



Diversity Audits for Library Collections

Presented to the Adult Reading Roundtable (ARRT)

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Vision, mission and community aspirations

Our vision: To empower every voice in our community.

Our mission: We share the information, services, and opportunities that fulfill Oak Park's aspirations.

Community aspirations: Literacy, education, diversity, inclusion, equity, health, safety, affordability.

Values and commitments

These philosophies and policies guide our everyday work and define how we want to engage with our community. [More policies »](#)

- [The Urban Library Council's Race and Social Equity Statement \(pdf\) »](#)
- Oak Park's [Diversity Statement](#), [Collection Strategy Statement](#) and [Confidentiality of Circulation Records Policy »](#)
- The American Library Association's
 - [Library Bill of Rights »](#)
 - [Freedom to Read »](#)
 - [Freedom to View »](#)
 - [Code of Ethics »](#)
 - [Our Voices initiative, a commitment to diverse, quality content »](#)

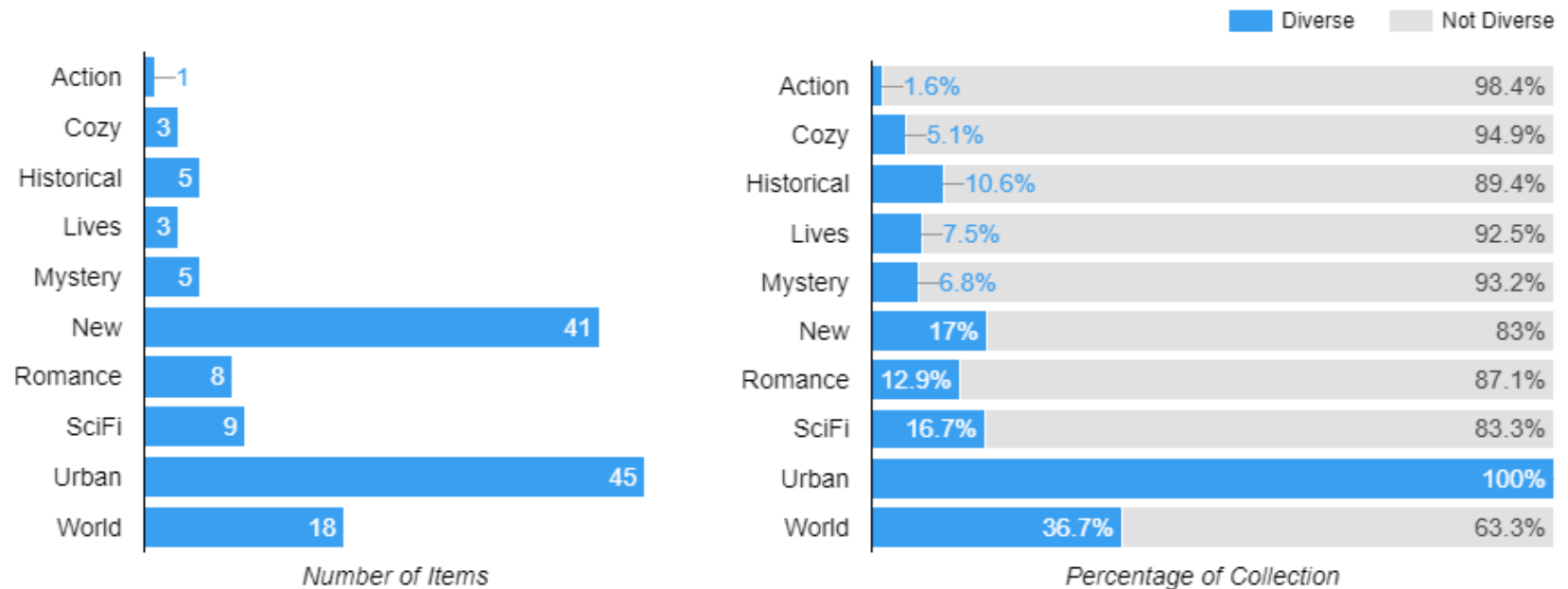
Data Points for Equity, Diversity and Inclusion Work

