

# DIVERSITY IN PUBLISHING

The Diversity Baseline  
Survey (DBS)

# 2015

Publishers surveyed: Abrams, Albert Whitman, Annick Press, Arte Publico Press, Beacon Press, Bloomsbury Publishing, Candlewick Press, Capstone, Charlesbridge, Chronicle Books, Cinco Puntos Press, Clean Reads, Dancing Lemur Press, L.L.C., Fitzhenry & Whiteside, Groundwood, Hachette Book Group, Holiday House, Just Us Books, Kids Can Press, Lee & Low Books, Lerner Publishing Group, Macmillan, Mango Media, Newfound, Owlkids Books, Peachtree Publishers, Penguin Random House, Pomelo Books, Sasquatch Books, Scholastic, Second Story Press, Tilbury House Publishers, Tradewind Books, Workman; Journals surveyed: Bayviews, Booklist, Foreword Reviews, Horn Book, Kirkus Reviews, Library Journal, Publishers Weekly, School Library Journal

Survey planning by Jason Low, Lee & Low Books, Publisher/Co-owner; Hannah Ehrlich, Lee & Low Books, Director of Marketing & Publicity

Administered between April 9, 2015 and December 11, 2015



ABOUT EVERYONE • FOR EVERYONE

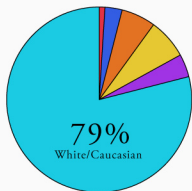
**LEE & LOW BOOKS**

for more conversations on diversity, visit

[blog.leeandlow.com](http://blog.leeandlow.com)

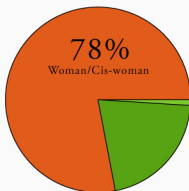
# INDUSTRY OVERALL

## RACE



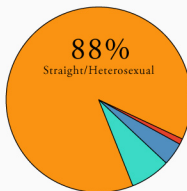
79% White/Caucasian  
 4% Black/African-American  
 <1% Native American/  
 Alaskan Native  
 7% Asian/Native Hawaiian or  
 other Pacific Islander  
 6% Hispanic/Latino/Mexican  
 1% Middle Eastern  
 3% Biracial/Multiracial

## GENDER



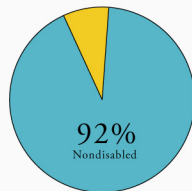
21% Man/Cis-man  
 78% Woman/Cis-woman  
 <1% Trans-man  
 <1% Trans-woman  
 <1% Intersex  
 1% Gender nonconforming

## ORIENTATION



88% Straight/Heterosexual  
 7% Lesbian/Gay  
 4% Bisexual/Pansexual  
 1% Asexual

## DISABILITY



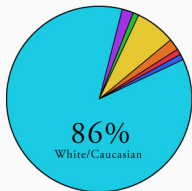
8% Yes  
 92% No



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 by Lee & Low Books  
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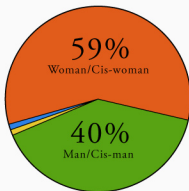
# EXECUTIVE LEVEL

## RACE



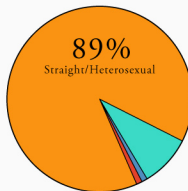
86% White/Caucasian  
 2% Black/African-American  
 1% Native American/Alaskan Native  
 7% Asian/Native Hawaiian or other Pacific Islander  
 2% Hispanic/Latino/Mexican  
 1% Middle Eastern  
 1% Biracial/Multiracial

## GENDER



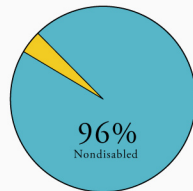
40% Man/Cis-man  
 59% Woman/Cis-woman  
 <1% Trans-man  
 <1% Trans-woman  
 0% Intersex  
 0% Gender nonconforming

## ORIENTATION



89% Straight/Heterosexual  
 9% Lesbian/Gay  
 1% Bisexual/Pansexual  
 1% Asexual

## DISABILITY



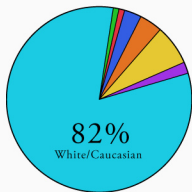
4% Yes  
 96% No



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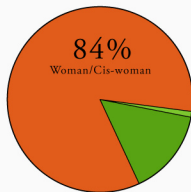
# EDITORIAL DEPT.

