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

- **Race**
  - 76% White
  - 7% Asian/Native Hawaiian/Pacific Islander/South Asian/South East Indian
  - 6% Latinx/Latino/Mexican
  - 5% Black/Afro American/Afro Caribbean
  - 3% Biracial/Multiracial
  - <1% American Indian/Alaskan Native/First Nations/Native American
  - <1% Middle Eastern
  - <1% Other

- **Gender**
  - 74% Cis woman
  - 23% Cis man
  - 1% Genderfluid/Non-binary/Genderqueer
  - <1% Trans man
  - <1% Trans woman
  - <1% Intersex
  - 1% Other

- **Orientation**
  - 81% Straight

- **Disability**
  - 89% Non-Disabled
  - 11% Yes
  - 9% No

Interns

DIVERSITY IN PUBLISHING 2019 • DIVERSITY BASELINE SURVEY BY LEE & LOW BOOKS

INDUSTRY OVERALL EXECUTIVE LEVEL EDITORIAL SALES MARKETING & PUBLICITY BOOK REVIEWERS LITERARY AGENTS INTERNS

RACE

51% White
14% Asian/Native Hawaiian/Pacific Islander
9% South Asian/South East Indian
5% Lattino/Latino/Mexican
8% Black/Afro American/Afro Caribbean
16% Biracial/Multiracial
0% American Indian/Alaskan Native/First Nations/Native American
1% Middle Eastern
9% Other

GENDER

78% Cis woman
10% Cis man
9% Genderfluid/Non-binary/Genderqueer
0% Trans man
0% Trans woman
0% Intersex
3% Other

ORIENTATION

51% Straight
30% Bisexual/Pansexual
2% Gay
5% Lesbian
9% Asexual
4% Other

DISABILITY

78% Non-Disabled
22% Yes

https://blog.leeandlow.com/2020/01/28/2019diversitybaselinesurveysurvey/
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.
# ALA Members by Race or Family Origin

<table>
<thead>
<tr>
<th>Race or Family Origin</th>
<th>2014</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaskan Native</td>
<td>1.1</td>
<td>1.2</td>
</tr>
<tr>
<td>Asian</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>Black or African American</td>
<td>4.3</td>
<td>4.4</td>
</tr>
<tr>
<td>Hawaiian or Other Pacific Islander</td>
<td>0.3</td>
<td>0.2</td>
</tr>
<tr>
<td>White</td>
<td>87.1</td>
<td>86.7</td>
</tr>
<tr>
<td>Other</td>
<td>3.7</td>
<td>4.0</td>
</tr>
</tbody>
</table>

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](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?