

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

1/1/24 - 4/4/24

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.

- Reviewed Winter Institute 2024 programming for equity, antiracism, and access issues and ideas during planning stages and implemented changes in support of those goals
- Worked with DEIC to inform antiracism training at Winter Institute 2024. DEIC members met with facilitators and helped shape priorities for the session.
- Offered antiracism training at Winter institute 2024 for bookstores (The [live encore](#) is scheduled for April 24th at 3:00 pm ET.)
- Created Lunar New Year celebration for Winter Institute 2024 at the suggestion of a DEIC member and with her assistance and support from Macmillan
- Worked to present safer travel option or alternatives for trans attendees of Winter Institute 2024
- Met with hotel and convention center staff ahead of Winter Institute 2024 to discuss the importance of pronouns and the harm of misgendering guests
- Offered audio listening devices for Winter Institute 2024 keynotes
- Continued to offer a quiet room, lactation room, closed captioning for keynotes, funding for mobility devices, and smaller rep pick rooms at Winter Institute 2024
- Hosted a dinner at Winter Institute 2024 for DEIC members and created an opportunity for DEIC members to meet members of the ABA Board
- Acknowledged that Winter Institute 2024 in Cincinnati took place on land that is the traditional land of the Adena, Hopewell, Myaamia (Miami),

Shawandasse Tula (Shawanwaki/Shawnee), Wyandot, Delaware, Haudenosaunee, and Wazhazhe Manzhan (Osage) Peoples, and many other tribes due to its central location. Shared a land acknowledgement with attendees, donated to [The Native American Indian Center of Central Ohio's Land Back NAICCO](#), a movement to purchase Ohio land for Native community use and cultural restoration, and shared their video with attendees to promote the organization's important work.

- Created a resource guide for Winter Institute 2024 that included inclusion, access, and equity resources
- Continued to advocate for racial representation in rep picks for Winter Institute 2024 and made this a call to action during the Winter Institute 2024 publisher debrief
- Continued to ensure BIPOC representation amongst authors, panelists, and speakers at Winter Institute 2024 and Children's Institute 2024. (All but one panel scheduled at WI 2024 had racial diversity but last-minute cancellations due to illness affected the final outcome in a couple of cases.)
- Continued in-person affinity group meet ups at Winter Institute 2024 and added refreshments
- Added dedicated pop-up meeting space at Winter Institute 2024 for affinity group members to reserve as needed for additional intersectional and/or smaller group meetings
- Scheduled two affinity group meet ups for Children's Institute 2024
- Added Black bookseller affinity group meet ups to Children's Institute 2024 and the virtual calendar (separate from the BIPOC meet ups) at the request of members
- Added an intersectional affinity group reception at Children's Institute 2024
- Invited Black-owned publishers recommended by members to Children's Institute 2024. Waived their fees and offered a scholarship. Exploring idea to highlight Black-owned publishers. (Awaiting confirmation on all)
- Brainstormed ideas to address rep pick concerns about representation raised at Winter Institute 2024. Brainstormed ideas with DEIC. (Will be testing a couple of ideas at Children's Institute 2024 and continuing to work with publishers on rep picks.)

- Ensured that all booksellers and bookstore owners from existing Black-owned bookstores in physical spaces (brick & mortar, mobile, & pop up) who applied for CI scholarships received them
- Ensured BIPOC and LGBTQIA2S+ store representation on Winter Institute 2024 and Children's Institute 2024 bus tours
- Continued to center and support historically marginalized individuals and communities in ABA education offerings. (Several of these video recordings can be found [here](#) and are also regularly updated to ABA's BookED podcast [here](#).) For example:
 - Keynote presentations with Michele Norris: Race. Your Thoughts. Six Words. Please Send.
 - *Our Hidden Conversations* Debrief with Michele Norris
 - Beyond Allyship: Supporting LGBTQIA2S+ Staff Members
 - Featured Talk: Beyond the Binary
 - Banned Books Preparedness
 - Developing Deescalation Skills
- Analyzed Winter Institute 2024 demographic data and brainstormed ways to support and value Black and BIPOC booksellers at Institutes (and beyond).
- Reviewed Children's Institute 2024 programming for equity, antiracism, and access issues to address and ideas to implement
- Scheduled a survey to go out April 5th to Black booksellers who did not register for CI asking about the obstacles to them attending, or wanting to attend, to help inform our support efforts
- Continued to fight book bans that disproportionately impact authors of color and authors in the LGBTQIA2S+ community, and protected the right of all readers to see themselves reflected in books through the work of ABA's free expression initiative, American Booksellers for Free Expression (ABFE)
- Scheduled a Lightning Talk on Creating a Sensory-Friendly Store Environment for April 11th with Robin Stern (Books, Inc.)
- Announced [a Black bookseller forum](#) w/ ABA CEO, COO, and CCO for April 18th at 5 pm ET

- Scheduled an interfaith prayer space for Children's Institute 2024 in response to attendee feedback at Winter Institute 2024, including specific needs of Muslim attendees.
- Updated Spanish Language Books guide to include more small press, independent, and international distributor listings
- Included racial representation in the annual publisher scorecard survey to support ABA's advocacy in support of more racial representation in publishing
- Prioritized racial representation for staffing, publishing, and marketing dollar spend on the agenda for the upcoming annual publisher meetings
- Conducted outreach to Black booksellers for publisher survey input to ensure that we addressed needs that might be specific to Black bookstores and/or issues that might be disproportionately impacting Black bookstores with publishers. Outreach was conducted to ensure that we had as much feedback as possible from as diverse a group of members as possible.
- Continued to waive membership dues for new BIPOC-owned stores
- Donated to The Word: A Storytelling Sanctuary to help support their important work in support of historically marginalized voices and underserved communities. (If you can, please [support their work](#) too or [sign up for their newsletter!](#))
- Continued spaces for historically marginalized booksellers and owners to be recognized and celebrated in *Bookselling this Week*
- Promoted Matchbook Marketing's Black Voices print newsletter (available to booksellers for a nominal fee to cover paper and shipping only)
- Continued to promote and support the Advance Access program for Underrepresented Voices
- Met with tech team about the possibility of generating a bestseller list for Black-owned bookstores