016															multiracial; needs replacing
Knock knock : my dad's dream for me /	2013	1									1			1	1	author's note mentions father incarcerated
Your daddy was just like you /	2010					1										
Your mommy was just like you /	2011						1									
Meet the parents /	2014					1	1									
The Frazzle family finds a way /	2013					1	1									
Flower girl /	2012						1									
Grandma's tiny house : a counting story	2017	1	1												1	
Guess who's coming, Jesse Bear /	1998							1	1							
The surprise party /	2010							1	1							
The ring bearer /	2017														1	
Dream /	2017							1	1							
Wish /	2015							1	1							
Dozens of cousins /	2013					1	1									
Little Elliot, big family /	2015	1	1	1					1							
Tell me again about the night I was born	1996										1	1				adoption
A piglet named Mercy /	2019					1	1									
Mixed me /	2015	1												1	1	biracial
One little, two little, three little children /	2016															very multicultural; all kinds of families
Baby love /	2015					1	1									
When you were born /	2015					1	1		1							
Matilda in the middle : a bunny ballet story	2015								1							
Too noisy! /	2012							1								
Old Bear and his cub /	2010							1								
Nobody's perfect /	2015					1										
My mom is trying to ruin my life /	2009					1	1									
The boss baby /	2010					1										
All kinds of families : a lift-the-flap book	2010															very multicultural; all kinds of families

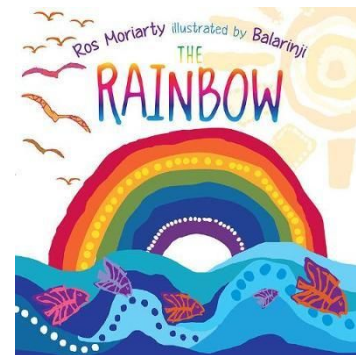
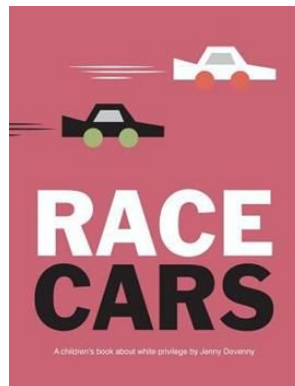
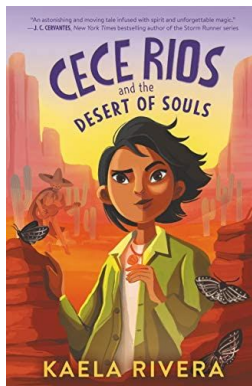
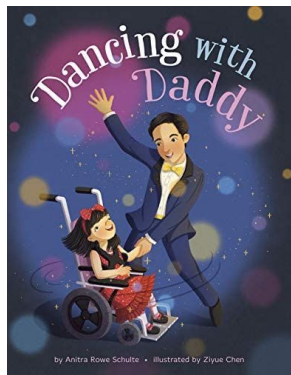
# Moving Forward

## Impact:

- Changed category titles to be more inclusive → “Roles Mom” & “Roles Dad” merged to “Roles Parents”
- Evaluated Holiday Collection
- Retaining diverse materials
  - Booktalking → staff/internal and educators

## Next Steps:

- Chapter book audit
  - Common language document
  - Deadlines/timelines
  - Exploring different data collection methods
- Set baseline data points





# Gail Borden Public Library

*Diversity Audits for Storytime Materials, Katie Clausen*



*“Color and culture help children learn about each other and the world.”*

*-National Association for the Education of Young Children*



# Who We Are

- Public Library district serving Elgin, IL and portions of surrounding communities.
- Main Library, 2 branches, Bookmobile, Tech-mobile, Book Bike
- Population: Around 150,000 people
- 5th largest library population after cities of Chicago, Aurora, Rockford and Joliet
- Population: 57.4% White, 47.1% Hispanic/Latino, 5.4% Black, 4.8% Asian, 0.8% American Indian, 7.4% Two or more Races
- School District: U-46: second-largest school district in the state of Illinois
- Top Languages Spoken: English & Spanish





# What We've Done

## Diversity Audit of our Storytime Materials

- Felt/Magnet rhymes/stories (Images and text)
- Prop Stories
- Puppets
- Big Books
- Non-circulating picture books

Analysis of *both* words and images

One Cabinet of flannels.  
We have four!



# Evaluation Criteria

**Purpose:** build a culturally competent in-house storytime materials collection

## Criteria:

- Race + Ethnicity
  - Gender
  - Disability
  - Neurodiversity
  - Age
  - Body size + shape
  - Discriminatory language, theme, or tone
- Religious affiliation
  - SES/Background




## Database Diversity Audit form



Purpose: Build a culturally competent in-house storytime materials collection for baby, toddler, preschool, and class visit programming.

Criteria: Racism, Gender, Disability, Kid Appeal, Relevance/Outdated, Merit/Quality

⋮

Title  Short answer

Short answer text

  Required

### Type\*

- Flannel/Magnet story
- Story card
- Prop Story
- People puppets/Finger people puppets
- Storytime Collection books

⊕  
📄  
Tt  
🖼️  
▶️  
☰

# Quantitative Data

- 1-4 Rating System
- Stats + Graphs
- Usage
- Types + Grouping

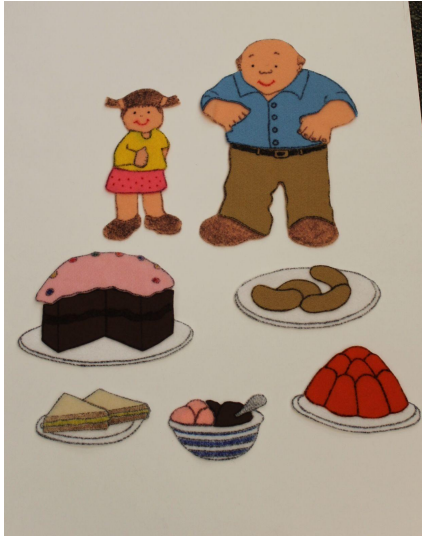
# Qualitative Data

- Recommendation field
- Notes field
- Discussions

Rating	1	2	3	4	Other
<b>Characteristics</b>	No diversity represented at all. Contains only animals/objects or characters who are from the dominant culture.	Diverse character(s) are present but limited in scope and incidental. Not the main character. No mention of character's diverse nature.	Diversity is part of story of theme, but could stand on its own without consideration of the diversity context.	Intentional display of diversity. Story cannot be told without considering theme of diversity.	



