



Diversity, Equity and Inclusion in Cataloging and Collection Development

LACONI Technical Services
Section
April 9, 2021

Meet the Panelists



Introduction

Catalogers and collection development librarians strive to develop an inclusive library collection to serve all patrons:

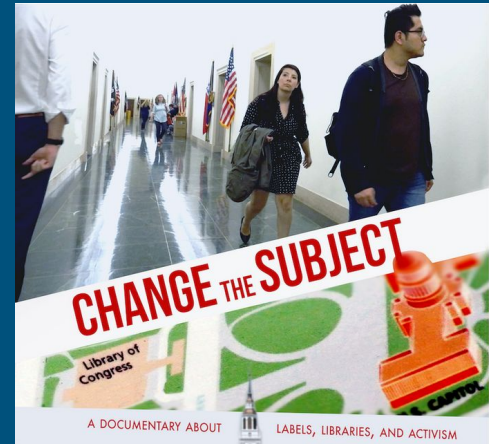
- Catalogers use up-to-date classification to provide access to diverse items in the catalog.
- Selectors purchase and weed titles to create a balanced collection of diverse viewpoints.
- A diversity audit identifies strengths and weaknesses in the collection.

Cataloging and Diversity, Equity and Inclusion

- Catalogers must recognize the inherent bias in subject headings.
- There is a difference in local subject headings practice in a consortium vs. stand-alone catalog libraries.
- Materials with opposing viewpoints on the same subject may have the same subject headings. Potential bias may not be evident from the catalog record.

Example: “Illegal aliens” subject heading

In 2016, [Dartmouth Librarians](#) requested Congress to remove the Library of Congress subject heading “Illegal aliens,” but Congress refused the request.

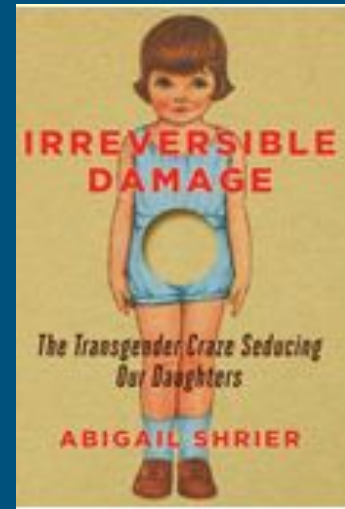


Example: “Tulsa Race Massacre” subject heading

In 2021, the University of Oklahoma Libraries successfully petitioned the Library of Congress to change the subject heading “Tulsa Race Riot” to “Tulsa Race Massacre.”

Example: *Irreversible Damage* by Abigail Shrier

The subtitle and the [description](#) (MARC field 520) identify this book as anti-transgender, the subject headings do not.



Subject Term: Transgender people -- Identity.
Transgender men -- Family relationships.
Female-to-male transsexuals -- Surgery.
Gender identity disorders.
Parents of sexual minority youth.

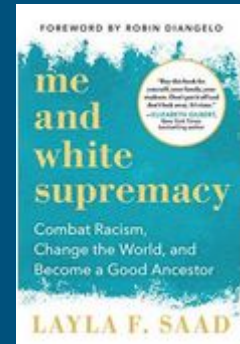
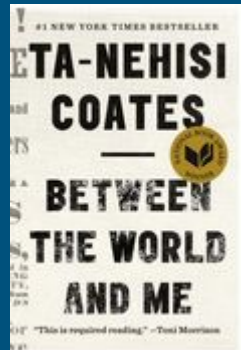
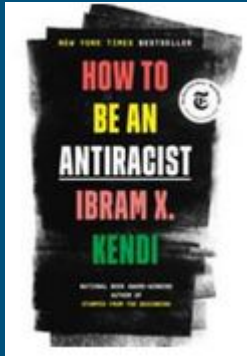
Collection Development and Diversity, Equity and Inclusion

- Selectors must build a balanced collection representing different viewpoints with a limited budget.
- Library patrons may request that selectors purchase titles that may be offensive.
- Current events affect the popularity of titles and subjects.
- Selectors and library administration should respond quickly to patron requests to remove a title from the collection.

Example: Black Lives Matter

In June 2020, the resurgence of the Black Lives Matter movement created increased demand for new and backlist titles with an anti-racism theme, in particular from African-American authors.

