

# Diversity, Equity, and Inclusion (DEI) Survey Results

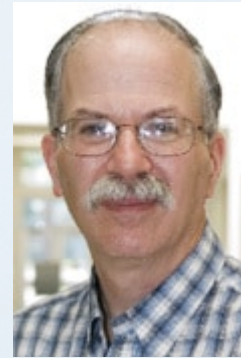
Where we are and what we have learned

*TAA Committee on Diversity, Equity, and Inclusion  
TAA Virtual Conference  
June 22, 2021*



# Committee on Diversity, Equity, and Inclusion

Laura Frost\*, Chair  
Steve Barkan  
Dione Taylor  
Stacie DeFreitas\*



Nicole Dillard\*  
Kevin Patton  
Sumor Sheppard



Brian Shmaefsky  
Pilar Wyman\*  
Michael Spinella, *ex-officio*



\* Survey analysis team

# CDEI Timeline





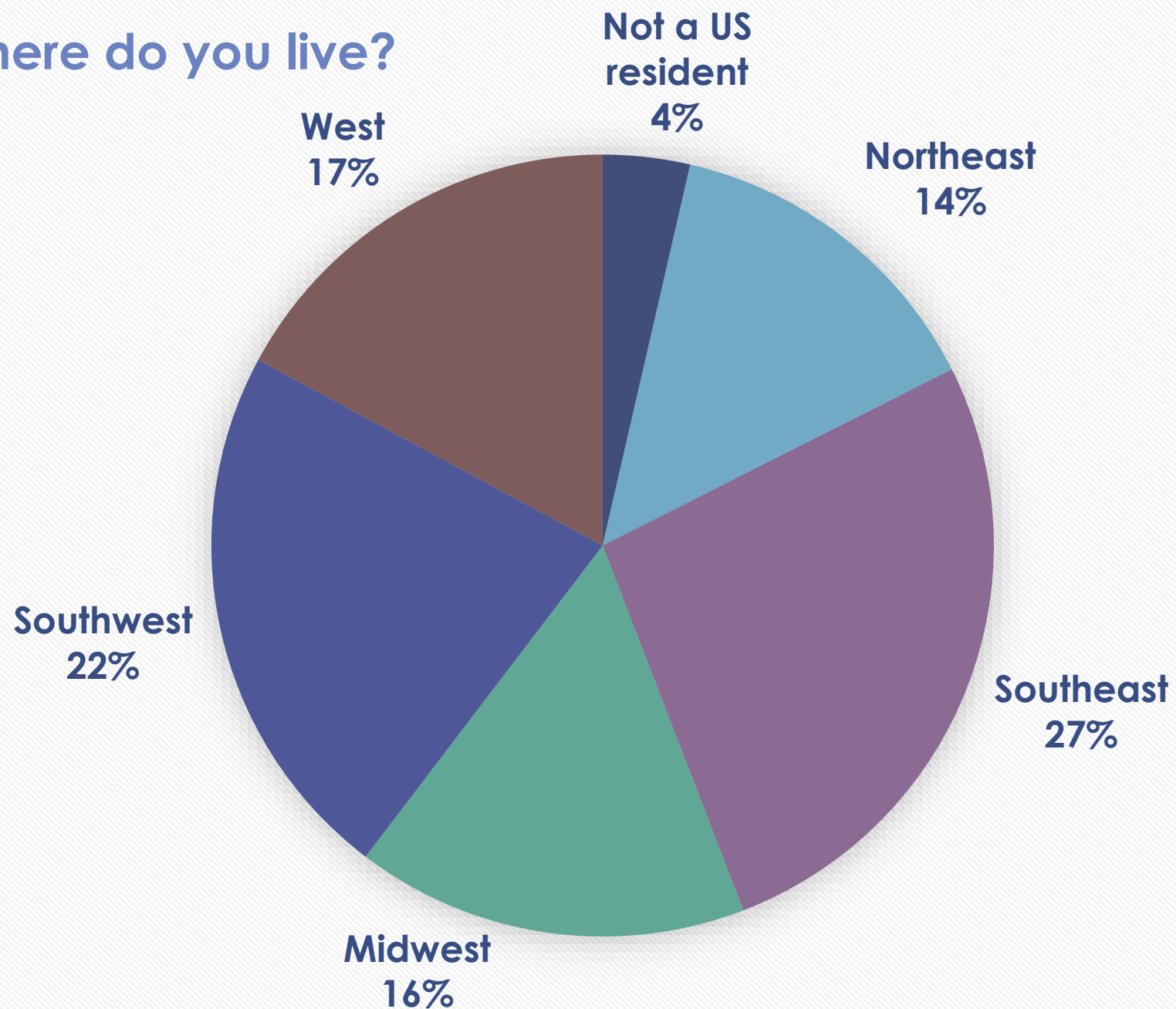
# DEI Survey Highlights

- Who took the survey?
  - 221 responses
  - ~10% of the membership

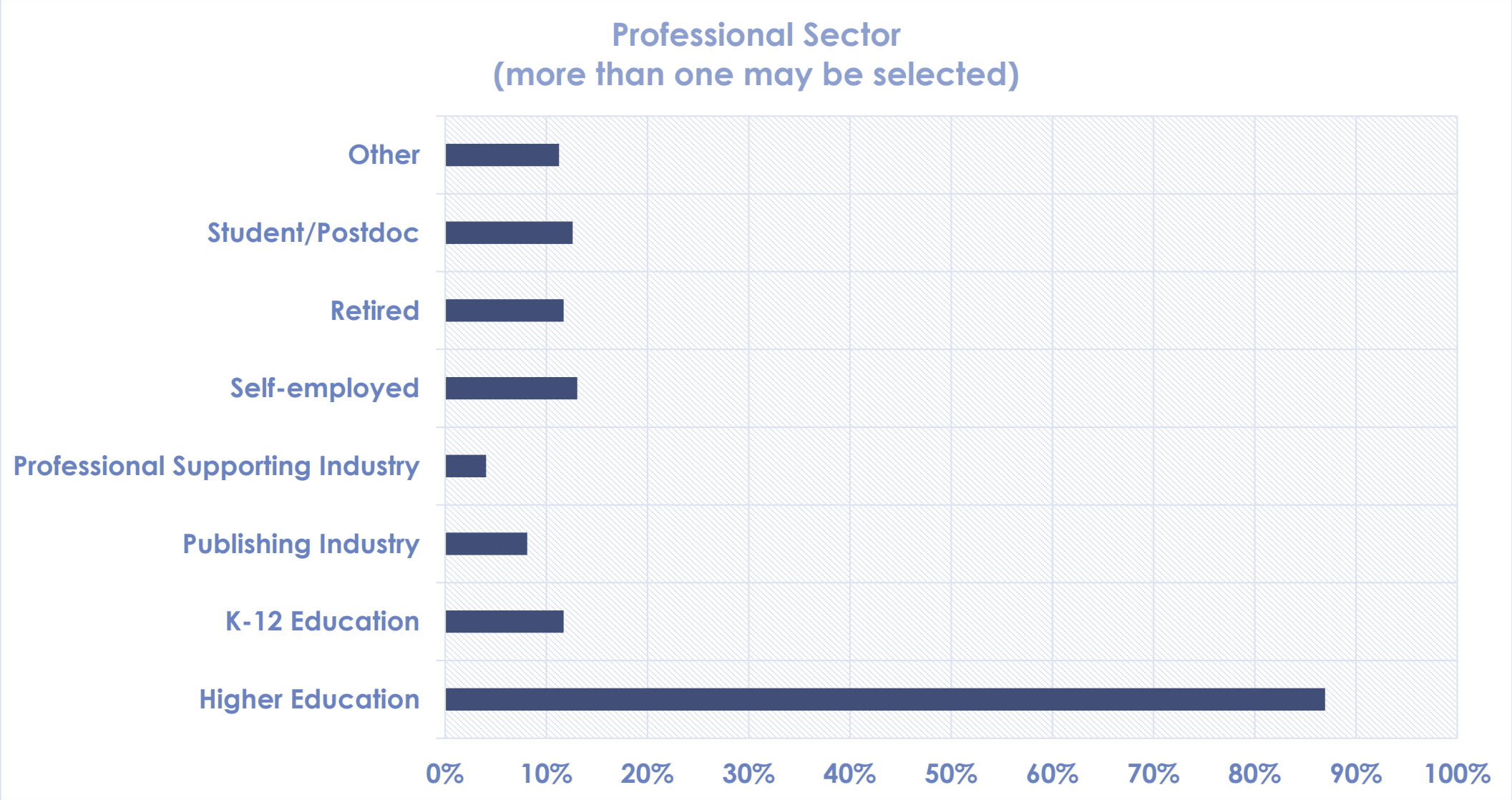
# DEI Survey:

## Demographics

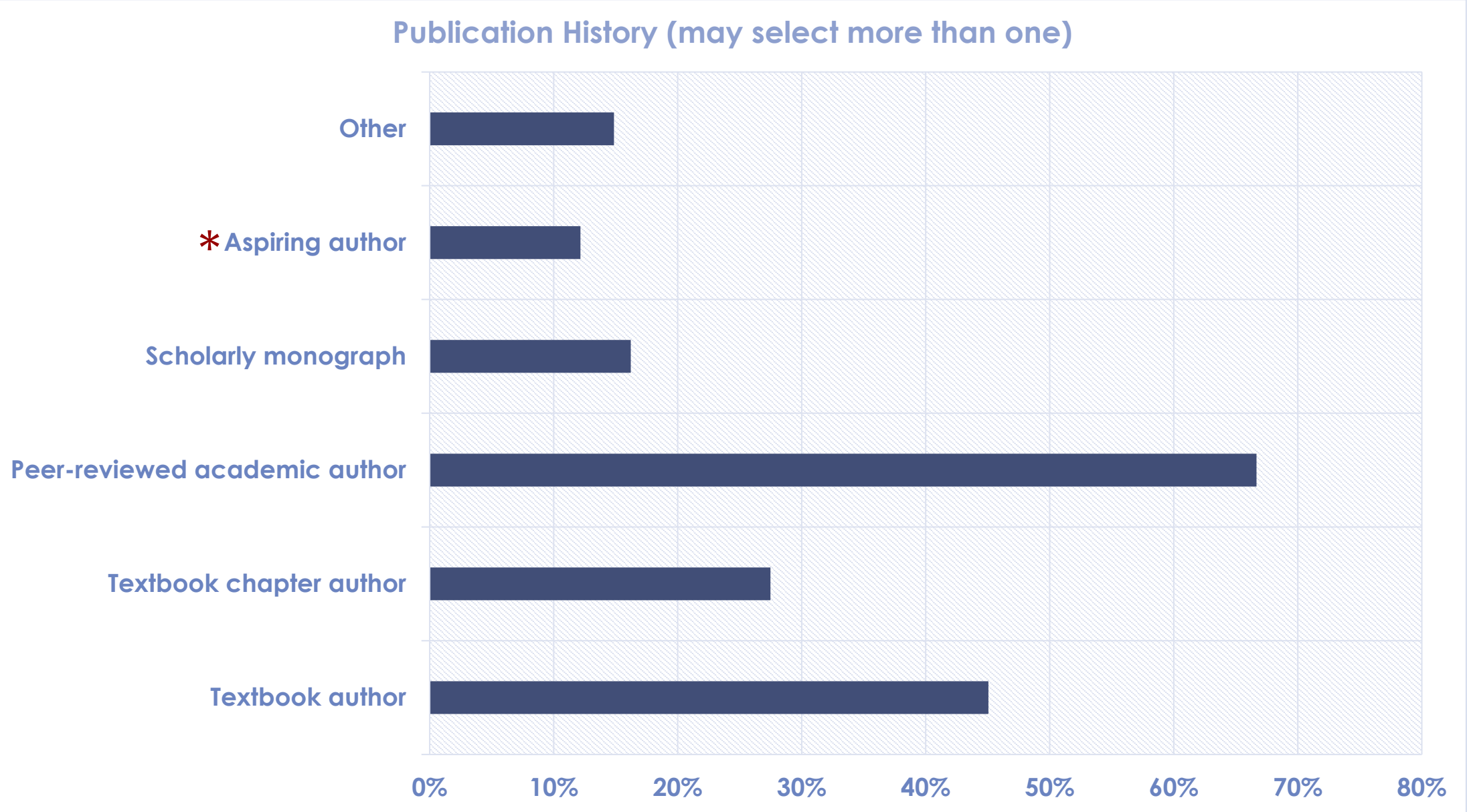
### Where do you live?



