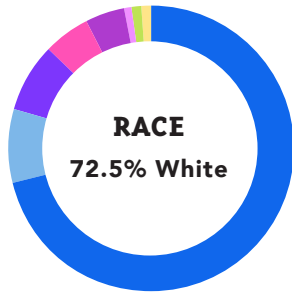
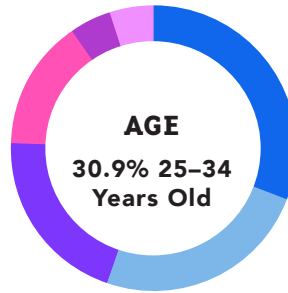




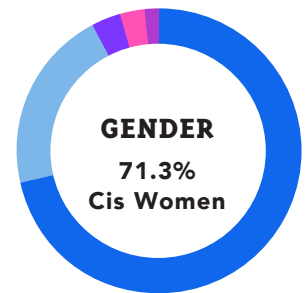
INDUSTRY OVERALL



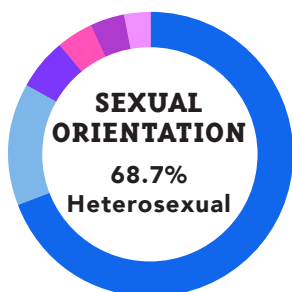
- 72.5% White/Caucasian
- 8.4% Biracial/Multiracial
- 7.8% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 5.3% Black/African American/Afro Caribbean
- 4.6% Hispanic/Latino/Mexican
- <1% Identity not listed
- <1% Middle Eastern/North African/Arab American
- <1% American Indian/Alaskan Native/First Nation/Native American



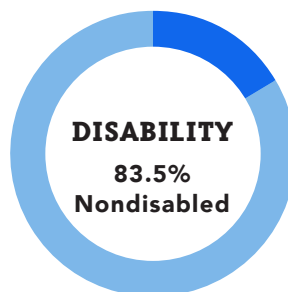
- 30.9% 25-34 years old
- 24.5% 35-44 years old
- 20.2% 45-54 years old
- 14.7% 55-64 years old
- 4.9% 18-24 years old
- 4.8% 65+ years old



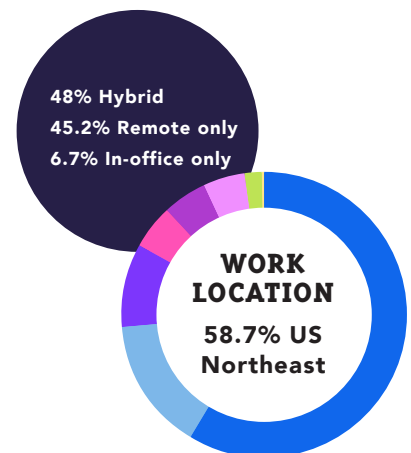
- 71.3% Cis woman
- 20.6% Cis man
- 3.4% Choose not to disclose
- 2.6% Nonbinary
- 1.6% Genderqueer/Gender expansive



- 68.7% Straight/Heterosexual
- 14% Bisexual/Pansexual
- 5.8% Choose not to disclose
- 4% Gay
- 3.8% Asexual/Demisexual
- 3% Lesbian



- 83.5% No
- 16.5% Yes

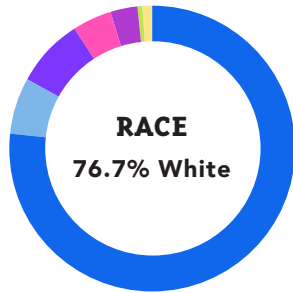


- 58.7% US Northeast
- 15.1% US Midwest
- 9.3% US West
- 5.1% US Southeast
- 4.9% US South
- 4.8% Canada
- 1.9% US Southwest
- <1% North American Arctic

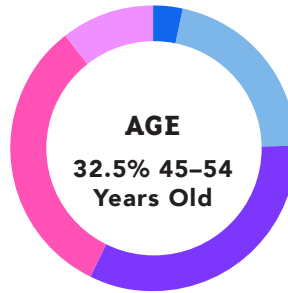


EXECUTIVE LEVEL

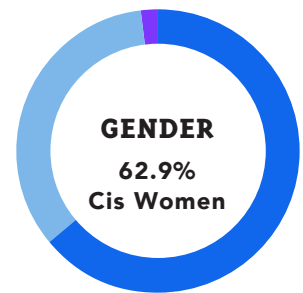
INCLUDES BOARD MEMBERS



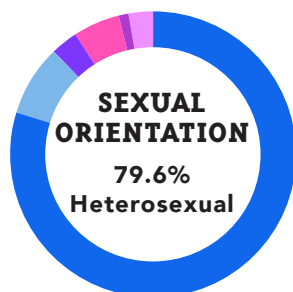
- 76.7% White/Caucasian
- 8% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 6.3% Biracial/Multiracial
- 4.3% Black/African American/Afro Caribbean
- 3.2% Hispanic/Latino/Mexican
- <1% Middle Eastern/North African/Arab American
- 1.1% Identity not listed



