

Building Diverse and Inclusive Collections:

Progress to Date and Next Steps

Progress to Date

Acquired DEI
Analysis Tool from
Baker & Taylor in
April 2023

Uploaded first
collection holdings
data in May 2023
(Newmarket
physical and
Overdrive holdings)

Continued to
upload holdings on
monthly basis and
monitored monthly
results

Made presentation
to Library Board
November 2023.
Included data
comparing May
2023 to August 2023
results

Upgraded to chQLite in
May 2024. Includes DEI
Analysis tool plus EBSM
(evidence-based stock
management) system
of tools. The system will
allow us to set up Action
Plans for collection
checks and scheduled
weeding applying
specific parameters..

Progress to Date

Continued to monitor DEI on a monthly basis

Continued to weed collections with DEI in mind. Used lists created in Polaris (Integrated Library System)

Purchased new material with DEI in mind. Evaluated order carts before purchase and ordered titles from suggest a purchase (individuals and agencies such as NACCA and Ahmadiyya Muslim Community)

Continued to ensure Black authors are represented in book club choices. Reached goal of 5 kits in 2023 and will reach goal of 5 more in 2024.

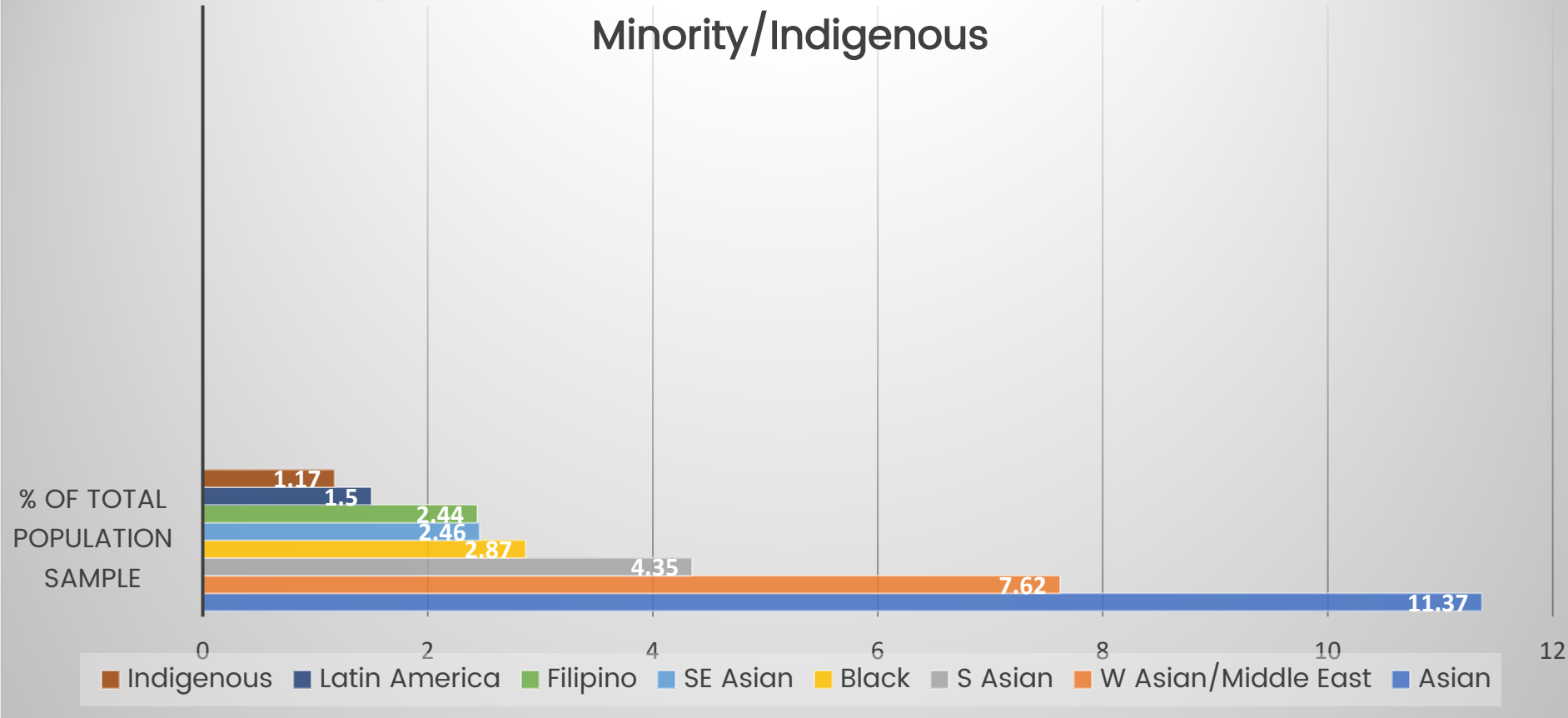
Collection Strategy

- Selectors will be proactively inclusive in collection development: seek out and be responsive to community input
- Consider resources from self-published, independent, small and local creators
- Select content in multiple formats and languages
- Provide resources in formats that meet the needs of people with disabilities
- Audit selection carts for new material
- Embark on purposeful weeding and collection clean up projects using the cHqLite tool
- Develop diversity collection goals within the context of the Newmarket Library's Strategic Plan 2022-2025, 2021 census (36% identified as visible minority), Dismantling Anti-Black Racism (DABR) Report and Action List and the Truth and Reconciliation Commission's Call to Action 10
- Continue to do monthly DEI Analysis

The Library has a key role in welcoming and affirming all individuals in the community regardless of background or current situation. The Library must reflect the entire community in its collections, programming, staffing and governance

-Key Value, Strategic Plan 2022-2025

Percentage of Newmarket Population Identifying as a Visible Minority/Indigenous



Census Profile, 2021
Census of Population for
Town of Newmarket

Dismantling Anti-Black Racism (DABR) Action List

