

Examining Library Collections with a DEI Lens: The Student Perspective

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Callahan's Message

"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>





Pilot Project

500 title "Horror" list
38 titles examined



Creators

32

30

2

2

Characters

28

26

11

1

White

Male

Disability

LGBTQIA+

DEI Audit Methodology for Books

Sample 4,300 titles from:

1. Humanities
2. Social Sciences
3. Music Scores
4. STEM
5. Medicine
6. Education

Eight student interns fill out a Google Form for each title that examines:

1. The author/editor's identity
2. The subject matter
3. The publisher's president, director, or CEO's identity

Hiring Interns

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.



DEI Audit Launch



DEI Learning Community

1. At our team meetings, we discuss an article, related to DEI, libraries, and publishing.
2. We use Slack where everyone can ask questions and check in.



RESEARCH ARTICLE

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Demographics of scholarly publishing and communication professionals

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Abstract

Scholarly publishing plays a pivotal role in the dissemination of research. While a great deal is known about the companies active in this sector, we need to know more about the employees of the firms that edit, produce, market, and distribute today's scholarly books and journals. To achieve this goal, the researchers conducted an international survey in late 2014 and early 2015 of approximately 6,121 scholarly publishing employees in 33 nations. The researchers received 828 usable questionnaires. Some of the substantive findings about the respondents include: 90.79% identified themselves as white; 85.07% worked in scholarly publishing for more than 5 years; 60% held graduate or professional degrees; and 49% worked in editorial departments. Key suggestions include the need for annual surveys of this type and that the majority of scholarly publishing firms need to address the issue of diversity.

Survey for Interns

Diversity, Equity and Inclusion Audit Questionnaire #1

You are invited to take part in a research project! The research will contribute to understanding the importance of diverse, equitable, and inclusive library collections and student perspectives on same. Please note that participation in this survey is completely voluntary and anonymous (no personal information will be collected or stored by the researchers).

It should take participants between 10-15 minutes to complete.

"I have never thought about
it or noticed."

"It's average!"

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

"I believe there will be more books by white men because **I suspect major publishing companies discriminate** based on gender, ethnicity, sexual orientation, etc."

What would you predict as the outcome of the project we are about to do?

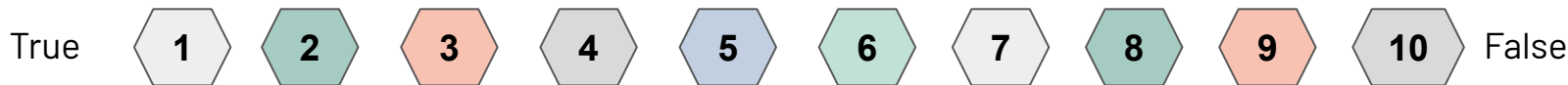
"Pacific likes to talk of its diversity. This audit will show if there is merit to those claims."

"Because of recent assertions **John Muir** was using racially insensitive terms"

"Black Lives Matter Movement"

Why do you think we are doing a library audit?

Likert Scale Survey Questions



Average = 6

Academic publishers provide a wide range of works that are diverse, equitable and inclusive.

Average = 6

Academic libraries have a large selection of works that are diverse, equitable and inclusive.

Average = 4

Diversity, equity and inclusion are issues that matter to me when I select a book for my research and studies.

Next steps

Conduct two more Student Questionnaires

Continue bi-monthly meetings

Assess 4,300 titles

Presentation on Tuesday, 4/20 from 4-5pm

Link: bit.ly/dei-interns

The screenshot displays the University of the Pacific Scholarly Commons interface. The header includes the university's name and logo, and navigation links for Home, About, FAQ, and My Account. The main content area features a search bar with the text 'Enter search terms:' and a dropdown menu set to 'in this collection'. Below the search bar, there are links for 'Advanced Search' and 'Notify me via email or RSS'. The 'BROWSE' section lists 'Collections', 'Disciplines', and 'Authors'. The 'AUTHOR CORNER' section includes a link to the 'Author FAQ'. The 'LINKS' section points to the 'Graduate School website'. The 'SCHOLARLY COMMONS ISSN' is listed as 2572-6803. The main content area displays the title 'Diversity, Equity, and Inclusion - Library Audit Report' with a list of authors: Veronica Wells, Michele Gibney, Lisa Cooperman, Mike Wurtz, Brenda Carrillo, and Mickel Paris. Each author has a 'Follow' button. The 'Document Type' is 'Panel'. The 'Location' is 'Zoom - http://bit.ly/research-tues'. The 'Start Date' is '20-4-2021 4:00 PM' and the 'End Date' is '20-4-2021 5:00 PM'. The 'Description' states: 'In Fall 2020, President Callahan announced several Diversity, Equity and Inclusion (DEI) projects that the university would commence, including a DEI Audit of the Library's collections. We formed a planning group, did initial research on equivalent DEI audits at other institutions, and decided to involve students in the process by hiring 5-6 as Interns in Spring 2021. The students will meet weekly with the planning group to discuss the project, audit specific portions of the collection (based on disciplinary interest), and provide recommendations for collection diversification. This presentation will cover the initial results of hiring students, finalizing methodology for the audits in concert with the students, and student feedback on the project and their learning outcomes for the semester-long project.' The footer includes the Digital Commons logo and navigation links for Home, About, FAQ, My Account, and Accessibility Statement.

Thank you!

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