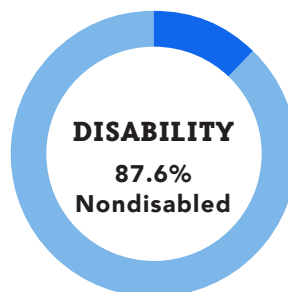
- 32.5% 45-54 years old
- 32.2% 55-64 years old
- 21.3% 35-44 years old
- 10.3% 65+ years old
- 3.5% 25-34 years old



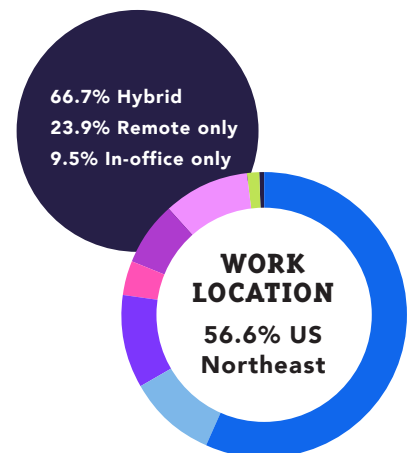
- 62.9% Cis woman
- 33.6% Cis man
- 1.7% Choose not to disclose



- 79.6% Straight/Heterosexual
- 8% Bisexual/Pansexual
- 5.2% Gay
- 3.2% Choose not to disclose
- 2.6% Lesbian
- 1.1% Asexual/Demisexual



- 87.6% No
- 12.4% Yes

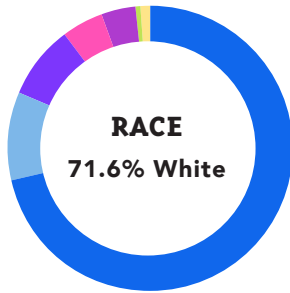


- 56.6% US Northeast
- 10.3% US West
- 10.1% US Midwest
- 9.8% Canada
- 7.2% US South
- 4% US Southeast
- 1.4% US Southwest
- <1% Mexico

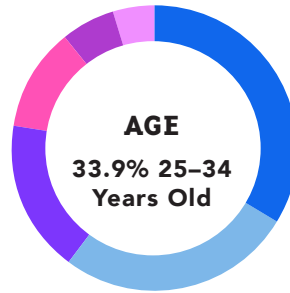


EDITORIAL

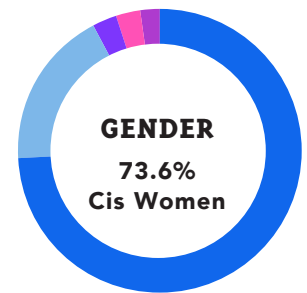
INCLUDES E-BOOK DEVELOPMENT & JOURNALS DEPARTMENT



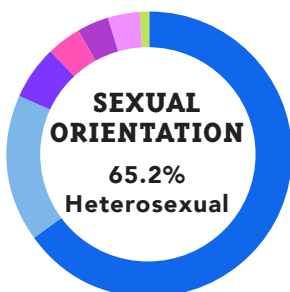
- 71.6% White/Caucasian
- 9.9% Biracial/Multiracial
- 8.3% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 4.7% Black/African American/Afro Caribbean
- 4% Hispanic/Latino/Mexican
- <1% Identity not listed
- <1% Middle Eastern/North African/Arab American
- <1% American Indian/Alaskan Native/First Nation/Native American



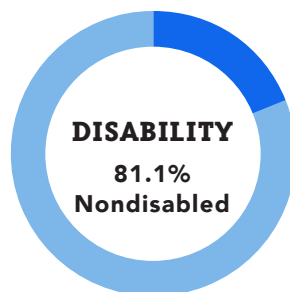
- 33.9% 25-34 years old
- 26.6% 35-44 years old
- 17.4% 45-54 years old
- 11.7% 55-64 years old
- 6.1% 18-24 years old
- 4.5% 65+ years old



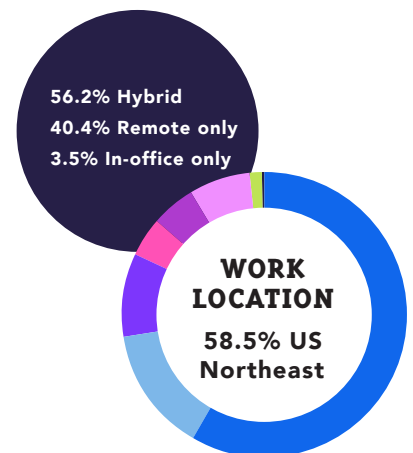
- 73.6% Cis woman
- 17.8% Cis man
- 2.7% Choose not to disclose
- 2.7% Nonbinary
- 2.2% Genderqueer/Gender expansive



- 65.2% Straight/Heterosexual
- 16.7% Bisexual/Pansexual
- 6% Choose not to disclose
- 3.8% Gay
- 3.8% Asexual/Demisexual
- 3.5% Lesbian
- 1% Not listed



