BISG Diversity, Equity, and Inclusion Town Hall 10.21.20
Chat transcript

www.BISG.org

17:58:35 From Carolyn Pittis : Thanks for organizing this!

18:07:44 From Princess Hana : Two viruses: COVID-1619

18:22:40 From Andrew Savikas (he/him) : Building on the message of “hire us”, what are some ways that organizations have successfully changed their recruitment and hiring process to improve the diversity in their talent pipeline?


18:23:58 From Lanell White : Agreed on the marathon. This is strategic and mission work.

18:25:58 From Carolyn Pittis : Building on Andrew’s question, how familiar are people with the work of Frida Polli’s Pymetrics and/or other platforms that do gender and racially blind skills and capabilities matching? I can tell you what I know if anyone is interested. I think it is an interesting way to drive diversification using newer tech / remove seeee unconscious hiring bias.

18:26:33 From Angela Bole (she/her) : Lanell - Yes. It's a marathon. And we could spend a great deal more time talking about each of those road blocks, as well!

18:26:56 From Tracie Hall (she/hers) : Carolyn I am interested

18:27:48 From Andrew Savikas (he/him) : @Carolyn Speaking of tech tools, I recently met the CEO at https://synd.io/ and was very impressed with what they're doing (Big Data approach to pay equity analysis)

18:28:14 From Charlotte Abbott : Tracie, thank you so much for your bracing and powerful introduction to this discussion

18:28:34 From Angela Bole (she/her) : Agreed! Thank you, Tracie.

18:28:50 From Andrew Savikas (he/him) : +1 to @Charlotte

18:28:52 From Kathy Sandler | ksandler1 : What actions have the panelists taken and what suggestions do you have for creating a more diverse membership and leadership on association boards?
From Andrew Savikas (he/him): What are some ways that BISG might be able to help establish and promote some of those methods of accountability (and bring them visibility) at an industry level?

From Angela Bole (she/her): Andrew - Perhaps roll something into BISG's annual awards program?

From Rachel Comerford (she/her): +1 to Angela’s suggestion

From Christina Evins: I'm curious whether the BISG subject committee will be adding more BISAC codes around own voices or identifying books by/about BIPOC?

From Angela Bole (she/her): +1 to Christina - we were actually thinking of looking at BISACs and seeing how while they represent this space.

From Sarah Lawrence (she/her): Hi Christina, I'm on the BISAC committee and we have indeed made some big changes this year. More info to come!

From Angela Bole (she/her): *how well


From April Powers (she/her/ella/איה/elle/mi/n): https://www.scbwi.org/hispanic-heritage-2020-resources/

From April Powers (she/her/ella/איה/elle/mi/n): https://www.scbwi.org/black-lives-matter-resources/

From Anna Landsverk, Lerner: Wait, are we supposed to be seeing slides?

From Christina Evins: Awesome! Thank you, Sarah.

From Anna Landsverk, Lerner: There they are!

From Amanda Armstrong-Frank (her, she, ella): I also am interested in the ability to add more BISAC codes around identifying books by/about BIPOC. Own Voices seems fine for fiction, but it feels like others are needed for other genres to help identify

From Angela Bole (she/her): Andrew - Also on the "study group" angle, we may need more overall research in this area beyond the Lee & Low Diversity Baseline Survey?

From Leigh Wright: Amanda, the BISAC committee always welcomes suggestions for headings. You can send in suggestions/requests via the Contact Form on the main BISAC page: https://bisg.org/general/custom.asp?page=BISACEdition

From Lanell White: @ Amanda We need to get ORCID to add a field that authors can self-identify that publishers can use and aggregators can parse, display, and use in discovery.
From Stella Partheniou Grasso (she/her): There have been requests from booksellers for a field that would help identify creators from underrepresented groups in the metadata. BISAC so I wouldn’t necessarily put author identity into that field. Many creators from underrepresented groups write books on subjects that are not directly related to their own lived experience.

From Claire Holloway: Or instead of a BISAC Subject code which refers to the content of the book, is there way to communicate a book's contributor(s) are BIPOC?

From Kathy Sandler | ksandler1: A lot of the great diversity work is being done in kidlit. Would it make sense for BISG, working with other organizations, to get a wider view of people and publishing baseline and improvement efforts?

From Rachel Comerford (she/her): I would love to talk about diversity/inclusivity in book content as a part of the development workflow - where can we institute checks and how should we measure to make sure we’re approaching this correctly in publications.

From Brian O'Leary (he/him): Echoing Sarah’s note above - the 2020 update will be circulated shortly. BISAC subject codes describe content, not the authors; we need a different approach to capture diverse authors (this was a topic at today’s metadata committee call).

