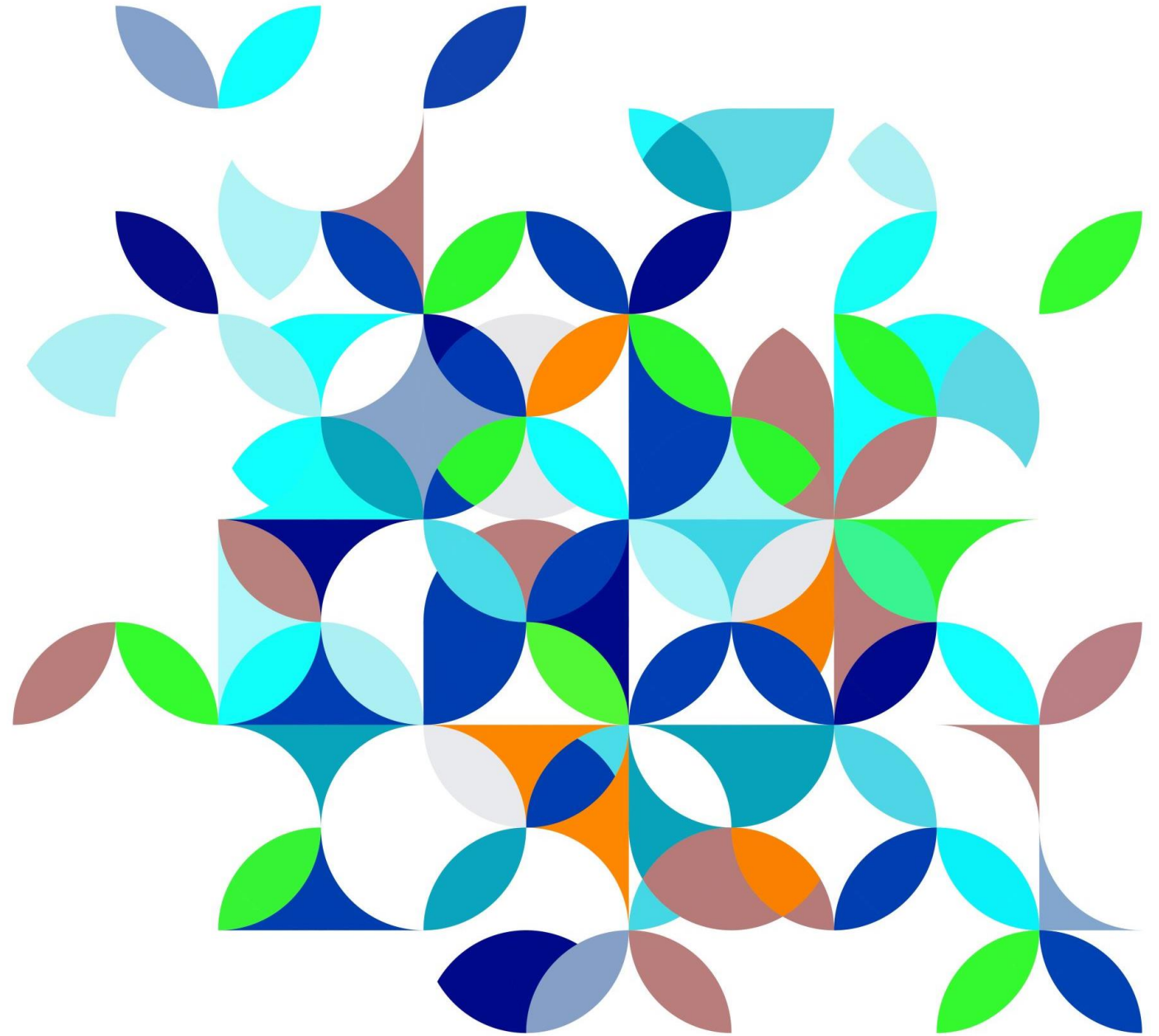


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# AUDITING YOUR COLLECTION FOR DIVERSITY AND INCLUSIVITY

CATHERINE ALMENDINGER, SOPHIE  
KENNEY, AND CATHERINE MORI

GLEN ELLYN PUBLIC LIBRARY



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# INTRODUCTION




Katy Almendinger  
Early Literacy Librarian



Sophie Kenney  
Assistant Director, Youth Department



Cathy Mori  
Youth Associate



The Glen Ellyn Public Library is grateful for its place in the Village of Glen Ellyn and the land we are able to inhabit. We acknowledge the peoples who were here long before the village was formed: the Ojibwe, Odawa, and Potawatomi who are also known as the Council of Three Fires. Others such as the Očhéthi Šakówiŋ, Kickapoo, Peoria, Miami, Sauk, Fox, and Illinois 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. They inhabited villages in the area, including those in what are now Churchill Woods and The Morton Arboretum.

As an organization whose mission is to serve the community as a vibrant center for accurate information, robust learning, and personal discovery the Glen Ellyn Public Library wants to ensure that we tell with integrity, the history of the land that we now inhabit. We are committed to offering materials (books, dvds, etc.) and programming that accurately reflects the history and the present day lives of the indigenous community. We will use our physical and digital spaces to share first voice information. We will offer programming in partnership with indigenous cultures who were here before and are here today. We will offer the space for all to tell their stories and we will listen.

This statement is made in good faith and we recognize that it may need to be adapted to more accurately reflect the lived experiences of the indigenous peoples in this area. This statement is fluid and will change as needed.

Partners: The Glen Ellyn Public Library thanks the following individuals who shared their time and their knowledge to help craft this statement: Gina Roxas and the Trickster Cultural Center.

The image shows the exterior of the Glen Ellyn Public Library, a large, multi-story brick building with a prominent gable roof. The building features a series of arched windows and doorways on the ground floor, and a large, multi-paned window on the upper floor. The architecture is a blend of traditional and modern styles, with red brick walls and white stone accents. The building is surrounded by a well-maintained lawn and several trees, including a large tree with white blossoms in the foreground. The sky is clear and blue. The text "GLEN ELLYN PUBLIC LIBRARY" is overlaid in white, sans-serif font across the center of the image.