- 81.1% No
- 18.9% Yes

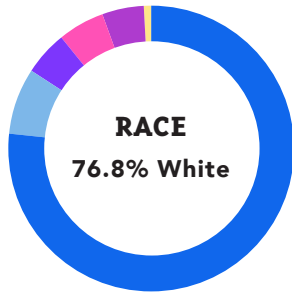


- 58.5% US Northeast
- 14.1% US Midwest
- 9.5% US West
- 6.8% Canada
- 5% US South
- 4.5% US Southeast
- 1.5% US Southwest
- <1% Mexico

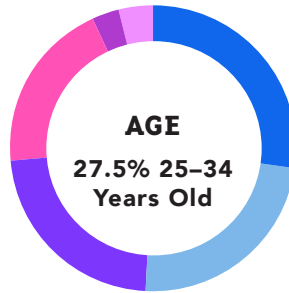


SALES

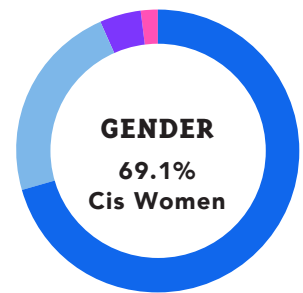
INCLUDES FULFILLMENT/DISTRIBUTION & BOOK FAIRS/BOOK CLUBS



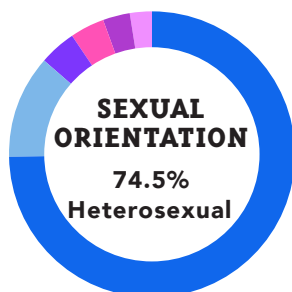
- 76.8% White/Caucasian
- 7.4% Biracial/Multiracial
- 5.4% Black/African American/Afro Caribbean
- 5% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 4.7% Hispanic/Latino/Mexican
- <1% Identity not listed



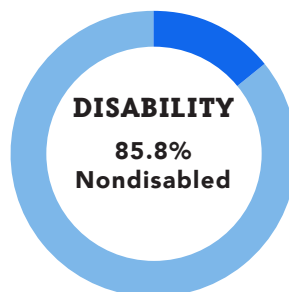
- 27.5% 25-34 years old
- 23.5% 35-44 years old
- 22.7% 45-54 years old
- 19.6% 55-64 years old
- 3.7% 65+ years old
- 3.1% 18-24 years old



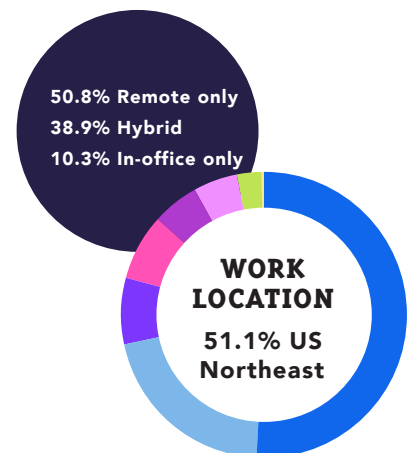
- 69.1% Cis woman
- 22.5% Cis man
- 4.4% Choose not to disclose
- 1.9% Nonbinary



- 74.5% Straight/Heterosexual
- 11.6% Bisexual/Pansexual
- 4.2% Choose not to disclose
- 4.1% Gay
- 2.8% Asexual/Demisexual
- 2.5% Lesbian



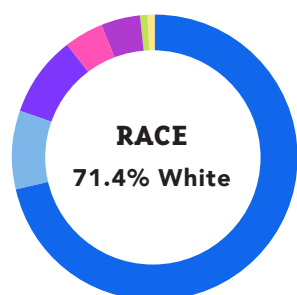
- 85.8% No
- 14.2% Yes



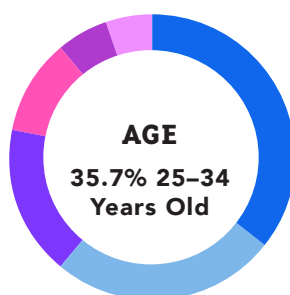
- 51.1% US Northeast
- 20.6% US Midwest
- 7.6% US West
- 7.4% US Southeast
- 5.3% US South
- 5% Canada
- 2.8% US Southwest
- <1% North American Arctic

MARKETING & PUBLICITY

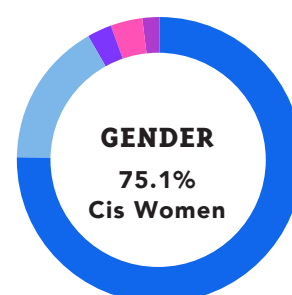
INCLUDES BOOK REVIEWERS & DESIGN



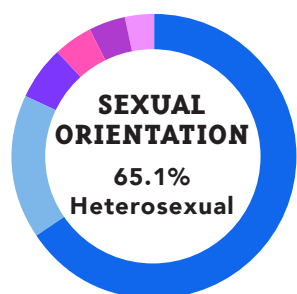
- 71.4% White/Caucasian
- 9.1% Biracial/Multiracial
- 9.1% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 4.5% Hispanic/Latino/Mexican
- 4.4% Black/African American/Afro Caribbean
- <1% Middle Eastern/North African/Arab American
- <1% Identity not listed
- <1% American Indian/Alaskan Native/First Nation/Native American



