DIVERSITY IN PUBLISHING

The 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

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
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

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

ORIENTATION

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

DISABILITY

- 92% Nondisabled
- 8% Yes
- 92% No

Diversity in Publishing 2015 Diversity Baseline Study by Lee & Low Books blog.leeandlow.com
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
- 59% Woman/Cis-woman
- 40% Man/Cis-man
- <1% Trans-man
- <1% Trans-woman
- 0% Intersex
- 0% Gender nonconforming

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

DISABILITY
- 96% Nondisabled
- 4% Yes
- 96% No

Diversity in Publishing 2015
Diversity Baseline Study
by Lee & Low Books
blog.leeandlow.com
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

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

ORIENTATION

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

DISABILITY

92% Nondisabled
8% Yes
92% No

Diversity in Publishing 2015
Diversity Baseline Study
by Lee & Low Books
blog.leeandlow.com
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
- 77% Woman/Cis-woman
- 23% Man/Cis-man
- 0% Trans-man
- 0% Trans-woman
- <1% Intersex
- <1% Gender nonconforming

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

DISABILITY
- 94% Nondisabled
- 6% Yes
- 94% No

Diversity in Publishing 2015
Diversity Baseline Study
by Lee & Low Books
blog.leeandlow.com
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**
- 84% Woman/Cis-woman
- 15% Man/Cis-man
- 0% Trans-man
- 0% Trans-woman
- 0% Intersex
- 1% Gender nonconforming

**ORIENTATION**
- 87% Straight/Heterosexual
- 6% Lesbian/Gay
- 5% Bisexual/Pansexual
- 1% Asexual

**DISABILITY**
- 94% Nondisabled
- 6% Yes
- 94% No

Diversity in Publishing 2015
Diversity Baseline Study
by Lee & Low Books
blog.leeandlow.com
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
87% Woman/Cis-woman
12% Man/Cis-man

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

DISABILITY
88% Nondisabled
12% Yes
88% No

Diversity in Publishing 2015
Diversity Baseline Study
by Lee & Low Books
blog.leeandlow.com
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