# GLEN ELLYN PUBLIC LIBRARY

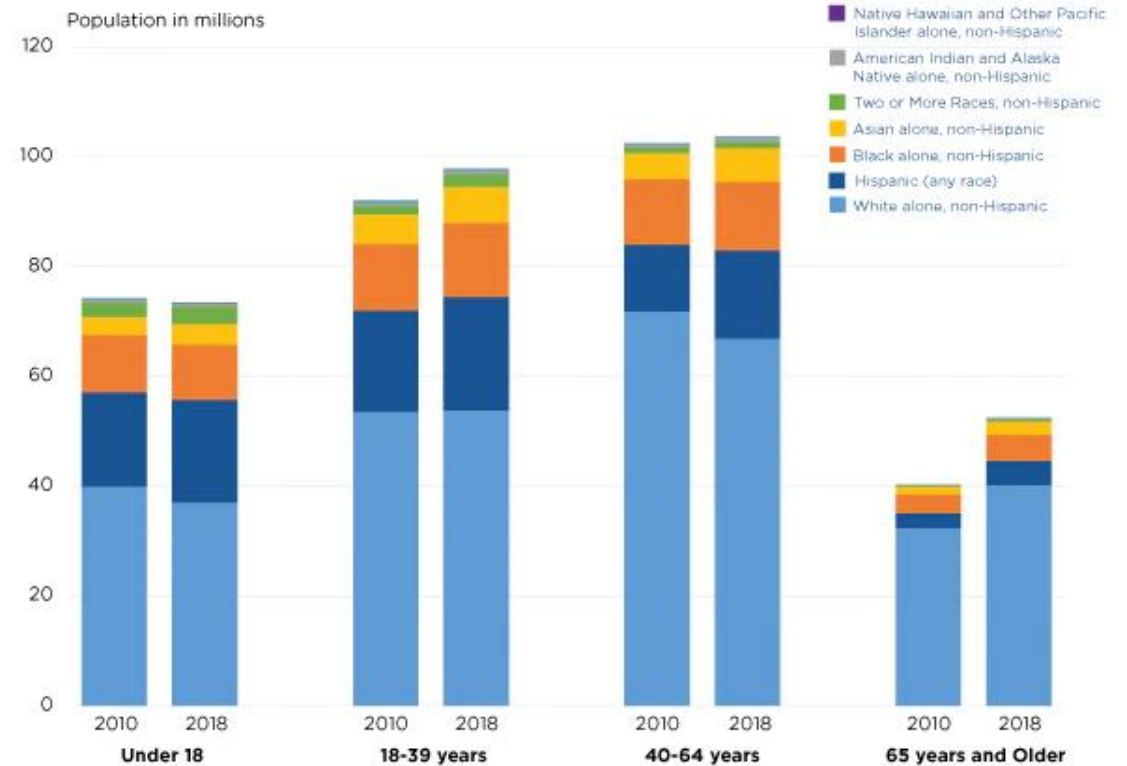
## LIBRARY SERVICE AREA

- Demographics: 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
- Village of Glen Ellyn total population went from 27,450 in 2010 to 28,846 in 2020, an increase of 5% over the past decade.

# NATIONAL DEMOGRAPHICS RACE

## A More Diverse Nation

Distribution of Race and Hispanic Origin by Age Groups

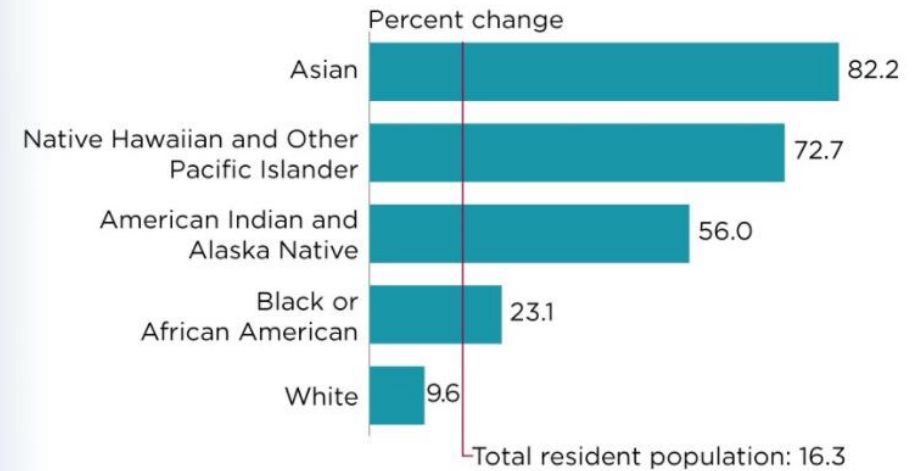


# NATIONAL DEMOGRAPHICS RACE



## 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<sup>®</sup>  
**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)

# AMERICANS LIVING WITH DISABILITIES



## Living With Disabilities

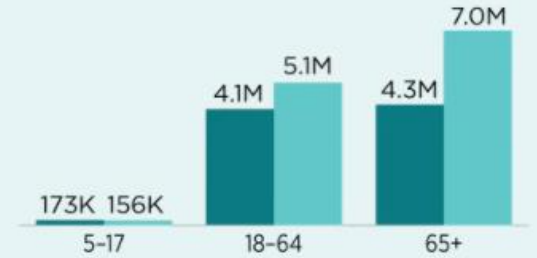
Number of Americans With a Disability  
by Age, Sex, and Disability Type

Male Female  
K = Thousands M = Millions

### HEARING difficulty



### AMBULATORY difficulty



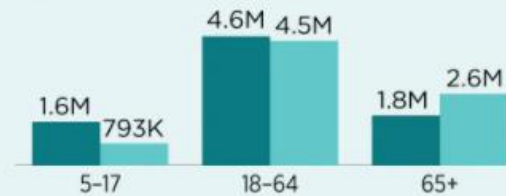
### VISION difficulty



### SELF-CARE difficulty



### COGNITIVE difficulty



### INDEPENDENT LIVING difficulty



\* Data not collected for this age group.