# 1- No Diversity



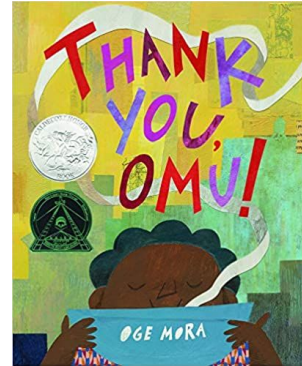
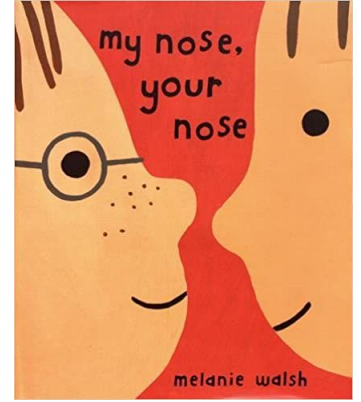
# 2- Diversity present but limited



# 3- Diversity part of theme



# 4- Intentional Display of Diversity

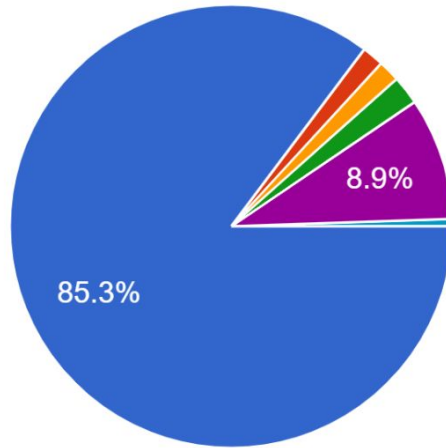




# Results as of 10/12/22

## Rating

190 responses



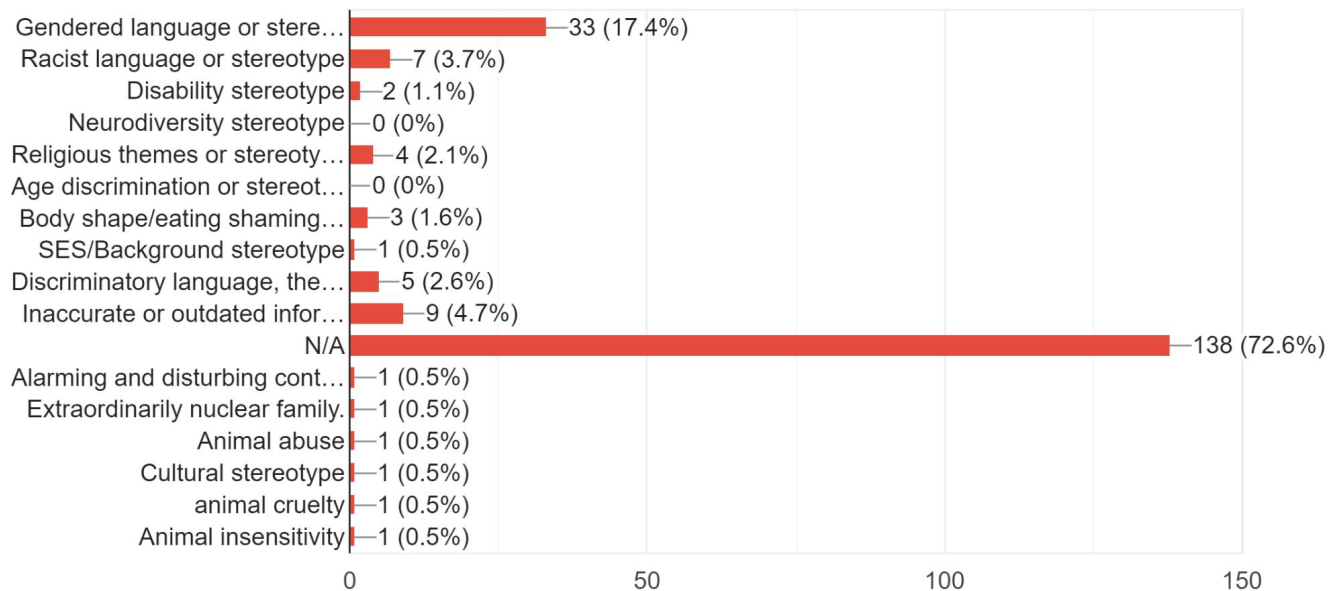
- 1 - No diversity represented at all. Contain only animals/objects or characters...
- 2 - Diverse characters are present but limited in scope and incidental. Not thematically...
- 3 - Diversity is part of story of theme, but could stand on its own without considering...
- 4 - Intentional display of diversity. Story cannot be told without considering the...
- 2 - Diverse character are present but li...
- Cultural appropriation

- 37.7 % flannels reporting

# Stereotypes, As of 10/12/22

Is there any evidence of (select all that apply):

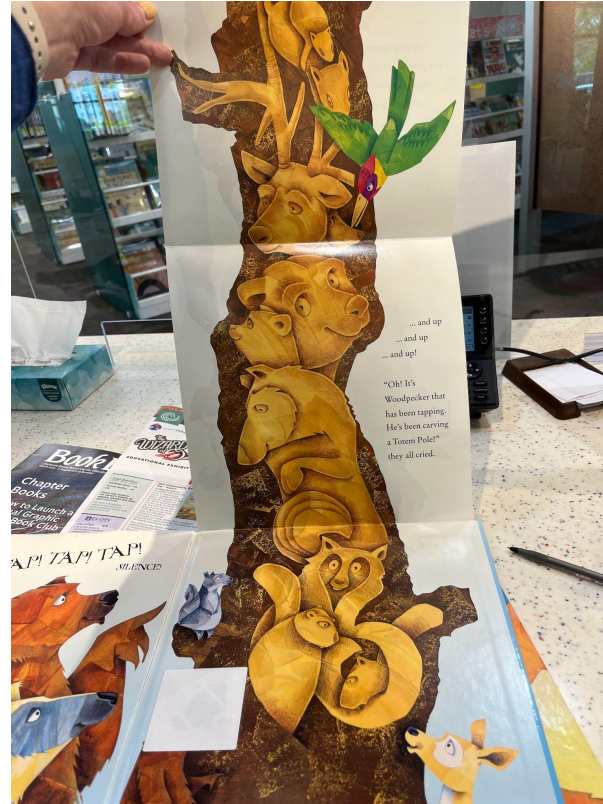
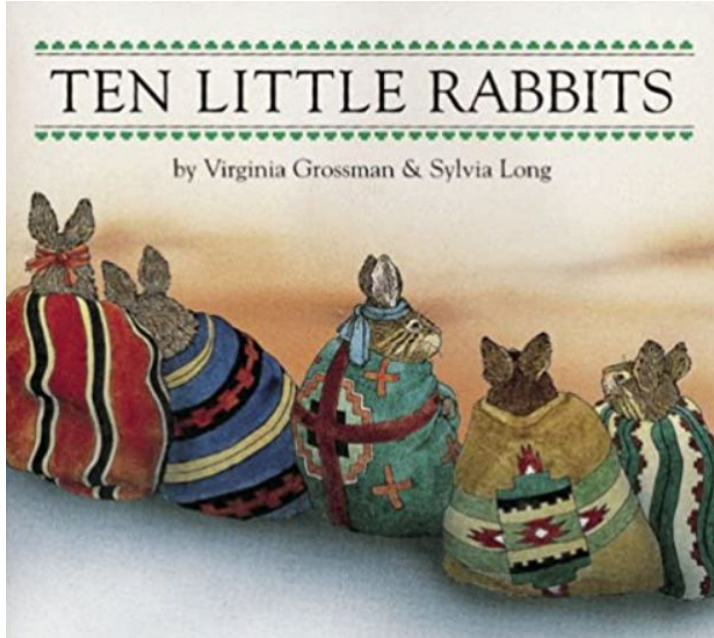
190 responses