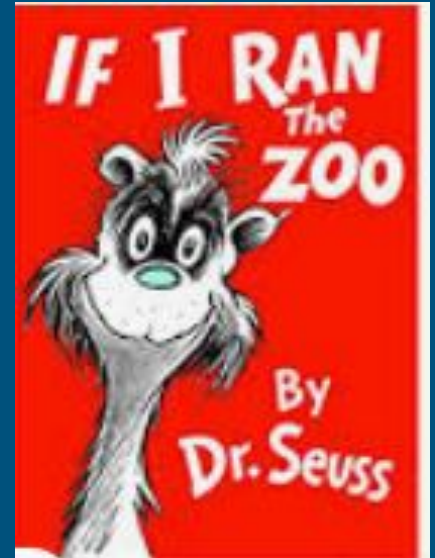
[New York Times Bestseller list - June 21, 2020](#)



Example: Dr. Seuss

In March 2021, the publisher Dr. Seuss pulled six of the author's titles from future publication for racist imagery:

- If I ran the zoo
- McElligot's pool
- And to think that I saw it on Mulberry Street
- On beyond zebra
- Scrambled eggs super
- The cat's quizzer



Library Case Studies



La Grange Public Library

- 18 Part-time and 18 Full-time staff
- Collection Size: 101,000 physical volumes
- Member of SWAN Consortium shared catalog of 100 libraries, 8 million physical volumes
- Serves a population area of 15,500 residents; adjacent to three unserved areas (Countryside, La Grange Highlands, Indian Head Park)
- La Grange, IL demographics: 91% White, 6% Black, 1% Asian, 2% Other Races



Cataloging at La Grange PL

- 1 Cataloger and 3 Access Services Associates provide technical processing.
- Library staff use SirsiDynix Symphony for their staff client and patrons use Enterprise as the OPAC. SWAN Libraries are beta-testing adding the Aspen Discovery Layer to Enterprise in 2021.
- Limited use of local subject headings.

Collection Development at La Grange PL

- 6 Adult Services selectors, 5 Children's Services selectors, and 1 Teen Services selector.
- Selectors order and weed for their specific age, genre, subject and/or format.
- Library staff use SirsiDynix BLUECloud Analytics for statistical reports.
- [Collection Development Plan](#) revised in 2018.

Promoting Diverse Collections

- How do we represent #OwnVoices in the shared SWAN catalog without authorized subject headings?
- Winter Reading (January-February 2021) focused on [#OwnVoices](#)
- Selectors created Bibliographies of collections focusing on diversity: [Children's](#), [Teen](#), [Adult](#)

Planning a Diversity Audit

- In November 2020, the Children's & Teen Services Manager, Access Services Manager and IT & Adult Services Librarian participated in the Library Journal Equity in Action webinar.
- Each participant completed a final project to review the diversity of a small portion of the Library collection. The Children's & Teen Services Manager looked at diversity in the Children's Fiction collection.
- Staff started working with Reesheda Graham Washington (RGW) Consulting in January 2021 to outline strengths and weaknesses in DEI at the Library.

Diversity Audit - Children's Fiction

- Started in December 2020, with a goal to finish in summer 2021.
- 4 full-time and 1 part-time staff members assisting with audit.
- Analyzing only the juvenile fiction collection (~4,000 items).
- Will assess other collection areas upon completion, including picture books, graphic novels, and biographies.
- Using Google Form to record data for now, but may re-evaluate upon completion.

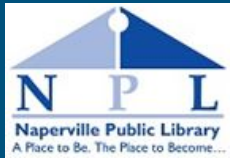
Diversity Audit - Future Goals

- Conduct a Diversity Audit of the Adult Fiction Collection - approximately 13,000 volumes, including mystery and science fiction.

Contact Information

- Rebecca Bartlett - Access Services Manager, La Grange Public Library rebecca@lagrangelibrary.org
- Emily Roth - Children's Services Librarian, La Grange Public Library emilyr@lagrangelibrary.org

Naperville Public Library



Naperville PL

- 238 staff (85 Full-Time - 168 FTE)
- Physical Collection: ~569,000
- Stand Alone with 3 locations
- 61,476 active cardholders
 - 149,167 population in 2020
- Second busiest library in IL



Collection Services @ NPL

- Centralized Selection with 3 Collection Development Librarians (in 2018)
 - Decentralized maintenance - including weeding
- 1 Cataloging Librarian & 1 Cataloging Associate
- 6 Acquisitions & Processing staff (4.5 FTE)
- Use Sierra ILS & Encore Discovery Layer
- Collection HQ for analysis
- Full control over local subject headings
 - Need AS & CH staff to feed us information

2017 Diversity Audit

- Year 3 Strategic Planning Team
- Goal: Ensure collection & programs represent the diversity of the community
 - Establish a baseline
 - Cadre of 6 + 7 to help analyse data
 - 2.5 months to analyze

Perfect is the enemy of the good!