# US HOUSEHOLDS

- 15% of the 1.1 million same-sex couples in the United States have at least one child under the age of 18
- 23% of children under the age of 19 live in a single-parent household

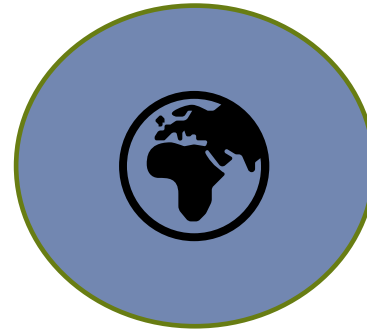
# MIRRORS, WINDOWS AND SLIDING GLASS DOORS



Reflect ourselves



Expand our views



Experience other perspectives



Dr. Rudine Sims Bishop

# CREATING OUR AUDIT

Excel Shelf List by Location and Call Number Range--ROLES - Saved

Search (Alt + Q)

File Home Insert Draw Page Layout Formulas Data Review View Automate Help Open in Desktop App Editing Share

Font: Arial, 10, Bold, Italic, Paragraph, Styles, Merge, General, \$, .00, .00, Conditional Formatting, Styles, Format As Table, Sum, Filter

	A	B	C	D	E	F	G	H	I	J
1	Shelf List by Location and Call Number Range									
2										
3	Item Call Number	Item Status	Catalog Author	Item Barcode	Catalog Title	Item Collection	Item Last Activity Date	Item Last Checkout Date	Catalog Pub Year	
4	JP ROLES COWBOYS BELL	JUV_PICBKS	Bell, Cece.	31322004768710	Sock Monkey rides again /	JUV_PICBKS	2019-01-15	2019-01-02	2007	
5	JP ROLES COWBOYS DITERLIZZI	CHECKEDOUT	DiTerlizzi, Angela,	31322007330039	I wanna be a cowgirl /	JUV_PICBKS	2019-06-09	2019-06-09	2017	
6	JP ROLES COWBOYS FRISCH	JUV_PICBKS	Frisch, Aaron,	31322005636718	A night on the range /	JUV_PICBKS	2019-01-21	2019-01-16	2010	
7	JP ROLES COWBOYS JANNI	JUV_PICBKS	Janni, Rebecca.	31322006107206	Every cowgirl loves a rodeo /	JUV_PICBKS	2019-05-19	2019-05-18	2012	
8	JP ROLES COWBOYS LANGDO	JUV_PICBKS	Langdo, Bryan.	31322005953949	Tornado Slim and the magic cowboy h	JUV_PICBKS	2019-01-25	2019-01-11	2011	
9	JP ROLES COWBOYS MORTENSEN	JUV_PICBKS	Mortensen, Lori,	31322006353149	Cowpoke Clyde and Dirty Dawg /	JUV_PICBKS	2019-03-08	2019-03-02	2013	
10	JP ROLES COWBOYS PUTTOCK	JUV_PICBKS	Puttock, Simon.	31322005996104	Little lost cowboy /	JUV_PICBKS	2018-08-04	2018-08-01	2011	
11	JP ROLES COWBOYS RASH	CHECKEDOUT	Rash, Andy,	31322005244679	Are you a horse? /	JUV_PICBKS	2019-06-12	2019-06-12	2009	
12	JP ROLES COWBOYS TEAGUE	JUV_PICBKS	Teague, Mark,	31322003118404	How I spent my summer vacation /	JUV_PICBKS	2019-05-10	2019-04-26	1995	
13	JP ROLES COWBOYS THOMAS	JUV_PICBKS	Thomas, Jan,	31322006226709	Let's sing a lullaby with the Brave Cow	JUV_PICBKS	2019-04-28	2019-04-28	2012	
14	JP ROLES DAD ALLEN	CHECKEDOUT	Allen, Elanna,	31322007545206	Pet dad /	NEW_JUVPIC	2019-06-06	2019-06-06	2018	
15	JP ROLES DAD ANDREAE	JUV_PICBKS	Andreae, Giles,	31322006078613	I love my daddy /	JUV_PICBKS	2019-06-10	2019-06-08	2012	
16	JP ROLES DAD ANDREASEN	CHECKEDOUT	Andreasen, Dan.	31322006362231	Saturday with Daddy /	JUV_PICBKS	2019-05-26	2019-05-26	2013	
17	JP ROLES DAD BANKS	JUV_PICBKS	Banks, Kate,	31322005309266	That's Papa's way /	JUV_PICBKS	2019-06-12	2019-06-06	2009	
18	JP ROLES DAD BROWNE	JUV_PICBKS	Browne, Anthony,	31322003433340	My dad /	JUV_PICBKS	2019-04-11	2019-04-04	2001	
19	JP ROLES DAD BRUCHAC	JUV_PICBKS	Bruchac, Joseph,	31322005513461	My father is taller than a tree /	JUV_PICBKS	2019-03-20	2019-03-06	2010	
20	JP ROLES DAD BUSH	CHECKEDOUT	Bush, Zack,	31322007439806	Made for me /	JUV_PICBKS	2019-06-02	2019-06-02	2018	
21	JP ROLES DAD CLIMO	JUV_PICBKS	Climo, Liz,	31322006808068	Rory the dinosaur : me and my dad /	JUV_PICBKS	2019-02-11	2019-01-29	2015	
22	JP ROLES DAD CLIMO	JUV_PICBKS	Climo, Liz,	31322006808415	Rory the dinosaur : me and my dad /	JUV_PICBKS	2019-04-17	2019-04-17	2015	
23	JP ROLES DAD COH	JUV_PICBKS	Coh, Smiljana.	31322006134150	Big brave Daddy /	JUV_PICBKS	2018-09-10	2018-08-27	2012	
24	JP ROLES DAD COOK	CHECKEDOUT	Cook, Stephen.	31322004630019	Day out with Daddy /	JUV_PICBKS	2019-06-12	2019-06-12	2006	

