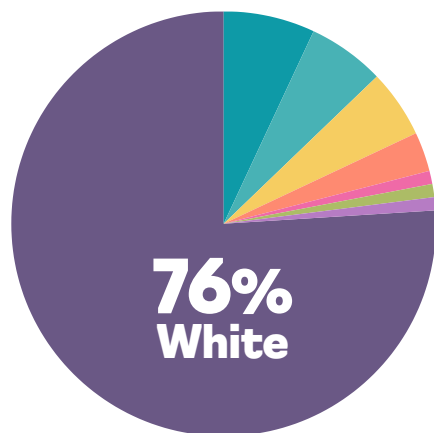


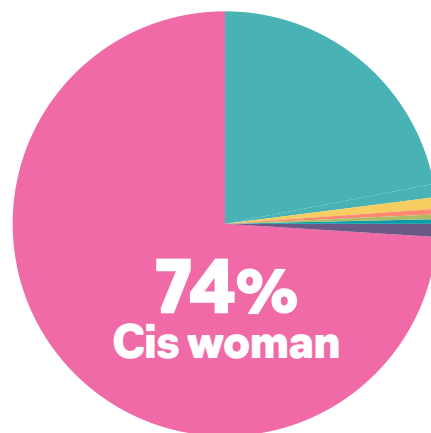
Industry Overall

RACE



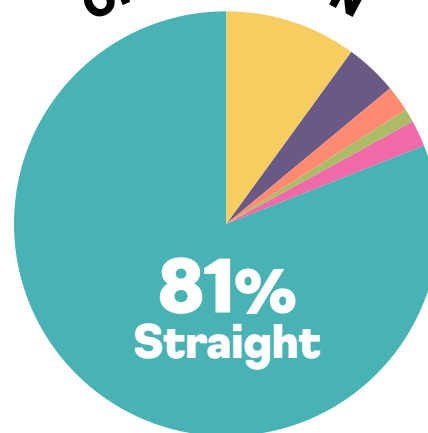
- 76%** White/Caucasian
- 7%** Asian/Native Hawaiian/Pacific Islander/South Asian/South East Indian
- 6%** Latinx/Latino/Mexican
- 5%** Black/Afro American/Afro Caribbean
- 3%** Biracial/Multiracial
- <1%** American Indian/Alaskan Native/First Nations/Native American
- <1%** Middle Eastern
- 1%** Other

GENDER



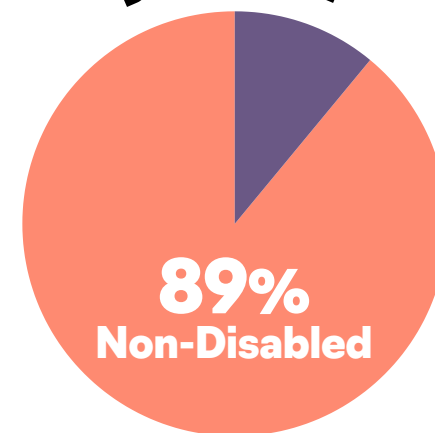
- 74%** Cis woman
- 23%** Cis man
- 1%** Genderfluid/Non-binary/Genderqueer
- <1%** Trans man
- <1%** Trans woman
- <1%** Intersex
- 1%** Other

ORIENTATION



- 81%** Straight/Heterosexual
- 10%** Bisexual/Pansexual
- 4%** Gay
- 2%** Lesbian
- 1%** Asexual
- 2%** Other

