

## **ABA's Antiracism, Equity, Inclusion, Access & Representation Work**

4/4/2024 – 6/30/2024

With thanks to the booksellers, bookstore owners, and ABA staff who serve on the ABA's Diversity Equity and Inclusion Council (DEIC) and who contributed to, and supported, many of these initiatives.

### **Affinity Groups**

- Continued to hold monthly virtual meetings for the Black Booksellers Affinity Group (Added May 2024), BIPOC Affinity Group, LGBTQIA2S+ Affinity Group, Neurodiverse Community Affinity Group, Disability Community Affinity Group, on an alternating schedule of late evening and early afternoon meetup times to better accommodate more bookseller schedules.
- Met with DEIC Members to discuss ideas for revitalizing/improving Affinity Groups to better meet the needs of members.
- Held May 8 BIPOC Bi-Annual Virtual Forum.
- Held May 13 LGBTQIA2S+ Bi-Annual Virtual Forum.
- Held the new Black Bookseller Virtual Forum on April 18.

### **Children's Institute**

- Worked with DEI Council to inform the Land Acknowledgement for Children's Institute 2024.
- Continued ABA's Land Acknowledgement practice: Acknowledged that Ci2024 took place on the traditional homelands of the Houma, Tunica-Biloxi, Choctaw, and Chitimacha peoples. Donated to the [First People's Conservation and Council](#), an organization that works for the restoration of land, water and air of the First Peoples in the State of

Louisiana; and shared a call to action in [signing a petition for federal recognition of the Houma Nation](#).

- Continued to offer a quiet room, lactation room, closed captioning for keynotes, assistive hearing devices for keynotes and featured talks, funding for mobility devices, and smaller Rep Pick rooms at Children's Institute.
- Offered new "Fast Pass" cards to minimize the barrier of long wait times for meal and author signing queues, allowing attendees to opt-in for easy access to the front of queues.
- Added an additional pop-up meeting space specifically for Black Booksellers, Indigenous Booksellers, and Booksellers of Color to the Institute program alongside the general Affinity Groups pop-up meeting space, per attendee request.
- Provided additional information in DEI guide per bookseller feedback and input from the DEI Council, including more specific transit and public transportation information, tips for ensuring all attendees have a smooth check-in experience at the conference hotel, locally-sourced guides to shopping local, BIPOC-owned, and Queer-owned in New Orleans, and information on celebrating Pride while in New Orleans.
- Provided QR code and Google form as a more accessible way to sign up for Virtual Affinity Groups while at Children's Institute.
- Added new Building Diverse Children's Sections session to conference schedule, providing additional opportunities for attendees to hear from publishers highlighting new titles from authors and characters from historically underrepresented groups.
- Worked with Board members to reach out directly to Black booksellers for feedback & conversation ahead of Children's Institute.

## **General Membership**

- Created new DEI Resources at ABA email that is delivered to all new member stores in their first month of membership.
- Continued to waive membership dues for new BIPOC-owned stores.

### **Outreach & Communications**

- Began development of specific outreach programs to Black-owned bookstores and Black booksellers, including accepting feedback and suggestions from DEIC, BAC, and the Black Bookseller Coalition through email outreach and open forum.
- Conducted dedicated outreach to Black-owned bookstores in regards to membership renewal, barriers to membership, and member benefits.
- Contacted Black booksellers to honor and highlight planned Juneteenth celebrations.

### **Education**

- Continued to center and support historically marginalized individuals and communities in ABA education offerings. (Several of these video recordings can be found in the Bookweb [On-demand Education Library](#) and are also regularly updated to ABA's BookED podcast, [here](#).) For Example:
  - Held [Anti-Racism in the Bookstore Webinar](#) in April
  - [Held Emergency Drag Story Time Security Webinar](#) and subsequent [Community Conversation on Recent Threats to Drag Events](#) webinar in May
- Worked with DEI Council to brainstorm topics and structure for the creation of a DEI Toolkit member resource.