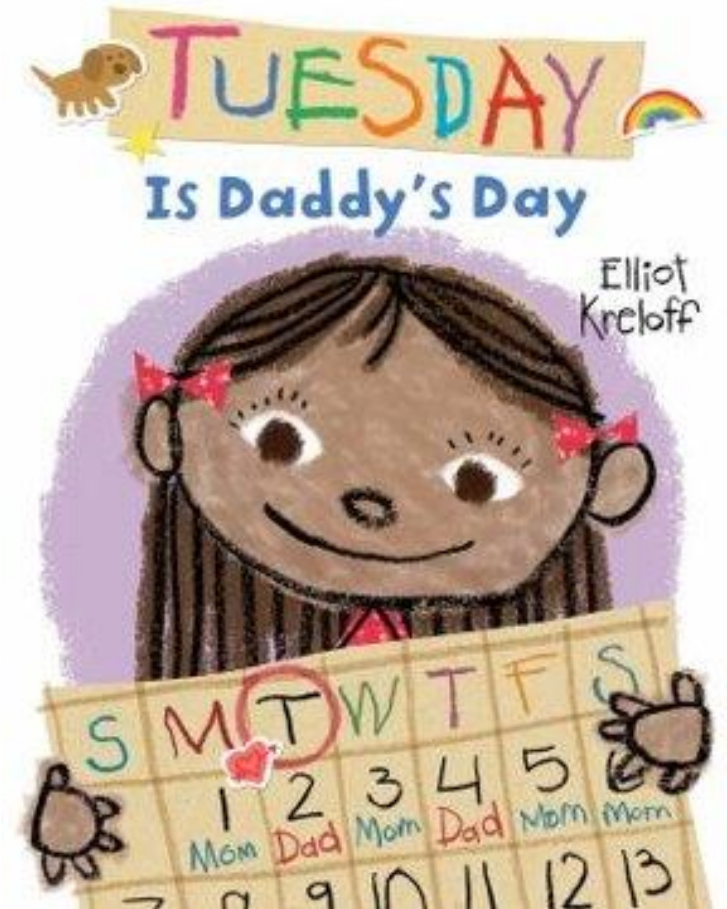
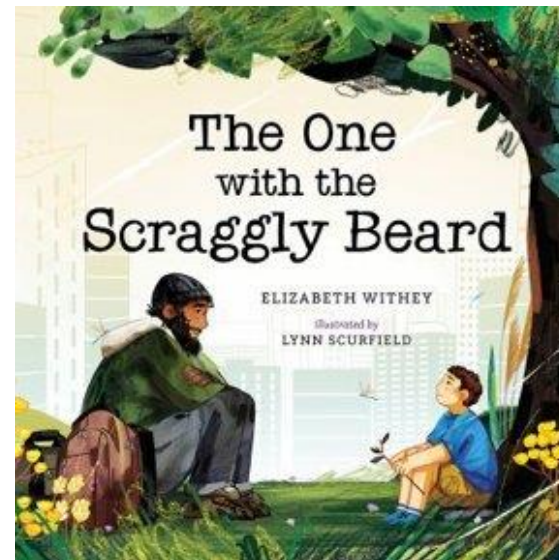
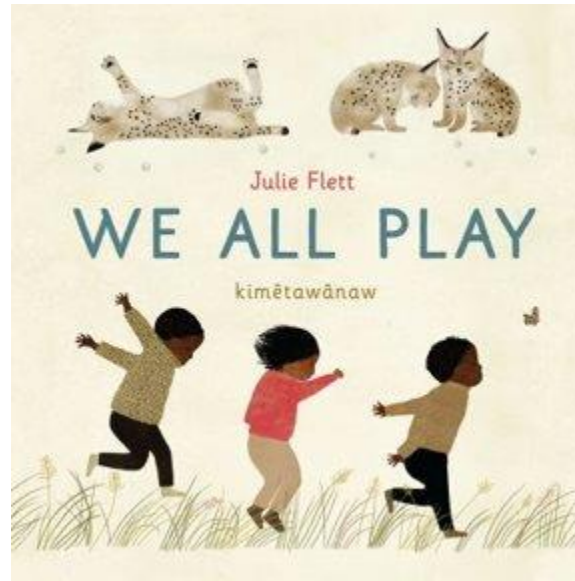


Book Title	Year	Black	E Asian	SE Asian	Latinx	White	Native	Non Human	LGBTQ	Social Issues	Alternative Families	Dev Disability	Diff.abled	Author of Color	Illus of Color	Notes
When a dad says "I love you" /	2013							1								
My father knows the names of things /	2010					1										
Because I'm your 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	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	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