Complete an audit of library policies to determine if there are any gaps/barriers.	Q2 2024
· Customer related policies	Q2 2023
· Library specific policies	Q4 2023
· HR related policies	Q2 2024
Continue to embed DABR into programming. Ensure Black writers are represented by programming by including Black representation in at least 25% of story times.	Q1-Q4 2023
Continue to embed DABR into programming. Increase the number of Black author readings by 50% over 2022.	Q1-Q4 2023
Ensure Black writers are represented in book club choices by purchasing at least 5 book club kits featuring Black authors.	Q3 2023
Develop a Diversity Audit template for the Children’s Collection – including diverse quality tags/markers unique to the Newmarket community.	Q4 2022
Proactively reach out to every first and second grade class in Newmarket to make sure every child is given the opportunity to sign up for a Library Card.	Q2 2024
Proactively reach out to every ninth-grade class in Newmarket to make sure every teenager is given the opportunity to sign up for a Library Card	Q2 2025

Truth and Reconciliation Commission: Call to Action 10

94 Calls to Action: Truth & Reconciliation

LEGACY: EDUCATION

We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:

In order to redress the legacy of residential schools and advance the process of Canadian reconciliation, the Truth and Reconciliation Commission makes the following calls to action.

94 Calls to Action: Truth & Reconciliation

- i. Providing sufficient funding to close identified educational achievement gaps within one generation.
- ii. Improving education attainment levels and success rates.
- iii. Developing culturally appropriate curricula.
- iv. Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses.
- v. Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems.
- vi. Enabling parents to fully participate in the education of their children.
- vii. Respecting and honouring Treaty relationships.

In order to redress the legacy of residential schools and advance the process of Canadian reconciliation, the Truth and Reconciliation Commission makes the following calls to action.

Existing and new additions to Book Club Kits

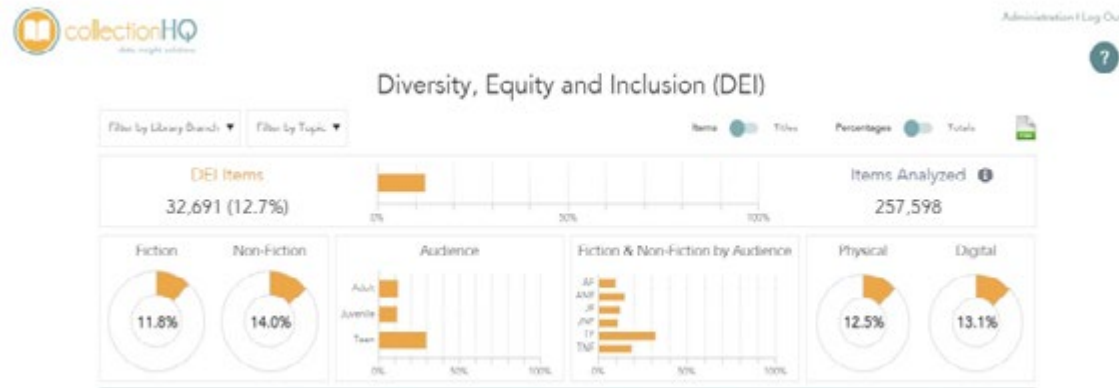
Circulation Data

- The Water Dancer: Added Dec 2019: Kit checked out 10 times
- Black Cake: Added Mar 2022: Kit checked out 15 times
- In the Upper Country: Added Apr 2023: Kit checked out 7 times
- The Lagos Wife: Just added Sept 2024: Kit checked out 1