From Leigh Wright: Brian - perhaps someone from the Metadata Committee can elaborate more fully, but my understanding is that there are ONIX codes that offer author descriptors/identifiers that can and should be leveraged as well.

From Rachel Comerford (she/her): I’ve heard teams talk about instituting a DEI checklist to the development process to increase awareness. Is this helpful or reductive?

From Claire Holloway: @Leigh, I chair metadata committee. Just quickly, ONIX currently supports a contributor's nationality, but that is really the only indicator, and not a very accurate one. We are looking at Name Authorities and also use of Thema in this capacity.

From Kelvin Watson: I would suggest that organizations, associations, teams, etc. perform a diversity audit. An internal review of every aspect of themselves.

From April Powers (she/her/ella/איה/elle/mın) : PLEASE check out We Need Diverse Books' definition of disability. It is spot on and we will be adopting it to our own.

From Leigh Wright: @Claire - thank you for that explanation.

From Lanell White: @ Claire ORCID is the one major way that author information and profile is standardized and shared.

From April Powers (she/her/ella/איה/elle/mın): *We subscribe to a broad definition of disability, which includes but is not limited to physical, sensory, cognitive, intellectual, or developmental disabilities, chronic conditions, and mental illnesses (this may
also include addiction). Furthermore, we subscribe to a social model of disability, which presents disability as created by barriers in the social environment, due to lack of equal access, stereotyping, and other forms of marginalization. https://diversebooks.org/about-wndb/

18:44:50 From Michelle M: Agree with Rachel above and interest in how best to review content for diversity. We're looking at a checklist to use as manuscript content is reviewed, and also bring general awareness to all you have eyes on a manuscript of the specific words, examples, and insinuations that need to be considered.

18:45:30 From Rachel Comerford (she/her): That definition is fantastic - sending it to my HR team.

18:45:32 From Natasha Wolfe: It would be interesting to know how senior leadership can be diversified. Entry level seems to be the only staffing issue addressed in terms of diversity.

18:45:49 From Claire Holloway: @Lanell - we're just starting this exploration in Metadata. ORCID, ISNI, ULAN, NACO - we've got some work to do!

18:46:39 From Angela Bole (she/her): Kelvin - IBPA hired Dr. James Pogue to conduct what he calls a DIBs (Diversity, Inclusive, & Bias) Survey of staff and membership. The survey is currently in the field and should do what you mention...provide an internal review of every aspect of ourselves...from the staff's perspective, volunteers' perspectives, and members' perspectives. I'll add a link.

18:47:56 From Rachel Comerford (she/her): I second Natasha’s question - companies are very focused on hiring for a DEI position but we need to see change across the executive teams, not just add a single position and silo this.

18:48:18 From Guillian Hetzler: +1 @Rachel.

18:48:25 From Angela Bole (she/her): + 1 to Natasha and Rachel.

18:48:31 From Helena Brantley: Beautiful art, Nicole Johnson!

18:49:13 From Melinda Allman: Love that art!

18:50:04 From Guillian Hetzler: @Michael - pre-COVID were the Inkluded sessions all remote or in-person? Curious if this is a NYC based program or beyond.

19:00:16 From Peter Berkery: FWIW im happy to stay late to keep this convo going!!!

19:01:17 From Reid, Kathleen (ELS-PHI): @Michael I 2nd that question- would love to know if the program is in Philly or St Louis.

19:02:14 From Maia Menschik: @Guillian - I’m an Inkluded class of 2019 grad— the classes were in person last year.

19:03:09 From Maia Menschik: (NYC based)
“Stumble forward” — love that

https://www.jamespogue.com/

I should have said out loud, though, that I’m now going to look more closely at Inkluded! I love what I heard about it, Michael. Thank you.

*out loud (wow!)

The Festival of Literary Diversity
https://thefoldcanada.org/

Totally missed that title Nicole mentioned—what was that title again?

Everyone, feel free to post resources you love too!

https://diversityexecutiveacademy.com
http://dtui.com

Color of Change

Thanks, Nicole!

Here's another organization to check out: The Word, A Storytelling Sanctuary, at https://www.thewordfordiversity.org/

Courageous Conversations about Race; Glenn Singleton

So You Want to Talk About Race by Ijeoma Oluo
https://c4disc.org/2020/08/06/new-resource-to-combat-racial-bias-now-available-for-scholarly-publishing-professionals-the-antiracism-toolkit-for-allies/

Thank you

@Andrew - in our most recent job posting we added "BIPOC candidates encouraged to apply." we had the most diverse candidate pool than we have ever had. It was a beginning.