2017 Diversity Audit

- Collection Audit
 - Randomized 10% sample of Q2 orders for:
 - Children's: Picture Books, Beginning Readers, and Chapter Books
 - Not Board Books - Not Non-human Characters
 - Teen & Adult Fiction
- Program Audit
 - Children's: 2017 Book Club Titles; Fall 2017 Storytime baskets
 - Adult & Teen: 2017 Staff-Led Book Clubs; 2017 Movie Viewings; ~~Brown Bag Lunch~~

2017 Datasets

Collection Audit	All Orders	Authors	Characters
Children's	554	50	27
Teens & Adult	1,048	110	117

Program Audit	All Titles	Authors (Directors)	Illustrators	Characters
Children's	180	172	142	281
Teens & Adult	104	104	NA	123

Analyzed for

Ethnicity: (Check all that apply)

- White
- Black
- East Asia: China, Japan, Korea
- South Asia: India, Pakistan, Bangladesh
- Other Asian
- Latinx
- Other: Listed Individually

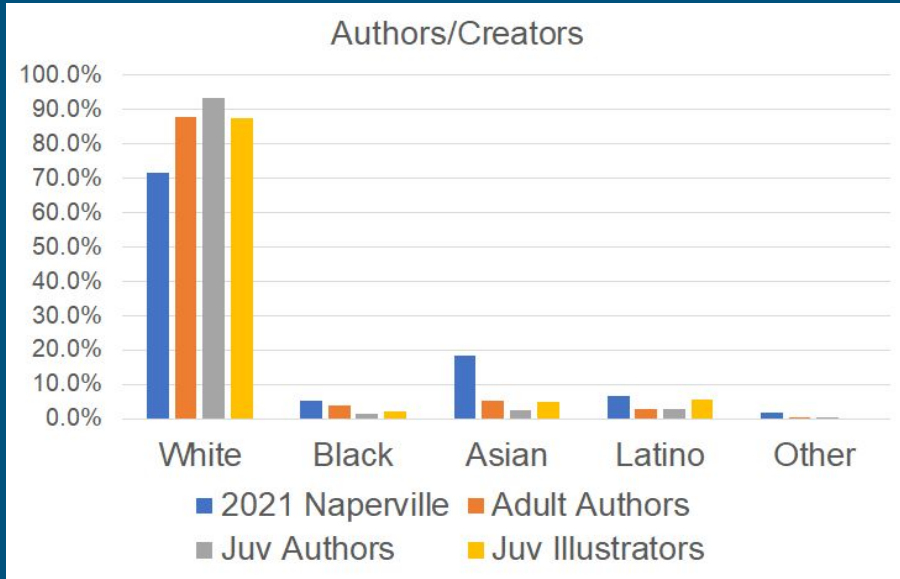
Nationality (List Country)

- International English Speaking
 - Not US & Canada
 - Imaginary worlds with White/English default
- International
 - Imaginary worlds with inclusive cultures

