INDUSTRY OVERALL

RACE
72.5% White

- 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 Carribean
- 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

AGE
30.9% 25–34 Years Old

- 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

GENDER
71.3% Cis Women

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

SEXUAL ORIENTATION
68.7% Heterosexual

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

DISABILITY
83.5% Nondisabled

- 83.5% No
- 16.5% Yes

WORK LOCATION
58.7% US Northeast

- 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
SALES

INCLUDES FULFILLMENT/DISTRIBUTION & BOOK FAIRS/BOOK CLUBS

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

AGE
- 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

GENDER
- 69.1% Cis Women
- 22.5% Cis Man
- 4.4% Choose not to disclose
- 1.9% Nonbinary

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

DISABILITY
- 85.8% Nondisabled
- 14.2% Yes

WORK LOCATION
- 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

**RACE**
- 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 Carribean
- <1% Middle Eastern/North African/Arab American
- <1% Identity not listed
- <1% American Indian/Alaskan Native/First Nation/Native American

**AGE**
- 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

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

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

**DISABILITY**
- 81% Nondisabled
- 19% Yes

**WORK LOCATION**
- 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

**US Northeast**

**US Midwest**

**US West**

**US Southeast**

**US South**

**Canada**

**US Southwest**

**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.
LITERACY SPECIALISTS

- **Race**: 79.4% White/Caucasian, 8.8% Biracial/Multiracial, 5.9% Black/African American/Afro Carribean, 2.9% Asian/Native Hawaiian/Pacific Islander/South Asian/Southeast Indian, 2.9% Hispanic/Latino/Mexican
- **Age**: 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
- **Gender**: 85.3% Cis woman, 8.8% Cis man, 2.9% Choose not to disclose, 2.9% Trans woman
- **Sexual Orientation**: 76.5% Heterosexual, 14.7% Bisexual/Pansexual, 2.9% Choose not to disclose, 2.9% Gay, 2.9% Lesbian
- **Disability**: 70.6% Nondisabled, 29.4% Yes
- **Work Location**: 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

58.8% Remote only, 32.4% Hybrid, 8.8% In-office only
BUSINESS OF PUBLISHING

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

RACE
73.7% White
- 73.7% White/Caucasian
- 12.3% Biracial/Multiracial
- 4.3% Black/African American/Afro Carribean
- 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

AGE
37.6% 25–34 Years Old
- 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

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

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

DISABILITY
77.6% Nondisabled
- 77.6% No
- 22.4% Yes

WORK LOCATION
57.1% US Northeast
- 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

61.5% Remote only
35.9% Hybrid
2.7% In-office only
41.4% Hybrid
34.5% Remote only
24.1% In-office only

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 Carribean
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% Nondisabled
27.6% Disabled

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


SPECIAL THANKS

Ace Tilton Ratcliff, Disability Justice Specialist, Stay Weird, Be Kind Studios, for their guidance on survey language for disability.

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.

Contact dbs@leeandlow.com for press inquiries or permission to reprint.
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.