Diversity, Anti-Harassment and Equity in Publishing Resources

Compiled by Yilin Wang for the Magazine Association of BC and the Association of Book Publishers of BC (ABPBC) for the

Greater Inclusivity, Accountability and Respect in Publishing Workshops May 23 and 24, 2019

Additional resource lists contributed by Chelene Knight and the ABPBC

Citations checked for completeness by Benjamin Lung

Table of Contents

General Background Readings on Diversity & Inclusivity
Diversity in Publishing – Overview
Diversity in Publishing – Studies & Stats
Diversity in Publishing – Organizations & Initiatives
Representation & Appropriation
Gender & Sexual Harassment
Disabled Writers & Accessibility
Accountability – Changes & Discussions
Accountability – Codes of Conduct & Systems

General Background Readings on Diversity & Inclusivity

The Basics:

- Cochran, Geraldine. "Guest Post: The Problem with Diversity, Inclusion, and Equity." The Scholarly Kitchen, June 22, 2018. https://scholarlykitchen.sspnet.org/2018/06/22/problem-diversity-inclusion-equity/.
- "Kimberlé Crenshaw on Intersectionality, More than Two Decades Later." Columbia Law School, June 8, 2017. https://www.law.columbia.edu/news/2017/06/kimberle-crenshaw-intersectionality.
- Knight, Chelene. "Diversifying your Contributors in Seven Steps by Chelene Knight." Magazines Canada, Oct. 17, 2018. https://magazinescanada.ca/hotsheet-diversifying-your-contributors-in-seven-steps-by-chelene-knight/.
- Kornhaber, Andrew (Producer), & Hunter, Ryan (Director). "If Microaggressions Happened to White People" YouTube, uploaded by MTV Decoded, July 22, 2015. https://www.youtube.com/watch?v=KPRA4g-3yEk.
- Richardson, Jael. "Diversity In Canadian Literature Is Long Overdue." Huffington Post. May 3 2016, https://www.huffingtonpost.ca/jael-richardson/diversity-books-b-9822782.html?guccounter=1.
- Thomas, Marquita. "What Is Privilege?" YouTube, uploaded by As/Is, Jul. 4, 2015. https://www.youtube.com/watch?v=hD5f8GuNuGQ&feature=youtu.be.
- "Understanding Unconscious Bias and How It Impacts Women." Lean In. Video. https://leanin.org/education/what-is-unconscious-bias.

A Deeper Dive:

- Collins, Cory. "What Is White Privilege, Really?" Teaching Tolerance, 15 Aug. 2018, https://www.tolerance.org/magazine/fall-2018/what-is-white-privilege-really.
- Collins, Stacy. "Anti-Oppression: Anti-Oppression." Simmons University. https://simmons.libguides.com/anti-oppression
- Crispin, Jessa. "Publishing's Diversity Problems, or The Paris Review Was Started by the CIA (w/ Alexis Aceves Garcia)." Public Intellectual with Jessa Crispin from open.spotify.com, https://open.spotify.com/episode/4BYnWd5n1JqOkdX2K4JmLW.
- Horning, KT. "SLJ Diversity Course: Keynote Lecture." School Library Journal. July 21, 2016. YouTube, uploaded by School Library Journal, July 21, 2016. https://www.youtube.com/watch?v=wjk7qT0mXlo&feature=youtu.be.
- Jones, Kenneth & Okun, Tema. "White Supremacy Culture." Changework, http://www.cwsworkshop.org/PARC site B/dr-culture.html.

- Kantor, Emma. "People of Color in Publishing': Striving for More Industry Diversity." Publishers Weekly, Dec. 12 2017, https://www.publishersweekly.com/pw/by-topic/childrens/childrens-industry-news/article/75606-people-of-color-in-publishing-striving-for-more-industry-diversity.html.
- Reshamwala, Saleem. "Video: Check Our Bias to Wreck Our Bias." The New York Times. NYTimes.com, https://www.nytimes.com/video/us/100000004818668/check-our-bias-to-wreck-our-bias.html.
- Saha, Anamik. "Diversity Initiatives Don't Work, They Just Make Things Worse: The Ideological Function of Diversity in the Cultural Industries." Media Diversified, 16 Feb. 2017, https://mediadiversified.org/2017/02/16/diversity-initiatives-dont-work-they-just-make-things-worse-the-ideological-function-of-diversity-in-the-cultural-industries/.
- Waheed, Amina. "The Very White History of Feminist Organizing." Jezebel, https://jezebel.com/the-very-white-history-of-feminist-organizing-1822637177