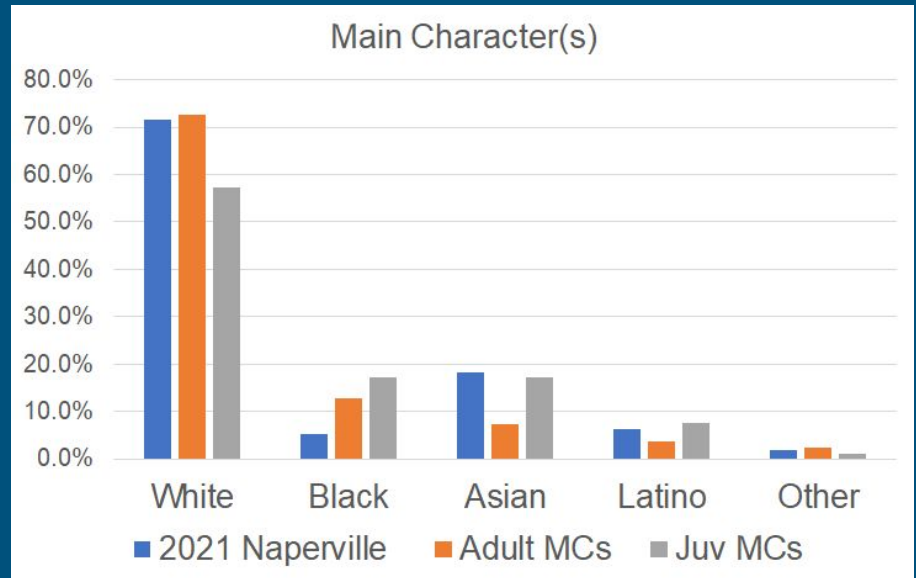
Characters for Sexual Orientation:

- Check if LGBTQIA+
- Compared to Gallup Poll

Not Representing Community



Not Surprised

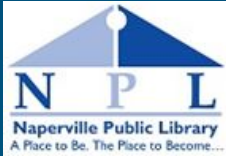


Have Baseline!

DEI Assemble!



**DEI
TEAM**



Defining DEI

- **Diversity**
- **Equity**
- **Inclusion**



Bridging 2017 to 2020

- **Collection Audit**
- **Programming Audit**
- **Marketing Audit**



2021 Collection Ordering Audit

Gather data on the materials that were ordered during the 2019 and 2020, 2nd and 4th quarter time periods.

For the Author, Illustrator, and Character

1. Ethnicity
2. Gender &/Or Sexual Identity
3. Nationality
4. Ability/Neurodiversity

Collection Areas

1. Easy Fiction
2. Battle of the Books
3. World Religions & Folklore (All Ages)
4. Teen Fiction
5. Cookbooks
6. Adult Biography
7. Adult Fiction

2021 Collection Ordering Audit

Collection Areas

1. Easy Fiction (194 titles)
2. Battle of the Books (81 titles)
3. World Religions & Folklore (All Ages) (125 titles)
4. Teen Fiction (188 titles)
5. Cookbooks (67 titles)
6. Adult Biography (166 titles)
7. Adult Fiction (506 titles)

Total: 1,327 = 2.3% of Books Ordered

	A	B	C	D
1	B Number	Title	Call #	Author
2	b1614059x	Peppa pig and the day at Snowy Mountain.	PEP	
3	b19487307	The Little Green Girl /	ANC	Anchin, Lisa,
4	b16209564	Please, Mr. Panda /	ANT	Antony, Steve,
5	b19498068	Love made /	ARA	Aragon, Quina,
6	b12953726	I like myself! /	BEA	Beaumont, Karen.
7	b19525473	When the bees buzzed off! /	BEL	Bell, Lula,
8	b19525126	A curious menagerie /	BER	Berger, Carin,
9	b17400910	Clifford, the big red dog /	BRI	Bridwell, Norman,
10	b19546506	Rocket says look up! /	BRY	Bryon, Nathan,
11	b19518122	Lenny the Lobster can't stay for dinner ... or	BUC	Buckley, Michael,
12	b12742028	The very quiet cricket /	CAR	Carle, Eric.
13	b12958001	The grouchy ladybug /	CAR	Carle, Eric.
14	b19490100	Daddy-sitting /	COY	Coy, Eve,
15	b13040777	Bounce /	CRO	Cronin, Doreen.
16	b19546750	When everyone was fast asleep /	DEP	DePaola, Tomie,
17	b19545873	Cece loves science and adventure /	DER	Derting, Kimberly,
18	b16054064	The pout-pout fish goes to school /	DIE	Diesen, Deborah.
19	b19496254	Perro grande-- perro pequeÃ±o :	EAS	Eastman, P. D.
20	b19452822	Oink /	ELL	Elliot, David,
21	b19497854	Be/hold :	ERL	Erlichman, Shira,

2021 Collection Ordering Audit

Common Language Supplement

Ethnicity (Race)