Number	Tag (CAT4)	Name	Tag Parameter	Description
1	DV-BIPOC	BIPOC	Character/Subject	Black, indigenous, and people of color
2	DV-DISAB	Disability	Character/Subject	Use for physical disability or neurodivergence
3	DV-LGBTQ	LGBTQ+	Character/Subject	Use for characters who identify as LGBTQIAP+. See Genderbread
4	DV-INTER	Intersectional	Character/Subject	Use where gender, sexuality, race, class, or disability overlap in some way
5	DV-ABIPOC	BIPOC	Author/Illustrator	
6	DV-ADISAB	Disability	Author/Illustrator	
7	DV-ALGBTQ	LGBTQ+	Author/Illustrator	
8	<u>DV-AINTER</u>	Intersectional	Author/Illustrator	
9	DV-ACBIPOC	BIPOC	Author & Character	
10	DV-ACDISAB	Disability	Author & Character	
11	DV-ACLGBTQ	LGBTQ+	Author & Character	
12	DV-ACINTER	Intersectional	Author & Character	

**Number is used in vendor orders to indicate the correct tag.

2018 Diversity Audit

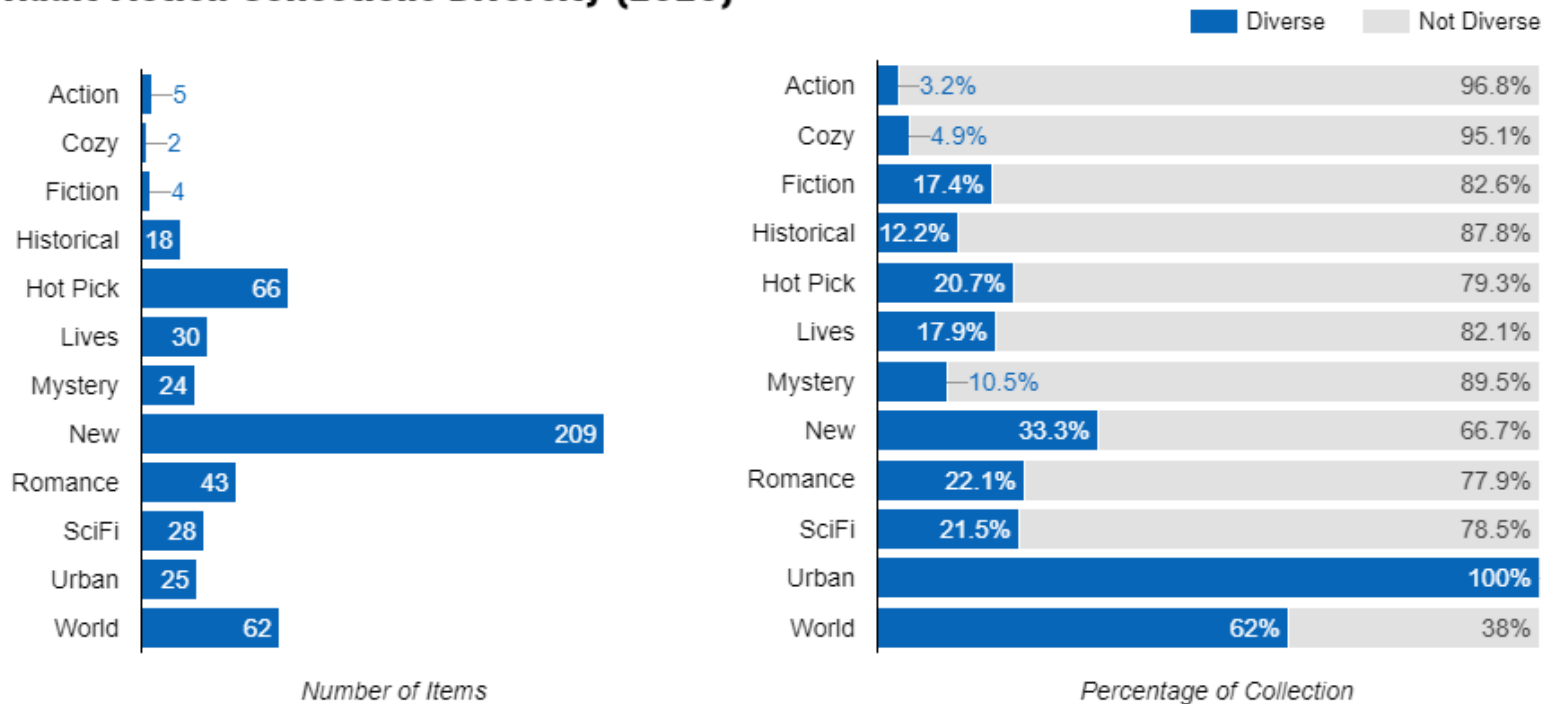
Adult Fiction Collections Diversity (2018)