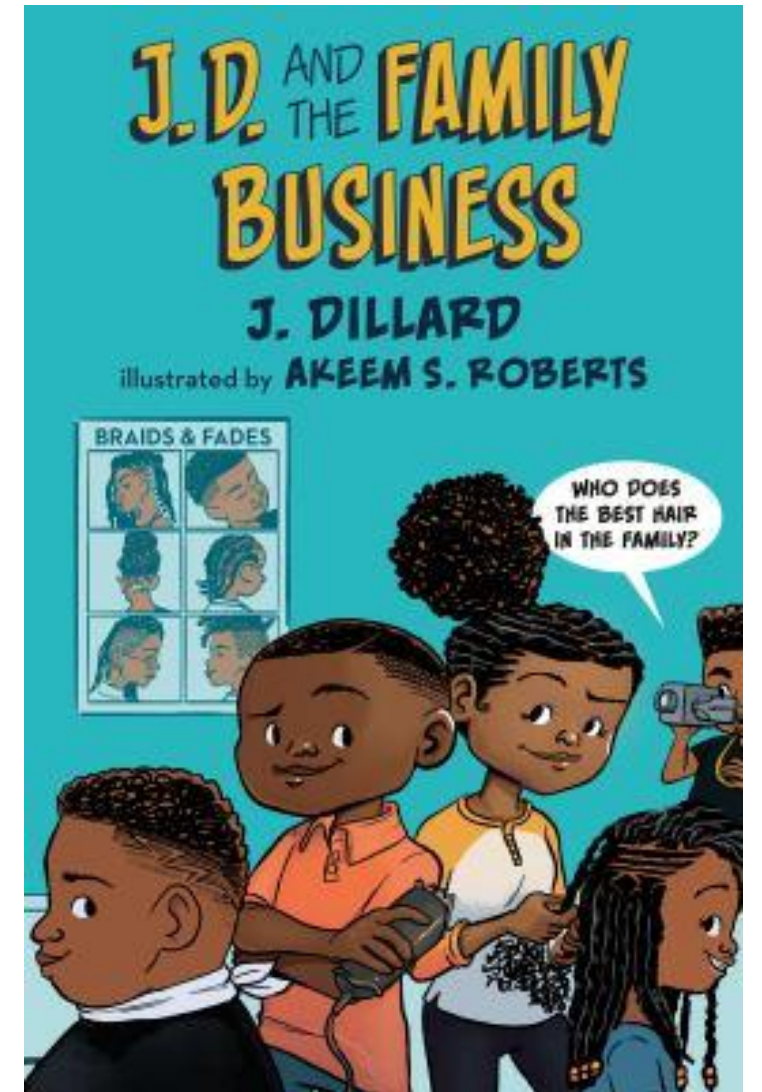


# OUR PROCESS: PICTURE BOOKS





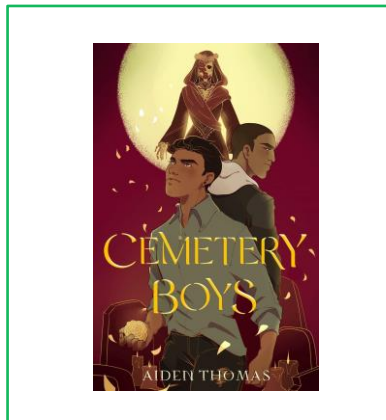
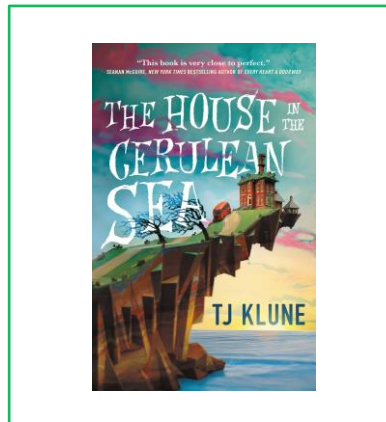
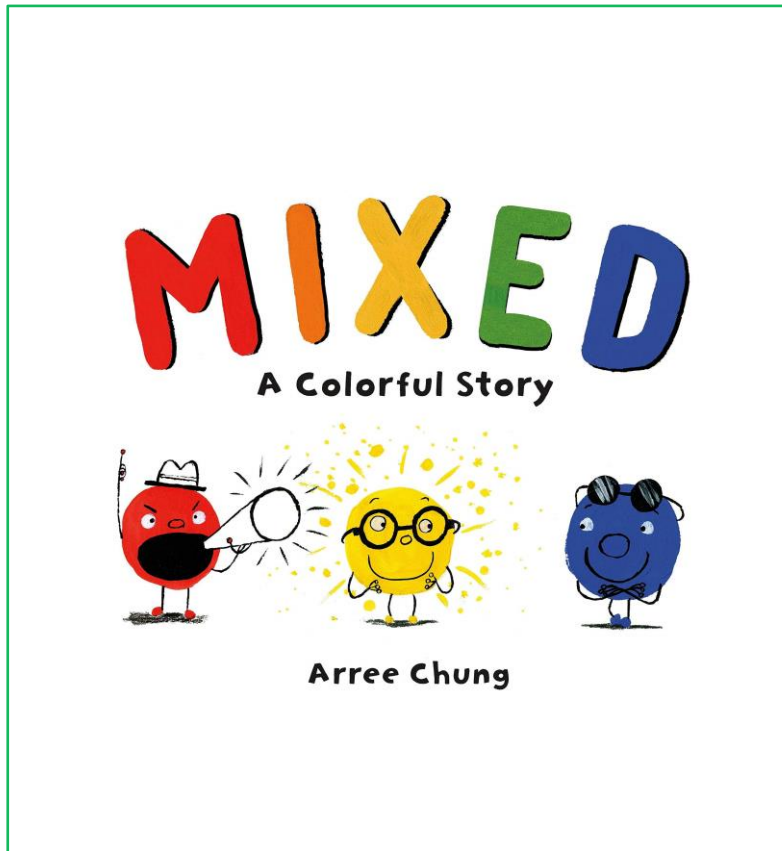
# OUR PROCESS: J FICTION



STATUS OF THE  
GEPL'S DIVERSITY  
AUDITS



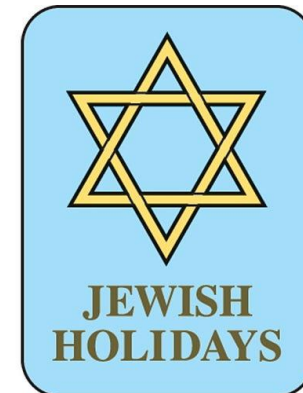
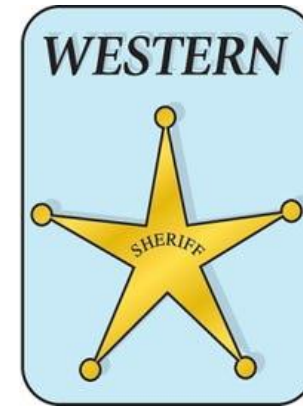
# ONGOING LEARNING – PROCESS



- Consider a more open-ended response process
  - Qualitative data
  - Adaptable process
- Set consistent team guidelines & expectations
- Non-human characters can include diverse representation, especially within illustrations
- Latine

## ONGOING LEARNING – MATERIALS ORGANIZATION

- Picture Book Categories
  - "Roles Mom" "Roles Dad" --> "Roles Parents"
  - Authors
- World Languages Collection
- Formats
- Holiday Books
- Genre & Holiday Stickers



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## WHAT ABOUT NON-FICTION?


