DIVERSITY IN PUBLISHING 2019 • DIVERSITY BASELINE SURVEY BY LEE & LOW BOOKS

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% Intersex

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

**Disability**
- 89% Non-Disabled
- 11% Yes
- 89% No

Diversity in Publishing 2019
Diversity Baseline Survey 2.0
by Lee & Low Books
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Executive Level

**Race**
- 78% White
- 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
- 8% Bisexual/Pansexual
- 6% Gay
- 2% Lesbian
- <1% Asexual
- 2% Other

**Disability**
- 90% Non-Disabled
- 10% Yes
- 90% No

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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
- 21% Bisexual/Pansexual
- 5% Gay
- 2% Lesbian
- 2% Asexual
- 2% Other

DISABILITY

- 88% No
- 12% Yes

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### 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% Non-Disabled
- 8% Yes
- 92% No

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Marketing & Publicity

**Race**
- 74% White
- 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
- 11% Bisexual/Pansexual
- 5% Gay
- 2% Asexual
- 1% Lesbian
- 1% Other

**Disability**
- 90% Non-Disabled
- 10% Yes
Diversity in Publishing 2019 • Diversity Baseline Survey by Lee & Low Books

Literary Agents

Race
- 80% White
- 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
- 13% Bisexual/Pansexual
- 1% Gay
- 3% Lesbian
- 2% Asexual
- 5% Other

Disability
- 91% Non-Disabled
- 9% Yes
- 91% No

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Interns

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

**Disability**
- 78% Non-Disabled
- 22% Yes
- 78% No
Industry Overview
(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
- 11% Yes

Disability
- 89% No
- 11% Yes

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Diversity Baseline Survey 2.0 2019

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

Companies surveyed:


Reporting and data analysis:

- 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.

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