Diversity in Publishing – Overview

The Basics:

- Dundas, Deborah. "The Year in Review: CanLit Is Dead, Long Live CanLit." The Star, Dec. 30, 2018. https://www.thestar.com/entertainment/books/opinion/2018/12/30/the-year-in-review-canlit-is-dead-long-live-canlit.html.
- Neary, Lynn. "To Achieve Diversity in Publishing, A Difficult Dialogue Beats Silence." NPR, https://www.npr.org/sections/codeswitch/2014/08/20/341443632/to-achieve-diversity-in-publishing-a-difficult-dialogue-beats-silence.

A Deeper Dive:

- Ansari, Sadiya. "Diverse from What?": Dionne Brand on Art for All People." The Globe and Mail, Sept. 27, 2018, https://www.theglobeandmail.com/arts/books/article-diverse-from-what-dionne-brand-on-art-for-all-people/.
- Baker, Jennifer. "When It Comes to Inclusivity in Publishing, Editors Also Play a Role." Electric Literature, Oct. 25 2017, https://electricliterature.com/when-it-comes-to-inclusivity-in-publishing-editors-also-play-a-role/.
- Canas, Tania. "Diversity Is a White Word." ArtsHub, Jan. 9 2017, https://www.artshub.com.au/education/news-article/opinions-and-analysis/professional-

- development/tania-canas/diversity-is-a-white-word-252910.
- Deahl, Rachel. "Why Publishing Is So White." PublishersWeekly.Com, March 11 2016, https://www.publishersweekly.com/pw/by-topic/industry-news/publisher-news/article/69653-why-publishing-is-so-white.html.
- "Diversity: Issues Facing Underrepresented Writers." National Writers Union, https://nwu.org/issues-we-care-about/diversity/.
- Elliott, Alicia. "CanLit Is a Raging Dumpster Fire." Open Book, Sept. 7 2017, http://open-book.ca/Columnists/CanLit-is-a-Raging-Dumpster-Fire.
- Ho, Jean. "Diversity In Book Publishing Isn't Just About Writers Marketing Matters, Too." NPR.Org, Aug.9 2018, https://www.npr.org/sections/codeswitch/2016/08/09/483875698/diversity-in-book-publishing-isnt-just-about-writers-marketing-matters-too.
- Leduc, Amanda. "Celebrating Diversity by Dismantling CanLit." CWILA, http://cwila.com/celebrating-diversity-by-dismantling-canlit/.
- McGregor, Hannah, et al. "Refuse: CanLit in Ruins Co-Edited by Hannah McGregor, Julie Rak & Erin Wunker." Book*hug Press. https://bookhugpress.ca/shop/books/refuse-canlit-in-ruins-edited-by-hannah-mcgregor-iulie-rak-erin-wunker/.
- Rodan, Galit. "Reflected on the Page." The Globe & Mail. July 2017. https://www.theglobeandmail.com/arts/books-and-media/how-the-publishing-industry-is-addressing-the-need-fordiversity/article35826395/.
- Sookfong Lee, Jen. "Open Letters and Closed Doors: How the Steven Galloway Open Letter Dumpster Fire Forced Me to Acknowledge the Racism and Entitlement at the Heart of CanLit." The Humber Literary Review, http://humberliteraryreview.com/jen-sookfong-lee-essay-open-letters-and-closed-doors.
- Zafarris, Jess. "Patrice Caldwell on Children's Literature and Diversity in Publishing." The Writer's Digest Podcast with Gabriela Pereira from Writer's Digest, 8 June 2018. https://www.writersdigest.com/podcasts/writers-digest-podcast/writers-digest-podcast-childrens-literature-diversity-in-publishing-patrice-caldwell.

Diversity in Publishing – Studies & Stats

The Basics:

Carter, Sue. "Q&Q's Sexual-Harassment Survey: The Results." Quill and Quire, April 22 2019, https://quillandquire.com/omni/qqs-sexual-harassment-survey-the-results/.