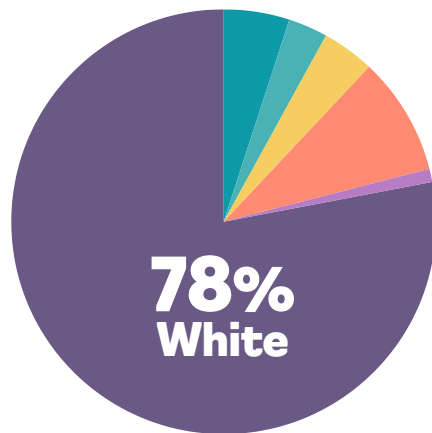
DISABILITY



- 89%** No
- 11%** Yes

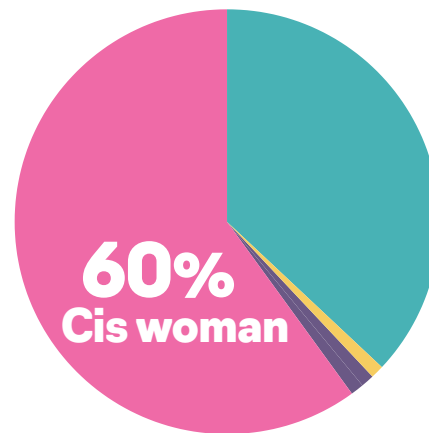
Executive Level

RACE



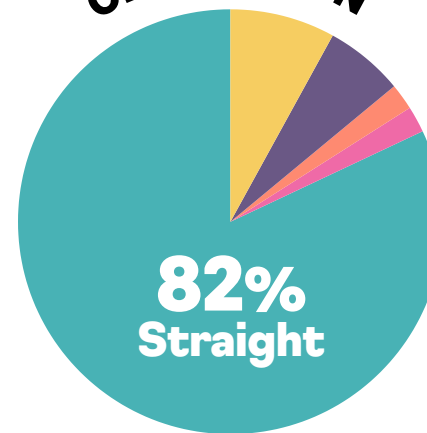
- 78%** White/Caucasian
- 5%** Asian/Native Hawaiian/
Pacific Islander/
South Asian/
South East Indian
- 3%** Latinx/Latino/Mexican
- 4%** Black/Afro American/
Afro Caribbean
- 9%** Biracial/Multiracial
- 0%** American Indian/Alaskan Native/
First Nations/Native American
- <1%** Middle Eastern
- 1%** Other

GENDER



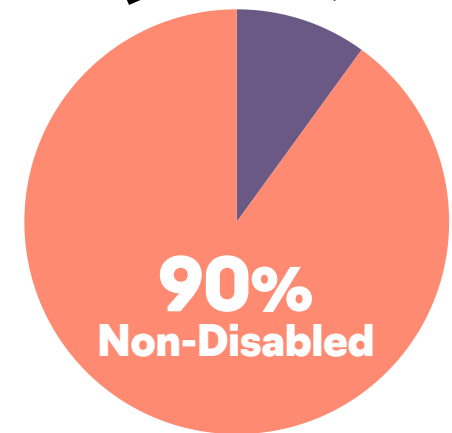
- 60%** Cis woman
- 38%** Cis man
- 1%** Genderfluid/Non-binary/
Genderqueer
- 0%** Trans man
- <1%** Trans woman
- 0%** Intersex
- 2%** Other

ORIENTATION



- 82%** Straight/Heterosexual
- 8%** Bisexual/Pansexual
- 6%** Gay
- 2%** Lesbian
- <1%** Asexual
- 2%** Other

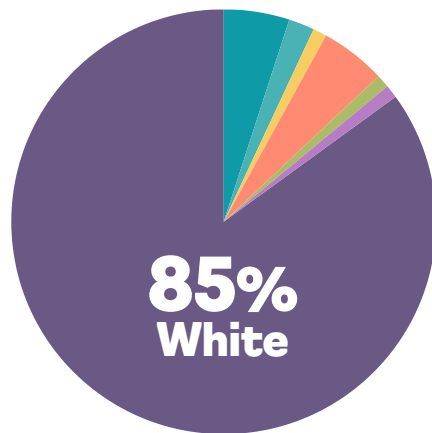
DISABILITY



- 90%** No
- 10%** Yes

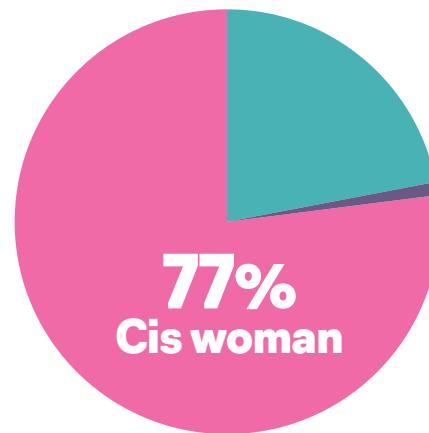
Editorial

RACE



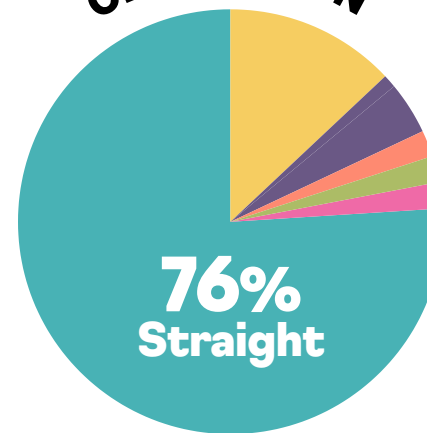
- 85%** White/Caucasian
- 5%** Asian/Native Hawaiian/
Pacific Islander/
South Asian/
South East Indian
- 2%** Latinx/Latino/Mexican
- 1%** Black/Afro American/
Afro Caribbean
- 5%** Biracial/Multiracial
- <1%** American Indian/Alaskan Native/
First Nations/Native American
- 1%** Middle Eastern
- 1%** Other

