



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

Diversity, Equity, and Inclusion - Library Audit Report

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Presenter Information

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DIVERSITY, EQUITY, AND INCLUSION: THE LIBRARY AUDIT

Presented by the Library & 2021 DEI Research Interns

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01. AUDIT INTRO

A brief intro to the project

03. STUDENT PANEL

Let's hear from the students!

02. AUDIT RESULTS

Prelim results from the DEI Audit

04. CONCLUSIONS

What's next?

A decorative border of various flowers and leaves in red, blue, orange, and green colors surrounds the central text.


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

01.



ADDRESSING SOCIAL JUSTICE, A MEMO FROM THE PRESIDENT

“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>

01

“University Libraries will conduct a diversity audit of its entire collection...”

02

“...materials that reflect the diversity of experiences and perspectives of our communities.”





AND SO WE **BEGAN** THE DEI AUDIT



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

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257,000+

Total books in the Stockton Campus Library's Collection



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



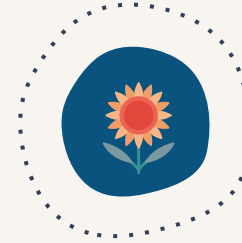
1

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



2. AUDIT RESULTS

"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

	TOTAL	WHITE	BIPOC	% BIPOC
CIS-GENDER MALE	1,613	1,455	158	10%
CIS-GENDER FEMALE	283	234	49	17%
TRANSGENDER	1	1		0%
COMMITTEE/COULD NOT FIND	364			

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MORE FIRST AUTHOR/EDITOR

1.6%

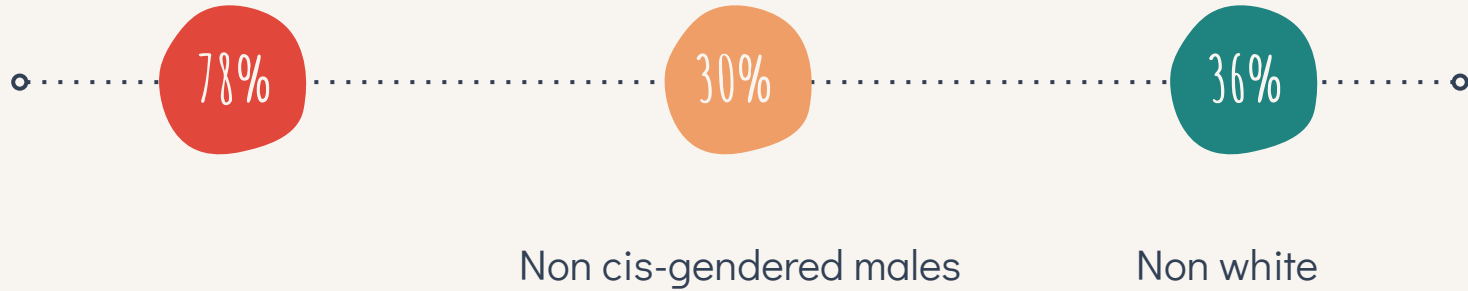
LGBTQIA+ Identifying

1.7%

Stated Disability

JUDGING A BOOK BY IT'S COVER

Have people on the
cover





DOES THE BOOK IDENTIFY AS **ANTI-RACIST**?



