



CT State Library
Division of Library Development

After the Audit: The maintenance phase

Presented by

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Agenda



- Why we audit
- Gather your results
- Collection development
- Conversations
- Continuing the work
- Questions



WHY WE AUDIT



- For the first time, non-Hispanic white residents now make up less than half (49.9%) of the nations under age 15 population, newly released [2018 U.S. Census Bureau estimates](#) show
- The fact that white children under 15 have already become a minority in their age group puts an exclamation point on the fact that the nation's diversity is percolating from the “bottom up” as the white population ages.

Census Data



- 76.3% white alone
- 18.5% Hispanic or Latin
- 13.4% black alone
- 8.6% with disability under 65yrs old
- 5.9% Asian
- 4.5% LGBT Source- [UCLS school of Law Williams Institute](#)
- 2.8% two or more races
- 1.3% Indigenous/ Alaska native
- .2% Native Hawaiian/ pacific islander

Audit Goals



- Why are *you* auditing?
- What information are you looking for?
- What do you want to do after?



GATHER RESULTS

Gather Your Results

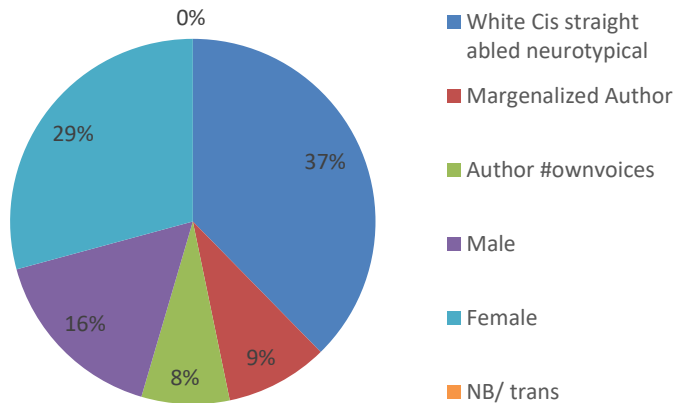


Author	Title	White Cis straight abled neurotypic	Marginalized Author	Author #ownvoices	Male	Female	NB/ trans	White	nonhum	Black	Latinx
		37%	9%	8%	16%	29%	0%	32%	1%	4%	3%
	Al Capone Does My Shirts, by Gennifer Choldenko	x				x		x			
	All Rise for the Honorable Perry T. Cook by Leslie Connor	x				x		x			
	Among the Hidden, by Margaret Peterson Haddix	x				x		x			
	Any Small Goodness: A Novel of the Barrio, by Tony Johnston	x				x					x
	Archer's Quest, by Linda Sue Park		x			x					
	Artemis Fowl, by Eoin Colfer	x			x			x			
	Bad Beginning, The, by Lemony Snicket	x			x			x			
	Ballad of Lucy Whipple, The, by Karen Cushman	x				x		x			
	Baseball Great, by Tim Green	x			x			x			
	Battle of the Labyrinth, The, by Rick Riordan	x			x			x			
	Because of Mr. Terupt, by Rob Buyea.	x			x			x			
	Belle Teal, by Ann M. Martin	x				x		x			
	Belles, The, by Dhonielle Clayton		x	x		x				x	
	Benefits of Being an Octopus, The, by Ann Braden	x				x		x			
	Best Man by Richard Peck	x			x			x			
	Better Nate Than Ever, by Tim Federle	x	x		x			x			
