

# Collection Diversity Basics

Plymouth District  
Library  
223



# Windows

Materials that provide learning opportunities about identities less present in your community



COLLECTION  
DIVERSITY

# Mirrors

Materials that reflect the identities present in your community

# COLLECTION DIVERSITY

Multiple  
Formats

Self-published,  
independent, small,  
local producers

Marginalized &  
underrepresented  
groups

Cataloging,  
labeling, &  
display

Multiple  
Languages



## Mission

Plymouth District Library shares resources to create connection and opportunity for our entire community, because we are stronger together.



## Vision

Plymouth District Library is the heart of an inclusive community that is engaged and empowered to shape a more vibrant future.



## Strategic Plan Goal

Promote equity across our community  
and contribute a welcoming, inclusive  
environment for all



## Strategic Plan Objective

Create and implement a set of benchmarks for collection diversity that selectors can use to analyze their collections and guide ordering going forward

# COMMITTEE



Adult Services  
Coordinator  
Holly Hibner



Adult Services  
Librarian  
Katy Kramp



Adult Services  
Librarian  
Sarah Vargas





# DIVERSITY MARKERS

Race

Religion

Economic

LGBTQ+

Ability

Size



# RACE

[www.census.gov](http://www.census.gov)

[www.mischooldata.org/dashboard](http://www.mischooldata.org/dashboard)

BENCHMARK: 20% of the collection should represent non-white races

- Averaged non-white population of 48170 and PCCS
- 8% Asian/Pacific Islander
- 6% Black
- 3% Hispanic
- 2% Multiracial/Other
- 1% American Indian



# RELIGION

[pewforum.org/religious-landscape-study/state/michigan](http://pewforum.org/religious-landscape-study/state/michigan)

BENCHMARK: 20% of the collection should represent non-Christian religious identity

## Religion in Michigan:

70% Christian

3% Atheist

1% Jewish

1% Muslim

17% "Nothing in Particular"

3% Agnostic

1% Buddhist

<1% Hindu

# ECONOMIC

[www.census.gov](http://www.census.gov)

[www.mischooldata.org/dashboard](http://www.mischooldata.org/dashboard)

BENCHMARK: 5% of the collection should represent those experiencing low income/poverty

- 8.7% of 48170 falls within the Federal poverty level
- 18.8% of students in PCCS are “economically disadvantaged”
- Benchmark considers publishing trends



# LGBTQ+ ADULTS

[www.lgbtmap.org](http://www.lgbtmap.org)

BENCHMARK: 10% of the ADULT collection should represent LGBTQ+ identities

- 4% of adults in Michigan identify as LGBTQ+
- 54% of LGBT adults identify as bisexual
- 24.5% identify as gay
- 11.7% identify as lesbian
- 11.3% identify as transgender
- 3.3% prefer another term, like queer

# LGBTQ+ YOUTH

[www.lgbtmap.org](http://www.lgbtmap.org)

BENCHMARK: 10% of the YOUTH collection should represent LGBTQ+ identities and families

- 27% of LGBTQ+ adults in Michigan are raising children
- 11.7% of 15- to 17-year-olds identify as "non-heterosexual"



# ABILITY DIVERSE

[www.disabilitystatistics.org](http://www.disabilitystatistics.org)

BENCHMARK: 10% of the ADULT collection should include ability diversity

BENCHMARK: 2% of the YOUTH collection should include ability diversity

- Michigan disabled adults, age 21-64 in 2018: 12.5%
- Michigan disabled children, age 5-15 in 2018: 6.6%

Michigan all ages

visual disability: 2.3%

ambulatory disability: 7.6%

self-care disability: 3%

hearing disability: 3.9%

cognitive disability: 6%

independent living disability: 6.2%

# SIZE DIVERSITY

Source needed!!

BENCHMARK: 5% of the collection should include size diversity

- No statistics found
- Randomly assigned benchmark
- Includes anything regarding weight, height, and any stature-related diversity (weight bias, weight stigma, eating disorders, height-related diversities)
- Only self-proclaimed author experiences

# MEASURING SUCCESS

New Orders Diversity Statistics  
(PDF attached)

- ALL selections count toward benchmarks
- Benchmarks are **over all**, not per collection
- Benchmarks are guidelines, not mandates



# DISPLAY DIVERSITY BENCHMARKS



Benchmark: 30% of displays/promotions should be allocated to diverse subjects

Benchmark: 30% of each display should feature diverse materials

- Encourages participation in diverse celebrations
- Puts emphasis on normalizing diversity throughout the year.



# MEASURING SUCCESS

Display Benchmark Measurement  
(PDF sample attached)

- ALL displays count toward benchmarks
- Benchmarks are guidelines, not mandates



o o o o

# STAFF TRAINING

- Intranet post with links
- Voiceover PowerPoint
- Benchmark overview document
- Library Journal: How to Build  
Diverse Collections
- Quarterly updates







# NEXT STEPS

Sample collection audits

Metadata/cataloging with  
diversity terms



---

# THANK YOU

**HOLLY HIBNER**



Plymouth District Library



734-453-0750 ext 213



[hhibner@plymouthlibrary.org](mailto:hhibner@plymouthlibrary.org)

---