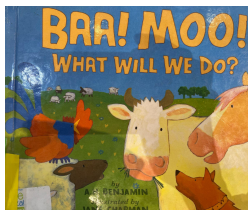
# Our Qualitative data

- *Every person or animal referenced is male. The rhyme itself would need to be adjusted or rewritten. There are gendered terms such as "Master" (should no longer be used ever) and "Dame." Outdated .*
- *Shortnin' Bread was a song that originated in the 1800s. It was a plantation song about slaves. The original lyrics were blatantly racist. So we must cut "My Little Turkey."*
- *"I'll speak to your father" should be taken out. It makes assumptions and gender stereotypes that the man makes the final decisions.*
- *The female character acts helpless and desires to be saved by men. She doesn't have an identity except as the "Ringmaster's Wife." All characters are white. The images are outdated and off-putting. It also stereotypes the Ringmaster as ignorant.*
- *I like the intention of this book, but it's got outdated information. One of the photos says "Yugoslavia" which is no longer a country.*
  - *Script is Christmas themed, so that needs to be changed.*
- *This needs to be withdrawn immediately. There are several references to the color brown being disgusting.*

# Other- Cultural Appropriation





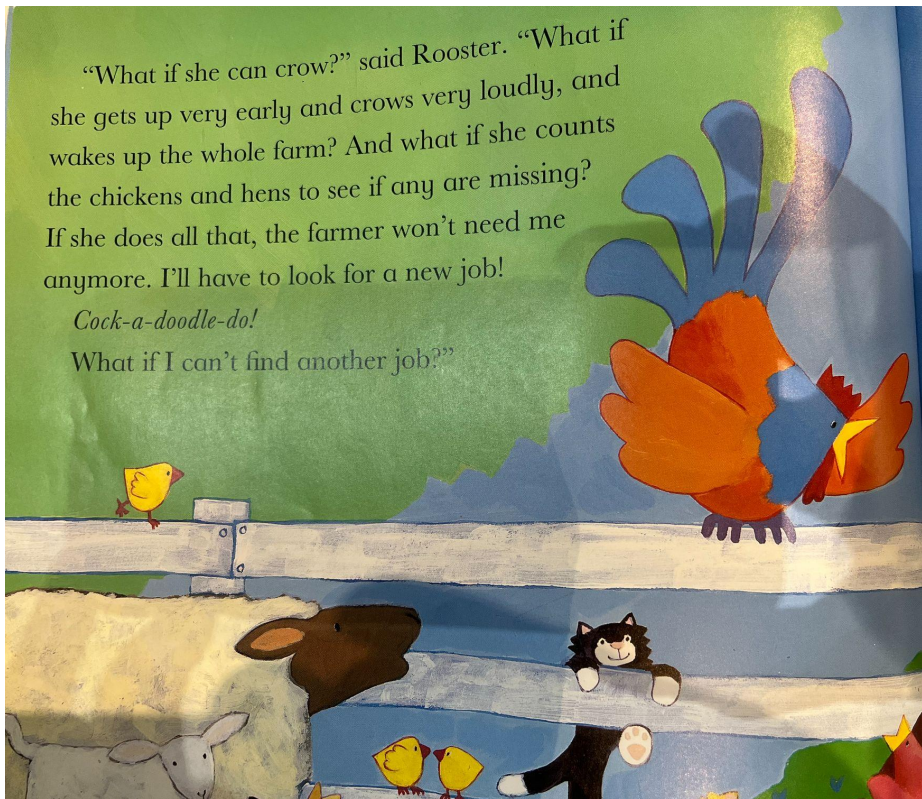


## Other- Racism & Xenophobia

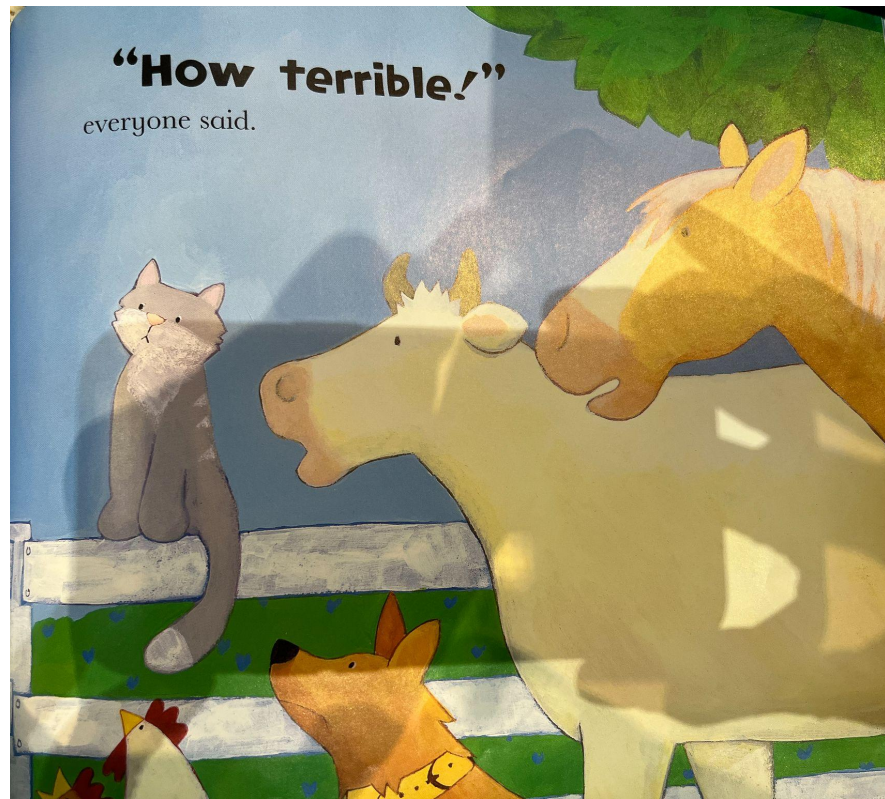
“What if she can crow?” said Rooster. “What if she gets up very early and crows very loudly, and wakes up the whole farm? And what if she counts the chickens and hens to see if any are missing? If she does all that, the farmer won’t need me anymore. I’ll have to look for a new job!