GENDER



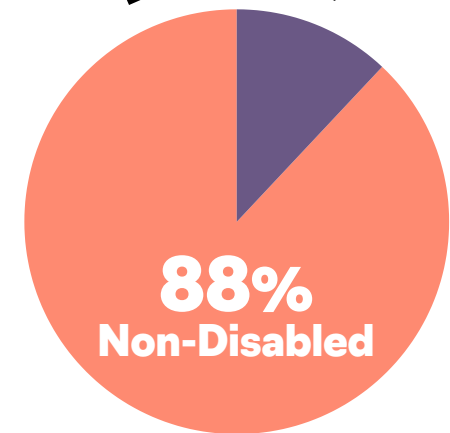
- 77%** Cis woman
- 21%** Cis man
- <1%** Genderfluid/Non-binary/
Genderqueer
- <1%** Trans man
- <1%** Trans woman
- 0%** Intersex
- 1%** Other

ORIENTATION



- 76%** Straight/Heterosexual
- 13%** Bisexual/Pansexual
- 5%** Gay
- 2%** Lesbian
- 2%** Asexual
- 2%** Other

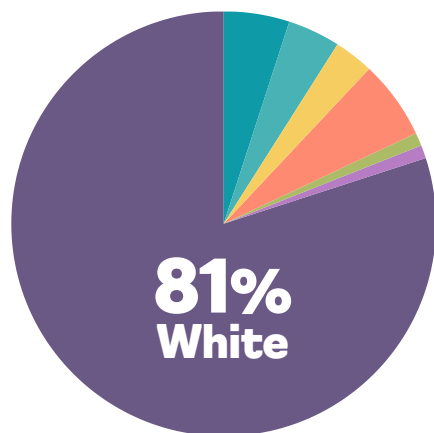
DISABILITY



- 88%** No
- 12%** Yes

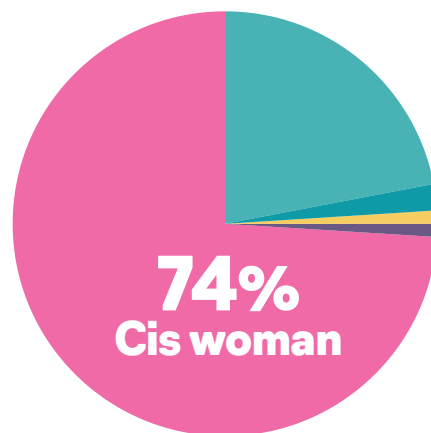
Sales

RACE



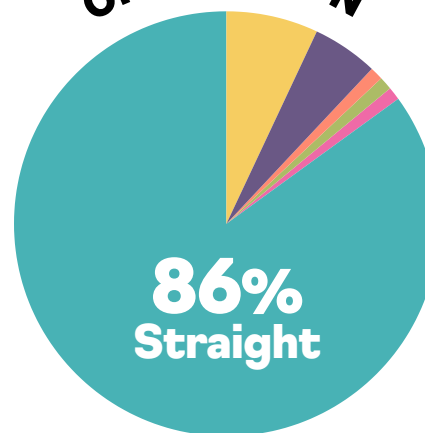
- 81%** White/Caucasian
- 5%** Asian/Native Hawaiian/Pacific Islander/South Asian/South East Indian
- 4%** Latinx/Latino/Mexican
- 3%** Black/Afro American/Afro Caribbean
- 6%** Biracial/Multiracial
- <1%** American Indian/Alaskan Native/First Nations/Native American
- 1%** Middle Eastern
- 1%** Other

GENDER



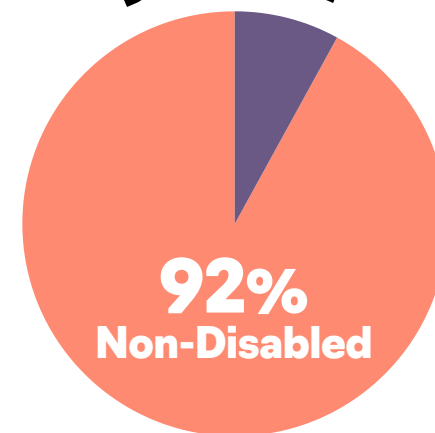
- 74%** Cis woman
- 23%** Cis man
- 1%** Genderfluid/Non-binary/Genderqueer
- <1%** Trans man
- <1%** Trans woman
- 0%** Intersex
- 1%** Other