Term to Use	
Black	African American, African, Jamaican
White	Caucasian
Latinx	Latino, Latina, Hispanic, Spanish
East Asian	Mongolian, Chinese, North Korean, South Korean, Japanese & Taiwanese
South Asian	Afghan, Bengali, Bhutanese, Indian, Maldivian, Nepalese, Pakistani & Sri Lankan
Asian	Asian American, Filipino, Myanmaese , Thai, Vietnamese, Malaysian, Indonesian, Singaporeans, Bengali, Laotians, Cambodian
Indigenous	Native American, Native Alaskan, Native Hawaiian, Aboriginal, First Nations

Nationality (Country of Birth/Current Residence)

Term to Use	
North America	United States of America, Native American, Asian American, African American, includes immigrants, Canada, Guam, American Samoa, Puerto Rico
Central America	Mexico, Belize, Honduras, Nicaragua, Panama, Cuba, Jamaica, Dominican Republic, Haiti, Bahamas
South America	Argentina, Brazil, Colombia, Venezuela, Guyana, French Guiana, Ecuador, Peru, Bolivia, Paraguay, Chile, Uruguay, Falkland Islands
Undocumented Immigrant	illegal alien, illegal immigrant, migrant worker, migrants
Europe	Albania, Austria, Belarus, Belgium, Bosnia & Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxemburg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine, United Kingdom
Asia	China, India, North Korea, South Korea, Japan, Philippines, Taiwan, Mongolia, Myanmar, Thailand, Vietnam, Malaysia, Indonesia, Singapore, Bangladesh, Laos, Sri Lanka, Nepal, Cambodia
Russia	USSR, Former Soviet Union, Soviet Union
Middle East/Arabian Peninsula	Turkey, Afghanistan, Pakistan, Iran, Iraq, Syria, UAE (United Arab Emirates), Oman, Yemen, Saudi Arabia, Jordan, Lebanon,

Resources:

- Open Library - <https://openlibrary.org/>
- Something About the Author (Database through Dominican University Rebecca Crown Library)
- Gale Literature Research Center - Person Search (Database through Dominican University Rebecca Crown Library)
- Diverse Book Finder
- OCLC Connexion Browser: <http://connexion.oclc.org/>
Log-in:Username: 100-138-765
Password: Isprism24
To search - go to Authorities tab > Keyword/Numeric Search > search for author last name, first name in personal names
MARC Fields to look for: [368](#), [370](#), [375](#)
- Phrases for Google searching:
 - "author name + nationality"
 - "author name + ethnicity"
 - "author name + LGBTQ"
 - "illustrator name + nationality"
 - "illustrator + ethnicity"
 - "illustrator + LGBTQ"

2021 Collection Ordering Audit

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
				Author's Ethnicity	Author's Gender &/or Sexual Identity	Author's Nationality	Author's Ability/Neuro diversity	Character's Ethnicity	Character's Gender &/or Sexual Identity	Character's Nationality	Character's Ability/Neuro diversity	Illustrator's Ethnicity	Illustrator's Gender &/or Sexual Identity	Illustrator's Nationality	Illustrator's Ability/Neuro diversity
1	Title	Author Name	Illustrator Name												
2															
3															
4				Black											
5				White											
6				Latinx											
7				East Asian											
8				South Asian											
9				Asian											
10				Indigenous											
11															
12															
13															
14															
15															
16															
17															
18															

2021 Collection Ordering Audit

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	Title	Author Name	Illustrator Name	Author's Ethnicity	Author's Gender &/or Sexual Identity	Author's Nationality	Author's Ability/Neuro diversity	Character's Ethnicity	Character's Gender &/or Sexual Identity	Character's Nationality	Character's Ability/Neuro diversity	Illustrator's Ethnicity	Illustrator's Gender &/or Sexual Identity	Illustrator's Nationality	Illustrator's Ability/Neuro diversity
38	Catwoman	Joëlle Jones, Fernando Blanco (Illustrations), Laura Allred (Colorist)		White	Cis & Straight	North America		Latinx	Cis & Straight	North America		Latinx	Cis & Straight	Europe	
39	The peacock emporium	Moyes, Jojo,		White	Cis & Straight	Europe		White	Cis & Straight	Europe					
40	Trust exercise	Choi, Susan,		Asian	Cis & Straight	North America			Cis & Straight	North America					
41	Afternoon of a faun	Lasdun, James,		White	Cis & Straight	Europe		White	Cis & Straight	Europe					
42	The library of lost and found	Patrick, Phaedra,		White	Cis & Straight	Europe		White		Europe					
43	Lights all night long	Fitzpatrick, Lydia,		White	Cis & Straight	North America		White	Cis & Straight	Russia					
44	The other Americans	Lalami, Laila,		South Asian	Cis & Straight	Middle East/Arabian Peninsula				North America					
45	An artless demise	Huber, Anna Lee,		White	Cis & Straight	North America		White	Cis & Straight	Europe					
46	Confessions of an innocent man	Dow, David R.,		White	Cis & Straight	North America		White	Cis & Straight	North America					
47	Manfried saves the day	Major, Caitlin, Kelly Bastow (Illustrator)		White	Cis & Straight	North America		White	Cis & Straight	North America		White	Cis & Straight	North America	
48	Swamp Thing	Snyder, Scott, Yanick Paquette (Illustrator)		White	Cis & Straight	North America		White	Cis & Straight			White		North America	
49	Master & apprentice /	Gray, Claudia,		White	Cis & Straight	North America		White	Cis & Straight						