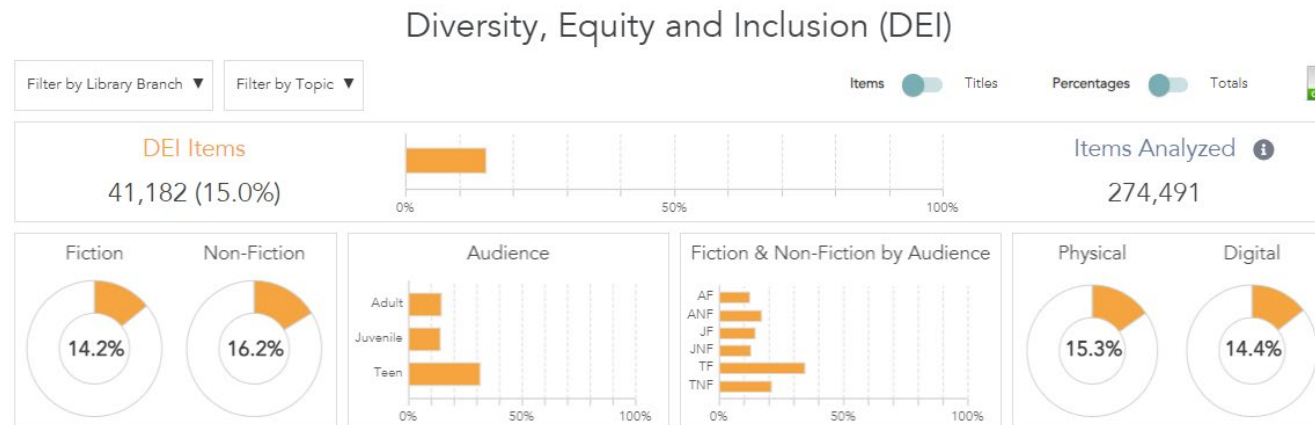


DEI Analysis: Progress in One Year

Full Analysis: November 2023

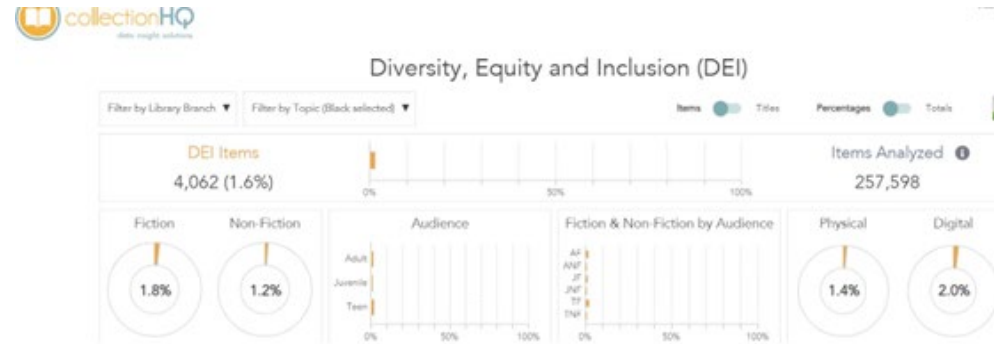


Full Analysis: November 2024

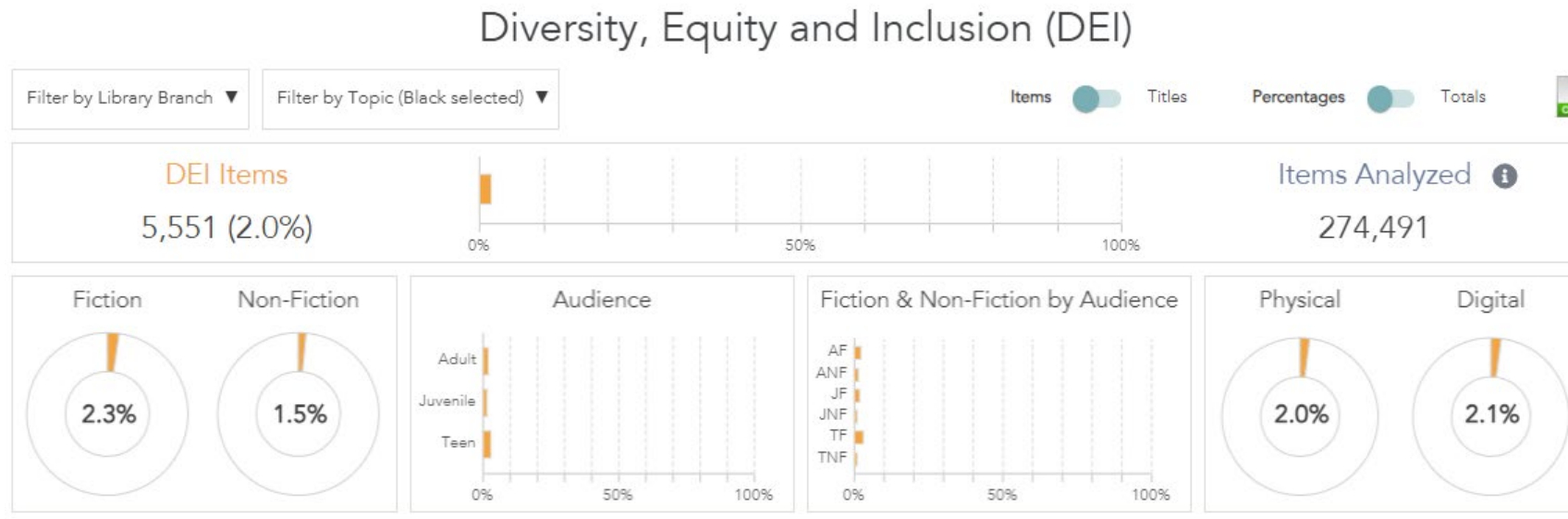


DEI Analysis: Progress in One Year

Black Analysis: November 2023

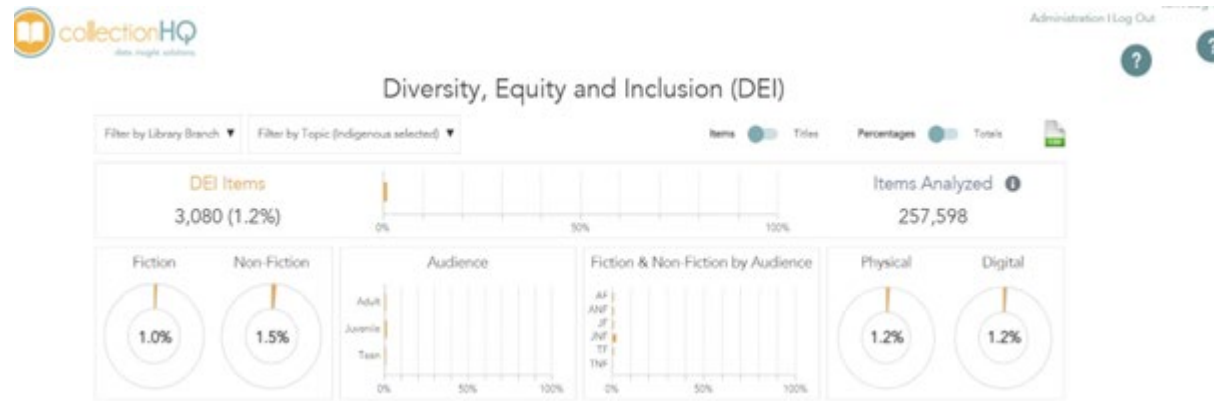


Black Analysis: November 2024

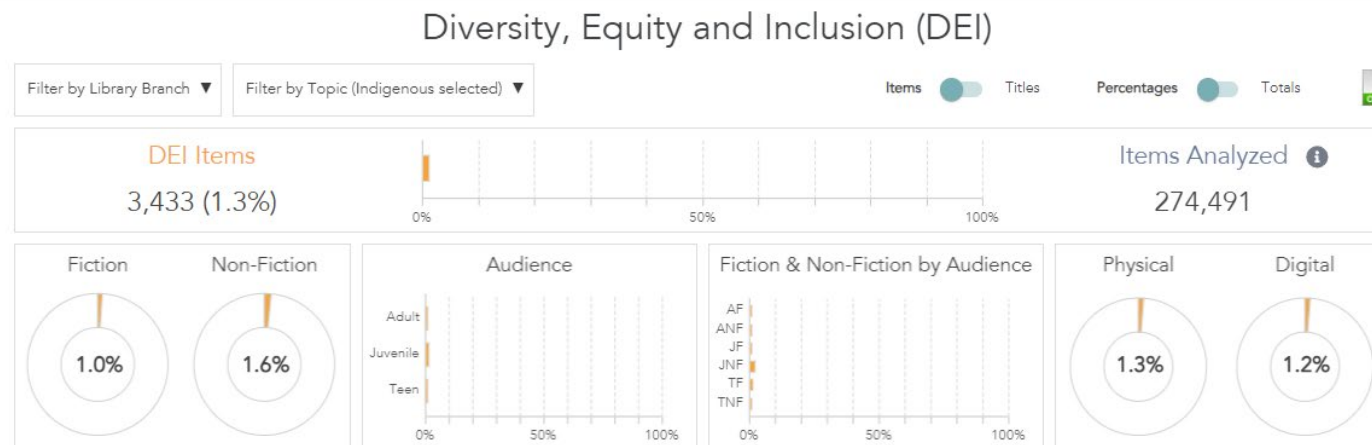


DEI Analysis: Progress in One Year

Indigenous Analysis: November 2023



Indigenous Analysis: November 2024



Sample Collection Check Action Plan: Adult Fiction

Group By: Collection Name (default) Manual Controls: No Show Barcode(s): No Items Per Page: 20

Collection Check Action Plan (Fiction)

Library Newmarket Public Library
Collection Adult General Fiction (AF_GEN)
Collection Check Definition (days) 1460

Author	Title	ISBN	Barcode	Publication Date	Date Added	Last Use Date	New Entry	Last Copy	DEI Topic(s)	Polaris Collection Code	Polaris Status	Call Number