Start with highest circulating or high interest categories

Collect a sample size anywhere from 200-1,000 titles

Audit each order or display

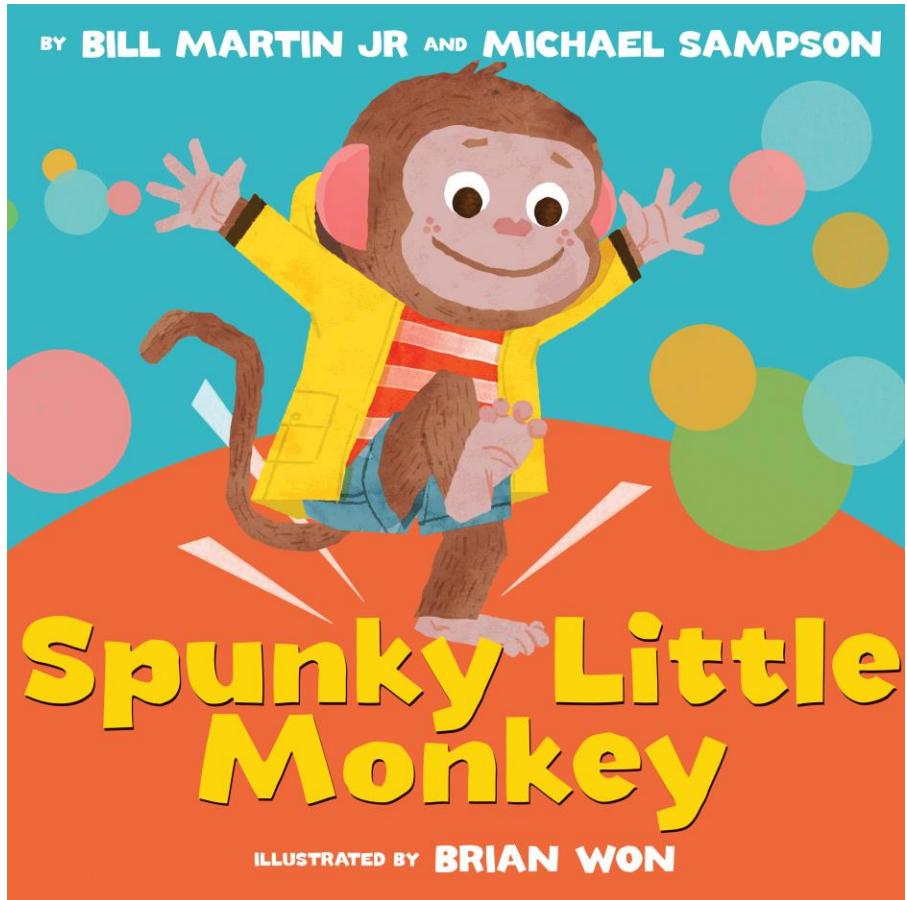
Use reviews

Make a schedule



PAUSE.

# WHAT IF YOU DON'T AGREE?



## Diverse Materials Evaluation Rubric Template

TITLE
REVIEWED BY

	SCORE
EXEMPLARY   Purchase, promote on booklists, booktalk, display	62
ACCEPTABLE   Purchase if needed. Fills a gap, but is potentially flawed and the best representation we can purchase.	61-52
NEEDS IMPROVEMENT   Analyze circulation statistics, research reviews beyond professional journals, ask another selector to complete rubric	41-32
INADEQUATE   Weed	< 31

CRITERIA	YES (2pt)	NO (1pt)
<b>ACCURACY &amp; AUTHENTICITY</b>		
Details are factually accurate. Review terms, language, location/setting, culture and other details to determine if accurate information is presented.		
If applicable, supplemental content includes credible sources.		
Is not identified as problematic by marginalized group experts and scholars. Experts include but are not limited to: Sarah Park Dahlen, Debbie Reese, Edith Campbell...		
<b>CHARACTERS</b>		
Characters avoid stereotypes either visually or within their		

<b>CHARACTERS</b>		
Characters avoid stereotypes either visually or within their personalities, lifestyles or culture.		
Character is human.		
Main characters are from a marginalized or under represented group and not relegated to secondary characters.		
Characters represent different body types and different abilities.		
Character portrayal counteracts negative or harmful views of diverse groups. Multidimensionality exists within groups and avoids tokenism.		
<b>PLOT</b>		
Characters from socially dominant culture groups do not act as saviors for diverse characters.		
Storylines are unbiased and avoid undermining marginalized identities.		
Character achievements and struggles are not stereotyped.		
Balance of power exists between non-dominant and dominant culture groups; ie-- is the teacher in the story stereotypical?		
Victim in story avoids stereotypes or is not part of a marginalized group.		
Main characters from marginalized groups have agency in the story and are empowered to be the hero.		
<b>SETTING/TIME PERIOD</b>		
Marginalized groups have presence in story outside of their stereotypical representation in the time period.		
Marginalized groups present in current context.		



Setting, time period, or historical event is under-represented or it is shared in a new way.		
Urban, suburban, rural and cultural settings are realistically portrayed.		
<b>CREATORS (AUTHOR, ILLUSTRATOR)</b>		
Author or illustrator has lived the experience narrated in their story.		
Author or illustrator identifies similarly to the main characters.		
Characters with disabilities are not written by a parent of a child who identifies as having a disability; the author has identified as having the disability.		
<b>GENERAL</b>		
Content is timeless despite publication date.		
Content avoids references to pop culture.		
Content avoids loaded words, negative connotations, microaggressions.		
Publisher or author has asked for it to be removed from collections, has stopped publication of item. Item is no longer in print.		
Item has been read by staff member.		
Item is part of a series or a popular character and demand has not lessened.		
Item is an award winner: Pura Belpre, Schneider Family Award, Coretta Scott King, Stonewall Book Award, etc.		