Next Steps & Future Goals

1. DEI Collection Promotion Calendar

To showcase titles related to DEI. Not only will this help increase circulation, but it will also allow customers to be exposed to, and hopefully empowered by, titles that perhaps challenge their beliefs.

January - Religious Awareness

February - Black History Month

March - Women's History Month

April - Libraries Are for Everyone

May - Asian American Month

June - PRIDE

July - Activism Awareness Month

August - Cultural Differences in Communication

September - Hispanic Heritage Month

October - Mental Health Awareness

November - Native American Heritage Month

December - Disability Awareness

Next Steps & Future Goals

	A	B	C	D	E	F
1	Cultural Differences in Communication					
2	Highlight the many different cultures around the world and ways each communicates (example: many Native American languages don't have an equivalent for "please" as all words come from a place of gratitude)					
3	Each list must include 25%+ DEI Components: by Authors of Color, Own Voices, and Historically Marginalized Groups (people with disabilities, LGBTQIA+ community, people dealing with mental illness, people experiencing homelessness and poverty)					
4		Title	Author	Format	Location Link	Blurb
5	Adult					
6		I Dream in Another Language	Filmmaker Ernesto Contreras	DVD and Kanopy	https://naperville.kanopy.com/ideal-i-dream-another-language	Winner of the Sundance Film Festival Audience Award for World Cinema/Dramatic, and nominated for the Grand Jury Prize in World Cinema, I DREAM IN ANOTHER LANGUAGE follows a young linguist into the jungles of Mexico as he tries to learn about and preserve a mysterious indigenous language. A language, as he discovers, at the point of disappearing since the last two speakers had a fight fifty years ago and refuse to speak a word with each other.
7		Kiss, bow, or shake hands, sales and marketing: the essential cultural guide--from presentations and promotions to communicating and closing	Terr Morrison, Wayne A. Conway	Book		This book is an informative, entertaining guide that shows you what to do and what to avoid in sales and marketing situations, from Argentina to South Africa. It provides the expert knowledge you need to gather data in diverse cultures, properly present your products, and close deals around the world.
8		Babel: around the world in twenty languages	Gaston Dorren	Book		The celebrated author of "Lingo" presents a whistle-stop tour of the world's 20 most-spoken languages, exploring the history, geography, linguistics and cultures that have been shaped by languages and their customs. Among many other things, Babel will teach you why modern Turks can't read books that are a mere 75 years old, what it means in practice for Russian and English to be relatives, and how Japanese developed separate dialects for men and women. Witty, fascinating and utterly compelling, Babel will change the way you look at and listen to the world and how it speaks.
9		Through the language glass: why the world looks different in other languages	Guy Deutscher	Book		A masterpiece of linguistics scholarship, at once erudite and entertaining, confronts the thorny question of how--and whether--culture shapes language and language, culture. Can culture influence language--and vice versa? Can different languages lead their speakers to different thoughts? Could our experience of the world depend on whether our language has a word for "blue"?



Women's History Month is a perfect time to seek out the many accomplishments of women throughout history that are often overlooked. This digital display highlights the challenges, successes, and future of women, feminists, and intersectionality.

All the items on this digital display are available for free online with your NPL library card.

Click on each section below to browse our recommendations. Each title is available through one (or more) of the Naperville Public Library's digital resources.