*Cock-a-doodle-do!*

What if I can’t find another job?”



**“How terrible!”**  
everyone said.



# What We're Doing Now

- Continuing Audit
- Analysis
- Diversify collection
  - Weed
  - Remake
  - Keep
  - Ask Department
- Audit when new storytime materials enter collection



# What's next?

- Share with staff + board
- Intentionality when we make new material
- Diversity in Storytime Committee/Staff Group
- Audit our past & current storytime plans- how are we doing?
- Continuing education for staff



# Downers Grove Public Library



*Audits using a randomized statistically sound sampling method*

Van McGary

Adult & Teen Services Assistant Manager,  
Downers Grove Public Library



*“Diversity is essential to life and society, and empathy is essential to sustaining diversity.”*

*-Heather Conrad, Lightport Books*



# Who We Are

- The Downers Grove Public Library (DGPL) is centrally located downtown
- Patrons include longtime residents as well as community members from all over the western suburbs
- Population: Just over 50,000 comprised of 88.1% White, 5.3% Asian, 5.0% Hispanic/Latine, 3.4% Black or African American, 2.5% Two or more races (2020)
- School Districts 58, 61, 66, 99: Darien, Downers Grove, Oak Brook



# What We've Done

Audits of:

- Juvenile Fiction, Teen Fiction, and Adult Fiction collections
- Adult book discussion selections
- Storytime books
- Kids, Teen, and Adult booklists

discover our  
**STAFF PICKS**

August: It's Not Easy Being Teen

[View More](#)



English Español

DOWNERS GROVE PUBLIC LIBRARY  
Discover • Grow • Play • Learn

Sign in

by Keyword in Library Catalog Search

New & Available Now Summer Reads for Kids **Tales with Tails** Romantic Escapes Staff Picks

Adult Teen

Tales with Tails • Adult

Covers Grid

COVERS: BIG KIBBLE, GOOD BOY, THE PARTICULARS OF PETER, WHAT IS A DOG?, ONE NATION UNDER DOG, LONDON'S NUMBER ONE DOG-WALKING AGENCY

# Key Takeaways from Pilot Audits

Need to develop:

- Training pathway
- Shared language
- Method for sampling collections using a randomization process

*“With a large collection, auditing the entire collection may be near impossible.”*

*-Karen Jensen, SLJ*

# Calculating a Sample Size

Population Size ⓘ

Confidence Level (%) ⓘ

95 ▼

Margin of Error (%) ⓘ

Sample size

**1,428**

Population Size ⓘ

Confidence Level (%) ⓘ

95 ▼

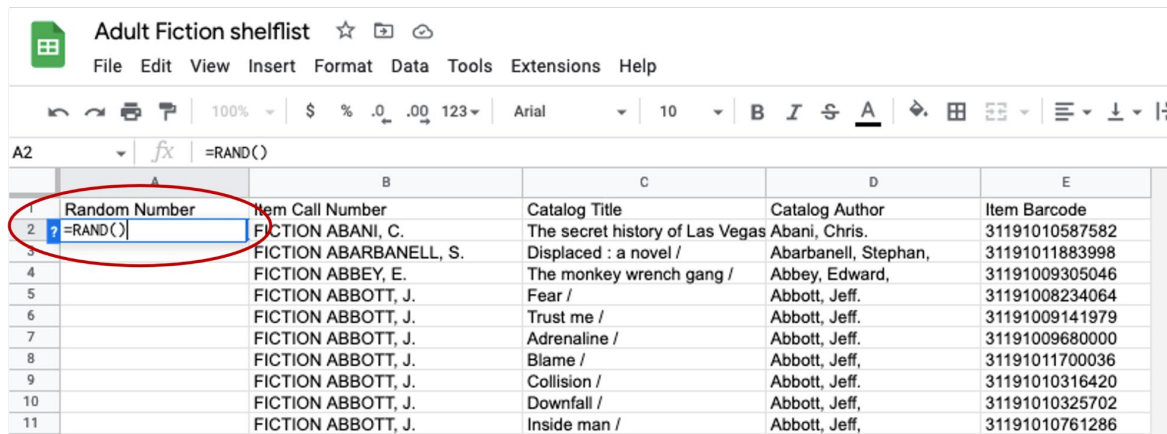
Margin of Error (%) ⓘ

Sample size

**870**

# Randomizing a Shelflist

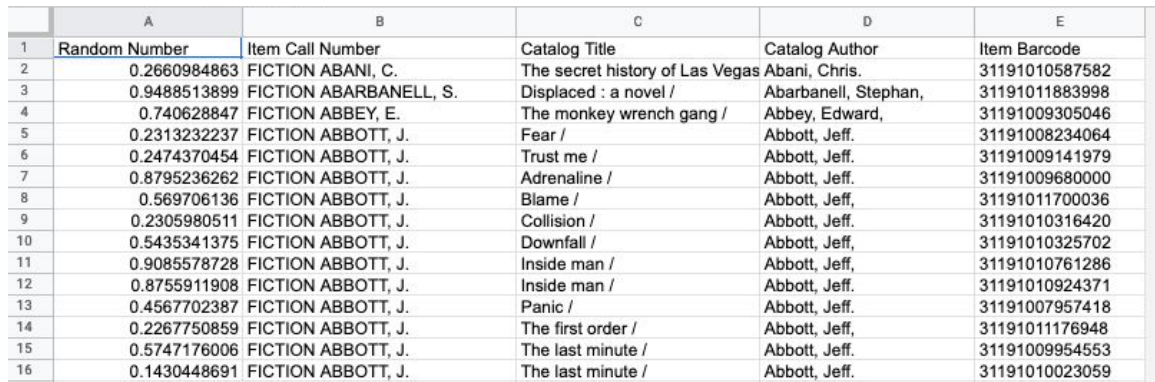
- Start with full shelflist
- Add new column of random numbers using RAND function



The screenshot shows a Google Sheet titled "Adult Fiction shelflist". The spreadsheet has five columns: A (Random Number), B (Item Call Number), C (Catalog Title), D (Catalog Author), and E (Item Barcode). The formula bar shows the function `=RAND()` being entered into cell A2. A red circle highlights the formula bar and the cell A2.

