Diversity, Equity and Inclusion: A BISG Town Hall

A Grassroots Perspective • October 2020
Our Purpose

Put more diverse books in the hands of all children

We facilitate book giveaway’s, a virtual book club, and resources for educators, librarians and parents.

Imagine a world where every child can see themselves in the pages of a book.

We support, engage and celebrate diverse creatives and the publishing professionals who embrace this vision for children’s literature.
01

READERS.

Educators, librarians, parents and youth.

Readers are the primary advocates for diverse books. Educators and librarians are seeking titles that they can share with their students in the classroom. Parents want to help their children affirm their identity and develop empathy for the experiences of others. Today’s youth and young adults expect diversity and want to find that diversity represented across genres.
We recognize all diverse experiences, including (but not limited to) LGBTQIA, Native, people of color, gender diversity, people with disabilities*, and ethnic, cultural, and underrepresented religions.

Amparo Ortiz is the Puerto Rican author of Blazewrath Games.
03

INDUSTRY PROFESSIONALS

Industry professionals in all segments – editorial, sales and marketing, finance, literary agencies, among others.

WNDB works in partnership with publishers to reshape hiring for entry level positions, rethink their approach to working with diverse creatives and expand efforts to market and promote diverse books. Our blog and social media channels are open for cover reveals, author Q&A’s and giveaway’s.
WE DISRUPT PUBLISHING BIAS AND MYTHOLOGY
## WHAT PEOPLE SAY

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<th>DEMAND</th>
<th>SUPPLY</th>
<th>DECISION MAKERS</th>
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<td>&quot;Books with diverse characters don’t sell. People aren’t interested in these books. I’m not sure I can market this book.&quot;</td>
<td>&quot;Diverse creatives are hard to find. I’m not sure we can find a writer that matches our needs.&quot;</td>
<td>&quot;Diverse candidates don’t apply. We can’t afford to pay interns.&quot;</td>
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WE INTENTIONALLY CENTER DIVERSITY.

Our outreach and promotion centers diversity, and we are constantly learning and shifting what that means to our followers and what it means for WNDB as an organization.
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WE STAY ENGAGED WITH THE INDUSTRY
• ADVOCATE FOR PAID INTERNSHIPS
• PARTNER ON DIVERSITY INITIATIVES
• DESIGN TRAINING AND WORKSHOPS

CALL FOR 2021 INTERNSHIP GRANT PARTNERS

Now accepting partners in both Children's and Adult Publishing!
“I imagine one of the reasons people cling to their hates so stubbornly is because they sense, once hate is gone, they will be forced to deal with pain.”

– James Baldwin

“...to make real progress, sooner or later those who lead must ask themselves and the people in the organization to face a set of deeper issues—and to accept a solution that may require turning part or all of the organization upside down.”

– Ron Heifetz
WE NEED DIVERSE BOOKS