Research Tuesdays
2021 Spring Semester

Apr 20th, 4:00 PM - 5:00 PM

Diversity, Equity, and Inclusion - Library Audit Report

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Gibney, Michele; Wells, Veronica; Paris, Mickel; Cooperman, Lisa; Wurtz, Mike; Aghasili, Munachimso; Bustamante, Diego; Doty, Angelique Michelle; Love, Camryn; Mitchell, Apollo Parish; Pacheco, Xitlali; Pfitzer, Corey; Pham, Vivian; and Westlake, Molly, "Diversity, Equity, and Inclusion - Library Audit Report" (2021). Research Tuesdays. 5.
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Presenter Information
Michele Gibney, Veronica Wells, Mickel Paris, Lisa Cooperman, Mike Wurtz, Munachimso Aghasili, Diego Bustamante, Angelique Michelle Doty, Camryn Love, Apollo Parish Mitchell, Xitlali Pacheco, Corey Pfitzer, Vivian Pham, and Molly Westlake

This panel is available at Scholarly Commons: https://scholarlycommons.pacific.edu/research-tuesdays/spring-2021/events/5
Diversity, Equity, and Inclusion: The Library Audit

Presented by the Library & 2021 DEI Research Interns
01. Audit Intro
A brief intro to the project

02. Audit Results
Prelim results from the DEI Audit

03. Student Panel
Let’s hear from the students!

04. Conclusions
What’s next?
Thank You

Before we begin, a few words of thanks:

Edie Sparks, Vice Provost for Undergraduate Education & Interim University Librarian

Angelique, Apollo, Camryn, Corey, Diego, Molly, Muna, Vivian, Xitlali

University Committee for Diversity, Equity and Inclusion (UCDEI)
Audit Intro

A brief Intro to the project
University Libraries will conduct a diversity audit of its entire collection to determine gaps in representations of race, gender, sexual orientation, ability and other traditionally marginalized perspectives. The goal is to diversify the collection to ensure that students, faculty and staff can access materials that reflect the diversity of experiences and perspectives of our communities. In the meantime, Pacificans can access Resources on Bias and Racism in America, which highlights some of the racial justice and DEI-related titles in our collection.

—President Christopher Callahan

https://www.pacific.edu/about-pacific/administrative-offices/office-of-the-president/addressing-social-justice
Put together the scope and methodology of the project, including details for student involvement as DEI Research Interns.

**STEP 01.** Several pilot sampling projects

**STEP 02.** Put together the scope and methodology of the project, including details for student involvement as DEI Research Interns.
Total books in the Stockton Campus Library’s Collection

257,000+
Methodology: 1,000 or 10%

Humanities – 68,604 = 1,000

Social Sciences - 22,598 = 1,000

STEM – 11,789 = 1,000

Music Scores – 8,390 = 839

Medicine – 3,435 = 344

Education – 1,607 = 161
Permanent Art Collection

One DEI intern assigned to the audit worked from separate art collection database.

1,895 objects by 436 individual artists – audit about 30% complete.

Collection includes paintings, prints, drawing, sculpture, photographs, textiles, ceramics and decorative objects.

Followed conventions in extant artist databases.
The Process of Student Hiring & Training

01. Job description with Student Learning Outcomes
02. Job posting and interviews
03. Pre-work qualitative/quantitative student questionnaire
04. Determining collections to analyze & creating spreadsheets
05. Refining the audit form & inter-rater reliability
06. Work commences
Student Learning Outcomes

1. Students will learn how library resources are acquired and cataloged.

2. Students will learn about diversity, equity, and inclusion issues in libraries, the context of specific disciplines, and in the publishing world.

3. Students will develop critical thinking and information literacy skills by assessing materials in the library collection.
Semi-monthly Meetings
Readings from our semi-monthly meetings

“Measuring Diversity in the Collection”
Article from Library Journal

“Taking AIM: Integrating Organization Development into the Creation of a Diversity, Equity, and Inclusion Audit”
Conference paper

“Whose Play Scripts Are Being Published? A Diversity Audit of One Library’s Collection”
Article from Collection Management

“Demographics of Scholarly Publishing and Communication Professionals”
Article from Learned Publishing

“Reviewing the Book Review”
Article from The New York Times
"You don't make progress by standing on the sidelines, whimpering and complaining. You make progress by implementing ideas."

— Shirley Chisholm
# First Author/Editor Gender & Ethnicity

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<th>Total</th>
<th>White</th>
<th>BIPOC</th>
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More First Author/Editor

1.6%  1.7%

LGBTQIA+ Identifying  Stated Disability
Judging A Book by It’s Cover

Have people on the cover

- 78%

78% of books have non-cis-gendered males on the cover.

30%

30% of books have people of color on the cover.

36%

36% of books have non-white individuals on the cover.
Does the book identify as anti-racist?

98% NO
2% YES

https://libguides.lib.pacific.edu/biasandracism
### Publisher House President/CEO

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<th>BIPOC</th>
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<td>1,185</td>
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79% of publisher headquarters are in the US
“There’s really no such thing as the ‘voiceless’. There are only the deliberately silenced, or the preferably unheard.”

- Arundhati Roy, Sydney Peace Prize Lecture
Comparison Answers

Q1
How would you classify the DEI of the library’s collections based on your current knowledge of it?

“I have never thought about it or noticed.”

“It’s average!”

Q2
How would you rate the library’s collections in diversity, equity and inclusion based on your current knowledge of it?

“Maybe 2 out of 10”
**Q1: Why do you think we are doing a Library Audit?**

“Pacific likes to talk of its diversity. This audit will show if there is merit to those claims.”

“Because of recent assertions John Muir was using racially insensitive terms”

“Black Lives Matter Movement”
Q2: What is your opinion of the project so far?

“I really enjoy the thoughtful conversations we’re having at the biweekly meetings.”

“The project is an important task in order to document and detail the current status of the library in regards to DEI. Although the work is tedious, and the results have so far reflected our original expectations, it is important to have the data to back up the claims.”
The paradox of education is precisely this - that as one begins to become conscious one begins to examine the society in which he is being educated.

- James Baldwin, “A Talk to Teachers”, 1963
Before you started this internship, how much did you think about diversity, equity and inclusion and library books and/or the readings you are assigned for class?
What’s been your favorite take away from the semi-monthly meetings?
What’s your hope for how the library will address our findings?
Any final words on your experiences as a student intern this semester?
...when Education involves young people in making community changes that matter to them...young people begin to believe in themselves and to dream of the future.”

- Grace Lee Boggs, *The Next American Revolution: Sustainable Activism for the Twenty-First Century*
FUNDING DEI FOR OUR FUTURE

$10k Grant is a great start, but what’s next?

Explore DEI Collection Development Policy

Seek out new grants and collaborations?
Future Plans

1. Reviewing: Special Collections, University Archives, Scholarly Commons, and Libguides

2. Summer & Fall 2021 Continued Student Involvement

3. Engage in conversations and collaborations on campus with other depts. and student groups

Now

Future

Future
“How can anti-racist action in libraries begin to dismantle existing power structures and lead to equitable access to participation and opportunities in libraries for marginalized groups?”

- Reference Services Review, Special Issue, Call For Proposals
Let’s Have a Raffle!

First Prize

Second Prize

Third Prize

+With all Prizes!
THANK YOU!

Veronica Wells, Michele Gibney, Mickel Paris & Lisa Cooperman
Angelique, Apollo, Camryn, Corey, Diego, Molly, Muna, Vivian & Xitlali

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