	A	B	C	D	E
1	Random Number	Item Call Number	Catalog Title	Catalog Author	Item Barcode
2	<code>=RAND()</code>	FICTION ABANI, C.	The secret history of Las Vegas	Abani, Chris.	31191010587582
3		FICTION ABARBANELL, S.	Displaced : a novel /	Abarbanell, Stephan,	31191011883998
4		FICTION ABBEY, E.	The monkey wrench gang /	Abbey, Edward,	31191009305046
5		FICTION ABBOTT, J.	Fear /	Abbott, Jeff.	31191008234064
6		FICTION ABBOTT, J.	Trust me /	Abbott, Jeff.	31191009141979
7		FICTION ABBOTT, J.	Adrenaline /	Abbott, Jeff.	31191009680000
8		FICTION ABBOTT, J.	Blame /	Abbott, Jeff,	31191011700036
9		FICTION ABBOTT, J.	Collision /	Abbott, Jeff.	31191010316420
10		FICTION ABBOTT, J.	Downfall /	Abbott, Jeff,	31191010325702
11		FICTION ABBOTT, J.	Inside man /	Abbott, Jeff,	31191010761286

- Use autofill feature
- Replace function with values by copying & pasting



The screenshot shows the same Google Sheet as above, but now the random numbers have been generated in column A. The formula bar is empty, and the values are visible in the cells.

	A	B	C	D	E
1	Random Number	Item Call Number	Catalog Title	Catalog Author	Item Barcode
2	0.2660984863	FICTION ABANI, C.	The secret history of Las Vegas	Abani, Chris.	31191010587582
3	0.9488513899	FICTION ABARBANELL, S.	Displaced : a novel /	Abarbanell, Stephan,	31191011883998
4	0.740628847	FICTION ABBEY, E.	The monkey wrench gang /	Abbey, Edward,	31191009305046
5	0.2313232237	FICTION ABBOTT, J.	Fear /	Abbott, Jeff.	31191008234064
6	0.2474370454	FICTION ABBOTT, J.	Trust me /	Abbott, Jeff.	31191009141979
7	0.8795236262	FICTION ABBOTT, J.	Adrenaline /	Abbott, Jeff.	31191009680000
8	0.569706136	FICTION ABBOTT, J.	Blame /	Abbott, Jeff,	31191011700036
9	0.2305980511	FICTION ABBOTT, J.	Collision /	Abbott, Jeff.	31191010316420
10	0.5435341375	FICTION ABBOTT, J.	Downfall /	Abbott, Jeff,	31191010325702
11	0.9085578728	FICTION ABBOTT, J.	Inside man /	Abbott, Jeff,	31191010761286
12	0.8755911908	FICTION ABBOTT, J.	Inside man /	Abbott, Jeff.	31191010924371
13	0.4567702387	FICTION ABBOTT, J.	Panic /	Abbott, Jeff.	31191007957418
14	0.2267750859	FICTION ABBOTT, J.	The first order /	Abbott, Jeff,	31191011176948
15	0.5747176006	FICTION ABBOTT, J.	The last minute /	Abbott, Jeff.	31191009954553
16	0.1430448691	FICTION ABBOTT, J.	The last minute /	Abbott, Jeff.	31191010023059

# Randomizing a Shelflist

- After sorting by Random Number column, delete rows beyond calculated sample size

	A	B	C	D	E
1	Random Number	Item Call Number	Catalog Title	Catalog Author	Item Barcode
2	0.00001781448377	FICTION MAILER, N.	Harlot's ghost : a novel /	Mailer, Norman.	31191010611846
3	0.00003586016727	FICTION LEVY MOSSANEN, D.	The last Romanov : a novel /	Levy Mossanen, Dora,	31191009868266
4	0.00004660769043	FICTION STEWART, M.	The moon-spinners /	Stewart, Mary,	31191009750134
5	0.0001414946051	FICTION HAIGH, J.	The condition : a novel /	Haigh, Jennifer,	31191011120425
6	0.0001547504114	FICTION KUKAFKA, D.	Girl in snow : a novel /	Kukafka, Danya,	31191011736469
7	0.0001951275408	FICTION O'NAN, S.	West of sunset /	O'Nan, Stewart,	31191010889517
8	0.0003154983574	FICTION LAHAYE, T.	The indwelling : [the beast take	LaHaye, Tim,	31191011989563
9	0.000315776396	FICTION GUPTA, S.	Monday mornings /	Gupta, Sanjay,	31191009856261
10	0.0003677472259	FICTION LEE, K.	Drifting house /	Lee, Krys.	31191009812512
11	0.0005514819336	FICTION BROUWER	Broken angel : a novel /	Brouwer, Sigmund,	31191008784811
12	0.0005673125876	FICTION CANNELL	Three shirt deal : a Shane Scull	Cannell, Stephen J.	31191008653750
13	0.0005804379055	FICTION SEIFFERT, R.	A boy in winter /	Seiffert, Rachel,	31191011736295
14	0.0005870961953	FICTION FINK, J.	Mostly void, partially stars /	Fink, Joseph	31191011419520

- Delete Random Number column & re-sort by Call Number →  
**Randomized  
 Statistically Sound  
 Sample-Size Shelflist**

	A	B	C	D
1	Item Call Number	Catalog Title	Catalog Author	Item Barcode
2	FICTION ABBOTT, J.	The last minute /	Abbott, Jeff.	31191010023059
3	FICTION ABBOTT, M.E.	Dare me : a novel /	Abbott, Megan E.,	31191009955691
4	FICTION ABEL, J.	White plague /	Abel, James,	31191010889509
5	FICTION ABI-EZZI	A girl made of dust /	Abi-Ezzi, Nathalie,	31191009049917
6	FICTION ABRIEL, A.	The light after the war : a novel	Abriel, Anita	31191012641742
7	FICTION ABU-JABER	Origin : a novel /	Abu-Jaber, Diana.	3119101008512683
8	FICTION ABU-JABER, D.	Crescent /	Abu-Jaber, Diana.	31191011909488
9	FICTION ACEVENDO, C.	The distant marvels /	Acevedo, Chantel,	31191010941748
10	FICTION ACIMAN	Eight white nights /	Aciman, André.	31191009272113
11	FICTION ACIMAN, A.	Enigma variations /	Aciman, André	31191011561230
12	FICTION ACIMAN, A.	Harvard Square : a novel /	Aciman, André.	31191010231728
13	FICTION ACKERMAN, S.	Island of sweet pies and soldier	Ackerman, Sara,	31191011941010
14	FICTION ADEBAYO, A.	Stay with me /	Adebayo, Ayobami,	31191011761848
15	FICTION ADLER, E.	Peach /	Adler, Elizabeth (Elizabeth A	31191010760049