@Pam - Thanks Pam, that’s very helpful


Frida Polli’s service offering https://www.pymetrics.ai/
From Natalia Pedroza: language matter and there are free resources for you to check the language on your postings to ensure it's inclusive.

From Natalia Pedroza: https://blog.ongig.com/writing-job-descriptions/5-free-tools-to-write-better-job-descriptions/

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From DSNOW: https://consciousstyleguide.com/about/

From Anna Landsverk, Lerner: YES to living wages in all stages to publishing!

From Reid, Kathleen (ELS-PHI): AMEN!

From Helena Brantley: @Angela, your point about indie presses is well taken and it’s one reason I started to subscribe recently to Foreword Magazine which only reviews books by independent publishers.

From Sarah Lawrence (she/her): Conscious Style Guide is fantastic!

From Kelvin Watson: Excellent points April

From April Powers (she/her/ella/איה/ elle/هي): Thank you

From Guillian Hetzler: @Natalia - thanks for sharing these resources

From DSNOW: diversitystyleguide.com

From Natasha Wolfe: @Natalia thank you

From Angela Bole (she/her): Helena - Yes! Huge supporter of Foreword Magazine. It's a great place to discover diverse indie voices!

From Natalia Pedroza: completely agree

From Angela Bole (she/her): Also, more established (larger?) publishers may need to hire outside of the publishing industry.... I know it's an apprentice industry, but.....

From Natalia Pedroza: you have to be intentional

From Angela Bole (she/her): ...or hire from within the independent publishing industry

From Kelvin Watson: right Ellen

From Rachel Comerford (she/her): Thank you for these style guides!

From April Powers (she/her/ella/איה/ elle/هي): Totally agree Angela
From Natasha Wolfe: @ellen YES! I feel as though the same senior leaders are recycled from publishing house to publishing house and no room for new voices especially people of color.

From Angela Bole (she/her): Natasha - So agree.

From Kelvin Watson: @Natasha it's like that in Libraries as well

From Erica Akiko Howard (she/her): https://www.pocinpublishing.com/

From April Powers (she/her/ella/איה/elle/هي): NOW michael

From Natasha Wolfe: It’s time for our skin color to stop being an unspoken hurdle.

From Kelvin Watson: Michael correct

From Erica Akiko Howard (she/her): http://editorsofcolor.com/

From Natalia Pedroza: @Michael we have to be self determined

From Amanda Armstrong-Frank (her, she, ella): Also, make sure that you are moving your BIPOC employees up the chain when jobs open up on each level. Many times, when a person leaves in a more than junior level, the position is changed and made to be more junior level, which does not allow for pushing people up.

From DSNOW: Check out twitter for people of color in publishing...here are a few @WritersofColor @PocPub

From Kathy Sandler | ksandler1: Here are some other resources that I don’t think were already mentioned: Melanin in YA https://twitter.com/melanin_ya The Brown Bookshelf - https://twitter.com/brownbookshelf

From Lanell White: Yes. I recently wrote a job description and revised the educational requirements because they were just unnecessarily exclusive.

From Kathy Sandler | ksandler1: The BIPOC Bookshelf https://twitter.com/BIPOC_Bookshelf

From Natalia Pedroza: Yes the MIX matter but we need diversity at the decision level to sponsor and amplify diverse authors

From Kelvin Watson: @Nicole "Preach"

From Kathy Sandler | ksandler1: Latinx in publishing https://twitter.com/LatinxinPub
From Erica Akiko Howard (she/her): The Editors of Color site also has a "Database of Diverse Databases" page they're developing: https://editorsofcolor.com/diverse-databases/

From Amanda Armstrong-Frank (her, she, ella): Sponsorship is also something needed. It is very different from mentorship.

From anne ugarte phone: https://latinxinpublishing.com

From Kathy Sandler | ksandler1: Writers of Color https://twitter.com/WritersofColor

From Helena Brantley: I read a lot and this Q+A with two new black women publishers was insightful. https://www.latimes.com/entertainment-arts/books/story/2020-07-30/dana-canedy-and-lisa-lucas-new-publishers-in-conversation

From Nicole Johnson, WNDB (she/her): POC in Publishing

From DSNOW: Agree with mentorship being needed. Allyship, mentorship and sponsorship

From Nicole Johnson, WNDB (she/her): Kweli

From Claire Holloway: @Erica - thank you for the databases!!!

From Kathy Sandler | ksandler1: Diversity in YA https://twitter.com/diversityinya

From Jodie Martire: Thank you all. Great resources and ideas.