	Bitter Side of Sweet by Tara Sullivan	x				x				x	
	Blended by Sharon M. Draper		x	x		x				x	
	Blizzard! The Storm That Changed America, by Jim Murphy	x			x			x			
	Blood Guard by Carter Roy	x			x			x			
	Blood On The River: James Town 1607, by Elisa Carbone.	x				x		x			
	Born To Fly, by Michael Ferrari	x			x			x			
	Boundless, The, by Kenneth Oppel	x			x			x			
	Brainboy and the Deathmaster, by Tor Seidler	x			x			x			
	Breadwinner, The, by Deborah Ellis	x				x					
	Break With Charity, A: A Story About the Salem Witch Trials, by An	x				x		x			
	Bridge Home, The, by Padma Venkatraman		x			x					
	Bud, Not Buddy, by Christopher Paul Curtis.		x	x	x					x	
	Can I Touch Your Hair?: Poems of Race, Mistakes, and Friendship	x	x	x	x	x		x		x	
	Candymakers, The, by Wendy Mass	x						x			
	Case of the Missing Marquess, The: An Enola Holmes Mystery, by	x				x		x			
	Charlie Thorne and the Last Equation by Stuart Gibbs	x			x			x			
	Charlotte's Web, by E. B. White	x			x			x			
	Chasing Vermeer, by Blue Balliett	x				x		x			
	Chronicles of Narnia, The, by C.S. Lewis	x			x			x			
	City of Ember, The, by Jeanne DuPrau	x				x		x			
	City of Orphans, by Avi	x			x			x			
	City of Saints & Thieves by Natalie C. Anderson	x				x				x	
	Clean Getaway by Nic Stone		x	x		x				x	
	Click'd by Tamar Ireland Stone	x				x					x
	Closed for the Season, by Mary Downing Hahn	x				x		x			
	Cog by Greg Van Eekhout		x		x						
	Countdown, by Deborah Wiles	x				x		x			
	Counting by 7s, by Holly Goldberg Sloan	x				x					
	Crossover, The, by Kwame Alexander		x	x	x					x	
	Dealing With Dragons, by Patricia C. Wrede	x				x		x			
	Deep and Dark and Dangerous, by Mary Downing Hahn	x				x		x			
	Devil's Arithmetic by Jane Yolen	x				x					
	Diary of a Wimpy Kid: Greg Heffley's Journal, by Jeff Kinney	x			x			x			
	Dog's Life, A: The Autobiography of a Stray, by Ann M. Martin	x				x			x		
	Double Identity, by Margaret Peterson Haddix	x			x			x			
	Dreadful Tale of Prosper Redding by Alexandra Bracken	x				x		x			
	Dress Coded by Carrie Firestone	x				x		x			
	Drums, Girls, & Dangerous Pie, by Jordan Sonnenblick	x			x			x			
	Dying To Meet You, by Kate Klise	x				x		x			
	Eager, by Helen Fox	x				x		x			
	Elephant Run, by Roland Smith	x			x			x			