Key:

- Hoopla
- Axis360
- OverDrive
- Kanopy
- Lynda.com

- Kids**
- Teens**
- Adults**

Women's March

Mischa Hedges

Shot on location in five U.S. cities, WOMEN'S MARCH is a story about democracy, human rights, and what it means to stand up for your values in today's America. On January 21, 2017, hundreds of thousands of women marched on Washington, D.C. That same day, hundreds of sister marches took place nationally and globally to become the largest one-day protest in American history.

Union Maids

Jim Klein, Julia Reichert, Miles Gogulescu

Stidowns, scabs, goon squads, unemployment, hunger marches, red baiting and finally the energetic birth of the CIO: the 1930s were a landmark period for the American labor movement. UNION MAIDS is the story of three women who lived that history and make it come alive today. It was the first film of its kind--an oral history, using a wealth of footage from the National Archives to chronicle the fight to form industrial unions as seen through the eyes of rank and file women. The film was widely distributed in 16mm, including theatrical dates in about 20 cities.

A Place of Rage

Pratibha Parmar

This exuberant celebration of African American women and their achievements features interviews with Angela Davis, June Jordan and Alice Walker. Within the context of the civil rights, Black power and feminist movements, the trio reassess how women such as Rosa Parks and Fannie Lou

Hood Feminism: Notes from the Women that a Movement Forgot

Mikki Kendall

A collection of essays taking aim at the legitimacy of the modern feminist movement, arguing that it has chronically failed to address the needs of all but a few women.

Next Steps & Future Goals

2. Weeding Audit & Guidelines

An item is considered dead after 18 months without a checkout. Understanding that we strive for 5% dead in each collection, we will seek to answer these questions:

1. How do these guidelines impact: Debut Authors, Own Voices and Representative works?
2. What ways can we keep diverse titles in the collection longer?
3. What is the overall circulation of these titles?

Next Steps & Future Goals

3. Common Language build into Local Subject Headings

Ability/Neurodiversity

Term to Use	
Assistive Technology	Uses a: wheelchair, walker, cane, brace
Deaf & Hard of Hearing	Uses a: hearing aid, Sign Language
Mental Illness	Depression, schizophrenia, bi-polar, PTSD
Physical Disability	Parkinson's, Multiple sclerosis, Cerebral Palsy,
Seeing Impaired	Blind, Macular degeneration
Neurological Diversity	Down Syndrome, Autism, ADHD, Dyslexic
Brain Injury	Traumatic Brain Injury, car accident, coma

See [ERIC](#) and [Homosaurus](#) for more inclusive terms

IUG Presentation: *What's in a Name?* by Emily O'Neal @ Deschutes PL

Naperville PL Contact Information

- Shoshana Frank - Adult Services Librarian
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- Nicole Lawton - Children's Services Librarian
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- Karen Toonen - Collection Services Manager
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Evanston Public Library



Evanston Public Library

- 60 Part-time and 42 Full-time staff
- Collection Size: 478,000 items in collection
- Member of CCS Consortium shared catalog of 29 libraries.
- Serves a population area of 74,106.
Racial demographics are 43% White, 22% Black or African-American, 21% Latinx, 4% Asian



The Whole Collection Approach: The Art of Operationalizing Equity



- Reexamine weeding procedures
- Reconfigure displays
- Utilize pertinent staff with special knowledge & experience
- Front End Auditing - Track all historically marginalized authors