# DEI Survey: Demographics

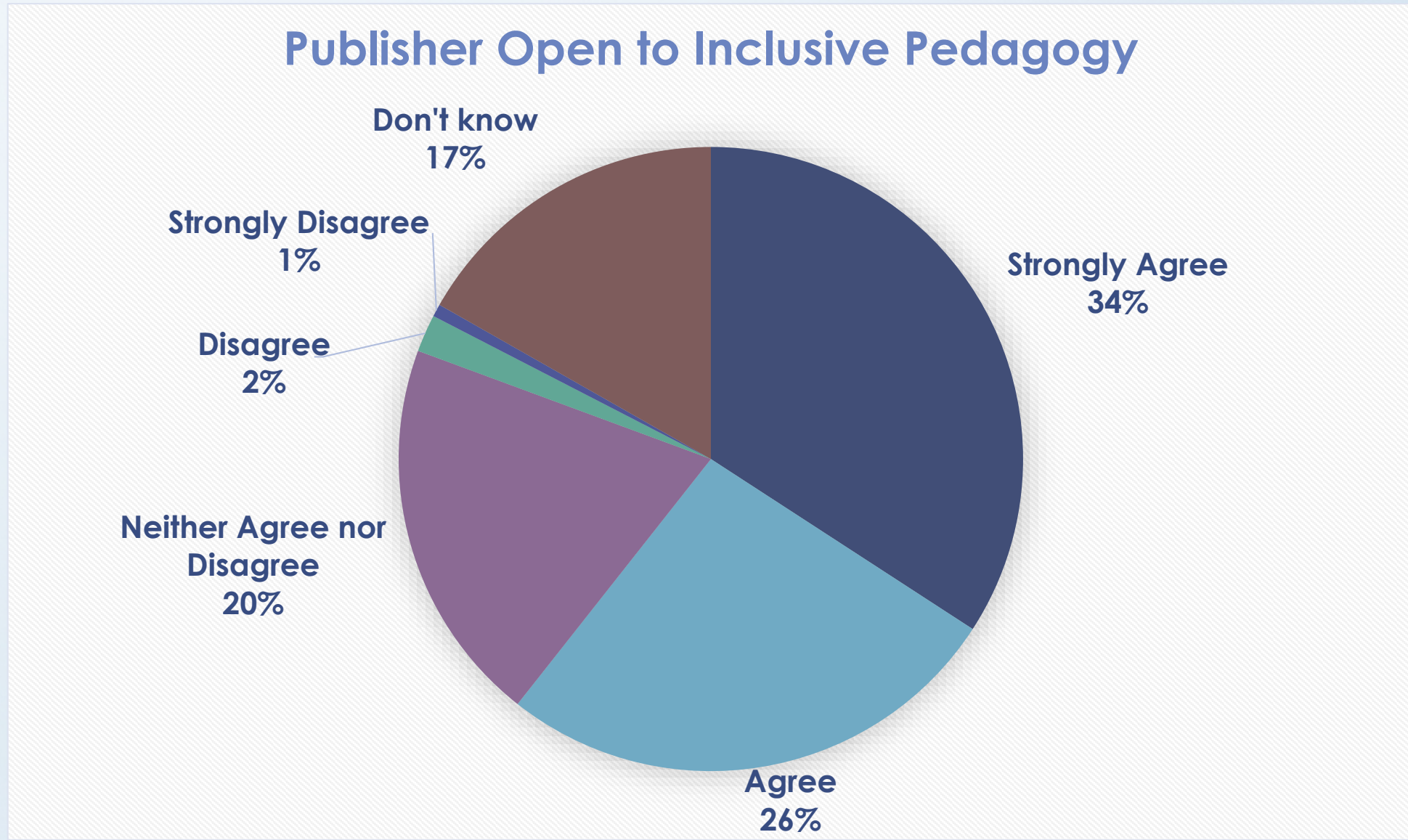


# DEI Survey: Demographics





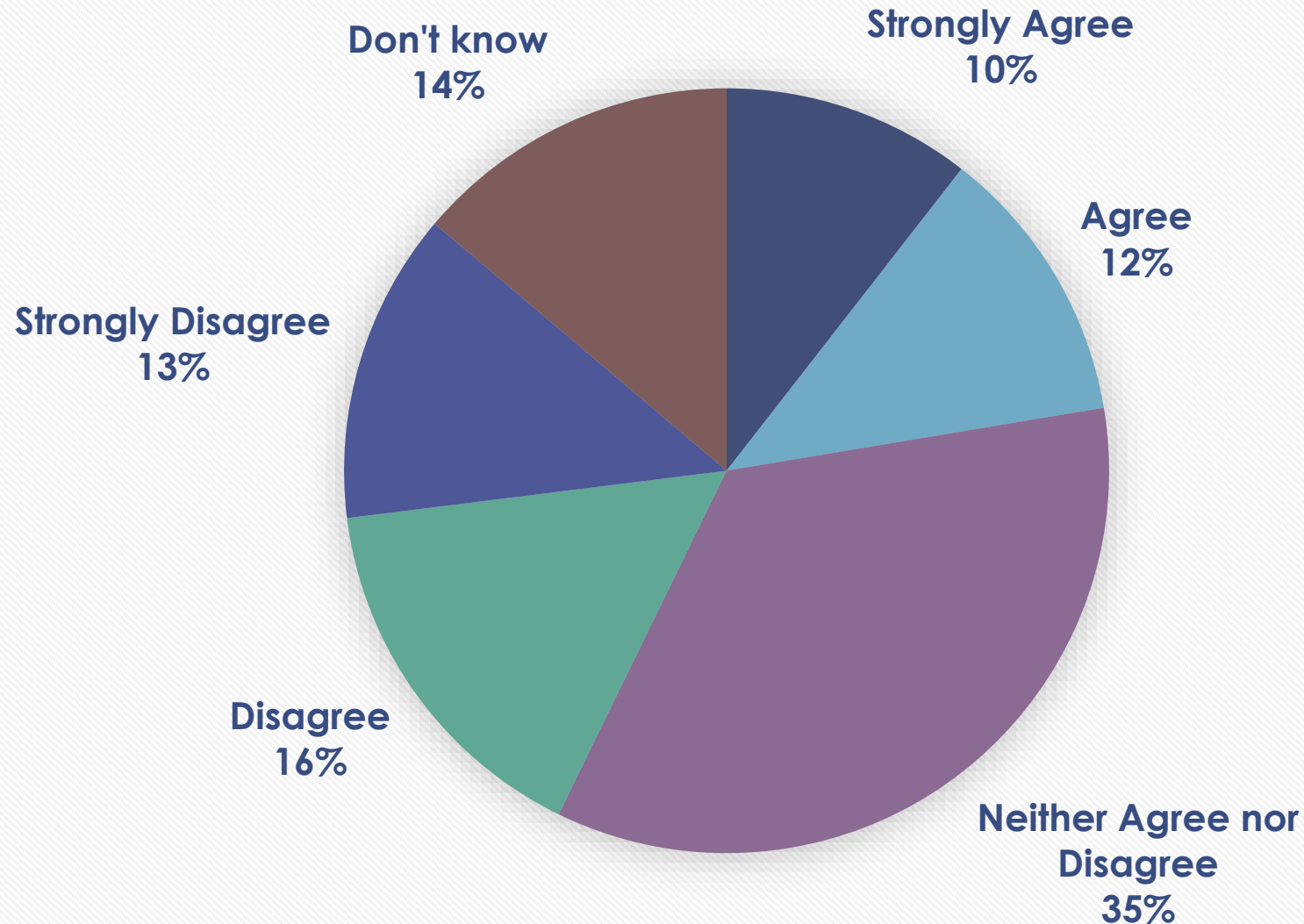
# DEI Survey Highlights - Quantitative





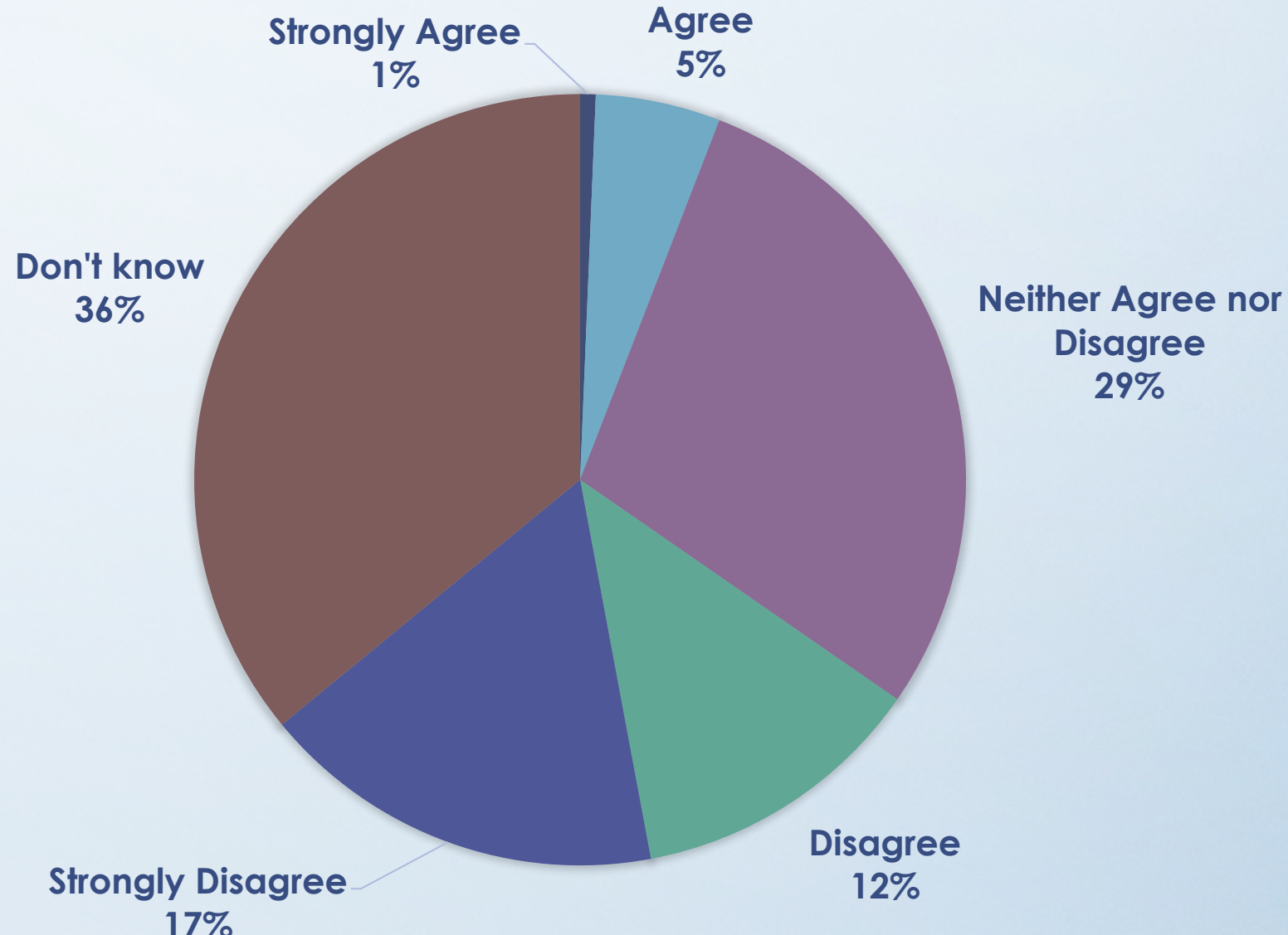