# What We're Doing Now

- Children's Services staff are auditing the Juvenile series collections
- Adult & Teen Services staff are each auditing one of their collections
- A few staff are working on an order pilot audit
- Staff are continuing to audit each booklist and are being more intentional about displays
- Staff are continuing to look for additional resources for ordering diverse materials

# What's next?

- Auditing
  - Picture Book collection
  - Additional collection orders
  - Programming
  
- Improving readers' advisory and promotion of diverse materials (ongoing)

# Alsip-Merrionette Park Public Library

Using CollectionHQ DEI Analysis Software

By Ann Baillie



**ALSIP-MERRIONETTE PARK**

public library district

# Who We Are

- We are a public library serving three small suburbs right next to the city of Chicago.
- Combined population: About 20,000 people
- Our population is about 64.2% white, 23.1% Black or African-American, 22.6% Hispanic or Latino, 2% Asian, and 4.5% Two or More Races
- Founded 1969



# What We've Done

Since late 2021, we have compared our picture book, beginning readers, and juvenile non-fiction books to the Collection HQ DEI Analysis tool results.

## The CollectionHQ DEI Analysis Tool

- Analyzes the entire library's collection each month
- Identifies diverse titles by *Kirkus Reviews*, BISAC, LOC Subject Headings, and Librarian Reviews
- Tracks 12 different DEI Topics, created by CollectionHQ
- Lists Books by Topic and Category

# Diversity, Equity and Inclusion (DEI)

Switch to DEI Trend View

Filter by Library Branch ▼

Filter by Topic ▼

Items  Titles

Percentages  Totals



DEI Items

25,900 (16.0%)

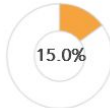


Items Analyzed ⓘ

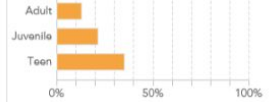
161,606

Fiction

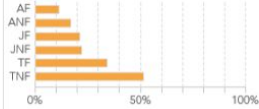
Non-Fiction



Audience

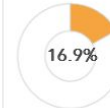


Fiction & Non-Fiction by Audience



Physical

Digital



DEI Topic	Adult Fiction	Adult Non-Fiction	Juvenile Fiction	Juvenile Non-Fiction	Teen Fiction	Teen Non-Fiction	Total DEI Items
<b>Unique DEI Items</b>	<b>11.3%</b>	<b>17.3%</b>	<b>21.3%</b>	<b>22.2%</b>	<b>34.3%</b>	<b>51.9%</b>	<b>16.0%</b>
Asian	1.3%	0.9%	2.6%	2.0%	4.7%	6.4%	1.6%
Black	3.6%	3.2%	4.6%	5.9%	5.4%	12.3%	3.9%
Disabilities & Neurodiversity	0.4%	1.0%	2.1%	1.5%	2.7%	4.9%	1.0%
Equity & Social Issues	3.2%	5.2%	5.8%	6.4%	9.4%	28.1%	4.6%
Hispanic & Latino	0.5%	0.7%	2.4%	2.6%	2.9%	1.7%	1.1%
Indigenous	0.5%	0.5%	0.6%	1.2%	0.4%	3.4%	0.6%
LGBTQIA+ & Gender Studies	1.0%	0.9%	1.3%	0.4%	7.6%	8.3%	1.3%
Mental & Emotional Health	1.2%	5.4%	5.6%	3.5%	11.8%	10.9%	3.5%
Middle Eastern & North African	0.1%	0.5%	0.5%	1.2%	0.6%	2.1%	0.3%
Multicultural	0.7%	0.5%	2.6%	1.8%	6.1%	2.8%	1.2%
Religion	1.0%	1.9%	1.3%	1.5%	2.2%	2.8%	1.3%
Substance Abuse & Addictions	0.3%	0.7%	0.1%	0.1%	1.2%	1.1%	0.4%


DEI in collectionHQ is fully supported on the Google Chrome and Microsoft Edge browsers on desktop only.





DEI Item Detail lists can be used to see what books are in each topic.


# In the Garden



**Youth Services Department**  
**Alsip-Merrionette Park Public Library District**  
11960 S. Pulaski Road  
Alsip, IL 60803  
(708) 371-5666  
[www.alsiplibrary.info](http://www.alsiplibrary.info)

# BLACK IS BEAUTIFUL

Youth Services Department  
Alsip-Merrionette Park  
Public Library  
11960 S Pulaski Road  
Alsip, IL 60803  
708-371-5666



# FOLKTALES

A STORY ORIGINATING IN POPULAR  
CULTURE, TYPICALLY PASSED ON BY  
WORD OF MOUTH.

CHQ DEI is good at:

- Finding newer titles
- Finding titles where the *Kirkus Reviews* reviewer mentioned diversity
- **Finding titles where diversity was explicitly mentioned in the catalog record**

CHQ DEI has trouble:

- Finding older titles
- Finding self-published titles
- Finding titles that were not reviewed by *Kirkus Reviews*
- Finding books in a series
- **Finding titles where diversity was not explicitly mentioned in the catalog record**

# What We're Doing Now

- We are manually checking the each book in the Youth collection.
- Considering each title, and adding it to the correct list.
- Removing titles that are not diverse or are misclassified.