Bar charts above summarize the number of diverse items in each collection (left) and the percentage of each collection that is diverse vs. not diverse (right).
NOTE: EDI auditing for Adult Fiction in 2018 focused only on race/ethnicity. Items categorized as "diverse" in the charts above are those with authors who are people of color (POC).

2020 Diversity Audit

Adult Fiction Collections Diversity (2020)

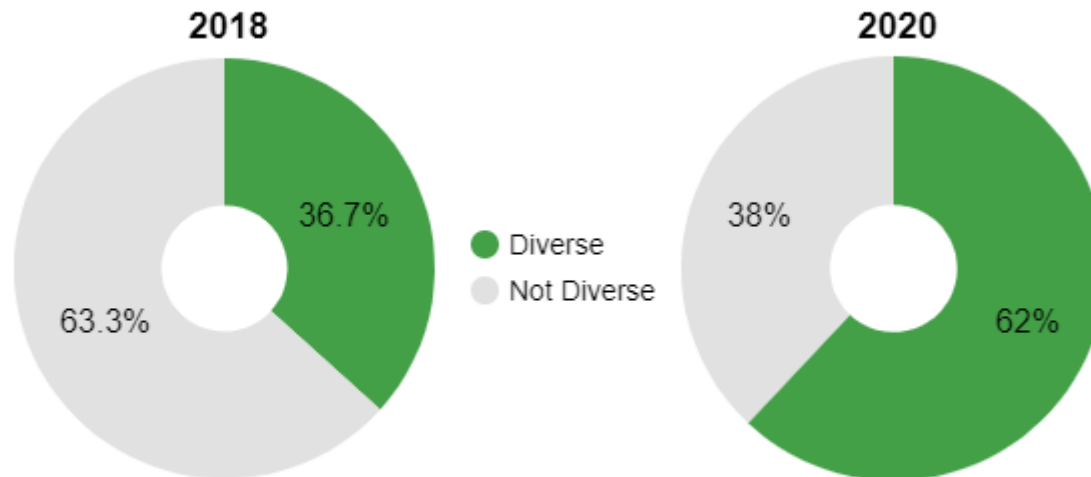


Bar charts above summarize the number of diverse items in each collection (left) and the percentage of each collection that is diverse vs. not diverse (right).

NOTE: EDI auditing for Adult Fiction in 2020 focused on multiple types of diverse identities and experiences, including creators and characters that were BIPOC, LGBTQ+, disabled, or represented intersectional identities. Items categorized as "diverse" in the charts above are those with authors/illustrators and/or characters/subjects that fall into one of those four categories.