From Nicole Johnson, WNDB (she/her): It Gets Better -- LGBTQIA

From DSNOW: Looking forward to being able to read the chat at my own pace!

From Angela Bole (she/her): Yes - That was great, April. Thank you.

From April Powers (she/her/ella/איה/elle/هي/هي/هي): Lean into the areas you aren't covering and you will find more business there!

From Natalia Pedroza: but it's an opportunity for all of us to learn from each other- the business piece is great but imagine if we actually connected as #humans

From April Powers (she/her/ella/איה/elle/هي/هي/هي): Let's not forget the largest disabled group is mental health.

From Guillian Hetzler: Thanks to all the speakers - very inspiring! And thanks to everyone who shared resources - super helpful. Lots of great opportunities for action.

From Tracie Hall (she/hers): Kudos on this action oriented panel
From Kathy Sandler | ksandler1: Latinxs in Kidlit
https://twitter.com/LatinosInKidLit

From April Powers (she/her/ella/איה/elle): Including disability, LGBTQIA+, Colorism, Socio-Economic, and global areas of inclusion.

From DSNOW: https://diversityproject.com/neurodiversity

From Nicole Johnson, WNDB (she/her): Keep in mind the intersections of identity

From Angela Bole (she/her): @Natalia - I don't know how to chat a heart emoji so I'll just type "heart emoji" - so true.

From Natalia Pedroza: @Angela Bole heart back at you

From Angela Bole (she/her): I found Inkluded for the chat: https://www.getinkluded.com/

From Michael: www.getinkluded.com

From Michael: Reach out infoinkluded@gmail.com

From Angela Bole (she/her): Thanks, Michael!

From Kathy Sandler | ksandler1: Minorities in Publishing (podcast)
https://twitter.com/MinoritiesinPub

From DSNOW: Great session.

From Charlotte Abbott: Thank you to all at BISG who organized this stimulating and provocative discussion! It has been great to hear new voices from a broad array of perspectives within the industry - keeping it real and action-oriented.

From Michael: Right on!

From Michelle M: Thanks to all who presented and shared resources; such great information!

From Anna Landsverk, Lerner: +1 Charlotte, and let's hope it's the first of many

From Nicole Johnson, WNDB (she/her): WNDB is recruiting industry partners hosting interns for Summer 2021; fill out this form if you are interested or want to learn more https://diversebooks.us8.list-manage.com/track/click?u=be761490cb624ab602f2a5487&id=820c481bb0&e=5ee636ce27

From Leigh Wright: I second Charlotte's sentiments. Thank you to all presenters and my fellow attendees for the great chat!
19:30:32 From Pam French: Thank you very much.
19:30:38 From mathisk: Thanks for such a great discussion, everyone!
19:30:40 From Emily Zoss (she/her): Thanks to all the speakers
19:30:40 From Geraldine: thank you!
19:30:42 From Nicole Johnson, WNDB (she/her): Thank you!
19:30:42 From Sarah Lawrence (she/her): Thank you to all the presenters!
19:30:47 From peter berkery: Thank you Kelvin and all!
19:30:47 From Carolyn Pittis: Thanks so much to all the presenters and organizers. Super helpful.
19:30:48 From Vicraj Gill: Thanks, all, for the great discussion.
19:30:53 From DSNOW: Thank you to the organizers and presenters
19:30:55 From Natalia Pedroza: Thank You!
19:30:56 From Lanell White: thank you
19:30:59 From Stephanie Carter: Thank you!
19:31:00 From Natasha Wolfe: Thank you so much. This was amazing
19:31:00 From Melinda Allman: Thank you to all the presenters!
19:31:02 From Susie Benton: Thank you!
19:31:10 From Mary Mackay: Thanks for a great event, really rich and stimulating.
19:31:14 From anne ugarte phone: thank you!
19:31:15 From Helena Brantley: Shout out to ALA BTW for how they have so transparently included DEI into their strategic focus, I have read about Tracie Hall, so glad to have seen her in the flesh tonight. Grateful.
19:31:19 From leewind: thanks all!
19:31:22 From Ellen Bush (she, her): Thanks to BISG and to all for a great conversation
19:31:24 From Michael: Thanks to all! ~ M
19:31:25 From Carolyn Pittis: Great job everyone!
From Heather: Thanks to all! Excellent discussion.

Some comments not germane to the conversation of diversity, equity, and inclusion in the book publishing supply chain have been removed to maintain flow of conversation, specifically notes on technical and sound issues, and the commitment to post the chat transcript and other media related to the Town Hall event.