## Common Tasks

- Charge/Checkout
- Discharge/Checkin
- Fine Free Discharge
- Discharge Bookdrop
- Renew by User
- Renew by Item
- Billing a User
- Paying Bills
- Item Search and Display
- Check Item Status
- Help

## Users

## Items

## Holds

## Special

## In-Transit Items

## Item Search and Display

Brown boy brown boy what can you be? / Arthur, Ameshia Gabriel,

Control Bibliographic MARC Holdings Call Number/Item Bound-with Orders Serials Ctrl Selections

Shadow title: N

Rec_Status	c	Rec_Type	a	Bib_Lvl	m	TypeCtrl	
Enc_Lvl	1	Desc	i	Entrd	190606	Dat_Tp	t
Date1	2017	Date2		Ctry	xx	Illus	a
Audience	j	Repr		Cont		GovtPub	
ConfPub	0	Festschr		Indx	0	Fiction	1
Biog		Lang	eng	Mod_Rec		Source	d

Tag	Ind.	Contents
001		on1103714554
003		OCOLC
005		20200806124830.0
020		9781974677634[q](paperback)
020		197467763X[q](paperback)
035		(Sirsi) a2849876
049		JDPA
040		TNH beng erda cTNH dOCLCF dlUK
092		E bFIC ARTHUR
100	1	Arthur, Ameshia Gabriel, [eauthor.]?UNAUTHORIZED
245	10	Brown boy brown boy what can you be? / [cwritten by Ameshia Gabriel Arthur.
264	1	[Place of publication not identified] ; [b[Ameshia Gabriel Arthur.], [c[2017]
264	4	lc©2017
300		33 pages :  bcolor illustrations ;  c22 x 22 cm
336		text btxt 2rdacontent
336		still image bsti 2rdacontent
337		unmediated bn 2rdamedia
338		volume bnc 2rdacarrier
385		nagle aChildren 2lcdgt
520		Join Matthew as he considers all the things he can accomplish and the careers he can do.
650	0	Occupations vJuvenile fiction.
655	7	Fiction.  2lqft
902		MARCIVE0920
946		swan/dn/080620
994		CO bDP
035		(OCOLC)1103714554
035		(Sirsi) a2849876
596		AMS

Since the only subject listed is Occupations - - Juvenile Fiction, the book was not be counted by Collection HQ.

You can manually add it yourself.

# With DEI Administration privileges, you can add and remove titles.

Barcode File Upload	DEI Disability and Neurodiversity Juve...	1			Disabilities & Neurodiversity	24-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI Asian Juvenile Barcodes Page 2 01 ...	4			Asian	24-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI Middle Eastern and North African J...	6			Middle Eastern & North African	24-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI Multicultural Juvenile Barcode Page...	4			Multicultural	21-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI LGBTQIA Juvenile Barcode 01 21 2...	1			LGBTQIA+ & Gender Studies	21-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI Black Juvenile Barcode Page 2 01 2...	46			Black	21-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI Hispanic and Latino Barcode 01 21 ...	14			Hispanic & Latino	21-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI Equity and Social Issues Barcode 0...	2			Equity & Social Issues	21-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI Mental and Emotional Health Juven...	3			Mental & Emotional Health	21-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI Asian Juvenile Barcode 01 21 2022....	10			Asian	21-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	DEI Black Juvenile Barcode 01 21 2022....	10			Black	21-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	Multictural Juvenile Barcodes.txt	10			Multicultural	21-Jan-2022	Ann Baillie	Delete	
Barcode File Upload	Mama Played Baseball Barcode Test.txt	1			Equity & Social Issues	21-Jan-2022	Ann Baillie	Delete	
Data Point			Call Number	E AHUJA	Exact Match	Middle Eastern & North African	12-Jan-2022	Ann Baillie	Delete
Data Point			Call Number	E AARDEMA	Exact Match	Black	12-Jan-2022	Ann Baillie	Delete
Data Point			Call Number	BLUESTEM 2022 GIDWITZ	Exact Match	Black	12-Jan-2022	Ann Baillie	Delete



Does *Pete the Cat's Groovy Guide to Love* count as a diverse title? ... Probably not

Collection HQ does have a way to remove titles that have been counted by mistake.

**Remember, your community is at the heart of your decisions.  
You know your community and collection best.**



	A	B	C	D	E	F
2012	Juvenile Non-Fiction	Tabback, Simms	Joseph Had a Little Overcoat	3.1145E+13	Religion	E TABBACK
2013	Juvenile Fiction	Tafolla, Carmen	What can you do with a paleta? = ¿Que puedes hacer con una paleta?	3.1145E+13	Hispanic & Latino	E TAFOLLA
2014	Juvenile Fiction	Tafolla, Carmen	What can you do with a rebozo? (Stopped Here 07/21)	3.1145E+13	Hispanic & Latino	E TAFOLLA
2015	Juvenile Fiction	Tamki, Jullian	Our Little Kitchen	3.1145E+13	Multicultural, Equity & Social Issue	E TAMAKI
2016	Juvenile Fiction	Tanaka, Kiyo	The Little One	3.1145E+13	Asian	E TANAKO
2017	Juvenile Fiction	Tanco, Miguel	Count on me	3.1145E+13	Mental & Emotional Health	E TANCO
2018	Juvenile Fiction	Tankard, Jeremy	Boo hoo Bird	3.1145E+13	Mental & Emotional Health	E TANKARD
2019	Juvenile Fiction	Tariq, Ambreen	Fatima's great outdoors	3.1145E+13	Asian, Religion, Equity & Social Issues	E TARIQ
2020	Juvenile Fiction	Tarlow, Ellen	Looking for Smile	3.1145E+13	Mental & Emotional Health, Disabilities & Neurodiversity	E TARLOW
2021	Juvenile Fiction	Tarpley, Natasha	The Me I Choose to Be	3.1145E+13	Black, Mental & Emotional Health	E TARPLEY
2022	Juvenile Fiction	Tarpley, Todd	Three grumpy trucks	3.1145E+13	Mental & Emotional Health	E TARPLEY
2023	Juvenile Fiction	Tatsukwa, Maya	The Bear in My Family	3.1145E+13	Asian	E TATSUKAWA
2024	Juvenile Fiction	Tawil Kenyon, Rachel	You know how to love	3.1145E+13	Mental & Emotional Health	E TAWIL KENYON
2025	Juvenile Fiction	Tebow, Tim	Bronco and friends : a party to remember	3.1145E+13	Mental & Emotional Health	E TEBOW
2026	Juvenile Fiction	Tenasco, Sunshine	Nibi's Water Song	3.1145E+13	Indigenous	E TENASCO
2027	Juvenile Fiction	Tessler, Manya	Yuki's Ride Home	3.1145E+13	Asian	E TESSLER
2028	Juvenile Non-Fiction	Anderson, Derek	Over the river : a turkey's tale	3.1145E+13	Middle Eastern & North African	E THANKSGIVING ANDERSON
2029	Juvenile Fiction	Bildner, Phil	Turkey Bowl	3.1145E+13	Equity & Social Issues, LGBTQIA+ & Gender Studies	E THANKSGIVING BILDNER
2030	Juvenile Fiction	Bruchac, Joseph	Squanto's journey : the story of the first Thanksgiving	3.1145E+13	Indigenous	E THANKSGIVING BRUCHAC
2031	Juvenile Fiction	Cowley, Joy	Gracias, The Thanksgiving Turkey	3.1145E+13	Hispanic & Latino, Middle Eastern & North African	E THANKSGIVING COWLEY
2032	Juvenile Fiction	Jules, Jacqueline	Duck for Turkey Day	3.1145E+13	Equity & Social Issues	E THANKSGIVING JULES
2033	Juvenile Fiction	Manushkin, Fran	Katie Saves Thanksgiving	3.1145E+13	Asian	E THANKSGIVING MANUSHKIN
2034	Juvenile Fiction	Markes, Julie	Thanks for Thanksgiving	3.1145E+13	Mental & Emotional Health	E THANKSGIVING MARKES
2035	Juvenile Fiction	Rael, Elsa	Rivka's first Thanksgiving	3.1145E+13	Religion	E THANKSGIVING RAEI
2036	Juvenile Fiction	Steinberg, Jessica	Not this turkey!	3.1145E+13	Religion, Equity & Social Issues	E THANKSGIVING STEINBERG
2037	Juvenile Fiction	Thiesing, Lisa	A friend is	3.1145E+13	Mental & Emotional Health	E THIESING
2038	Juvenile Fiction	Thomas, Jan	The chicken who couldn't	3.1145E+13	Mental & Emotional Health	E THOMAS
2039	Juvenile Fiction	Thomas, Rebecca	Swift Fox all along	3.1145E+13	Indigenous	E THOMAS
2040	Juvenile Fiction	Thomas, Penny M.	Nimoshom and his bus (Stopped Here 07/21 AB)	3.1145E+13	Indigenous	E THOMAS
2041	Juvenile Fiction	Thomas, Sarah	Kalamata's Kitchen	3.1145E+13	Equity & Social Issues, Asian	E THOMAS
2042	Juvenile Fiction	Thompkins-Bigelow, Jamilah	Mommy's khimar	3.1145E+13	Religion, Black	E THOMPKINS-BIGELOW
2043	Juvenile Fiction	Thompson, Lauren	Little Quack's new friend	3.1145E+13	Mental & Emotional Health	E THOMPSON
2044	Juvenile Fiction	Thong, Roseanne	Green is a chile pepper : a book of colors	3.1145E+13	Hispanic & Latino	E THONG
2045	Juvenile Fiction	Thong, Roseanne	Round is a mooncake : a book of shapes	3.1145E+13	Asian	E THONG
2046	Juvenile Fiction	Thong, Roseanne	The wishing tree	3.1145E+13	Mental & Emotional Health	E THONG