# DEI Survey Highlights - Quantitative

## Publisher Required Diversity



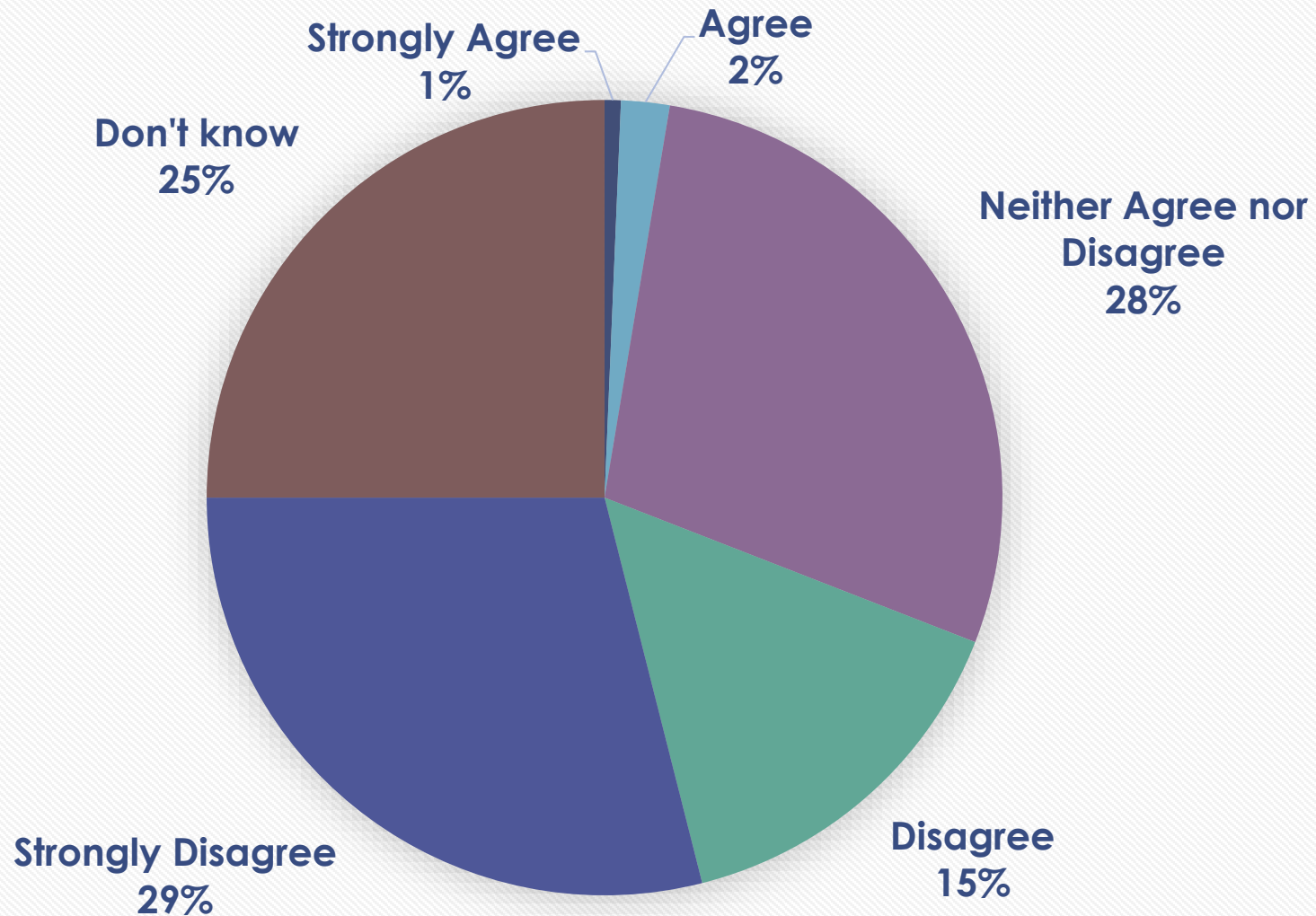
# DEI Survey Highlights - Quantitative

Publisher not interested in