				from <input type="text"/> to <input type="text"/>	from <input type="text"/> to <input type="text"/>	from <input type="text"/> to <input type="text"/>	All	All	All			
Buck, Pearl S. 1892-1973.	The lovers and other stories.	n/a	39158000192857		04-Oct-1990	04-Oct-1990		Last Copy		8	In	LP FIC BUCK
Harper, Lynette.	The house of the unicorn.	0709152256	39158002420710	03-Jun-1976	04-Oct-1990	04-Oct-1990		Last Copy		3	In	FIC HARPE
Goldstein, Arthur D.	You're never too old to die.	0816164940	39158002426212	01-Jun-1980	04-Oct-1990	04-Oct-1990		Last Copy		8	In	LP FIC GOLDS
Wallace, Irving, 1916-1990.	The R document : a novel	0671222295	39158002532282	01-Mar-1976	04-Oct-1990	04-Oct-1990		Last Copy		3	In	FIC WALLA
West, Rebecca, 1892-1983.	The judge : a novel	0919630391	39158002554898		04-Oct-1990	04-Oct-1990		Last Copy		3	In	FIC WEST
Young, Scott, 1918-2005.	The flood.	n/a	39158002560291		04-Oct-1990	04-Oct-1990		Last Copy		3	In	FIC YOUNG