# What's Next?

- Checking the Juvenile Fiction and Juvenile Graphic Novel DEI Audits
- Using DEI lists to ensure diverse materials are using in displays and bibliographies
- Increasing amount of DEI materials on both department- and library- wide levels

# Diversity, Equity and Inclusion (DEI) Trend

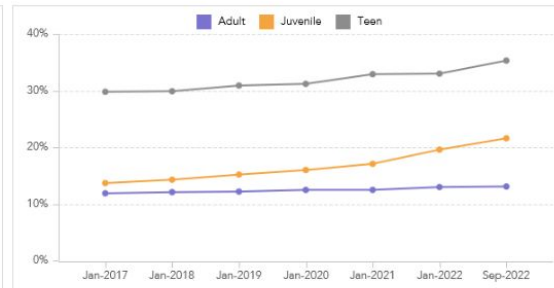
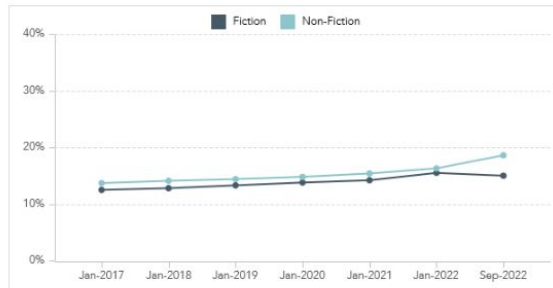
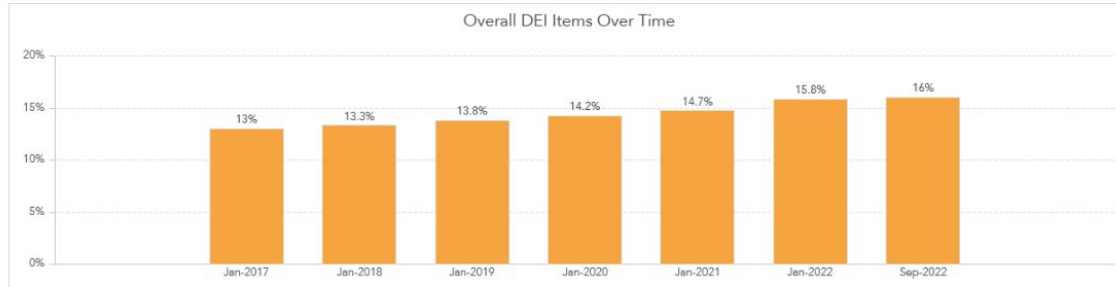
[Switch to DEI Current View](#)

Filter by Library Branch ▼

Filter by Topic ▼

Items  Titles

Percentages  Totals



DEI in collectionHQ is fully supported on the Google Chrome and Microsoft Edge browsers on desktop only.



# What we wish we had anticipated:

- Maintaining inclusive terminology
  - Latine/Latinx
- Accounting for new materials
- Increase in materials challenges / overall 2022 climate
- Staffing
  - Training
  - Buy-in
  - Succession/staffing changes
- Emotional labor
- What to do when you don't know



*“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.”*

*-SLJ*

Image  
Credit:

**WNDB**<sup>®</sup>  
diversebooks.org

# Thank you! Questions?

**Ann Baillie**

**[abaillie@alsiplibrary.info](mailto:abaillie@alsiplibrary.info)**

Youth Services Assistant Manager,  
Alsip-Merrionette Park Public Library

**Katie Clausen**

**[kclausen@gailborden.info](mailto:kclausen@gailborden.info)**

Early Literacy Services Manager,  
Gail Borden Public Library

**Van McGary**

**[vmcgary@dglibrary.org](mailto:vmcgary@dglibrary.org)**

Adult & Teen Services Assistant Manager,  
Downers Grove Public Library

**Catherine Schaper**

**[cschaper@gepl.org](mailto:cschaper@gepl.org)**

Early Literacy Librarian,  
Glen Ellyn Public Library

**Gretchen Schulz**

**[gschulz@aurorapubliclibrary.org](mailto:gschulz@aurorapubliclibrary.org)**

Assistant Manager of Children's Services/  
Early Literacy Specialist,  
Aurora Public Library District