racism, discrimination or oppression



# DEI Survey Highlights - Quantitative

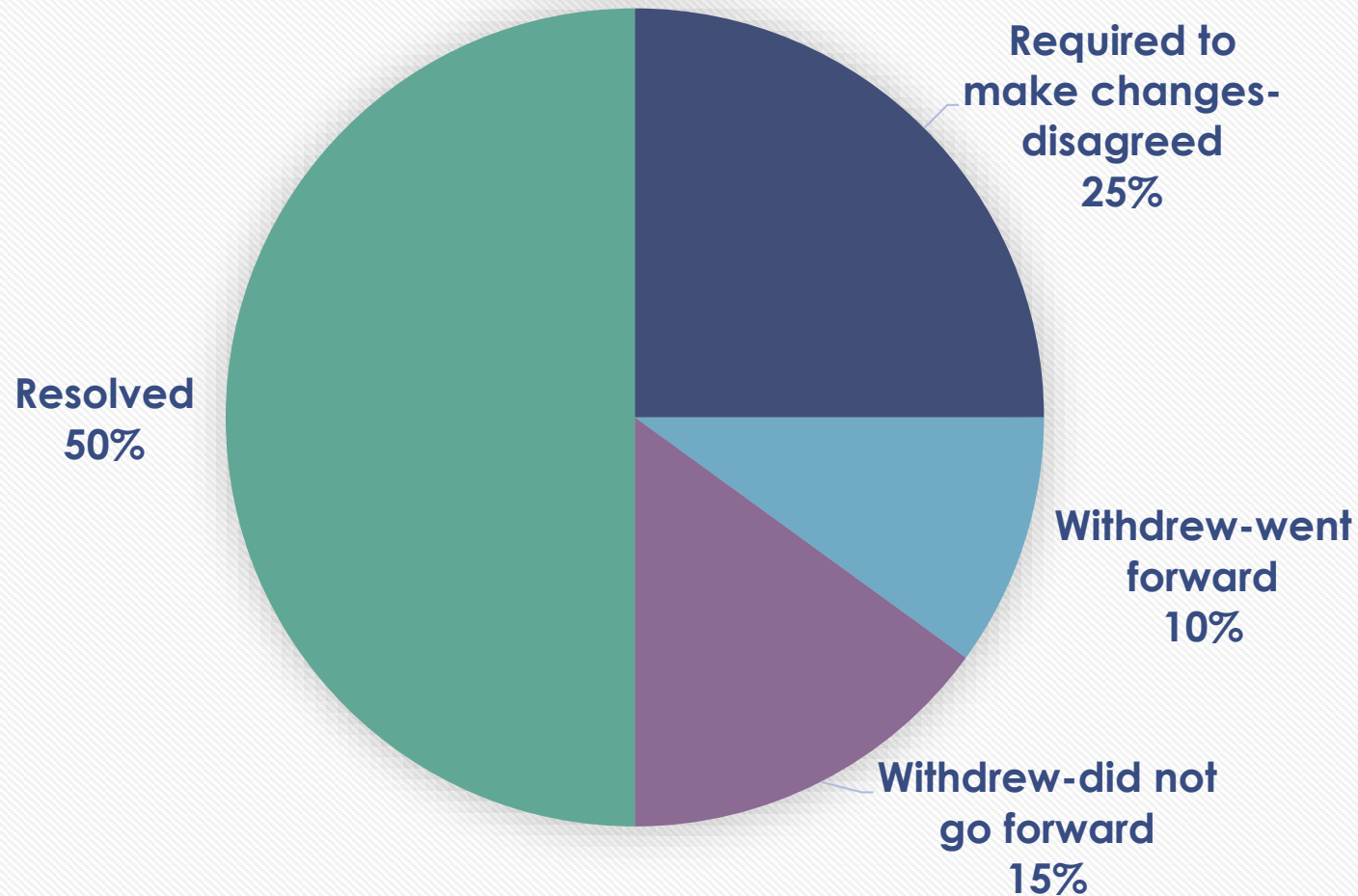
## Publisher's Stance Diminished Work





# DEI Survey Highlights - Quantitative

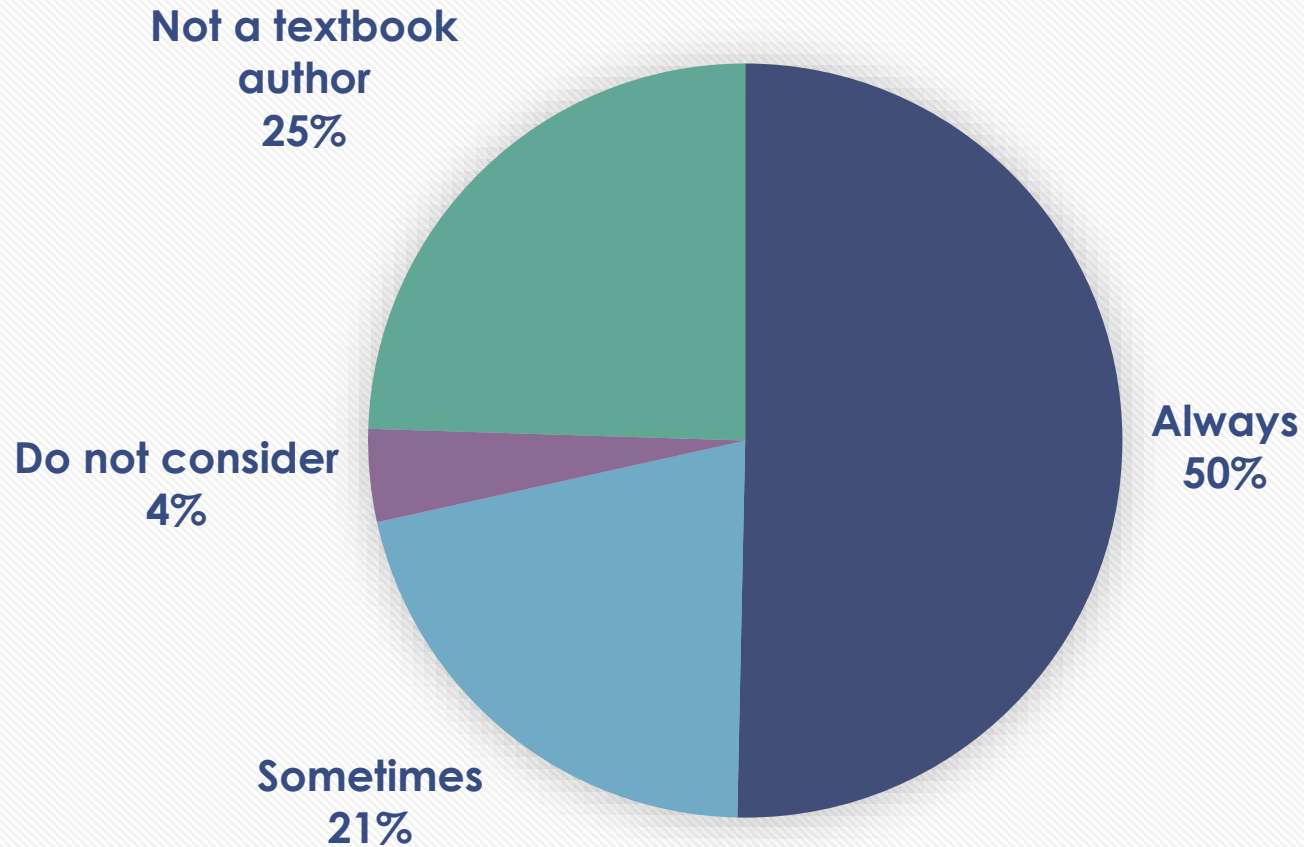
