
A Starting Point: One Way to Assess your Collection for Diversity and Inclusion

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Why assess your collection for diversity and inclusion?

- Serve your community
 - Especially underrepresented groups
- Fulfill organizational values
 - Auraria: Intellectual Freedom, Service, Inclusivity, Collaboration, and Stewardship
 - “To foster intellectual growth, academic success, and life-long learning for the students, faculty, and staff of the diverse urban campus of Auraria.”
- Increase the range and value of your collection
- Contribute to dismantling the current academic publishing industry, which still favors white cis men

Difficulties

- Space/Weeding Concerns
 - Will we have to remove other materials to make room for more diverse/inclusive resources?
- Money
 - Money is always a problem
- Time
 - Do you have the time to look into this issue along with all your other responsibilities?
- Size and history of collection
- Backlash from faculty and/or administration
 - Faculty can be resistant to changing recommended course materials
- Where do you even start?

How did we do it?

We began by identifying awards or lists of inclusive resources.

Next we pulled out the titles of all the recommended resources.

Britany then went through the list and identified the titles we owned or to which we had access.

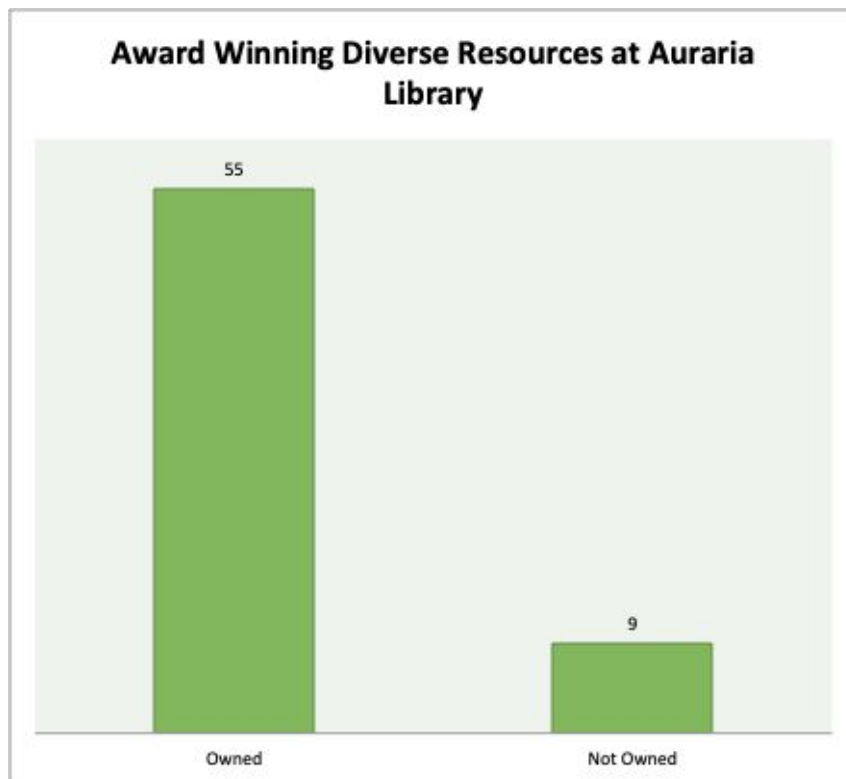
Finally, we analyzed and processed the data for presentation to shareholders.

- [National Association for Chicana and Chicano Studies Book Awards](#)
- [Eli M. Oboler Memorial Reward](#)
 - Intellectual freedom
- [Stonewall Book Award](#)
 - LGBTQ
- [Culturally Responsive & Inclusive Curriculum Resources](#)
- [People of Color in STEM](#)