2018 vs 2020 World Literature Audit

World Literature Collection Diversity

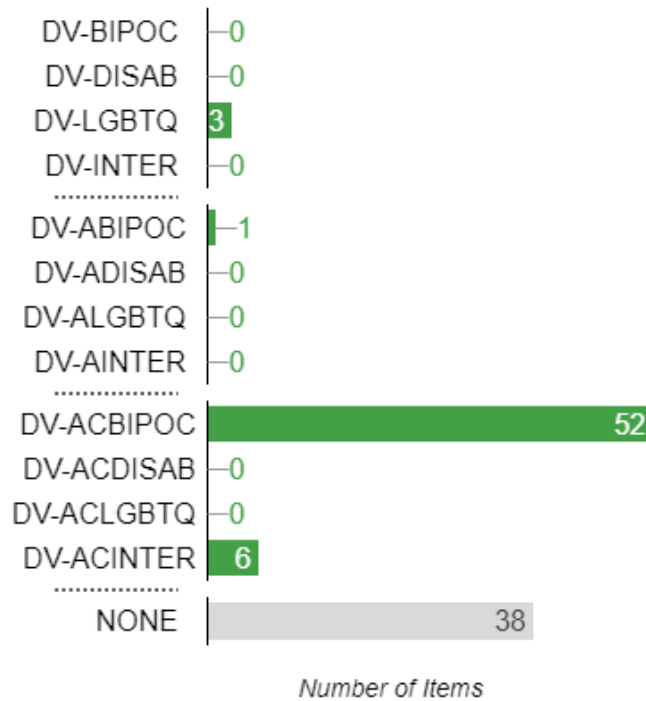


Pie charts above summarize the percentage of the World Literature collection that is diverse vs. not diverse in 2018 and in 2020. **NOTE:** EDI auditing in 2018 focused only on race/ethnicity of authors, while 2020 included multiple diverse identities/experiences (BIPOC, LGBTQ+, disability, intersectional) for authors/illustrators and/or characters/subjects.

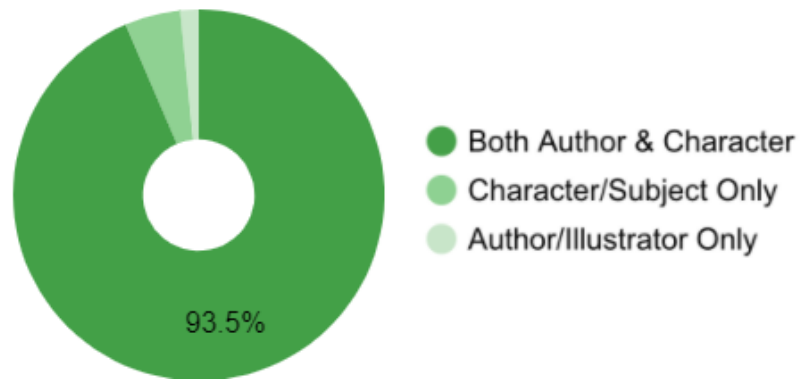
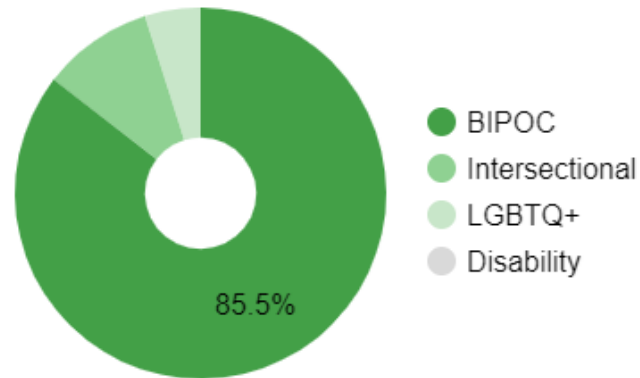
2020 World Literature Audit

The bar chart and pie charts below focus only on items tagged as diverse in the 2020 audit, showing the number of items in the World Literature Collection with each specific diversity tag and, of all diverse items in this collection, the percentages that accounted for each type of diversity (BIPOC, LGBTQ+, disability, intersectional) and the source of diversity (author/illustrator only, character/subject only, both author and character). See the index at the bottom of this page for more details.