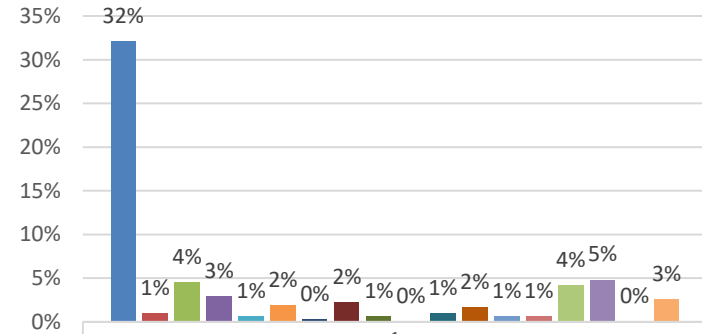
Gather Your Results



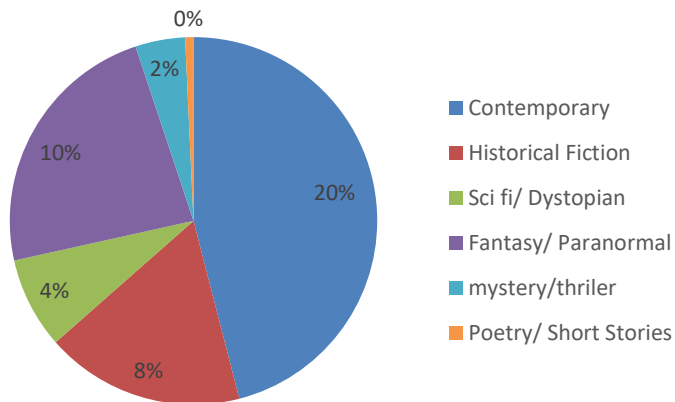
Middle Grade Book Discussion Authors



Middle Grade Book Discussion MC



Middle Grade Book Discussion Genre



White	32%
nonhuman	1%
Black	4%
Latinx	3%
Native American/ Indig.	1%
Biracial/ unspecified POC	2%
Jewish	0%
Asian	2%
Middle Eastern	1%
Plus Size	0%
LGBTQIA	1%
Immigrant	2%
Disability	1%
Neurodiverse/learning disability	1%
Experiencing homelessness/ low income/ Foster system	4%
mental health/trauma	5%
Addiction	0%
Set Outside US	3%

Interpret your results



- Go back to the goals established before an audit
- What needs to improve to reach those original goals.



COLLECTION MANAGEMENT

Collection Development



Current Topics & Trends

#OwnVoices titles 2021

Coronavirus and Pandemic-Related Titles



Asian

[A Celebration of Asian Family in Picture Books: Identification](#)

[A Celebration of Asian Family in Picture Books: Inclusion](#)

[Asian & Biracial: Identification](#)

[Asian & Biracial: Inclusion](#)

[Asian & Biracial: Learning](#)

[SEE MORE ▼](#)

Black

[Black \(complete- physical\)](#)

[Africa Is Not a Country: Fiction: Identification](#)

[Africa Is Not a Country: Fiction: Learning](#)

[African-American Historical Fiction, Exclusive of Slavery: Identification](#)

[African-American Historical Fiction: Identification](#)

[SEE MORE ▼](#)

Disability

[Disability \(complete category- ebook & eaudio\)](#)

[Disability \(complete category- physical\)](#)

[Autistic: More Than a Diagnosis: Identification](#)

[Climbing Out of Depression: Identification](#)

[Climbing Out of Depression: Learning](#)

[SEE MORE ▼](#)

First/Native Nations

[First/Native Nations \(complete category\)](#)

[First/Native Nations Characters in the Here & Now: Identification](#)

[First/Native Nations Characters in the Here & Now: Learning](#)

[First/Native Nations Picture-Book Biographies: Learning](#)

[First/Native Nations Traditional Tales: Identification](#)

Latinx

[Great Novels with Cuban Leads: Identification](#)

[Great Novels with Cuban Leads: Learning](#)

[Great Novels with Latinx Leads: Identification](#)

[Great Novels with Latinx Leads: Inclusion](#)

[Great Novels with Latinx Leads: Learning](#)

[SEE MORE ▼](#)

LGBTQIAP

[Beyond Binary: Identification](#)

[Beyond Binary: Learning](#)

[Black & LGBTQIAP: Identification](#)

[Comfortably Bisexual: Identification](#)

[Comfortably Bisexual: Inclusion](#)

[SEE MORE ▼](#)

Middle Eastern

[Middle Eastern \(complete category\)](#)

[Israel: Claiming History: Learning](#)

[The Middle East at War & Peace: Identification](#)

[The Middle East at War & Peace: Learning](#)

[The Middle-Eastern Immigrant/Refugee Experience: Identification](#)

[SEE MORE ▼](#)

Multiracial

[Multiracial \(complete category- ebook & eaudio\)](#)

[Multiracial \(complete category- physical\)](#)

[Biracial & LGBTQIAP: Identification](#)

[Biracial Characters in Fantasy & Science Fiction: Identification](#)

[Brown Children in Picture Books: Inclusion](#)

[SEE MORE ▼](#)

Religion

[Religion \(complete category- ebook & eaudio\)](#)