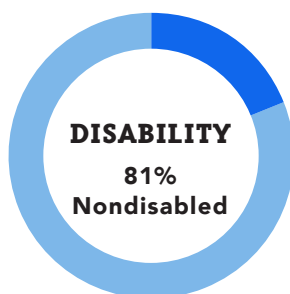
- 35.7% 25-34 years old
- 25.5% 35-44 years old
- 17.1% 45-54 years old
- 10.6% 55-64 years old
- 5.9% 18-24 years old
- 5.2% 65+ years old



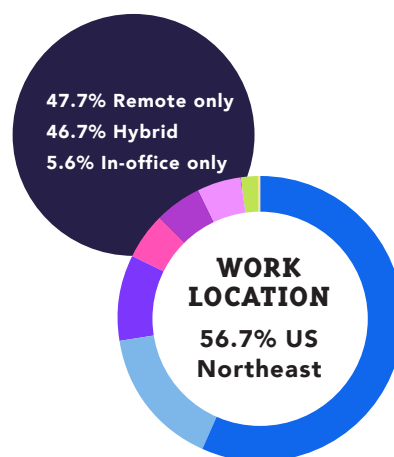
- 75.1% Cis woman
- 16.3% Cis man
- 3.4% Nonbinary
- 2.9% Choose not to disclose
- 1.9% Genderqueer/Gender expansive



- 65.1% Straight/Heterosexual
- 16.4% Bisexual/Pansexual
- 6% Choose not to disclose
- 4.4% Gay
- 4.1% Asexual/Demisexual
- 3.2% Lesbian



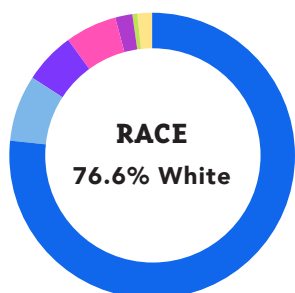
- 81% No
- 19% Yes



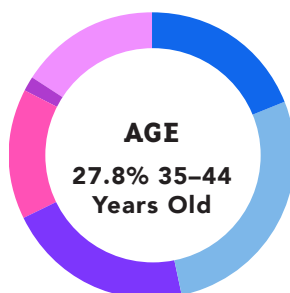
- 47.7% Remote only
- 46.7% Hybrid
- 5.6% In-office only
- 56.7% US Northeast
- 15.7% US Midwest
- 9.8% US West
- 5.2% US Southeast
- 5.2% US South
- 5.2% Canada
- 1.9% US Southwest
- <1% North American Arctic

BOOK REVIEWERS

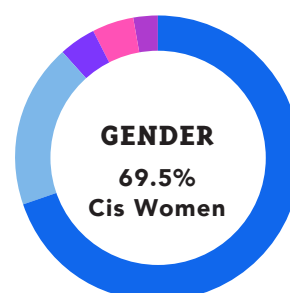
Data for Book Reviewers is included under the MARKETING & PUBLICITY umbrella. This chart offers a closer look at this influential group of gatekeepers, so the data can be easily compared to previous survey results. See Page 12 after Acknowledgments for complete Department Groupings.



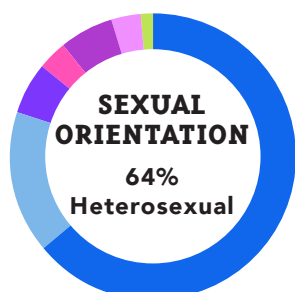
- 76.6% White/Caucasian
- 7.5% Biracial/Multiracial
- 5.8% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 5.8% Black/African American/Afro Caribbean
- 2% Hispanic/Latino/Mexican
- 1.4% Identity not listed
- <1% Middle Eastern/North African/Arab American



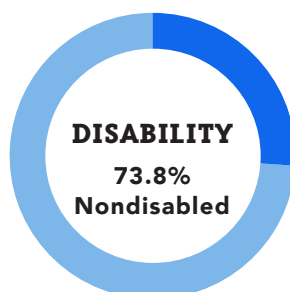
- 27.8% 35–44 years old
- 21.2% 45–54 years old
- 18.9% 25–34 years old
- 15.8% 65+ years old
- 14.7% 55–64 years old
- 1.6% 18–24 years old



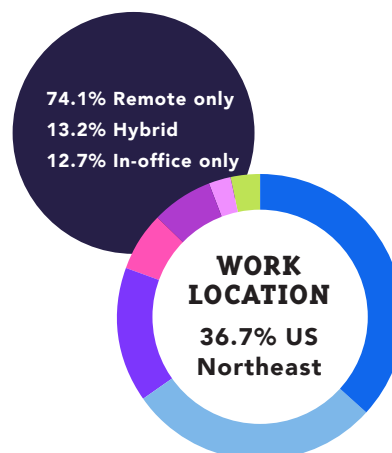
- 69.5% Cis woman
- 18.4% Cis man
- 4.8% Nonbinary
- 4.2% Choose not to disclose
- 2.5% Genderqueer/Gender expansive



- 64% Straight/Heterosexual
- 16% Bisexual/Pansexual
- 6.1% Asexual/Demisexual
- 6.1% Choose not to disclose
- 3.3% Gay
- 3.2% Lesbian
- 1.3% Not listed