Content avoids references to pop culture.		
Content avoids loaded words, negative connotations, microaggressions.		
Publisher or author has asked for it to be removed from collections, has stopped publication of item. Item is no longer in print.		
Item has been read by staff member.		
Item is part of a series or a popular character and demand has not lessened.		
Item is an award winner: Pura Belpre, Schneider Family Award, Coretta Scott King, Stonewall Book Award, etc.		
If the story is a retelling, does the author have permission to tell it? Are they an authority or scholar on the subject?		
Positive professional reviews of item identify race in review. Prioritize Kirkus, Booklist, and Bulletin of Cooperative Children's Book Center.		
<b>COMMENTS FROM REVIEWER:</b>		
<b>COLUMN TOTALS</b>	<b>0</b>	<b>0</b>
<b>TOTAL SCORE</b>	<b>0</b>	



List View



Cover View

4 Results Found

1



Send To:



Sort By:



1.



## Spunky little monkey

by Martin, Bill, 1916-2004, author.

**Edition** First edition.

**Publication Date** 2017



Book

**Holds: 0** **Copies at All Libraries: 51**

Place Hold

**No Copies**

At Glen Ellyn Public Library

You may be able to get this from another library.

[Place a hold](#) →

[View copies at all libraries](#) →

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## AREAS OF EVALUATION

Accuracy  
and  
Authenticity

Stereotypes  
and Tokenism

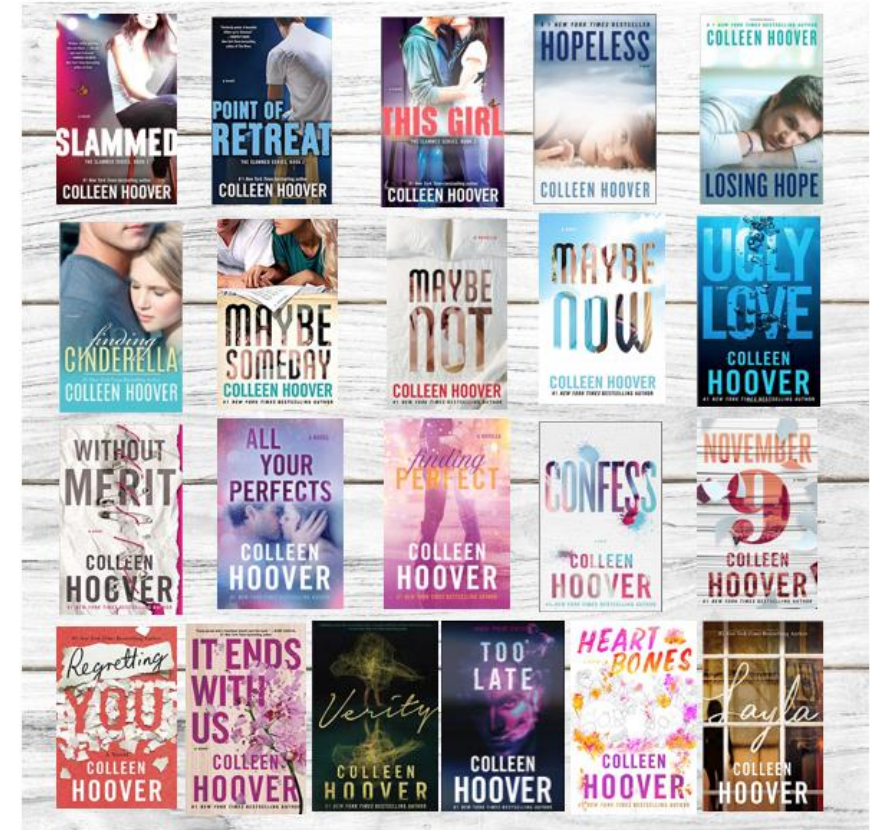
Character  
Agency

Time Period

Creator Lived  
Experience

## NEXT STEPS: MATERIALS

- Retention of Materials
  - Weeding Audit
  - Display Audit
- Set baseline target data from Collection HQ's DEI Module
- Let's Talk Kits
- Adapt ordering methods to include non-traditional sources for reviews
  - BookTok: impacting pre-orders, backlist popularity, library holds lists, inspiring displays (200 holds on 51 copies of Verity by CoHo, pub 2018)
  - Celebrity Book Clubs
  - TV/Film Adaptations