[Religion \(complete category- physical\)](#)

[Being an American Muslim: Identification](#)

[Being an American Muslim: Learning](#)

[Being Jewish Without Suffering: Identification](#)

[SEE MORE ▼](#)

#OwnVoices

[#OwnVoices - Asian \(Digital\)](#)

[#OwnVoices - Asian \(Physical\)](#)

[#OwnVoices - Black \(Physical\)](#)

[#OwnVoices - Black, Titles #-D \(Digital\)](#)

[#OwnVoices - Black, Titles E-L \(Digital\)](#)

[SEE MORE ▼](#)



- Audit your carts regularly
- Weed your collection
 - Make a schedule
 - [Use the CREW manual](#)



CONVERSATIONS WITH OURSELVES AND OTHERS

Tough Conversations



- Prework
- Prep answers to questions you think may be asked
 - Why did you decide to add the book to your collection.
 - Do you have data to back up the need
- Clarifying questions
- Do they want an actual conversation



Monett High School removes social justice book 'Dear Martin' after parent complaints



Claudette Riley

Springfield News-Leader

Published 3:38 p.m. CT Jan. 13, 2022 | Updated 1:17 p.m. CT Jan. 14, 2022

[View Comments](#)



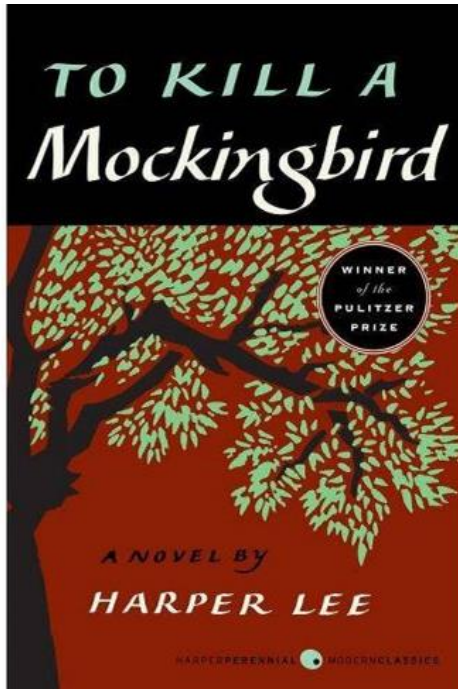
Following complaints, [Monett High School](#) has removed a social justice book recently assigned to freshmen.

[Source](#)