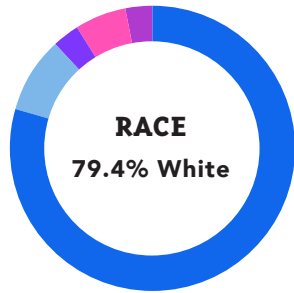


- 73.8% No
- 26.2% Yes

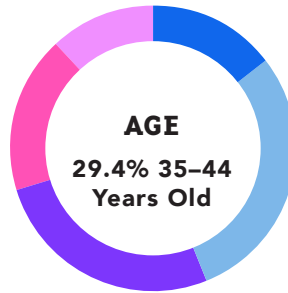


- 36.7% US Northeast
- 28.6% US Midwest
- 15.2% US West
- 6.8% US Southeast
- 6.7% US South
- 3.2% US Southwest
- 2.6% Canada

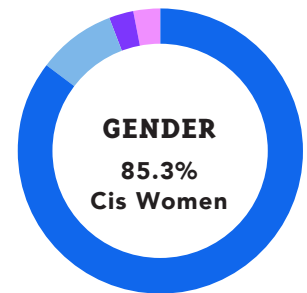
LITERACY SPECIALISTS



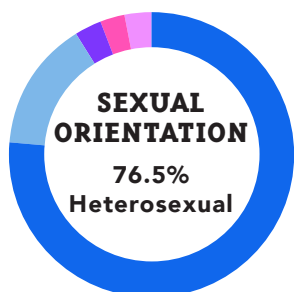
- 79.4% White/Caucasian
- 8.8% Biracial/Multiracial
- 5.9% Black/African American/Afro Caribbean
- 2.9% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 2.9% Hispanic/Latino/Mexican



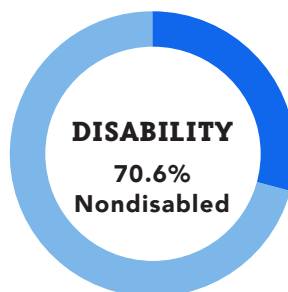
- 29.4% 35-44 years old
- 26.5% 45-54 years old
- 17.7% 55-64 years old
- 14.7% 25-34 years old
- 11.8% 65+ years old



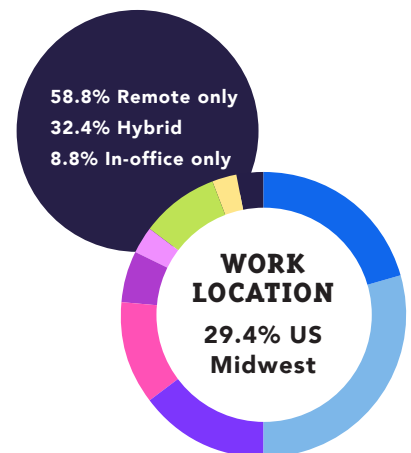
- 85.3% Cis woman
- 8.8% Cis man
- 2.9% Choose not to disclose
- 2.9% Trans woman



- 76.5% Straight/Heterosexual
- 14.7% Bisexual/Pansexual
- 2.9% Choose not to disclose
- 2.9% Gay
- 2.9% Lesbian



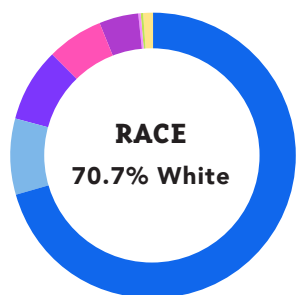
- 70.6% No
- 29.4% Yes



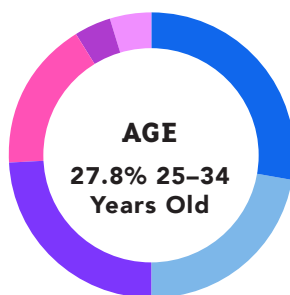
- 58.8% Remote only
- 32.4% Hybrid
- 8.8% In-office only
- 29.4% US Midwest
- 20.6% US Northeast
- 14.7% US West
- 11.8% US Southeast
- 8.8% US Southwest
- 5.9% US South
- 2.9% Canada
- 2.9% North American Arctic
- 2.9% Mexico

BUSINESS OF PUBLISHING

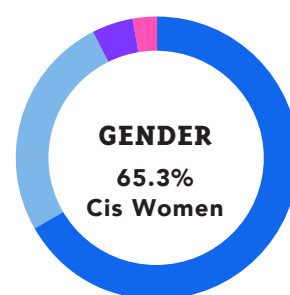
See Page 12 after Acknowledgments for a complete list of Departments under this grouping.



