

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

- Carly Thompson, Librarian: Palatine Public Library District
- Betsy Mahoney, Assistant Director: Six Mile Regional Library District
- Violet Jaffe, Collection Services Manager: Palatine Public Library District

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

Audit Form



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 *

Results

6. Main Character BIPOC

[More Details](#)

[Insights](#)

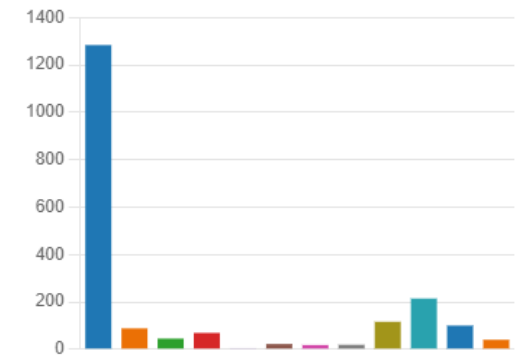
● yes	296
● no	1377



7. Main Character Race

[More Details](#)

● White	1283
● Black	88
● Latinx	45
● Asian	69
● Pacific Islander	2
● Middle Eastern/North African	22
● Indigenous	18
● Multiracial	19
● Non-Human	116
● Multiple Characters (same race)	214
● Multiple Characters (different ra...	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

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

Wrangling Selectors

- Clarify the "why"
- Set reasonable, measurable goals
- Schedule updates
- Put everything in writing
- Check in often
- Expect lots of questions!

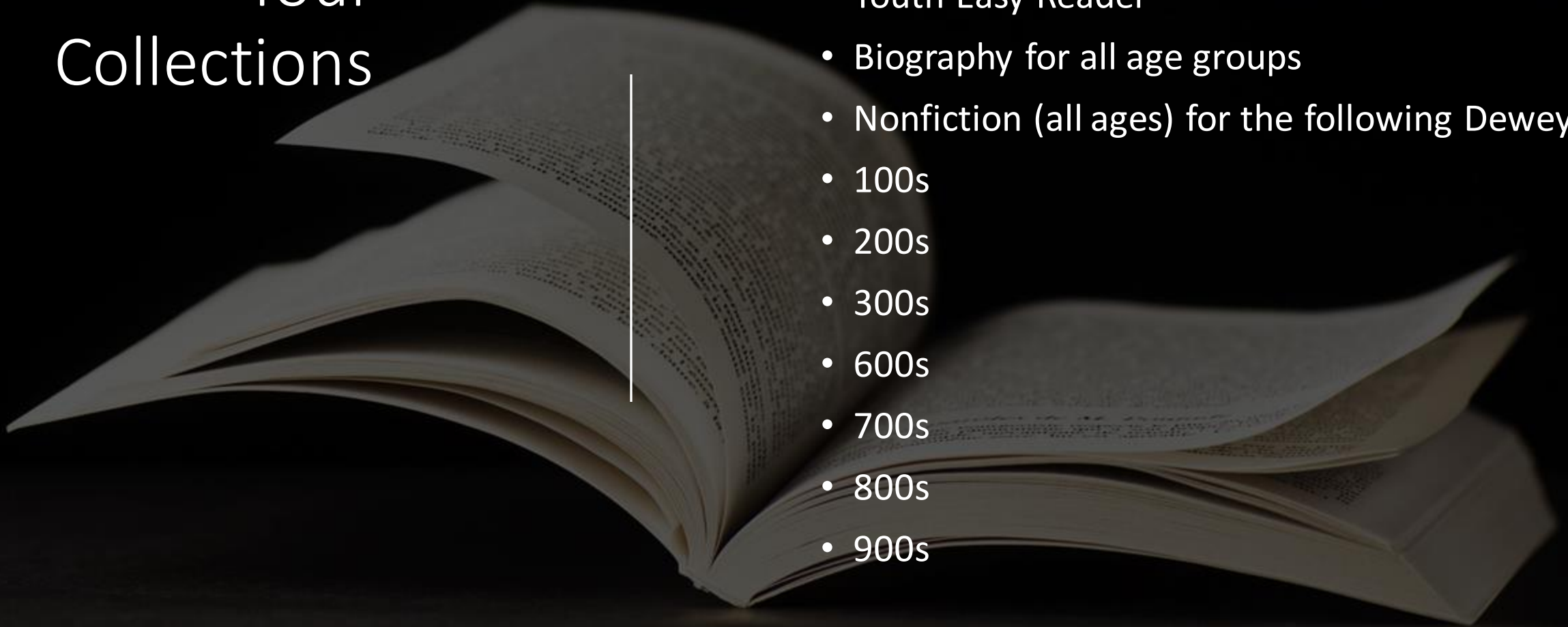


Diversity Goals and Instructions for Selection

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 under-represented 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



