

Diversity Initiatives in Libraries and Publishing

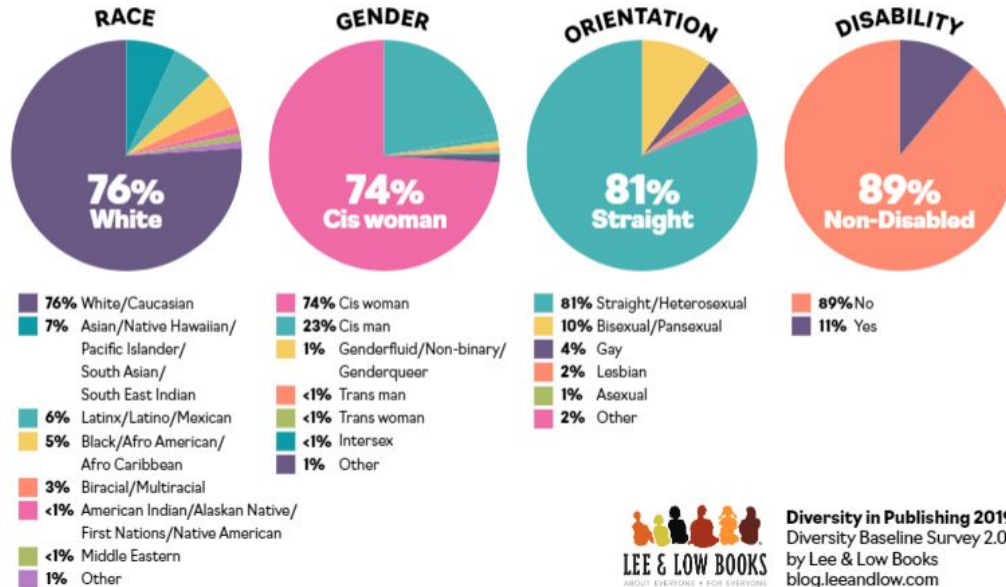
What Can We Learn from Each Other?

Library Publishing Forum 2020

Today's Conversation

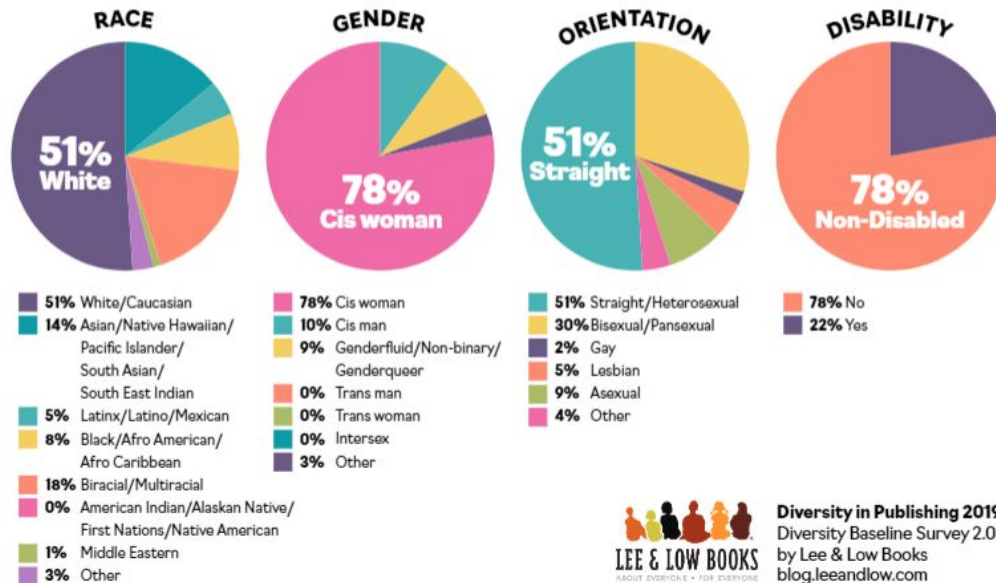
1. Background
2. Introductions
3. Panel Discussion
4. Work-study Slides
5. Questions

Industry Overall



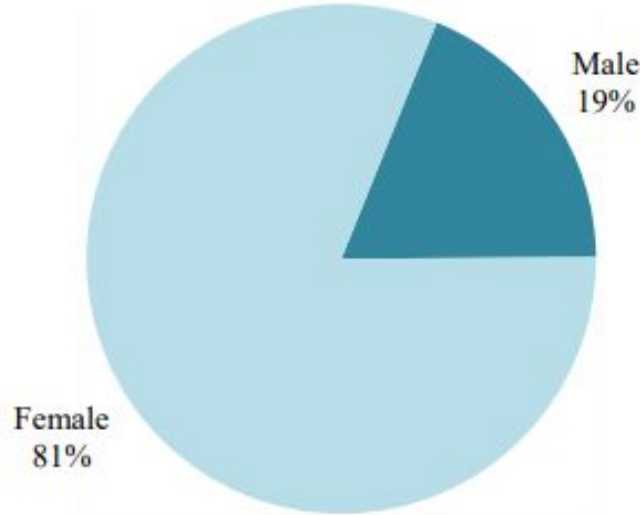
<https://blog.leeandlow.com/2020/01/28/2019diversitybaselinesurvey/>

Interns



<https://blog.leeandlow.com/2020/01/28/2019diversitybaselinesurvey/>

ALA Members by Gender
% of members self-identifying



In 2014, 81% of ALA Members participating in the survey, selected “Female” in response to the question “What is your gender?” and 19% selected “Male.” In 2017, these numbers remain unchanged.

<http://www.ala.org/tools/research/initiatives/membershipsurveys>

ALA Members by Race or Family Origin
% of members self-identifying

	2014	2017
American Indian or Alaskan Native	1.1	1.2
Asian	3.5	3.6
Black or African American	4.3	4.4
Hawaiian or Other Pacific Islander	0.3	0.2
White	87.1	86.7
Other	3.7	4.0

When asked “**How do you describe your ethnicity?**” in 2014, 3.9% responded “Hispanic or Latino.” In 2017, 4.7% responded “Hispanic or Latino.”

<http://www.ala.org/tools/research/initiatives/membershipsurveys>

Introductions

- María García (she/her/hers)
 - Acquisitions Assistant, MIT Press
- Kyle Gipson (he/him/his)
 - Assistant Acquisitions Editor, Johns Hopkins University Press
- Liz Hamilton (she/her/hers)
 - Copyright Librarian, Northwestern University Libraries and Press
- Stephanie Prieto (she/her/hers)
 - Publicist, Wesleyan University Press
- Lanell White (she/her/hers)
 - Director of Sales, Marketing, and Outreach, Michigan Publishing, University of Michigan

How can fellowships for people from underrepresented backgrounds avoid tokenizing fellows who participate in those programs?

How can we think of fellowships as working alongside other ongoing efforts to support diversity, equity, and inclusion, instead of seeing fellowships as a replacement for those ongoing efforts?

How do we measure success in
diversity initiatives?
How should we?

How can we support retention of participants after the fellowship program?

What can we gain from thinking about diversity, equity, and inclusion in the two connected industries of libraries and publishing?