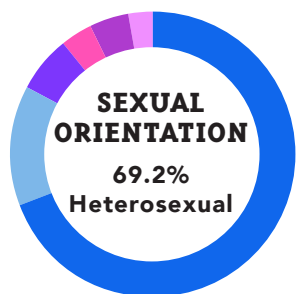
- 70.7% White/Caucasian
- 8.4% Biracial/Multiracial
- 8.4% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 6.3% Black/African American/Afro Caribbean
- 4.7% Hispanic/Latino/Mexican
- <1% Identity not listed
- <1% Middle Eastern/North African/Arab American
- <1% American Indian/Alaskan Native/First Nation/Native American



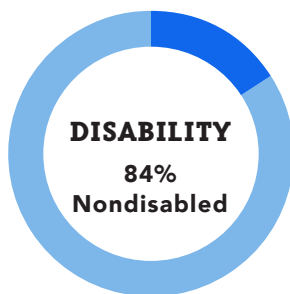
- 27.8% 25-34 years old
- 24.1% 45-54 years old
- 22.2% 35-44 years old
- 17.1% 55-64 years old
- 4.6% 65+ years old
- 4.1% 18-24 years old



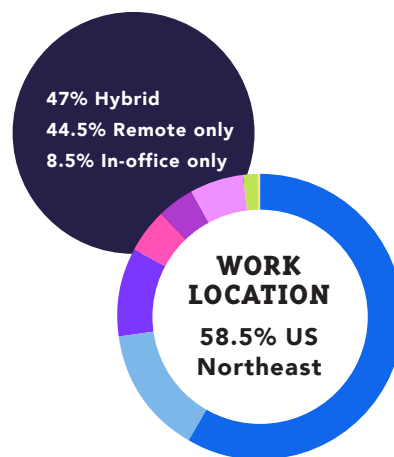
- 65.3% Cis woman
- 25.4% Cis man
- 4.5% Choose not to disclose
- 2.7% Nonbinary



- 69.2% Straight/Heterosexual
- 13.4% Bisexual/Pansexual
- 6.5% Choose not to disclose
- 4.4% Asexual/Demisexual
- 3.6% Gay
- 2.6% Lesbian



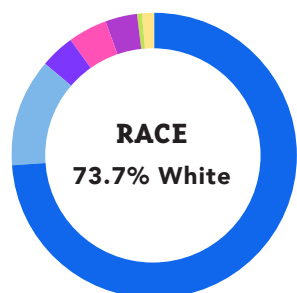
- 84% No
- 16% Yes



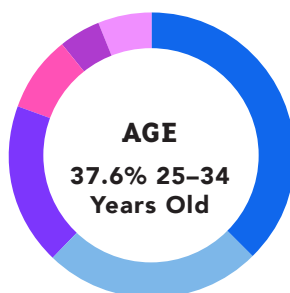
- 58.5% US Northeast
- 14.5% US Midwest
- 10% US West
- 6% Canada
- 4.9% US Southeast
- 4.2% US South
- 1.8% US Southwest
- <1% North American Arctic

LITERARY AGENTS

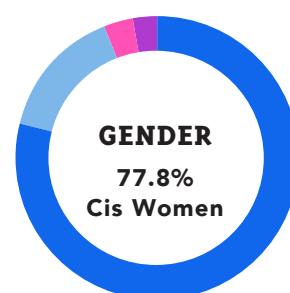
Data for Literary Agents is included under the BUSINESS OF PUBLISHING umbrella. This chart offers a closer look at this influential group of gatekeepers, so the data can be easily compared to previous survey results. See Page 12 after Acknowledgments for complete Department Groupings.



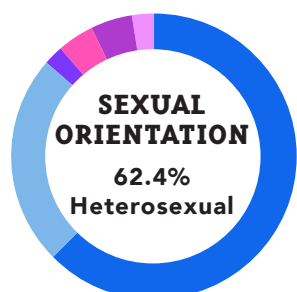
- 73.7% White/Caucasian
- 12.3% Biracial/Multiracial
- 4.3% Black/African American/Afro Caribbean
- 3.9% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 3.6% Hispanic/Latino/Mexican
- 1.2% Identity not listed
- <1% Middle Eastern/North African/Arab American



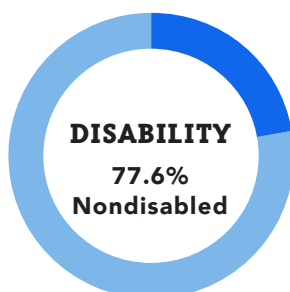
- 37.6% 25–34 years old
- 24.6% 35–44 years old
- 18.3% 45–54 years old
- 8.7% 55–64 years old
- 6% 65+ years old
- 4.6% 18–24 years old



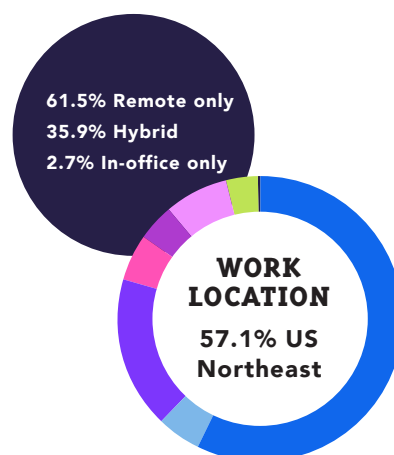
- 77.8% Cis woman
- 14.9% Cis man
- 3.1% Nonbinary
- 2.7% Genderqueer/Gender expansive



- 62.4% Straight/Heterosexual
- 23.9% Bisexual/Pansexual
- 4.8% Asexual/Demisexual
- 4.1% Gay
- 2.4% Lesbian
- 2.2% Choose not to disclose