ORIENTATION



- 86%** Straight/Heterosexual
- 7%** Bisexual/Pansexual
- 5%** Gay
- 1%** Lesbian
- 1%** Asexual
- 1%** Other

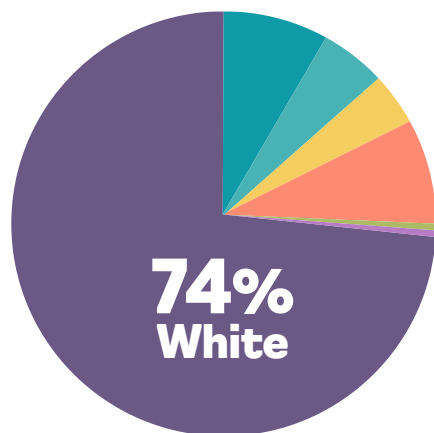
DISABILITY



- 92%** No
- 8%** Yes

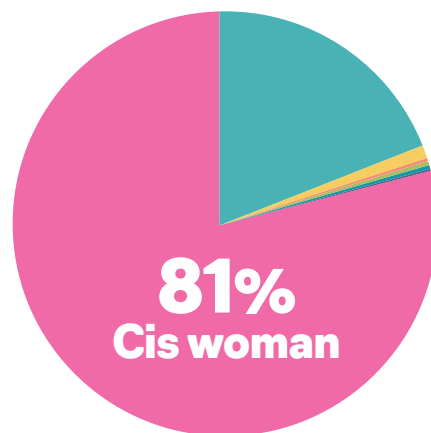
Marketing & Publicity

RACE



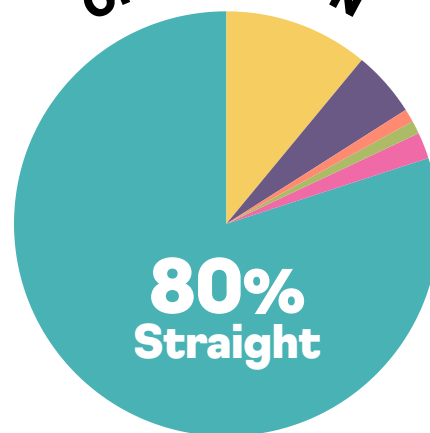
- 74%** White/Caucasian
- 8%** Asian/Native Hawaiian/Pacific Islander/South Asian/South East Indian
- 5%** Latinx/Latino/Mexican
- 4%** Black/Afro American/Afro Caribbean
- 9%** Biracial/Multiracial
- 0%** American Indian/Alaskan Native/First Nations/Native American
- <1%** Middle Eastern
- 1%** Other

GENDER



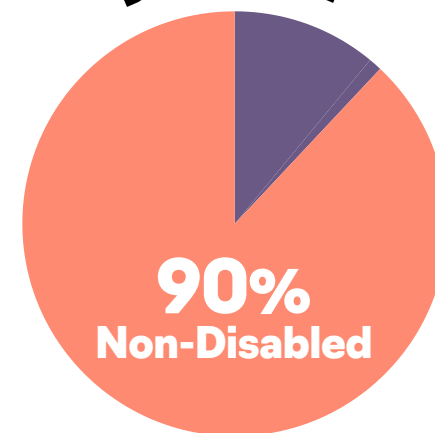
- 81%** Cis woman
- 16%** Cis man
- 1%** Genderfluid/Non-binary/Genderqueer
- <1%** Trans man
- <1%** Trans woman
- <1%** Intersex
- <1%** Other

ORIENTATION



- 80%** Straight/Heterosexual
- 11%** Bisexual/Pansexual
- 5%** Gay
- 1%** Lesbian
- 1%** Asexual
- 2%** Other

DISABILITY



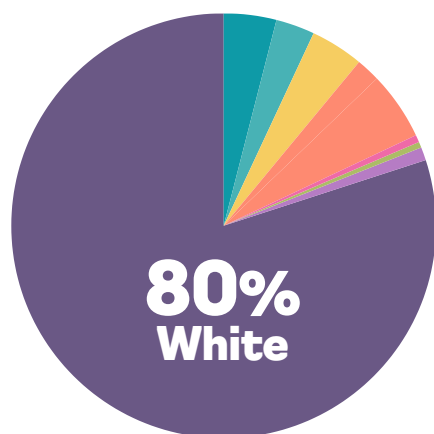
- 90%** No
- 10%** Yes



Diversity in Publishing 2019
Diversity Baseline Survey 2.0
by Lee & Low Books
blog.leeandlow.com