Diversity Tags (2020)



Diverse Items by Category (2020)

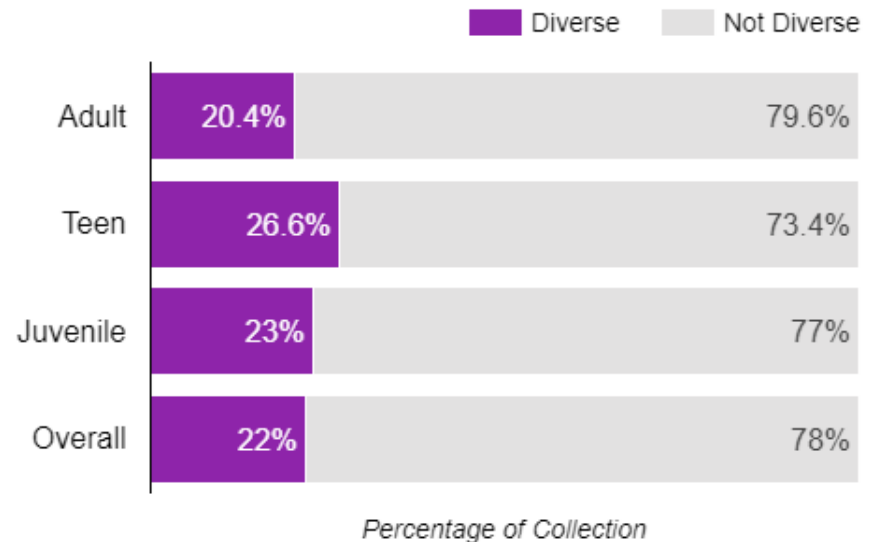
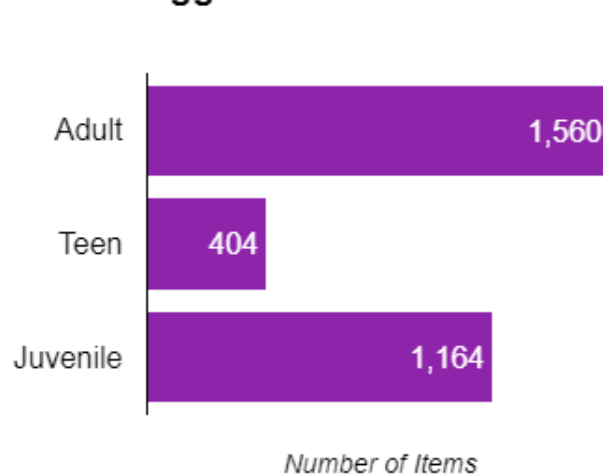


2020 All Audited Collections

All Audited Collections (2020)

Bar charts below summarize the number of diverse items in each collection (left) and the percentage of each collection that is diverse vs. not diverse (right). Audited items in 2020 include only new items added to Oak Park Public Library's collections 2/1/2020 - 10/15/2020.