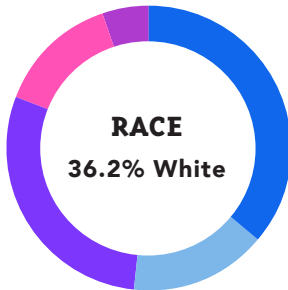
- 77.6% No
- 22.4% Yes



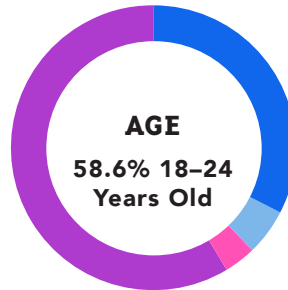
- 57.1% US Northeast
- 17.1% US West
- 7.2% Canada
- 5.3% US Southeast
- 5.1% US Midwest
- 4.1% US South
- 3.6% US Southwest
- <1% Mexico



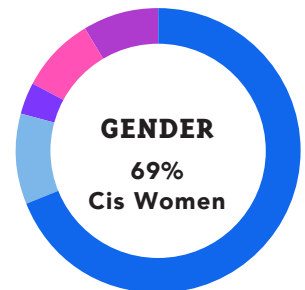
INTERNS



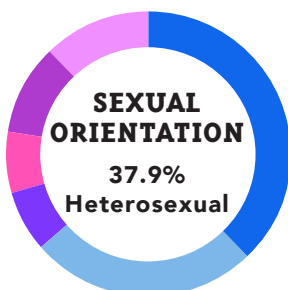
- 36.2% White/Caucasian
- 29.3% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian
- 15.5% Biracial/Multiracial
- 13.8% Black/African American/Afro Caribbean
- 5.2% Hispanic/Latino/Mexican



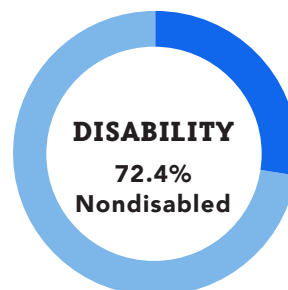
- 58.6% 18-24 years old
- 32.8% 25-34 years old
- 5.2% 35-44 years old
- 3.5% 55-64 years old



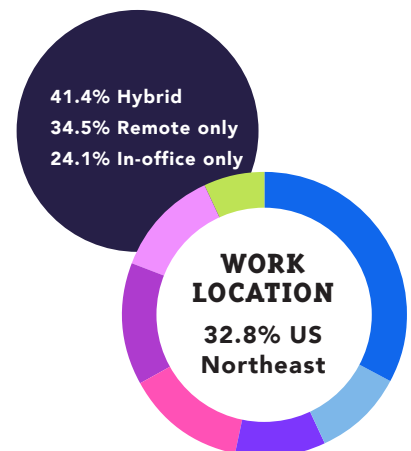
- 69% Cis woman
- 10.3% Cis man
- 8.6% Nonbinary
- 8.6% Genderqueer/Gender expansive
- 3.5% Choose not to disclose



- 37.9% Straight/Heterosexual
- 25.9% Bisexual/Pansexual
- 12.1% Lesbian
- 10.3% Asexual/Demisexual
- 6.9% Choose not to disclose
- 6.9% Gay



- 72.4% No
- 27.6% Yes



- 32.8% US Northeast
- 13.8% US Southeast
- 13.8% US South
- 12.1% Canada
- 10.3% US Midwest
- 10.3% US West
- 6.9% US Southwest



The 2023 Diversity Baseline Survey (DBS) was created by Lee & Low Books with coauthors **Laura M. Jiménez**, PhD, Boston University College of Education & Human Development Language and Literacy; **Betsy Beckert**, PhD Candidate, Boston University College of Education & Human Development Language and Literacy; **Rory Polera**, data analyst; and **Jake C. Dietiker**, Undergraduate, Boston University College of Engineering.

Survey was administered and results analyzed between January 1, 2023–February 26, 2024.

COMPANIES SURVEYED

Publishers: ABRAMS, Annick Press, Arte Publico Press, Astra Publishing House, Barefoot Books, Beacon Press, Berrett, Between the Lines, Bloomsbury, Blue Bike Books Ltd., Breakwater Books Limited, Brush Education, Candlewick, Capstone, Center for the Collaborative Classroom, Charlesbridge Publishing, Chronicle Books, Coach House Books, Coffee House Press, Cormorant Books, Creston Books, Dundurn Press, ECW Press, Emerald Publishing, Enchanted Lion Books, Feeding Minds Press, Folklore Publishing, Formac Publishing, Freehand Books, Graywolf Press, Greystone Books Ltd., Hachette Book Group, HarperCollins, Holiday House Publishing, Hub City Press, Inanna Publications, Invisible Publishing, Just Us Books, Kane Miller Book Publishers, Kids Can Press, Lee & Low Books, Lerner Publishing Group, Levine Querido, Linda Leith Publishing, Little Bee Books, Live Oak Media, Locust Publications, Macmillan Publishers, Mango Publishing Group, Microcosm Publishing, New Press, NeWest Press, NorthSouth Books, Nosy Crow, Orca Book Publishers, Owlkids Books, Parallax Press, Peachtree Publishing Company, Inc., Pearson Higher Education and Virtual Learning, Penguin Random House/Bertelsmann, Pioneer Valley Books, Playwrights Canada Press, Pomelo Books, Portage & Main Press, Quarto Publishing Group USA, Readers To Eaters, Red Comet Press, Roadrunner Press, Ronsdale Press, Saffron Press, SAGE, Sambasivan & Parikh, Scholastic, Inc., Simon & Schuster, Starbright Books, Steerforth Press, Stonehouse Publishing, Third State Books, Tradewind Books, and Wm. B. Eerdmans Publishing Company