Equitable Tracking

Collection Development 2017 - Black Subject Matter (Autosaved) - Microsoft Excel

	A	B	C	D	E	F	G	H	I	J	K	L
714	Jubilee: Recipes from Two Centuries of African-American Cook	Toni Tipton Martin (black)	11/5/2019	9/13/2019	3	Cooking						
715	The Revisioners	Margaret Wilkerson Sexton (bla	11/5/2019	9/13/2019	3	Fiction	Ordered in ebook					
716	Nappily Married	Trisha R. Thomas (black)	11/12/2019	9/16/2019	2	Fiction						
717	Wounded	Ben Burgess Jr. (black)	11/26/2019	9/16/2019	1	Urban Fiction	Ordered in ebook					
718	The Therapist	Latoya Chandler (black)	11/26/2019	9/16/2019	1	Urban Fiction	Ordered in ebook					
719	Every Thug Needs a Lady	Wahida Clark (black)	11/26/2019	9/16/2019	1	Urban Fiction						
720	The Protégé	Brandie Davis (black)	11/26/2019	9/16/2019	1	Urban Fiction						
721	Collusion	De'nesha Diamond (black)	11/26/2019	9/16/2019	1	Urban Fiction	Ordered in ebook					
722	The Real Hoodwives of Detroit	India (black)	11/26/2019	9/16/2019	2	Urban Fiction	Ordered in ebook					
723	Schemes	Kiki Swinson (black)	11/26/2019	9/16/2019	1	Urban Fiction						
724	Mary Toft, Or, the Rabbit Queen	Dexter Palmer (black)	11/19/2019	9/17/2019	2	Fiction	Ordered in ebook					
725	On Time: A Princely Life in Funk	Morris Day (black)	10/8/2019	9/19/2019	2	Autobiography						
726	Race for Profit: How Banks and the Real Estate Industry Underm	Keeanga-Yamahtta Taylor (black	10/21/2019	9/19/2019	3	History (African-American)						
727	God Save the Queens: The Essential History of Women in Hip-H	Kathy Iandoli	10/22/2019	9/19/2019	2	Music						
728	The Selected Letters of Ralph Ellison: A Life in Letters	John F. Callahan	12/3/2019	9/19/2019	1	Biography						
729	Hurricanes: A Memoir	Rick Ross (black)	9/3/2019	9/23/2019	2	Autobiography						
730	I Bring Voices of My People: A Womanist Vision for Racial Reco	Chanequa Walker-Barnes (black	10/1/2019	9/23/2019	2	Religion						
731	Unashamed: Musings of a Fat, Black Muslim	Leah Vernon (black)	10/15/2019	9/23/2019	3	Autobiography	Ordered in e-Audiobook and Audiobook					
732	The Bridal Suite	Rochelle Alers (black)	11/26/2019	9/23/2019	1	Romance	Ordered in ebook					
733	The Healing	Gayl Jones (black)	12/3/2019	9/23/2019	1	Fiction	Ordered in Audiobook and ebook					
734	Joan Myers Brown & the Audacious Hope of the Black Ballerina	Brenda Dixon Gottschild (black)	12/15/2011	9/25/2019	1	Autobiography						
735	Letters from an Astrophysicist	Neil deGrasse Tyson (black)	10/8/2019	9/26/2019	3	Science						
736	There You Are	Mathea Morais	10/22/2019	10/7/2019	2	Fiction	Ordered in ebook and e-Audiobook					
737	A Knight Without a Castle: A Story of Resilience and Hope	Robert Katende (black)	11/12/2019	10/7/2019	1	Autobiography						
738	Jay-Z: Made in America	Michael Eric Dyson (black)	11/26/2019	10/7/2019	3	Biography	Ordered in Audiobook					
739	Move On Up: Chicago Soul Music and Black Cultural Power	Aaron Cohen	9/25/2019	10/8/2019	2	Music						
740	The Measure of Our Lives: A Gathering of Wisdom	Toni Morrison (black)	12/3/2019	10/8/2019	2	Autobiography						

Front End Auditing: Building Equitable Collections

- Conferences
- Bookstore visits (and relationships)
- Newsletters
- Spreadsheets (Equitable Tracking)
- Task Force

The Collection Advisory Committee of EPL



Future Goals

- Expand Collection Advisory Committees (LGBTQIA+, Latinx, etc.)
- Audit of Adult Fiction Section
- Work with Baker & Taylor on #ownvoices tags for ease of search
- Neighborhood coffee discussions with public in different parts of town

Contact Information

- Elizabeth Bird - Collection Development Manager,
Evanston Public Library ebird@cityofevanston.org

Staff Training on Diversity, Equity and Inclusion

- Ryan Dowd Homeless Academy (Niche Academy website)
- Equity in Action: Building Diverse Collections (Library Journal webinar)
- Equity, Diversity and Inclusion Listening Sessions with RGW Consulting (Zoom)
- [Project Ready](#) (Institute of Museum and Library Services)
- Adding Value through Diversity (Lynda.com)

Further Reading

- [Conscientious Cataloging](#)
- [Diversity, Equity and Inclusion: Collection Development & Cataloging](#)
- [Diversity, Equity and Inclusion in the Library's online catalog](#)
- [Equity, Diversity and Inclusion: Creating a New Future for Library Collections](#)
- [What if I say the wrong thing by Vernā A Myers](#)

Questions?