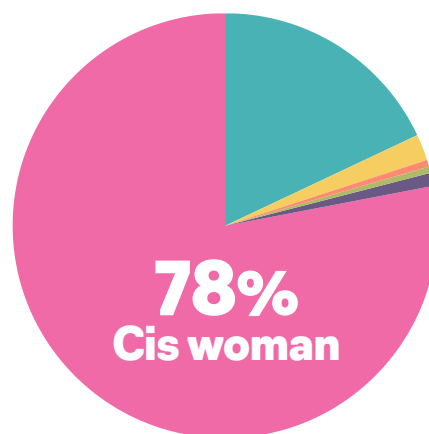
Book Reviewers

RACE



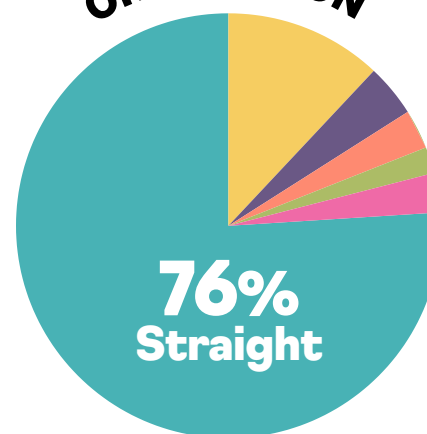
- 80% White/Caucasian
- 4% Asian/Native Hawaiian/Pacific Islander/South Asian/South East Indian
- 3% Latinx/Latino/Mexican
- 4% Black/Afro American/Afro Caribbean
- 7% Biracial/Multiracial
- <1% American Indian/Alaskan Native/First Nations/Native American
- <1% Middle Eastern
- 1% Other

GENDER



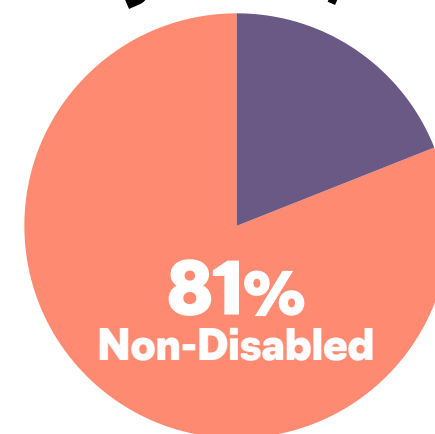
- 78% Cis woman
- 18% Cis man
- 2% Genderfluid/Non-binary/Genderqueer
- <1% Trans man
- <1% Trans woman
- 0% Intersex
- 1% Other

ORIENTATION



- 76% Straight/Heterosexual
- 12% Bisexual/Pansexual
- 4% Gay
- 3% Lesbian
- 2% Asexual
- 3% Other

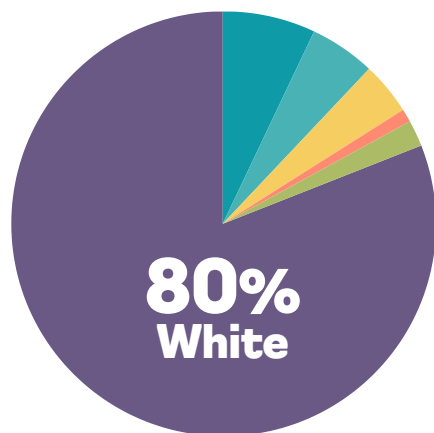
DISABILITY



- 81% No
- 19% Yes

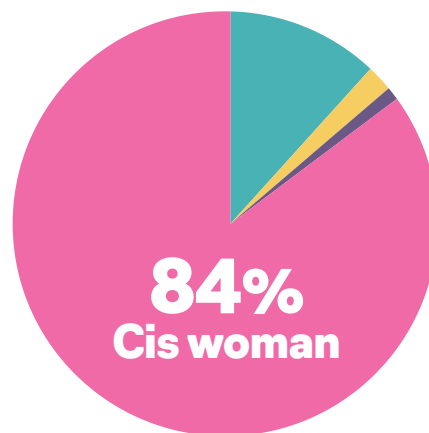
Literary Agents

RACE



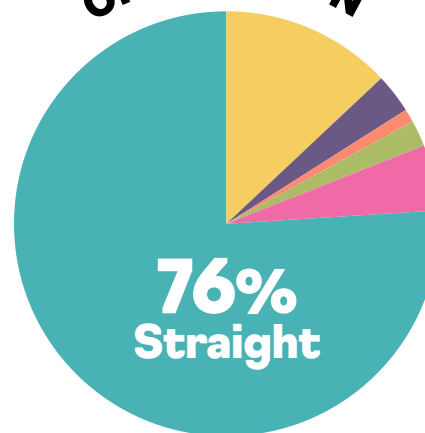
- 80%** White/Caucasian
- 7%** Asian/Native Hawaiian/Pacific Islander/South Asian/South East Indian
- 5%** Latinx/Latino/Mexican
- 4%** Black/Afro American/Afro Caribbean
- 1%** Biracial/Multiracial
- 0%** American Indian/Alaskan Native/First Nations/Native American
- 2%** Middle Eastern
- 0%** Other