Book comparisons

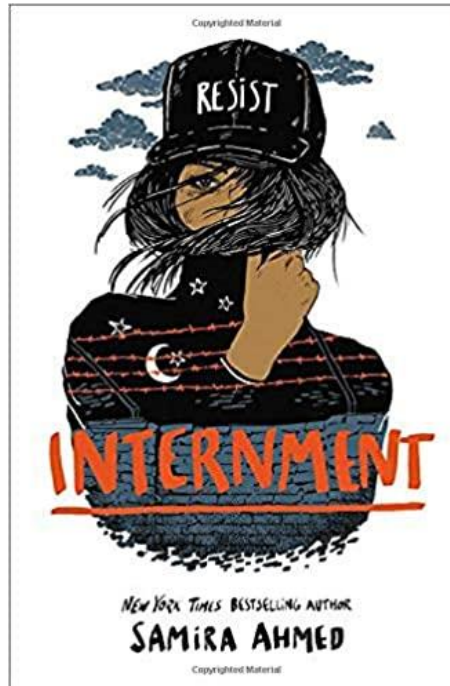


To Kill a Mockingbird



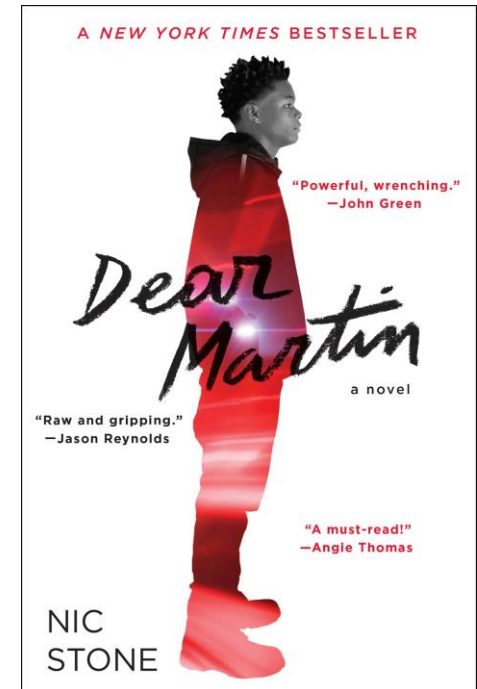
- A book that takes place during the Great Depression
- A black man is falsely accused of raping a white woman
- Some themes of the book: Good vs. Evil, Racial Prejudice, courage and bravery, justice vs. the law, knowledge and education, lack of trust in institutions, Loss of innocence.

Internment



- A book that takes place in the near future
- Muslim American people are sent to an internment camp
- Some themes of the book: Good vs. Evil, Racial Prejudice, courage and bravery, justice vs. the law, knowledge and education, lack of trust in institutions, Loss of innocence.

Dear Martin



- A book that takes place in the 2010's
- A black teen is falsely accused of a whole host of things
- Some themes of the book: Good vs. Evil, Racial Prejudice, courage and bravery, justice vs. the law, knowledge and education, lack of trust in institutions, Loss of innocence.

What can you do to prepare



DEI Fiction Audit Program Spring 2021 Report

Calarco Library
Hopkins School
New Haven, CT.

Title Slide



CONTINUING THE WORK

Learn



- Join with other library staff in your area in working through the [Project Ready](#) curriculum.
- Read, watch, listen and discuss with colleagues and community members any of the various books, articles, videos, or podcasts included on the [Anti-Racism Resources for All Ages](#) Padlet, curated and created by Dr. Nicole Cooke, Augusta Baker Chair at the University of South Carolina.
- Webjunction
 - [Access and Equity](#)
 - [Collection Management](#)

Engage



- Many libraries, state library organizations, and associations are providing opportunities to build equitable services through libraries. Check to see if your library, state library association, or state library is offering those kinds of opportunities that you might take advantage of.
- Begin talking with others in your library and community about building equitable practices through libraries and about the role each person plays in making sure that those practices take place.

Act



- Develop or assess and reframe current library policies, practices and services to center equity. Use the [Advancing Racial Equity in Public Libraries: Case Studies from the Field](#) report from the Government Alliance on Race and Equity (GARE) or [Project Ready Module 15: \(In\)Equity in Libraries](#) for inspiration.
- Make an action plan for changing power imbalances and pushing for equity in your community. Use the [Community Tool Box Justice Action Toolkit](#) for how-to materials on actions such as lobbying decision makers, writing letters to elected officials, and more.

Read



- Disability Visibility: First-Person Stories from the Twenty-First Century
- Invisible Child: Poverty, Survival & Hope in an American City
- Biased : uncovering the hidden prejudice that shapes what we see, think, and do
- Tomorrow Will Be Different: Love, Loss, and the Fight for Trans Equality
- We Are Displaced: My Journey and Stories from Refugee Girls Around the World
- You Can't Touch My Hair: And Other Things I Still Have to Explain
- #NotYourPrincess: Voices of Native American Women

Listen



- Rough Translation
- For Colored Nerds
- Reveal
- Truth B Told: Conversations about Culture and Power
- Being Seen
- Scene on Radio
- Nice White Parents
- Still Processing
- Let's Talk native with John Kane
- The Red Nation Podcast
- Code Switch



For Assistance: Contact Kymberlee Powe

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860-704-2221

Any Questions?