98%

NO



2%

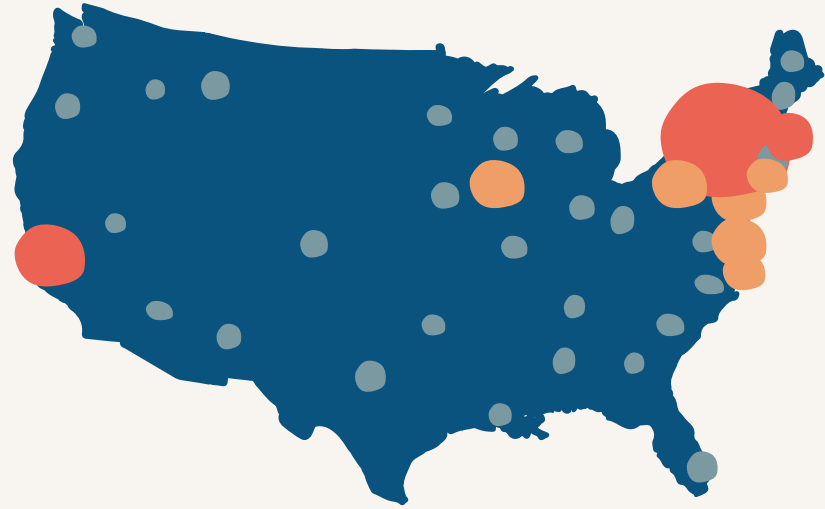
YES

<https://libguides.lib.pacific.edu/biasandracism>

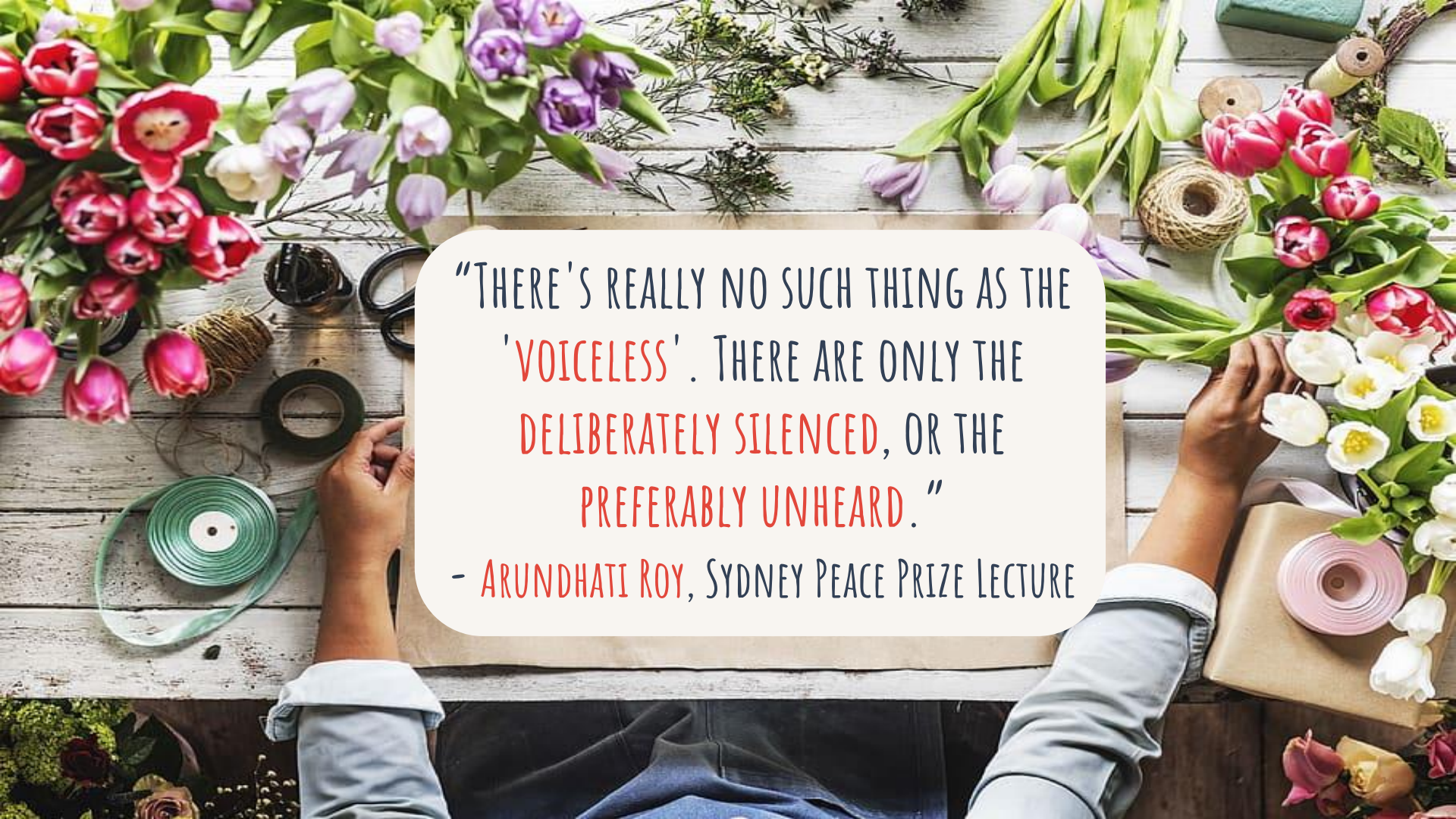
PUBLISHER HOUSE PRESIDENT/CEO

	TOTAL	WHITE	BIPOC	% BIPOC
MALE	1,292	1,185	107	8%
FEMALE	521	415	106	20%
COULD NOT FIND PHOTO	232			

PUBLISHER HOUSE SPREAD



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



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!**"

COMPARISON ANSWERS

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.**”

3. STUDENT PANEL

A photograph of two women standing in a field of tall purple flowers, likely lupines. They are holding large, dense bouquets of similar flowers in front of their faces, completely obscuring them. The woman on the left is wearing a light blue dress, and the woman on the right is wearing a white dress with thin vertical stripes. The background is a soft-focus landscape with more flowers and distant trees under a pale sky.

