

HOW DO I DO A
DIVERSITY AUDIT?

GUIDING QUESTIONS:

What is important to us here and now?

- *How are we being responsive to our school community?*
- *How are we meeting the needs of our learners?*

Can we find the information?

- *Is it readily available, reliable, accurate and free of interpretation or nuance?*

What will we do with the information when we have it?

- *How will this information inform our practice, purchasing and advocacy?*
- *How will this data help us to support our students in seeing themselves in our collections?*

Setup

- Which part of the collection will be audited? Who will conduct the audit? How many items will make up the random sample? What tool will be used for tracking?

Markers

- Which markers will be used in this audit? What information is important to you right now? Consider your school/district/country context. How will you deal with problematic portrayals?

Percentages

- What percentage of diversity will you aim for? On what will you base these percentages?

Tracking

- Work through your list of books, tracking the author and protagonist using the determined markers. Use book summaries, author websites etc. to audit your items.

Analysis

- Examine the data. Are your results close to the % of diversity you were aiming for? Where are the gaps? What stands out? What is problematic?

Next steps

- What will you do with the data you have gathered? Share it? Determine new patterns for acquisitions? Extend the audit for the next year? Something else?

AFTER THE AUDIT

1. Sharing (with staff, other TLs, learning community)
2. Purchasing (increase underrepresented voices in the LLC collection)
3. Involve students in future book selections
4. Weed!
5. Advocacy: Put pressure on publishing companies. We need more diverse lit