## RACE



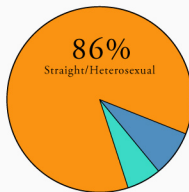
82% White/Caucasian  
 2% Black/African-American  
 1% Native American/Alaskan Native  
 7% Asian/Native Hawaiian or other Pacific Islander  
 4% Hispanic/Latino/Mexican  
 1% Middle Eastern  
 3% Biracial/Multiracial

## GENDER



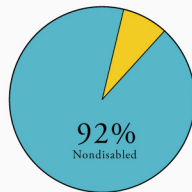
15% Man/Cis-man  
 84% Woman/Cis-woman  
 0% Trans-man  
 0% Trans-woman  
 0% Intersex  
 1% Gender nonconforming

## ORIENTATION



86% Straight/Heterosexual  
 6% Lesbian/Gay  
 8% Bisexual/Pansexual  
 <1% Asexual

## DISABILITY



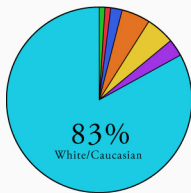
8% Yes  
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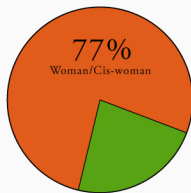
# SALES DEPT.

## RACE



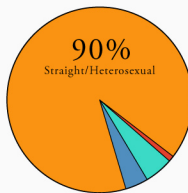
83% White/Caucasian  
 3% Black/African-American  
 1% Native American/Alaskan Native  
 5% Asian/Native Hawaiian or other Pacific Islander  
 5% Hispanic/Latino/Mexican  
 1% Middle Eastern  
 2% Biracial/Multiracial

## GENDER



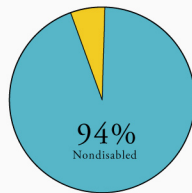
23% Man/Cis-man  
 77% Woman/Cis-woman  
 0% Trans-man  
 0% Trans-woman  
 <1% Intersex  
 <1% Gender nonconforming

## ORIENTATION



90% Straight/Heterosexual  
 5% Lesbian/Gay  
 4% Bisexual/Pansexual  
 1% Asexual

## DISABILITY



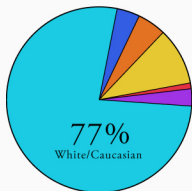
6% Yes  
 94% No



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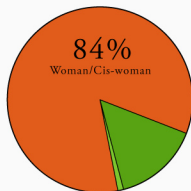
# MARKETING & PUBLICITY DEPT.

## RACE



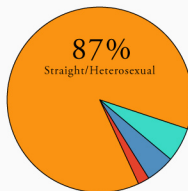
77% White/Caucasian  
 3% Black/African-American  
 <1% Native American/  
 Alaskan Native  
 10% Asian/Native Hawaiian or  
 other Pacific Islander  
 5% Hispanic/Latino/Mexican  
 1% Middle Eastern  
 4% Biracial/Multiracial

## GENDER



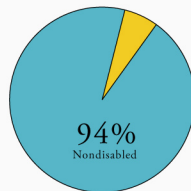
15% Man/Cis-man  
 84% Woman/Cis-woman  
 0% Trans-man  
 0% Trans-woman  
 0% Intersex  
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## ORIENTATION



87% Straight/Heterosexual  
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 5% Bisexual/Pansexual  
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## DISABILITY



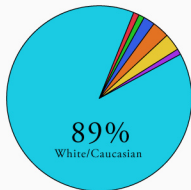
6% Yes  
 94% No



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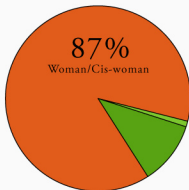
# BOOK REVIEWERS

## RACE



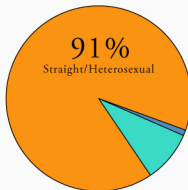
89% White/Caucasian  
 1% Black/African-American  
 1% Native American/Alaskan Native  
 3% Asian/Native Hawaiian or other Pacific Islander  
 3% Hispanic/Latino/Mexican  
 1% Middle Eastern  
 2% Biracial/Multiracial

## GENDER



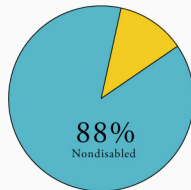
12% Man/Cis-man  
 87% Woman/Cis-woman  
 0% Trans-man  
 0% Trans-woman  
 0% Intersex  
 1% Gender nonconforming

## ORIENTATION



91% Straight/Heterosexual  
 8% Lesbian/Gay  
 1% Bisexual/Pansexual  
 0% Asexual

## DISABILITY



12% Yes  
 88% No



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## Diversity Baseline Survey (DBS) 2015

Survey planning by Jason Low, Lee & Low Books, Publisher/Co-owner; Hannah Ehrlich, Lee & Low Books, Director of Marketing & Publicity

Reporting and Data measurement by Sarah Park Dahlen, St. Catherine University MLIS Program Assistant Professor; Nicole Catlin, St. Catherine University MLIS Program Graduate Assistant

Special Thanks to Jeremy M. Friedman, Evaluation Consultant; James Smith, Counsel, Litigation for Labor & Employment, Kilpatrick Townsend & Stockton LLP; Gregory Wong, legal counsel; Kevin Wong, legal counsel