Svevo, Italo, 1861-1928.	Further confessions of Zeno	0520014367	39158002565878	01-Jun-1969	04-Oct-1990	04-Oct-1990		Last Copy		3	In	FIC SVEVO
Dulles, Allen Welsh, 1893-1969.	Great spy stories from fiction	n/a	39158002567791		04-Oct-1990	04-Oct-1990		Last Copy		9	In	SS FIC GREAT
Tippette, Giles.	The mercenaries.	0440055792	39158002568476		04-Oct-1990	04-Oct-1990		Last Copy		3	In	FIC TIPPE
Jackson, Anita.	ZB4	0822464330	39158002569706	01-Jan-1979	04-Oct-1990	04-Oct-1990		Last Copy		22	In	ESL FIC JACKS
Rice, Earle.	The animals	0822453614	39158002570118	01-Jun-1979	04-Oct-1990	04-Oct-1990		Last Copy		22	In	ESL FIC RICE
Hartmann, Michael, 1944 July 24.	Game for vultures	0860092852	39158002498864	15-Dec-1980	05-Oct-1990	05-Oct-1990		Last Copy		8	In	LP FIC HARTM
Ashford, Jeffrey, 1926-	Guilt with honour	0893407038	39158002520055	01-Mar-1984	05-Oct-1990	05-Oct-1990		Last Copy		8	In	LP FIC ASHFO