GENDER



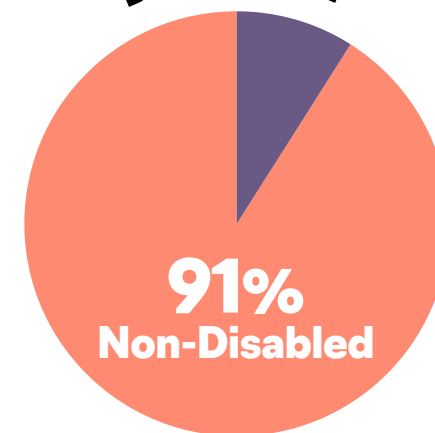
- 84%** Cis woman
- 12%** Cis man
- 2%** Genderfluid/Non-binary/Genderqueer
- 0%** Trans man
- 0%** Trans woman
- 0%** Intersex
- 1%** Other

ORIENTATION



- 76%** Straight/Heterosexual
- 13%** Bisexual/Pansexual
- 3%** Gay
- 1%** Lesbian
- 2%** Asexual
- 5%** Other

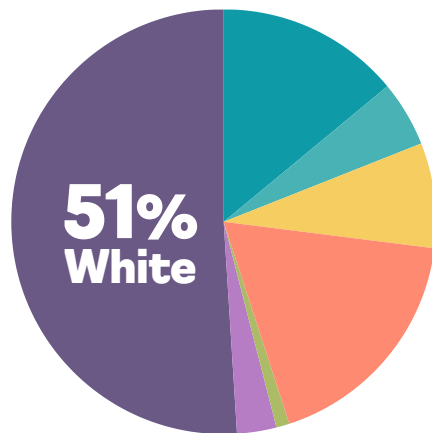
DISABILITY



- 91%** No
- 9%** Yes

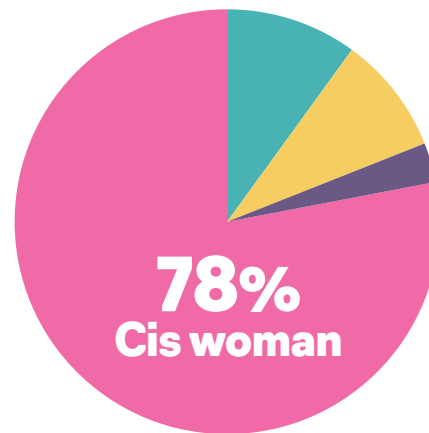
Interns

RACE



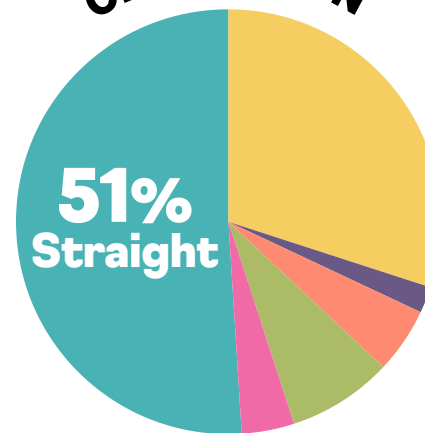
- 51%** White/Caucasian
- 14%** Asian/Native Hawaiian/Pacific Islander/South Asian/South East Indian
- 5%** Latinx/Latino/Mexican
- 8%** Black/Afro American/Afro Caribbean
- 18%** Biracial/Multiracial
- 0%** American Indian/Alaskan Native/First Nations/Native American
- 1%** Middle Eastern
- 3%** Other

GENDER



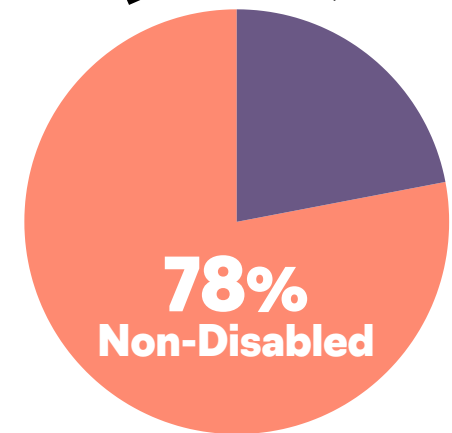
- 78%** Cis woman
- 10%** Cis man
- 9%** Genderfluid/Non-binary/Genderqueer
- 0%** Trans man
- 0%** Trans woman
- 0%** Intersex
- 3%** Other