## Resolution of DEI conflict with Publisher



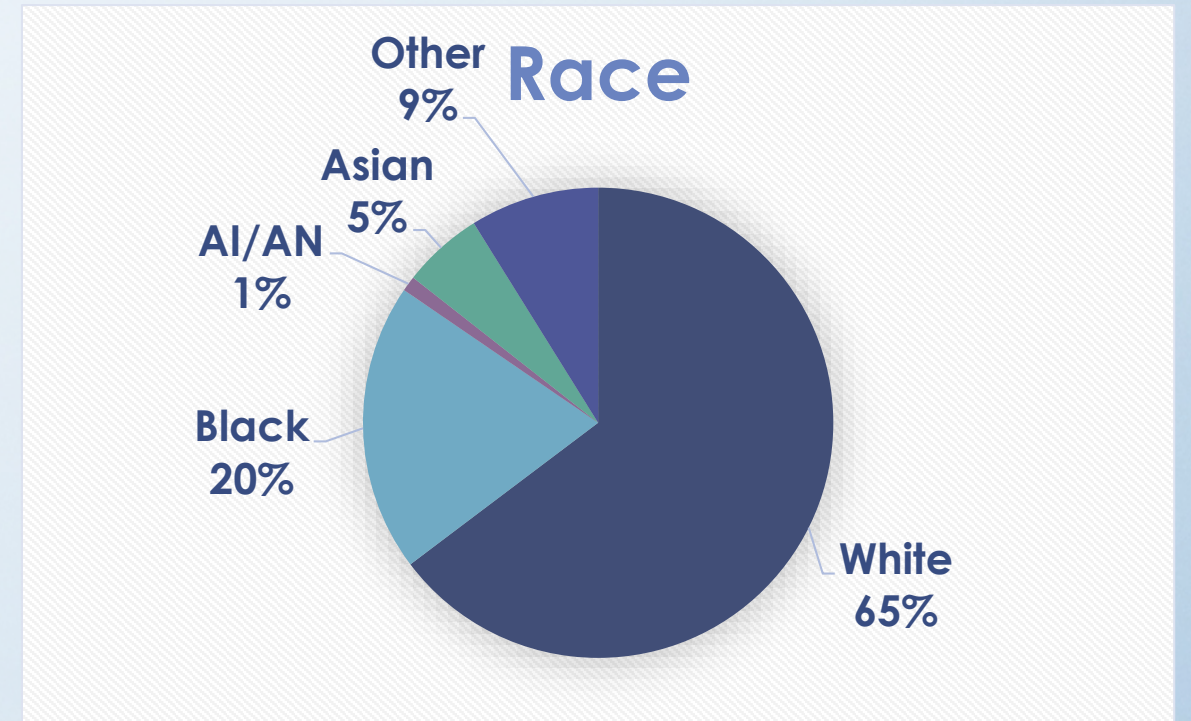
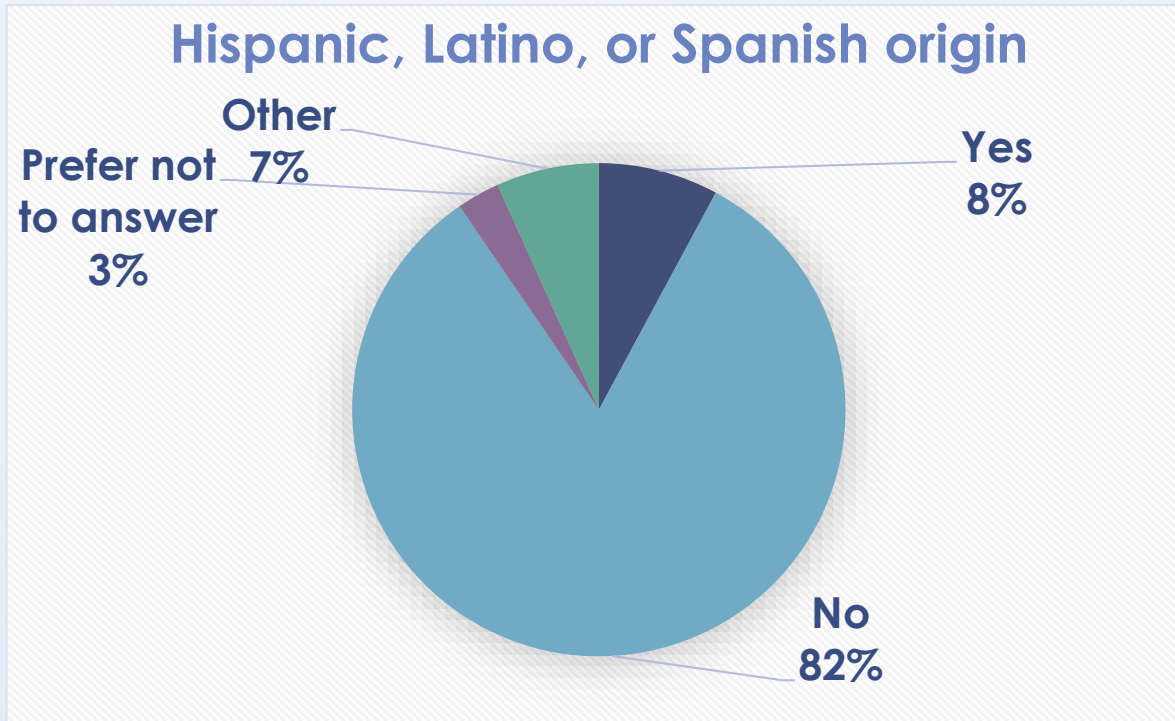
Only 20/155 indicated disagreement, half resolved