Items Tagged as Diverse

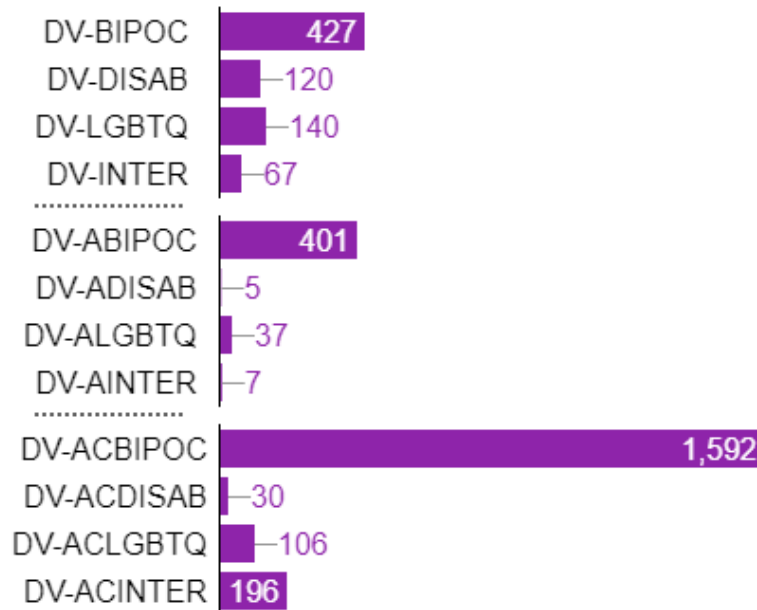


The bar chart and pie charts below focus only on items tagged as diverse, showing the number of items with each specific diversity tag and, of all diverse items, the percentages that accounted for each type of diversity (BIPOC, LGBTQ+, disability, intersectional) and the source of diversity (author/illustrator only, character/subject only, both author and character). See the index at bottom of this page for more details.



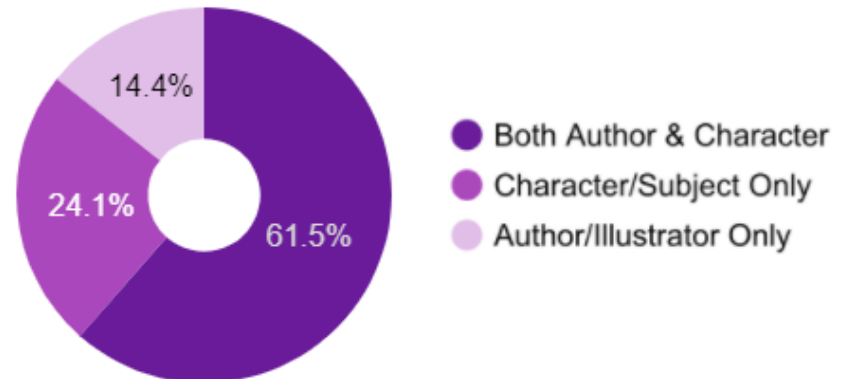
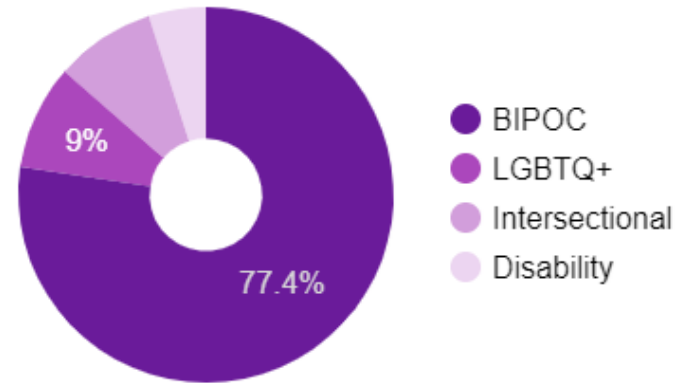
2020 All Audited Collections

Diversity Tags



Number of Items

Diverse Items by Category (2020)



Lessons and Challenges

- We have to do more to find and add titles from and about the disabled and neurodivergent community.
- This is time-consuming, uncomfortable, necessary work.
- Check your biases.

Common Questions

- How do I find diverse titles?
 - Awards lists and other book lists for the identities you want to add.
 - [ALA Book, Print, Media Awards](#)
- How do I make sure they don't get weeded too soon?
 - Marketing and promotion

Resources for Diverse Materials

- [FIYAH: Magazine of Black Speculative Fiction](#)
- [Mosaic Literary Arts of the Diaspora](#)
- [We Need Diverse Books](#)
- [Kartika Review](#)
- [Puerto del Sol](#)
- [Community of Literary Magazines and Presses](#)
 - Use as a directory of resources for deeper research