ORIENTATION



- 51%** Straight/Heterosexual
- 30%** Bisexual/Pansexual
- 2%** Gay
- 5%** Lesbian
- 9%** Asexual
- 4%** Other

DISABILITY

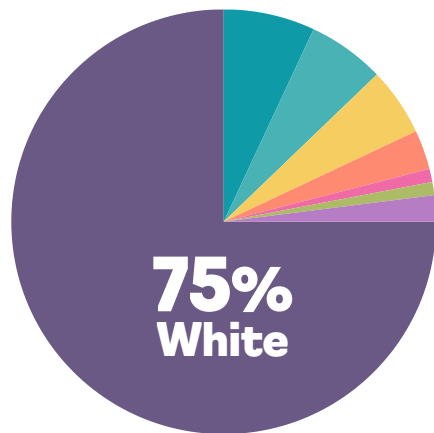


- 78%** No
- 22%** Yes

Industry Overall

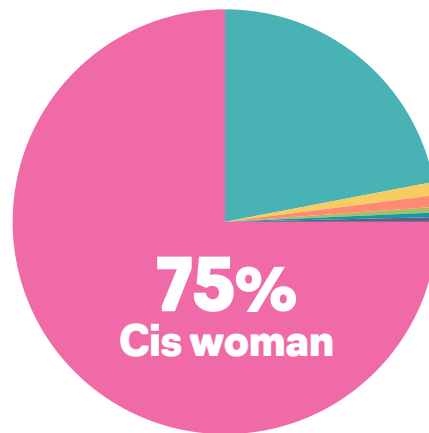
(not including Agent or University data)

RACE



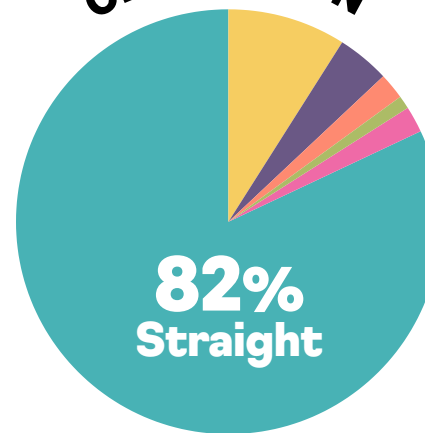
- 75% White/Caucasian
- 7% Asian/Native Hawaiian/Pacific Islander/South Asian/South East Indian
- 6% Latinx/Latino/Mexican
- 5% Black/Afro American/Afro Caribbean
- 3% Biracial/Multiracial
- 1% American Indian/Alaskan Native/First Nations/Native American
- 1% Middle Eastern
- 2% Other

GENDER



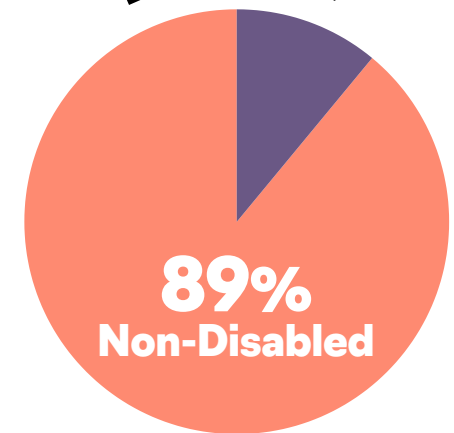
- 75% Cis woman
- 22% Cis man
- 1% Genderfluid/Non-binary/Genderqueer
- <1% Trans man
- <1% Trans woman
- <1% Intersex
- 1% Other

ORIENTATION



- 82% Straight/Heterosexual
- 9% Bisexual/Pansexual
- 4% Gay
- 2% Lesbian
- 1% Asexual
- 2% Other

DISABILITY



- 89% No
- 11% Yes



Diversity in Publishing 2019

Diversity Baseline Survey 2.0

by Lee & Low Books

Diversity Baseline Survey (DBS) 2.0 2019

SURVEY PLANNING: Lee & Low Books' team members: Jason Low, Publisher/Co-owner; Hannah Ehrlich, Director of Marketing & Publicity; Jalisa Corrie, Marketing & Publicity Manager

Survey administered between June 14, 2019 - August 30, 2019

COMPANIES SURVEYED:

PUBLISHERS: Abrams, Albert Whitman & Company, Annick Press, Arte Publico Press, Beacon Press, Bharat Babies, Bloomsbury Publishing, Capstone-Coughlan Companies, Candlewick, Charlesbridge, Chronicle, Cinco Puntos Press, Coffee House Press, DAW Books, Dead Rabbits Books, Disney Publishing, Eerdmans Books for Young Readers, Fitzhenry and Whiteside, Groundwood Books, Hachette Book Group, HarperCollins Publishers, Heinemann, Holiday House, Imogin Group, Just Us Books, Kane Press, Kids Can Press, Lee & Low Books, Literary Wanderlust LLC, Lerner Publishing Group, Levine Querido, Macmillan, Mango Media, Microcosm Publishing, Milkweed Editions, The New Press, Owl Kids, Page Street Publishing, Peachtree Publishers, Penguin Random House, Pomelo Books, Readers to Eaters, Saffron Press, Scholastic, Simon & Schuster, Skyhorse Publishing, Inc., Tradewind Books, Workman Publishing Co., Inc.

UNIVERSITY PRESSES: Abilene Christian University Press, Cambridge University Press, Columbia University Press, Cornell University Press, Duke University Press, Gallaudet University Press, Harvard University Press, Louisiana State University Press, Michigan State University Press, Minnesota Historical Society Press, MIT Press, Northwestern University Press, Princeton

University Press, State University of New York Press, Syracuse University Press, Temple University Press, The University of Arizona Press, The University of Arkansas Press, University of California Press, University of Chicago Press, University of Illinois Press, University of Kentucky Press, University of Michigan Press, University of Massachusetts Press, University of North Carolina Press, University Press of Colorado & Utah State University Press, University Press of Mississippi, Northwestern University Press, NYU Press, University of Ohio Press, University of Regina Press, University of Virginia Press, University of Washington Press, The University of Wisconsin Press, Wayne State University Press

BOOK REVIEW JOURNALS: Bayviews, Booklist, Foreword Reviews, The Horn Book, Kirkus Reviews, Library Journal, Publishers Weekly, School Library Journal

LITERARY AGENCIES: Aevitas Creative Management, AKA Literary Management, Andrea Brown Literary Agency, Barry Goldblatt Literary, The Bent Agency, Bookends, A Literary Agency, The Book Group, Bradford Literary Agency, Cheney Agency, CookeMcDermid, Corvisiero Literary Agency, Curtis Brown, Ltd., Donaghy Literary Group, Dystel, Goderich & Bourret LLC, Einstein Literary Management, Erin Murphy Literary Agency, Folio Literary Management, Frances Goldin Literary Agency, Inc., Full Circle Literary, Fuse Literary Agency, Gallt and Zacker Literary Agency, HSG Agency, The Irene Goodman Literary Agency, Jill Grinberg Literary Management, LLC, Jean V. Naggar Literary Agency, Kimberley Cameron & Associates, LLC, The Knight Agency, KT Literary Agency, LLC, Laura Dail Literary Agency, Liza Dawson Associates, MacKenzie Wolf, Marie Brown Associates, Marsal Lyon Literary Agency LLC, Massie & McQuilkin Literary Agents, Nelson Literary Agency, LLC, New Leaf Literary & Media, Inc., Painted

Words, Park Literary and Media, Philip G. Spitzer Literary Agency, Pippin Properties, Inc., P.S. Literary Agency, Red Fox Literary, Red Sofa Literary & Red Sofa Books, The Rights Factory, Root Literary, Sandra Dijkstra Literary Agency, The Seymour Agency, Sheldon Fogelman Agency, Inc., The Science Factory, Spencerhill Associates, Stonesong, Stuart Krichevsky Literary Agency, Inc., Talcott Notch Literary Agency, Transatlantic Agency, TriadaUS Literary Agency, Upstart Crow Literary, Wernick & Pratt Agency LLC, Westwood Creative Artists, WM Clark Associates, WordWise Media Services, Writers House, Zimmermann Literary

REPORTING AND DATA ANALYSIS by Boston University staff: Laura M. Jiménez PhD (Lead); Betsy Beckert, graduate student in the Language and Literacy Department of Wheelock College of Education & Human Development

SPECIAL THANKS to the following for survey question vetting:

Disability questions: Ace Tilton Ratcliff, Disability Justice Specialist, Stay Weird, Be Kind Studios

Sexual Orientation and Gender Identity questions: Dr. Caitlin Law Ryan, Associate Professor, Literacy Studies, English Education, History Education, and Reading Education at East Carolina University; Kate E. Kedley, Ph.D., Assistant Professor in the Department of Language, Literacy, and Sociocultural Education at Rowan University; Dr. Craig Young, Associate Professor of Teaching & Learning at Bloomsburg University of Pennsylvania; Laura M. Jiménez, PhD, Department of Language and Literacy, Chair, Equity, Diversity, and Inclusion committee at Boston University Wheelock College of Education & Human Development

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