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?



4. CONCLUSIONS

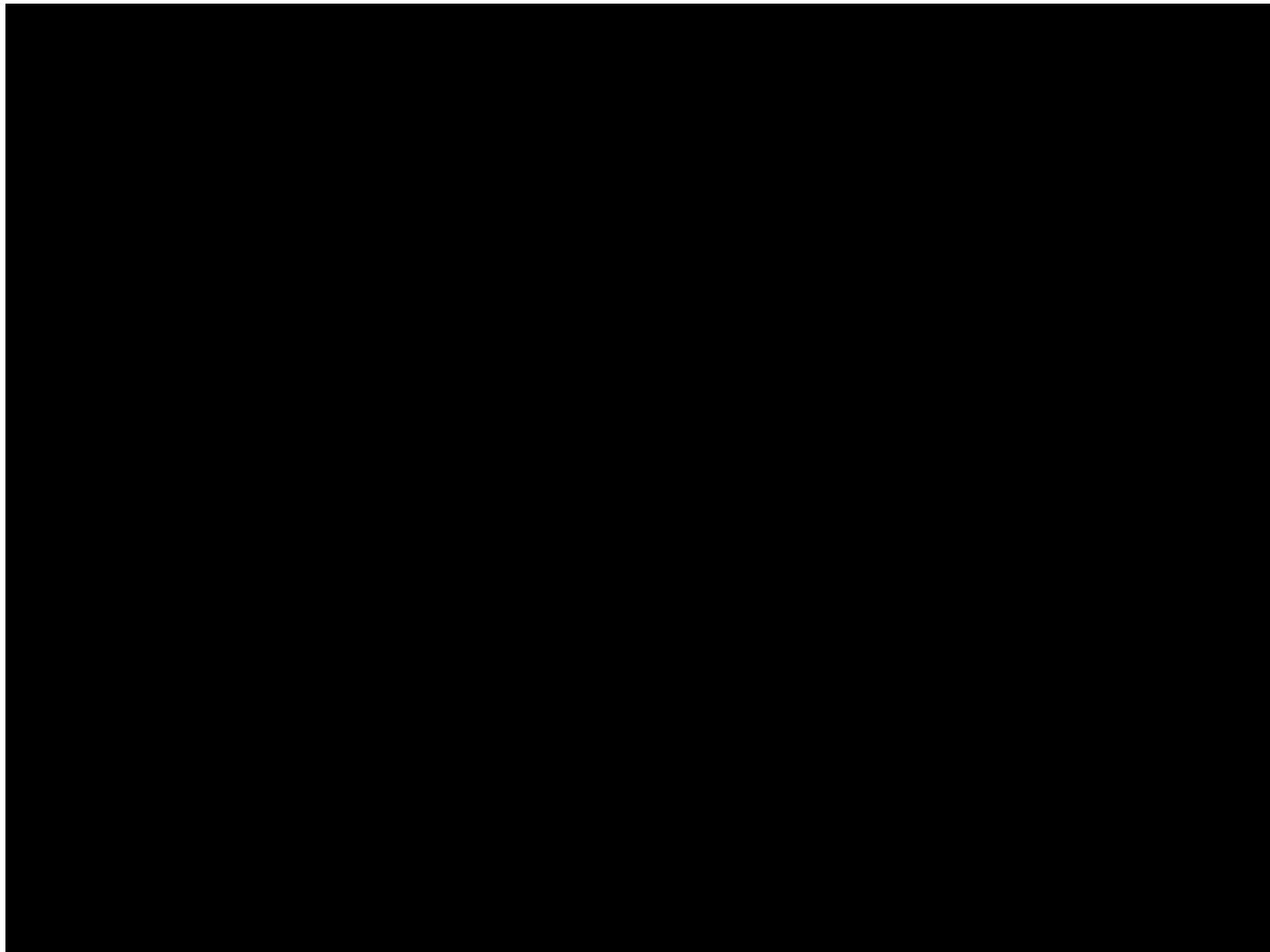


...WHEN EDUCATION INVOLVES YOUNG PEOPLE IN MAKING COMMUNITY CHANGES THAT MATTER TO THEM...YOUNG PEOPLE BEGIN TO BELIEVE IN THEMSELVES AND TO DREAM OF THE FUTURE."

- Grace Lee Boggs, *The Next American Revolution: Sustainable Activism for the Twenty-First Century*



EBOOK PURCHASES



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

NOW

2

Summer & Fall 2021
Continued Student
Involvement

FUTURE

3

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

FUTURE

A decorative border of stylized flowers and leaves in red, blue, and orange surrounds the central text.

“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

CREDITS: This presentation template was created by Slidesgo, including icons by Flaticon, and infographics & images by Freepik

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