Data Gathering

	A	B	C	D	E	F	G	H	I	J	K	L
1	Resource Title	PublicationYr	Format	Availability	Link	Note						
2	Culturally Responsive Collegiate Mathematics Education: Implications for African Am	2013	Article	Y	http://tinyurl.com/y483vxmb							
3	A National Analysis of Minorities in Science and Engineering Faculty at Research Un	2010	Web	Y	http://drdonnainelson.oucreate.com/diversity/Faculty_Tables_FY07/07Report.pdf							
4	An Experiential Learning Theory: A Dynamic, Holistic Approach to Management Lear	2011	Article	N								
5	Artificial Intelligence: How to Avoid Racist Algorithms.	2017	Web	Y	https://www.bbc.com/news/technology-39533308							
6	Beyond Stock Stories and Folktales	2011	Book	N								
7	Building inclusive pedagogy: Recommendations from a national study of students of	2015	Article	Y	http://tinyurl.com/y3yfgf5g							
8	Building Racial and Cultural Competence in the Classroom : Strategies from Urban E	2008	Book	Y	http://tinyurl.com/y6kvpwjc							
9	Challenging the monoculturalism of psychology: Towards a more socially accountabl	2004	Article	Y	http://tinyurl.com/y2xbhdx6							
10	Cognitive Styles and Classroom Learning.	1997	Book	Y	http://tinyurl.com/y3ij4ikt							
11	Cultural Diversity and Education : Foundations, Curriculum, and Teaching	2016	e-book	Y	http://tinyurl.com/yvjzdggn							
12	Culturally Responsive Teaching : Theory, Research, and Practice	2010	Book	Y	http://skyline.ucdenver.edu:80/record=b1836678							
13	Disparities in STEM Employment by Sex, Race, and Hispanic Origin	2013	Gov Doc	Y	http://tinyurl.com/yvntmck6							
14	Diversity across the curriculum: a guide for faculty in higher education	2007	Book	Y	http://skyline.ucdenver.edu:80/record=b2142719							
15	Diversity and Motivation : Culturally Responsive Teaching	1995	Book	Y	http://tinyurl.com/yxojxbah							
16	Education Supports Racial and Ethnic Equality in STEM	2011	Gov Doc	Y	http://tinyurl.com/y6xd66f3							
17	Embodied curriculum	2010	Book Chapt	Y	http://tinyurl.com/y4exfp7g							
18	Encyclopedia of activism and social justice	2007	e-book	Y	http://tinyurl.com/y39zr8rl							
19	Encyclopedia of case study research	2010	Book	N								
20	Encyclopedia of disability	2006	Book	Y	http://tinyurl.com/y4i2dgtu							
21	Encyclopedia of educational psychology	2008	Book	N								
22	Encyclopedia of gender and society	2009	e-book	Y	http://tinyurl.com/y3fnzo4g							
23	Encyclopedia of Group Processes & Intergroup Relations	2010	Book	N								
24	Encyclopedia of race, ethnicity, and society	2008	e-book	Y	http://tinyurl.com/y64z7bpa							
25	Encyclopedia of the social and cultural foundations of education	2009	Book	N								
26	Engaging diversity in undergraduate classrooms a pedagogy for developing intercult	2012	e-book	Y	http://tinyurl.com/yxideqaf							
27	Faculty of Color in Academe: What 20 Years of Literature Tells Us	2008	Article	Y	http://tinyurl.com/y2vvs6mn							
28	Feminist theories	2010	Book Chapt	Y	http://tinyurl.com/y5gsh59y							
29	Hidden Curriculum	2010	Book Chapt	Y	http://tinyurl.com/y4s3dff3							
30	How to Teach Students Who Don't Look like You : Culturally Relevant Teaching Strat	2006	Book	Y	http://tinyurl.com/y54tuk3m							
31	Inclusive Teaching Presence in the Classroom	2014	e-book	Y	http://tinyurl.com/y6mdkfbq							
32	Inside the Double Bind: A Synthesis of Empirical Research on Undergraduate and Gr	2011	Web	Y	https://ww Comes up in summons search but link does not work							
33	International encyclopedia of organization studies	2008	Book	N								
34	Invisible Student Scientists	2013	Book	N								
35	Learning how they learn a review of the literature on learning styles.	1998	Article	Y	http://tinyurl.com/yvegnrs4							
36	Learning styles: An overview of theories, models, and measures.	2004	Article	Y	http://tinyurl.com/yxst7xf2							
37	Leveling the Playing Field for Women in Tenure and Promotion	2007	Article	Y	http://tinyurl.com/y6iseg6o							
38	Making Visible Asians and Asian Americans in Introductory Women's Studies Course	2015	Article	Y	http://tinyurl.com/y4717kvp							
39	Mapping the learning styles "jungle": An overview of the literature based on citatio	2004	Article	Y	http://tinyurl.com/y2nqs5tw							
40	Mini-Symposium on Women of Color in STEM: A Summary of Events, Findings, and S	2009	Web	Y	https://www.terc.edu/display/Projects/Mini-Symposium+on+Women+of+Color+in+STEM							
41	Multicultural curriculum theory	2010	Book Chapt	Y	http://tinyurl.com/y3l5mdop							
42	Pipelines and Pathways: Women of Color in Undergraduate STEM Majors and the C	2011	Web	Y	https://ww Comes up in summons search but link does not work							
43	Revised treatment	2003	e-book	Y	http://tinyurl.com/y64z7bpa							

Data Analysis



Moving Forward

- Identify more inclusive/diverse resources that should be included in our collection
- Further data analysis
 - We've only looked at diverse books overall; now we need to break down the categories and ensure we're not focusing on some identities and ignoring others
- Reach out to colleagues to encourage thought (and possible participation) about including more diverse resources in the collection

Where do you look for diverse resources?

- Reach out to colleagues and faculty
 - Ask about diverse/inclusive leaders in their field -- do we own their publications?
- Join (or encourage your library to join) associations such as the [Diverse Libraries Association](#)
 - If you're not a member, still reach out to organizations such as REFORMA who might be able to help you identify resources you should have in your collection
- Google!

In Conclusion...

- Assessing your collection for diversity and inclusion is a very intimidating but necessary task.
- You absolutely can start with the most basic projects -- such as identifying award winning diverse titles in your collection.
- By attempting to diversify your collection, you are working to make all patrons feel welcome and heard in your library space. You are also working to undermine the problematic publishing industry.

Thanks!

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