

Diversity Baseline Survey 1

Welcome.

Publishing suffers from a major diversity problem. It is obvious that the vast majority of books published are by white authors and about white characters. The majority of the staff behind the scenes, which includes publishers' employees, and reviewers, are white. For decades there has been overwhelming agreement in the industry that there should be more diversity at all levels and in all areas of the book world, but even with greater awareness, the problem never seems to go away. Is this problem too big to solve?

The answer is, we have no idea how big the problem is. While there is now data available about diversity among books published, there is still no data available about diversity among publishing staff and reviewers.

As in any business, when you have a problem you must understand it before you can solve it. Our goal with the Diversity Baseline Survey is to establish a baseline that shows where we are now. To learn more go [here](#).

A Word About Privacy: Your answers to this survey will remain completely anonymous, and will never be seen by your employer. Only the researchers handling this study at St. Catherine University will have access to survey responses, and data will only be made public in aggregate form, not broken out by individual publishers.

If you have any other questions contact, Jason Low, jlow@leeandlow.com. Otherwise, let us begin.

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Race

1. Race: Do you identify as (check all that apply):

- White/ Caucasian
- Black/ African-American
- American Indian/ Alaskan Native
- Native American
- Asian/ Native Hawaiian or other Pacific Islander
- Hispanic/ Latino/ Mexican
- Middle Eastern
- Biracial/Multiracial

Some other race (please specify)

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Gender

Note: In this study, "cis" refers to anyone who is not transgender and identifies with the gender they were assigned at birth.

2. Gender: Do you identify as:

- Man/ Cis-man
- Woman/ Cis-woman
- Trans-man
- Trans-woman
- Intersex
- Gender non-conforming
- Other

Other (please specify)

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Sexual Orientation

3. Sexual Orientation: Do you identify as:

- Straight/ Heterosexual
- Lesbian/ Gay
- Bisexual/ Pansexual
- Asexual

Other (please specify)

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Disabilities

For the purposes of this question, a disability includes but is not limited to physical, sensory, cognitive, intellectual, or developmental disabilities, chronic conditions, and mental illnesses.

4. Do you have a disability?

Yes

No

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Department/ Job Type

5. Department: What department do you work in? (check all that apply)

- Board member
- Executive (e.g. CEO, COO, CFO, Publisher, President, VP)
- Editorial
- Design
- Marketing/ Publicity
- Production/ Manufacturing
- Operations/ Accounting/ Fulfillment
- Sales
- Book Reviewer
- Intern
- Other (please specify)

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Thank you for your participation.