# NON-TRADITIONAL REVIEW SOURCES

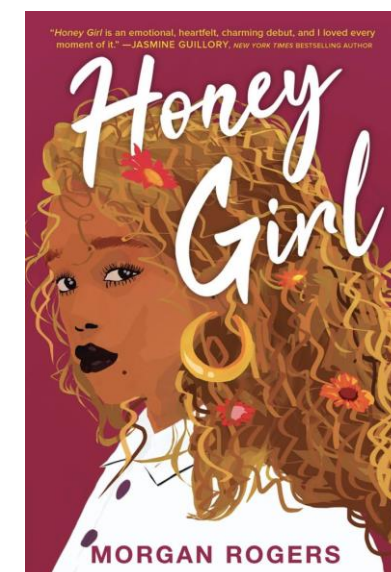
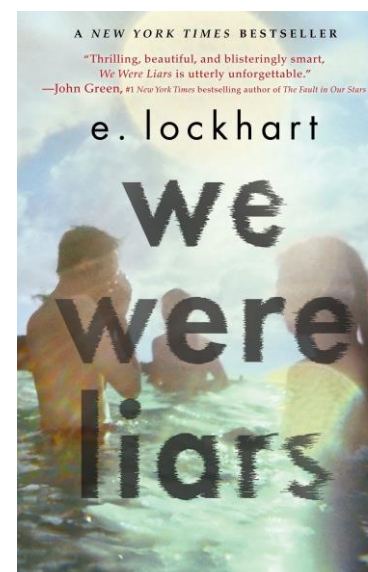
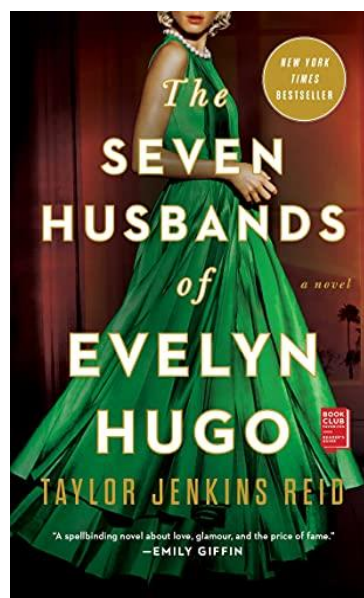
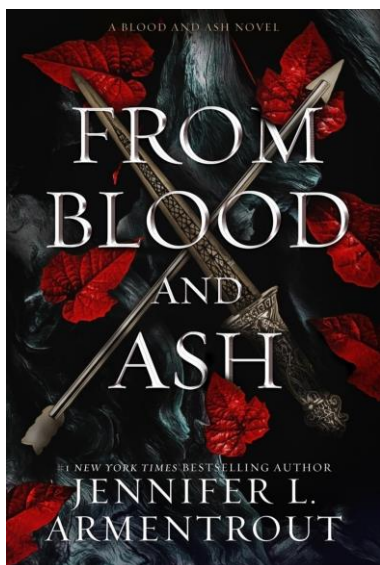
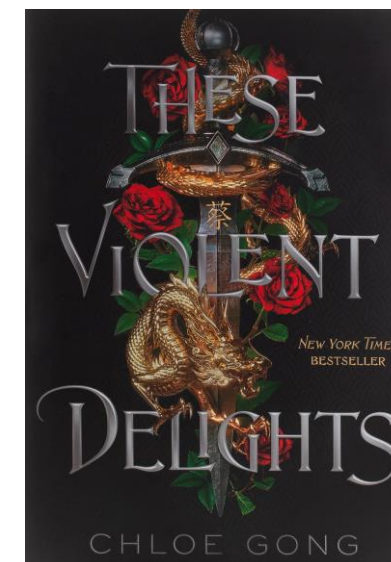
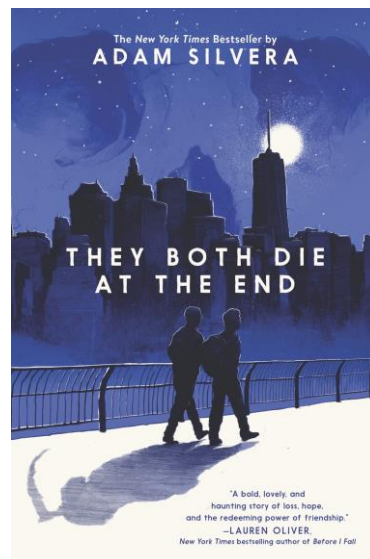
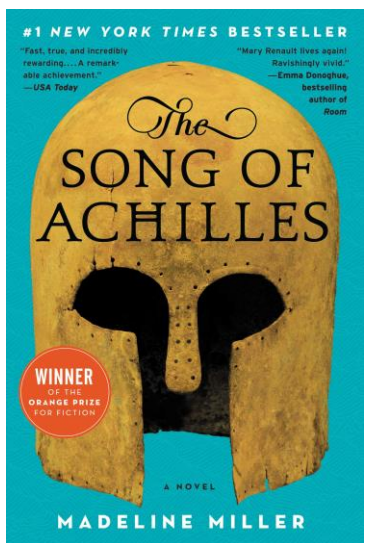
Instagram



- @ShelvesofColor (Chicago Based!)
- @thunderbirdwomanreads
- @LGBTQKitlit
- @hereweread
- @lupita.reads
- @bookstagramrepresent
- @yuki.reads
- @blackgirlthatreads
- @casebounder
- @jordysbookclub
- @theguywiththebook

- @caitsbooks
- @lluuuuuuu\_
- @ezeekat
- @kevintnorman
- @kendra.reads
- @saidias.library
- @alifeofliterature

- The Quiet Pond
- The Brown Bookshelf
- Queer Books for Teens
- Rich in Color
- Book Riot
- The Book Smugglers
- Feminist Book Club



---

## NEXT STEPS: PROGRAMS

- Diversify Your Bookshelf
- Book Club Materials
  - *Caste: The Origins of our Discontents* by Isabel Wilkerson, *White Fragility* by Robin DiAngelo
- Diverse Materials Tracker (flannelboards, music, books, puppets)
- Hire diverse programmers
- Equitable program offerings

## ACTION PLAN



---

Look at your community demographics. Gather data from more than one source. Identify potential gaps.

---

Decide who is participating in this project. Are you working solo or with others?

---

Create flexible data collection methods. Identify potential gaps.

---

Set deadlines and targets for data collection. Consider a sustainable workflow.

---

Pause to reflect.

---

Analyze data from audit.

---

Set goals based on information compiled from audit.

---

Share out information and findings with team at large.





# RESOURCES

- Jensen, Karen. [Doing a YA Collection Diversity Audit: Understanding Your Local Community \(Part 1\) - Teen Librarian Toolbox](#)
- LACONI Technical Services Section. [LACONI Technical Services: Diversity, Equity and Inclusion in Cataloging and Collection Development - YouTube](#)
- Pew Research Center. [U.S. has world's highest rate of children living in single-parent households](#)
- United States Census Bureau. [A more diverse nation. 2021](#)
- United States Census Bureau. [A more diverse nation. 2018](#)
- United States Census Bureau. [Fifteen percent of the world's same-sex couples have children in their households](#)
- United States Census Bureau. [US Hispanic Population Growth](#)



# RESOURCES

- <https://americanindiansinchildrensliterature.blogspot.com/>
- <https://edicottonquilt.com/me-2-0/>
- <http://sarahpark.com>
- <https://bookriot.com/find-childrens-book-reviews>
- <https://bookriot.com/indigenous-bookstagram-accounts/>
- <https://www.nbcnews.com/news/us-news/tiktok-taking-book-industry-storm-retailers-are-taking-notice-n1272909>
- <https://remezcla.com/culture/latinx-latine-comic/>

# QUESTIONS



## CONTACTS

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[CMORI@GEPL.ORG](mailto:CMORI@GEPL.ORG)

[SKENNEY@GEPL.ORG](mailto:SKENNEY@GEPL.ORG)