Sample Outdated Stock Check Action Plan: Picture Books

Group By: Collection (default) | Manual Controls: No | Show Barcode(s): No | Items Per Page: 20

Outdated Stock Check Action Plan (Fiction)

Organization Level: Newmarket Public Library
 Collection: J Picture Books (JF_PIC)
 Outdated Stock Check Definition (Years): 5

Please note: This report lists items that you should consider replacing with a more up-to-date version, or potentially remove (if they have not circulated well).

Author	Title	ISBN	Barcode	Circulation	Publication Date	Date Added	Last Use Date	Collection Code	New Entry	On Shelf	DEI Topic(s)	Last Copy	Polaris Collection Code	Polaris Status	Call Num
					from to	from to	from to		All	All	All	All			
Leaf, Munro, 1905-1976.	The story of Ferdinand	0670674249	35923000781262	78	01-Jan-1936	10-Dec-1996	06-Jul-2024	JF_PIC		Yes			84	In	JP LEAF
Leaf, Munro, 1905-1976.	The story of Ferdinand	0670674249	35923001988478	89	01-Jan-1936	18-Aug-2004	29-Dec-2023	JF_PIC		Yes			84	In	JP LEAF
Burton, Virginia Lee, 1909-1968.	Mike Mulligan and his steam shovel.	0395169615	35923000413718	107	09-Sep-1939	27-Apr-1995	17-Dec-2023	JF_PIC		Yes		Last Copy of Format	84	In	JP BURTO
Duchesne, Christiane, 1949-	Quel beau petit!	0590716697	35923001769662	24	01-Jun-1940	27-Feb-2004	20-Nov-2018	JF_PIC		Yes		Last Copy	65	In	JP FRENCH DUCHE
Rey, Margret.	Georges et les pompiers	0590717324	35923001948647	6	01-Jun-1940	10-Nov-2004	03-Oct-2012	JF_PIC		Yes		Last Copy	68	In	JP FRENCH
Lawson, Robert, 1892-1957.	Rabbit hill	0670586757	35923001478637	18	01-Sep-1944	26-Apr-2001	02-Aug-2024	JF_PIC		Yes		Last Copy	80	In	JPB LAWSC
Shaw, Charles Green, 1892-1974.	It looked like spilt milk	006025565X	35923001118480	49	01-Jan-1947	23-May-1998	30-Mar-2023	JF_PIC		Yes			84	In	JP SHAW
Shaw, Charles Green, 1892-1974.	It looked like spilt milk	006025565X	35923000391641	67	01-Jan-1947	23-Mar-1995	07-Sep-2011	JF_PIC		Yes			112	In	JP STORY S



Sample Grubby Items Removal Action Plan: J Easy

Group By: Collection Name (default) ▾ Manual Controls: No ▾ Show Barcode(s): No ▾ Items Per Page: 20 ▾

Grubby Items Removal Action Plan (Fiction)

Library Newmarket Public Library
Collection J Easy Readers (JF_EAS)
Advised to Remove 2283
Grubby Items Cumulative Use Definition 40