# DEI Survey Highlights - Quantitative

## Consideration of DEI as a textbook author



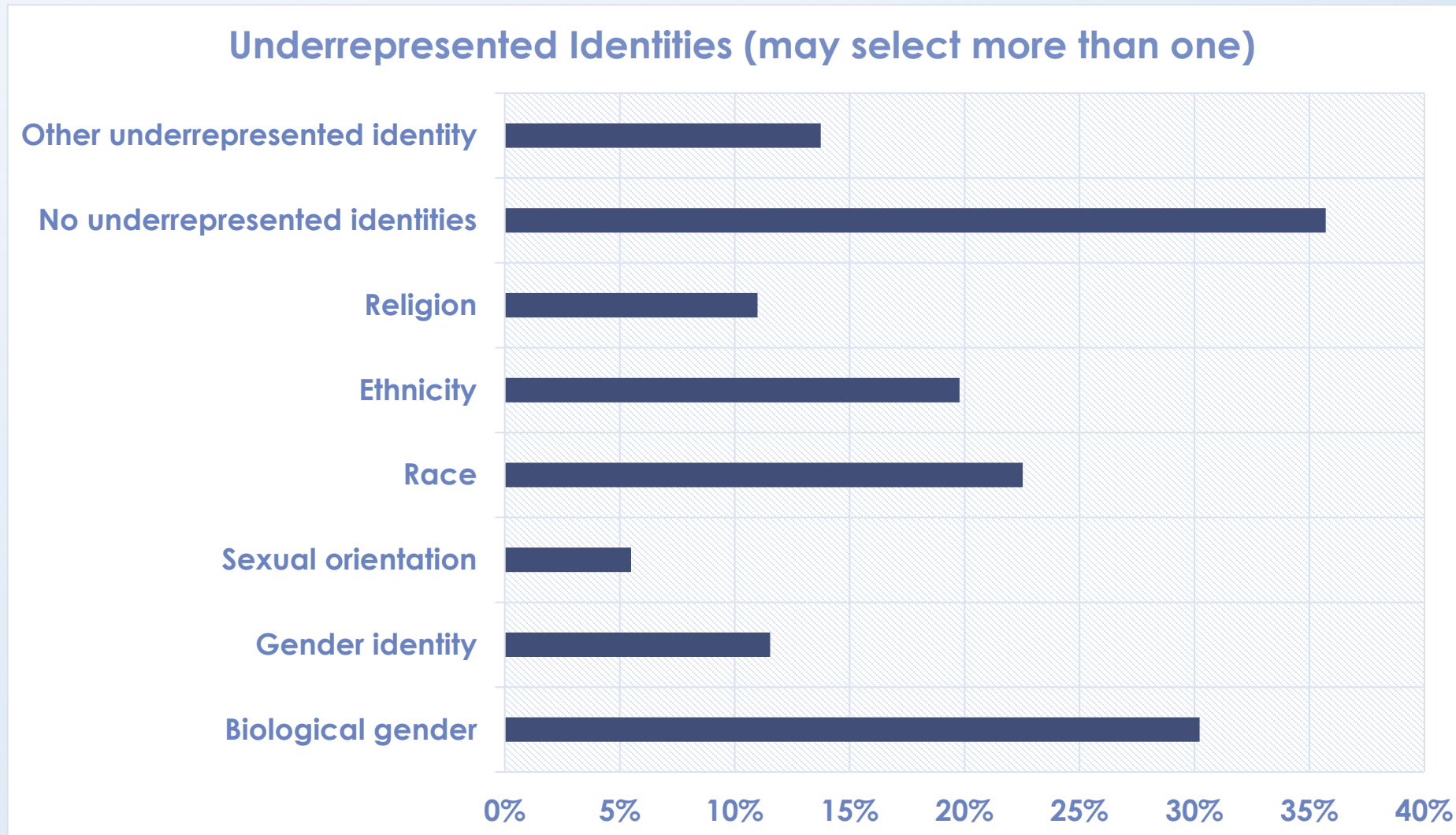
# DEI Survey – Demographics





# DEI Survey Highlights - Quantitative

182/221  
responded

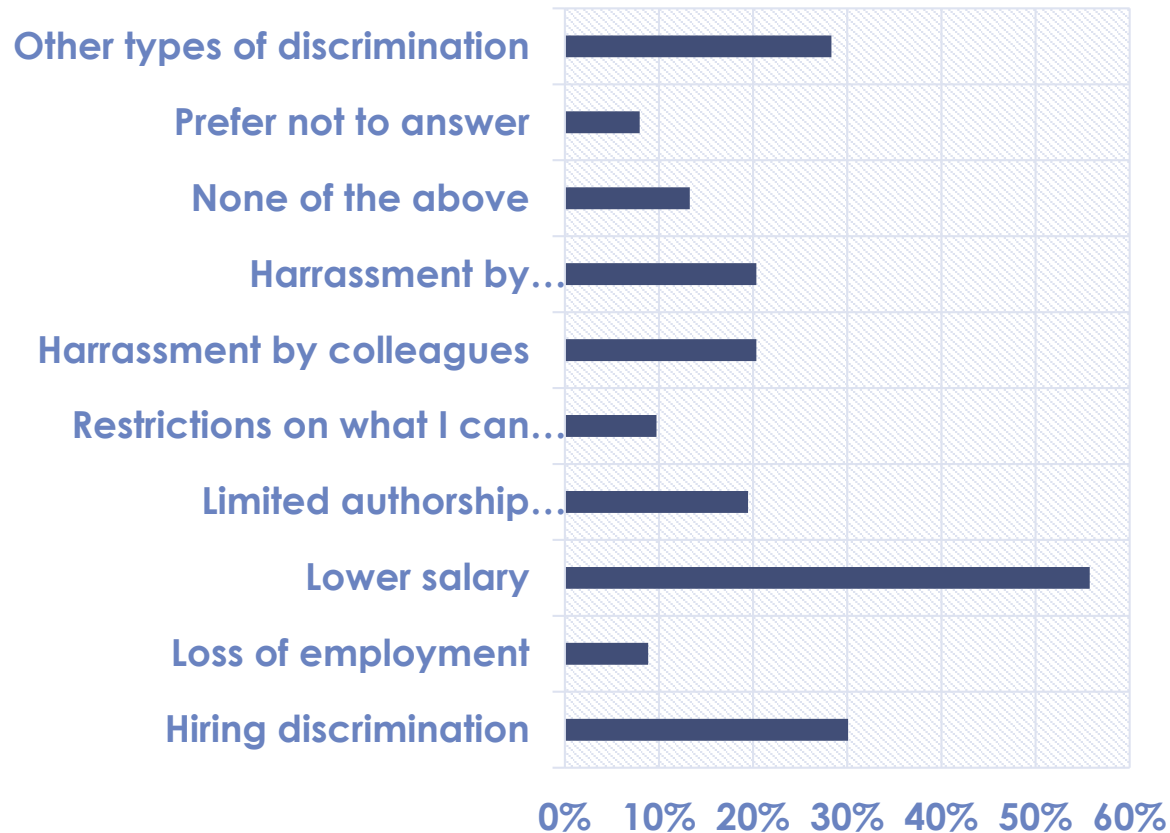


# DEI Survey Highlights

- Other underrepresented identities
  - Age
  - Family structure
  - Neurological
  - Physical ability

# DEI Survey Highlights

## Discrimination experienced due to identity



## Correlations (examples)

Ethnicity - Those of Hispanic, Latino, or Spanish Origin experience discrimination more than those who are not.

Lower salary - UR biol. gender

Identity based harassment - UR other



# Qualitative Review of Comments

## FOUR MAIN CATEGORIES

- Recommended Strategies for TAA Members
- Understanding the Experiences of TAA Members
- Needs of TAA Members
- TAA-led Support for DEI Work

# Category 1: Understanding the Experiences of TAA Members

Category 1 was comprised of two (2) main themes:

- 1. Types of discrimination experienced by membership**
- 2. Expand the representation of social identity groups**

# Category 2: Recommended Strategies for TAA Members

Category 2 was comprised of six (6) main themes:

- 1. Incorporate Internationality**
- 2. Adopt Inclusive Language Principles**
- 3. Foster Diverse Collaboration**
- 4. Factor in the Role of Accessibility to Diversity**
- 5. Include Diverse Representation within Text**
- 6. Use Diversity Resources in Design**



# Category 3: Needs of TAA Members

Category 3 is comprised of two (2) themes:

- 1. Increase Opportunities for DEI-related Professional Development**
- 2. Increase DEI-related Engagement Opportunities**

# Category 4: TAA-led Support for DEI Work

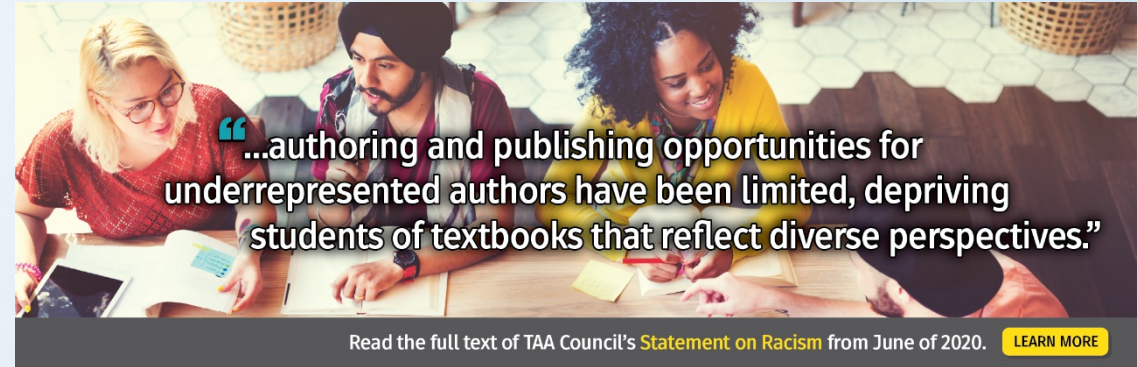
Category 4 is comprised of two (2) main themes:

- 1. TAA-led Resources**
- 2. TAA Areas of Improvement**



# CDEI Notable Achievements so far

- TAA Website Banner inclusions



- TAA Website - [DEI page](#) (under the "About TAA" pull-down)
- [Newsletter article](#) on guidelines for pronoun usage
  - Morgan Grant
- [Newsletter article](#) on inclusion, reprinted in CCC's Velocity of Content Blog
  - Kevin Patton
- Developed Social Justice Award
- Suggested edits to TAA Council Awards



# Vision for the Future

- CDEI Plans
  - Survey Report timeline
  - Formalize CDEI
  - Develop resources for authors

Questions / Comments

Thank You!

