



# Pathways to Inclusive Collections

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who we are

# why we're here



Overview of  
RCL's efforts to address  
collection diversity



What we can learn  
from public libraries'  
approaches to diversity



Lessons learned so far



Practical steps for building  
the collection



where we started...

- Lots of interest in diversifying collections, also lots of questions:
  - How do we define diversity?
  - How do we assess for diversity?
  - How are we funding?
  - Own voices: are we assigning identities to authors?
  - What about all the barriers to publishing for marginalized folks?
- BIPOC STEM project 2021-22
- Alma reporting code



## how it's going

- DEIA funds for FY23-24 (and beyond)
- DEIA in Collections Working Group
- Library Journal Course (Fall 2023): How to Build and Defend Inclusive Collections - a few takeaways
- Future: Ithaka S+R Diversifying Collections cohort project



# The Public Librarian Perspective

- In many ways, diversifying library collections in public libraries has begun to move faster than academic publishing (time frame to publish, etc.)
  - Diversity Audits, New Materials
  - Consider acquisition numbers
- Often, there are struggles in public libraries as well, with diversifying collections.
  - Actual diversity vs. Diverse illustrations
  - Resistance to subjects of race, class, gender, sexuality, etc.



# The Public Librarian Perspective

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- There are connections that can be made in public and academic libraries.
  - How we support each other, what we offer, & to whom we offer it.
  - Book banning
  - How do we support children to become adults who publish materials, general or academic?
    - Seeing themselves on the shelves, access to learning (experiential)
    - Understanding systemic and systematic racism, and the hierarchical structures that keep people locked out of systems.
    - Willing to be active participants in dismantling the school-to-prison pipeline.
    - Offering equitable support
    - University Presses strategically seeking out diverse authors.

So, what are the numbers?

[WHERE IS THE DIVERSITY IN PUBLISHING? THE 2023 DIVERSITY BASELINE SURVEY RESULTS | Lee & Low Blog \(leeandlow.com\)](#)

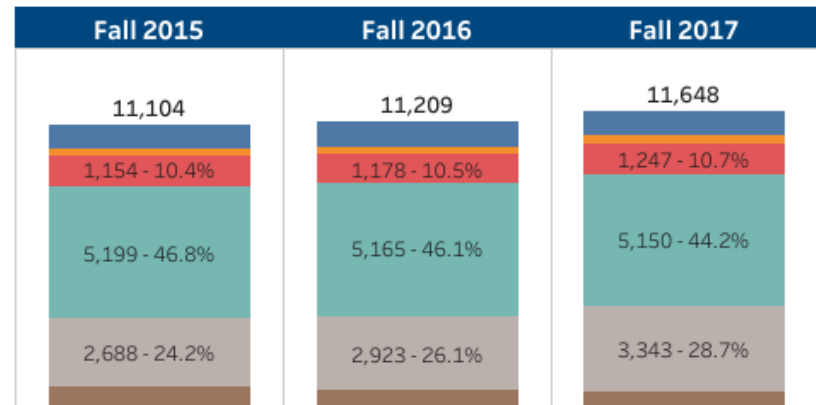
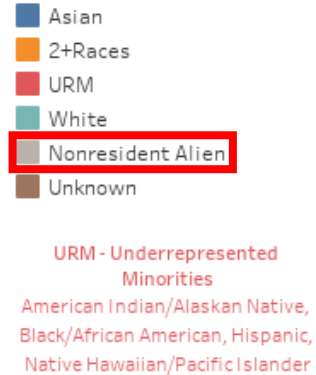
# Lessons Learned

The dead end of enrollment data

International [nonresidents] = 25-30% of population!

## Race Ethnicity Citizenship

Race Ethnicity Citizenship



UNIVERSITY of ROCHESTER			Nonresident International Student Quick Facts			Term	Fall 2023
						Acad Level	(All)
						School	(All)
Total Students			Gender				
			Female	Male	Undisclosed		
3,801			1,778	2,020	<5		
			Academic Level				
Undergraduate			Graduate			First Professional (MD)	
1,529			2,266			6	
			Region				
			Non US				
			3,801				
First Year Cohort			Time Status				
374			Full Time			Part Time	
			3,344			457	



## Number of Attempts to Ban or Restrict Library Materials in the U.S. by Year



## Lessons Learned

- The dead end of enrollment data
  - International [nonresidents] = 25-30% of population!
- Building meaningful support of public libraries through collection development
- Observations from other organizations: falling into minutiae
- A future path forward: patching the publishing pipeline

# Lessons Learned

- The dead
- Internal popula
- Building libraries developr
- Observa falling in
- A future publishi