University Presses: American Psychological Association (APA), Amherst College Press, Columbia University Press, Duke University Press, Feminist Press at CUNY, Gallaudet University Press, Getty Publications, Harvard University Press, Johns Hopkins University Press, Louisiana State University Press, Marine Corps University Press, McGill, MIT Press, New York University Press, Oregon State University Press, Princeton University Press, Stanford University Press, State University of New York Press, Syracuse University Press, The Ohio State University Press, University of British Columbia Press, University of Chicago Press, University of Georgia Press, University of Illinois Press, University of Michigan Press, University of Minnesota Press, University of North Carolina Press, University of Notre Dame Press, University of Pittsburgh Press, University of Toronto Press, University of Washington Press, University of Wisconsin Press, University Press of Colorado, University Press of Florida, University Press of Mississippi, Vanderbilt University Press, and Wayne State University Press

Review Journals: *BayViews*, *Booklist*, *BookPage*, *Chicago Review of Books*, *Foreword Reviews*, *The Horn Book*, *Kirkus Reviews*, *Library Journal*, *Los Angeles Review of Books*, *Montreal Review of Books*, and *Publishers Weekly*

Literary Agencies: Aevitas Creative Management, Andrea Brown Literary Agency, ArtHouse Literary Agency, Ayesha Pande Literary, Azantian Literary Agency, Bent Agency, Bookends Literary Agency, Booker Albert Agency, Bradford Literary Agency, The Cat Agency, Chase Literary Agency, Cheney Agency, CookeMcDermid, Copps Literary Service, Corvisiero Literary Agency, Don Congdon Associates, Inc., Donaghy Literary Group, Dunham Literary, Inc., Dystel, Goderich & Bourret LLC, The Ekus Group, Erin Murphy Literary Agency, Folio Literary Management, Frances Goldin Literary Agency, Inc., The Friedrich Agency, Full Circle Literary, Fuse Literary Agency, Gallt and Zacker Literary Agency, Great Dog Literary, The Greenhouse Literary Agency, Headwater Literary Management, HG Literary, JABberwocky Literary Agency, Jean V. Naggar Literary Agency, Jill Grinberg Literary Management, LLC, KT Literary Agency, LLC, Ladderbird Agency, Laura Gross Literary Agency, Mad Woman Literary Agency, LLC, Marsal Lyon Literary Agency, New Leaf Literary & Media, Inc., Nordlyset Literary Agency, Odom Media Management, Park & Fine Literary and Media, Present Perfect Literary, P.S. Literary Agency, Red Fox Literary, Rees Literary Agency, Root Literary, Sandra Dijkstra Literary Agency, Sanford J. Greenburger Associates, Serendipity Literary Agency, Spencerhill Associates, Stonesong, Storm Literary Agency, Stuart Krichevsky Literary Agency, Inc., The Tobias Literary Agency, Trellis Literary Management, TriadaUS Literary Agency, Weaver Literary Agency, Westwood Creative Artists, WM Clark Associates, and Writers House

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Dr. Caitlin Law Ryan, Associate Professor Literacy Studies, English Education and History Education, Reading Education at East Carolina University; **Kate E. Kedley**, PhD, 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; **Kyle Lukoff**; and **Jen Albert**, Editor, ECW Press for their expert feedback on survey language for gender identity and sexual orientation.

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DEPARTMENT GROUPINGS

The 2023 survey results provide filtered responses by department. Since there are many different roles within the publishing industry, some roles have been grouped together in the following way to make the information more digestible:

EXECUTIVE LEVEL

Board Members

EDITORIAL

E-book Development

Journals Department

SALES

Fulfillment/Distribution

Book Fairs/Book Clubs

MARKETING AND PUBLICITY

Book Reviewers*

Design

LITERACY SPECIALISTS

THE BUSINESS OF PUBLISHING

Administrative/Customer Service

Human Resources

Information Technology/Website/Metadata

Literary Agents*

Operations/Accounting/Finance

Production/Manufacturing

Subrights and Permissions/Legal/Contracts/
Licensing

INTERNS

Two new groupings—Literacy Specialists and Business of Publishing—have been added to better reflect the variety of work being done.

*These roles in past surveys were their own category with their own pie graphs, respectively. In this survey, our academic analysts grouped Book Reviewers under the Marketing and Publicity umbrella and Literary Agents under the Business of Publishing. There are close-up charts that pull out the demographics for these influential gatekeepers, so the data can be easily compared to previous results.