Author	Title	ISBN	Barcode	Circulation	Grubby Extend (Circulations)	Publication Date	Date Added	Format Description	On Shelf	New Entry	DEI Topic(s)	Last Copy	Polaris Collection Code	Polaris Status	Call Num
						from <input type="text"/>	from <input type="text"/>		All ▾	All ▾	All ▾	All ▾			
Seuss, Dr.	I am not going to get up today!	0394992172	35923000430688	290	0 ▾	01-Nov-1987	23-May-1995	Physical Resource	No				56	Out	JE SEUSS
Seuss, Dr.,	Fox in socks	9780394800387	35923000678799	286	0 ▾	01-Jun-1965	28-Feb-1996	Hardback	No				56	Out	JE SEUSS
Seuss, Dr.	Marvin K. Mooney, will you please go now!	0394924908	35923001270794	239	0 ▾	01-Aug-1972	19-May-1999	Physical Resource	Yes			Last Copy	56	In	JE SEUSS
LeSieg, Theo., 1904-1991.	The tooth book	0394948254	35923001123431	235	0 ▾	01-Aug-1981	30-Apr-1999	Physical Resource	Yes				56	In	JE LESLIE
Homborg, Ruth.	Princess charm school	9780375969317	35923003039643	229	0 ▾	09-Aug-2011	08-Sep-2011	Physical Resource	No			Last Copy	56	Out	JE HOMBE
Gregorich, Barbara.	THE FOX ON THE BOX / SCHOOL ZONE LEVEL 1	n/a	35923000532996	226	0 ▾		01-Dec-1995	Physical Resource	Yes			Last Copy	56	In	JE PB GREGORIC
Webster, Christy.	A ballerina	9780375968396	35923003033570	222	0 ▾	11-Jan-2011	17-Mar-2011	Physical Resource	No			Last Copy	56	Out	JE WEBST
Willems, Mo.	I love my new toy!	9781423109617	35923002509802	215	0 ▾	03-Jun-2008	28-Jun-2008	Hardback	No				56	Out	JE WILLE
Herman, Gail, 1959-	Disappearing donuts / Scooby Doo! Readers: Level 2	0439161681	35923001429135	211	0 ▾	01-Sep-2000	08-Nov-2000	Paperback / softback	Yes			Last Copy	56	In	JE PB HERN
Shealy, Dennis R.	Race team	9780736480659	35923002548933	211	0 ▾	09-Sep-2008	25-Mar-2009	Physical Resource	No			Last Copy	56	Out	JE SHEAL
Schwartz, Alvin, 1927-	I saw you in the bathtub and other folk rhymes	0060252995	39158010602069	208	0 ▾	01-Apr-1989	04-Oct-1990	Physical Resource	Yes			Last Copy	56	In	JE SCHWA

Sample Collection Use Summary Non-Fiction (Collection Demand) 641 Range

Layout: Default View Layout Options Default Show Advanced Options

Collection Use Summary (Non-Fiction)

Library Newmarket Public Library

Overstocked Target % 80%

Understocked Target % 30%

High Use Definition 20

Total Circulation Time Frame Over all time

(System Wide View)

Subject Description	Library Detail Link	Not Circulated	Circulated	Current Items	% Not Circulated	Collection Status	Circulation In Time Frame	Average Circulation	Collection Use Status	Saturated?
						All			All	All
Home Economics	(all libraries)	133	19	152	88	OVERSTOCKED	2714	17.86		
Drinks	(all libraries)	30	2	32	94	OVERSTOCKED	299	9.34		
Food preparation and preservation	(all libraries)	114	15	129	89	OVERSTOCKED	2254	17.47		
Cookery methods	(all libraries)	1297	389	1686	77		37261	22.10	HIGHUSE	
Ethnic cooking	(all libraries)	372	132	504	74		8735	17.33		
Specific dishes	(all libraries)	565	204	769	74		16927	22.01	HIGHUSE	
Wine	(all libraries)	52	10	62	84	OVERSTOCKED	1072	17.29		

DEI Analysis in other Ontario Libraries

Municipality	Population ¹	% Visible Minority/Indigenous Identity	Diversity Analysis (Physical Collection)	Method of Analysis
Newmarket	87,942	36%	15.3% Nov 2024	DEI/cHQlite
Ajax	126,666	65.7%	15.4% (authors) 2022 24.4% (content) 2022	Manual audits & DEI/collectionHQ Goal: 10 % increase by 2026/2 % year over year
Whitby	138,501	37%	16.6% Nov 2024	DEI/collectionHQ
Markham	338,503	82.3%	14% Dec 2022 ²	DEI/collectionHQ
DEI/collectionHQ Ontario clients	14,223,942	37.5%	17.8% average ²	DEI

¹ 2021 Census

² Physical and Digital Combined



DEI Collection Goals

Action	Goal
Increase overall collection Diversity Ratio	Through intentional weeding and purchasing practices increase overall ratio by 2% by Q4 2025 (15 to 17%)
Increase Black collection Diversity Ratio	Through intentional weeding and purchasing practices increase overall ratio by 1 % by Q4 2025 (2 to 3%)
Increase Indigenous collection Diversity Ratio	Through intentional weeding and purchasing practices increase overall ratio by 1% by Q4 2025 (1 to 2%)
Purchase book kits featuring Black writers	Ensure Black writers are represented in book choices by purchasing at least 5 book club kits featuring Black authors in 2025
Increase overall collection Diversity Ratio longterm	Through intentional weeding and purchasing practices increase overall ratio to 19% by 2026 - census year