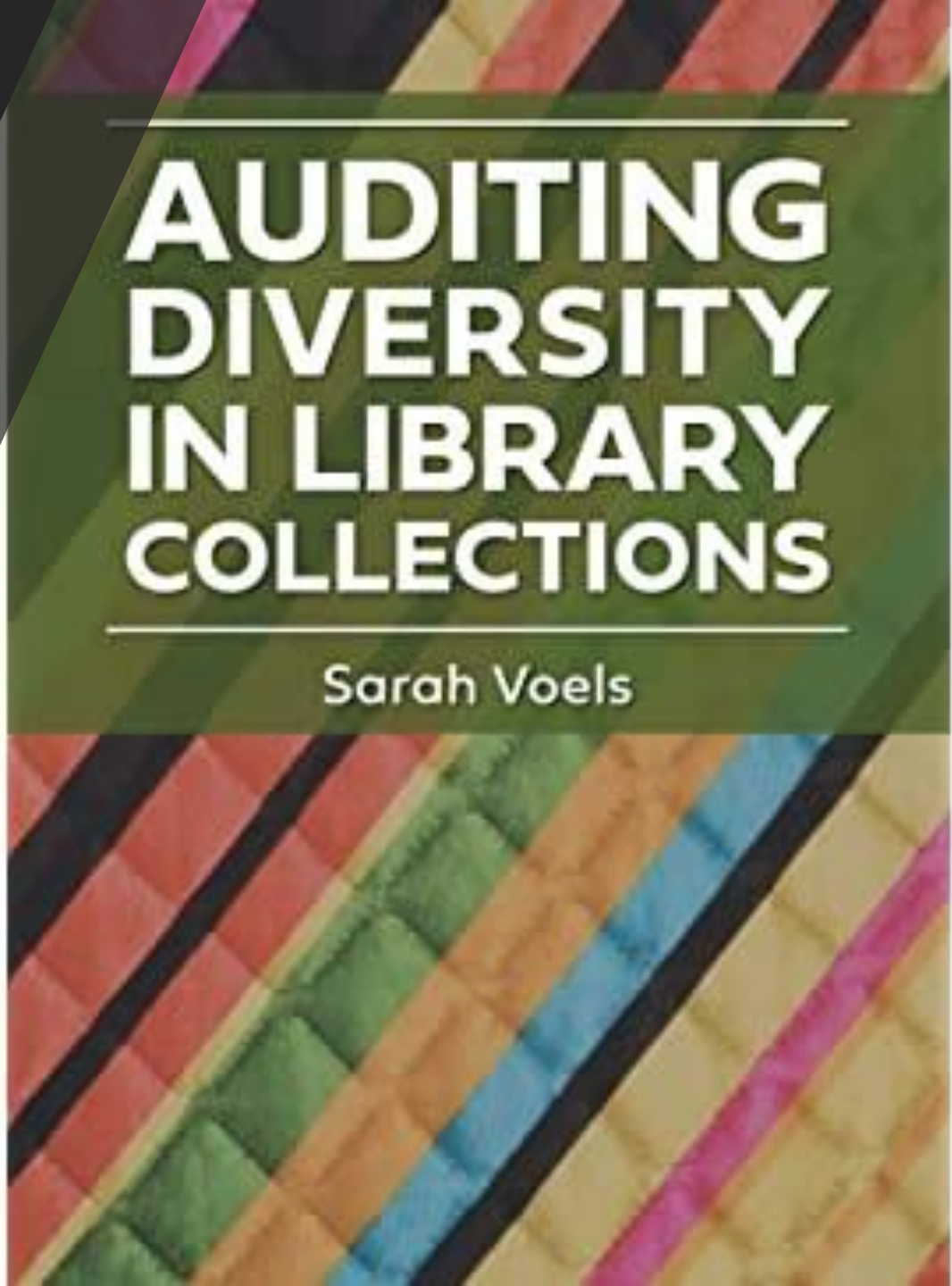
Replicate



Before getting
started...

AUDITING DIVERSITY IN LIBRARY COLLECTIONS

Sarah Voels



Can We Talk?



Contact Us!

Carly Thompson, Librarian: Palatine Public Library District

cthompson@palatinelibrary.org

Betsy Mahoney, Assistant Director: Six Mile Regional Library District

betsymahoney@smrld.org

Violet Jaffe, Collection Services Manager: Palatine Public Library District

vjaffe@palatinelibrary.org