**Figure:** Seven Ways To Integrate Diversity, Equity, and Inclusion into Scholarly Publishing

# Bite-sized Collection Development through a DEI/AJ Lens

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- Take bite sized chunks
- Prioritize goals
- Reverse diversity audit
- Use the data you do have
- Think outside the GOBI box

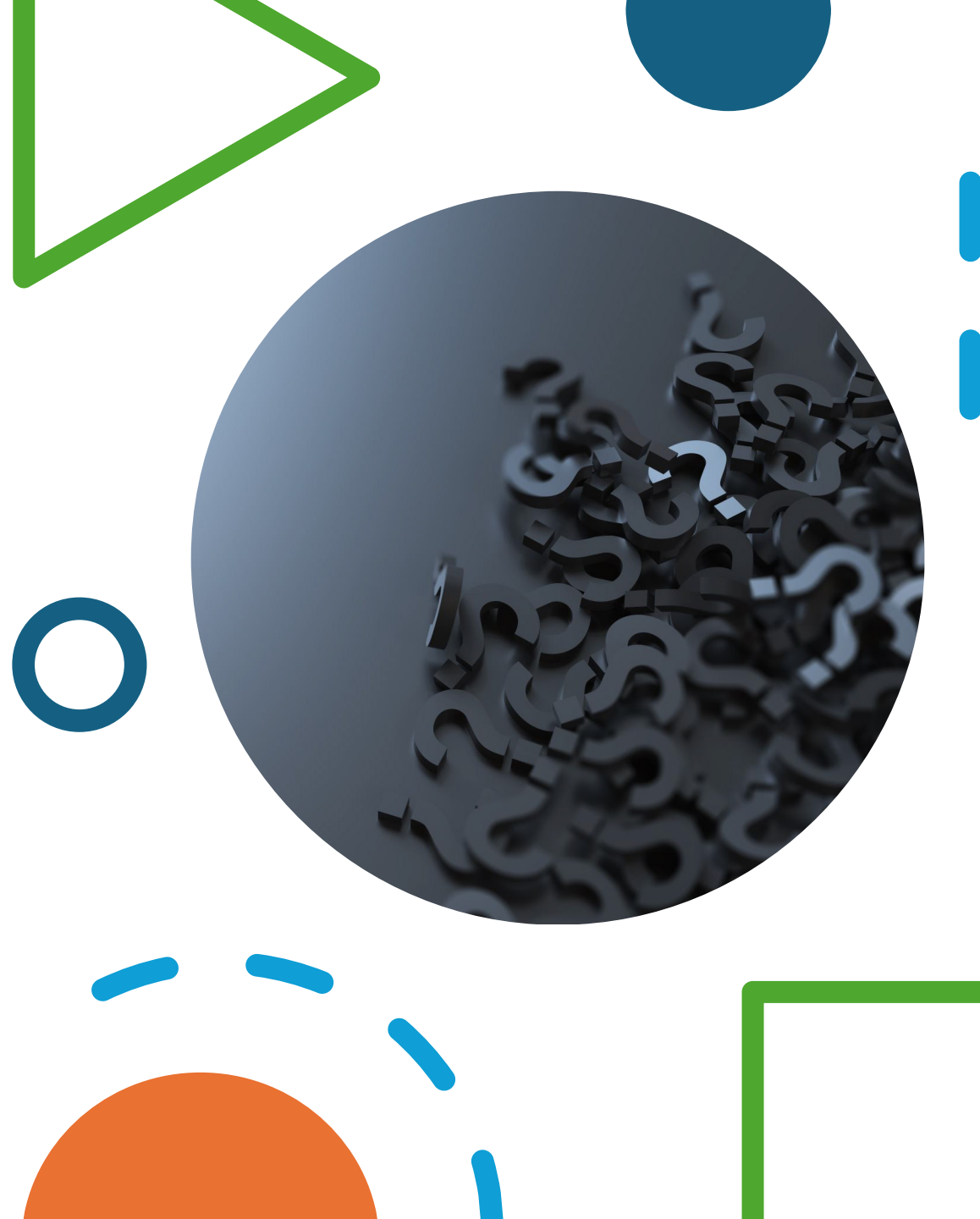
Walters, W. H. (2023). [Assessing Diversity in Academic Library Book Collections: Diversity Audit Principles and Methods](#). Open Information Science, 7(1). DOI: 10.1515/opis-2022-0148





# Our Questions

- What are some strategies to get researchers to consider nontraditional sources?
- Where do we acquire nontraditional sources including inclusive data sets?
- What are strategies for creating inclusive collections on a budget?- How to do it with little to no money?
- Defining DEI - How to decide if materials are categorized as DEI by subject area? What factors should be considered?
- How to weed inclusively?
- How can libraries impact the scholars to publishing pipeline?
- What types of collaborations do you have or envision with other institutions or organizations?



# More questions?-- Contact Us



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