- King, Amy & Clark, Sarah, et al. "The 2017 VIDA Count." VIDA: Women in Literary Arts, June 17 2018, https://www.vidaweb.org/the-2017-vida-count/.
- Low, Jason T. (jasontlow) "Where Is the Diversity in Publishing? The 2015 Diversity Baseline Survey Results." Lee & Low Books, Jan. 26 2016, https://blog.leeandlow.com/2016/01/26/where-is-the-diversity-in-publishing-the-2015-diversity-baseline-survey-results/.
- Pope, Colin. "We Need to Talk About the Canon: Demographics in 'The Norton Anthology"." The Millions, April 29 2019, https://themillions.com/2019/04/we-need-to-talk-about-canons-picturing-writerly-demographics-in-the-norton-anthology-of-american-literature.html.

A Deeper Dive

- "2018 Canadian Book Publishing Diversity Baseline Survey Summary Report." Associations of Canadian Publishers, March 2019, https://publishers.ca/wp-content/uploads/2019/03/2018-Diversity-Survey-Summary-Report.pdf.
- Agosto, Denise, et al. "The All-White World of Middle-School Genre Fiction: Surveying the Field for Multicultural Protagonists." Children's Literature in Education, vol. 34, Dec. 2003, pp. 257–75. ResearchGate, doi:10.1023/B:CLID.0000004894.29271.bb.

 https://www.researchgate.net/publication/226029374 The All-White World of Middle-School Genre Fiction Surveying the Field for Multicultural Protagonists
- Bala, Sharon. "Canada Reads and the Gender Gap." Sharon Bala, March 25 2018, http://sharonbala.com/blog/2018/3/24/canada-reads.
- Degen, John & Thurston, Harry. "Canadian Writers Working Harder While Earning Less." The Writers' Union of Canada, https://www.writersunion.ca/news/canadian-writers-working-harder-while-earning-less.
- "Demand for Diversity: A Survey of Canadian Readers." May 1, 2019. Booknet Canada. https://issuu.com/booknetcanada/docs/bnc-research_demand-for-diversity_0.
- H. Rawson, Casey. "Are All Lists Created Equal? Diversity in Award-Winning and Bestselling Young Adult Fiction." The Journal of Research on Libraries and Young Adults, June 14 2011, http://www.yalsa.ala.org/jrlya/2011/06/are-all-lists-created-equal-diversity-in-award-winning-and-bestselling-young-adult-fiction/.
- Harvey, Melinda and Julieanne Lamond. "2017 Stella Count." The Stella Prize, 2018, https://thestellaprize.com.au/the-count/2017-stella-count/.
- Horning, Kathleen T. "Publishing Statistics on Children's Books about People of Color and First/Native Nations and by People of Color and First/Native Nations Authors and Illustrators." CCBC, https://ccbc.education.wisc.edu/books/pcstats.asp.
- Lo, Malinda. "Tag Archives: Statistics." Diversity in YA. http://www.diversityinya.com/tag/statistics/.

- Pajovic, Vesna & Vyskocil, Kristina. "CWILA 2015 Count Methods & Results." CWILA, http://cwila.com/2015-cwila-count-methods-results/.
- "Sexual Harassment Reported by over Half in Trade Survey." The Bookseller, Nov. 10 2017, https://www.thebookseller.com/news/sexual-harassment-reported-over-half-trade-survey-671276.
- Shah, Angilee. "A Survey of Who Works in the Book Industry Gives Us a Clue about Why It's Not Diverse." Public Radio International, Jan. 28 2016, https://www.pri.org/stories/2016-01-28/survey-who-works-book-industry-gives-us-clue-about-why-its-not-diverse.
- "The 2018 #BlackSpecFic Report." FIYAH, https://www.fiyahlitmag.com/blackspecfic/bsfreport-2018/
- "The Diversity Baseline Survey." Lee & Low Books, https://www.leeandlow.com/about-us/the-diversity-baseline-survey.
- Wilson, Kristian. "How Diverse Is Children's Literature?" Bustle, Sept. 14 2016, https://www.bustle.com/articles/183948-how-diverse-is-childrens-literature-this-infographic-tells-the-disturbing-truth.
- "Writing the Future: Black and Asian Writers in the UK Marketplace." Issuu, April 15 2015, https://issuu.com/londonshortstoryfestival/docs/18894 stw writing the future report.

Diversity in Publishing – Organizations & Initiatives

Projects and Initiatives:

Abellera, Lisa, et al. Lit Agents of Color. https://www.litagentsofcolor.com/.

Asians in Publishing. https://www.facebook.com/groups/asiansinpublishing/.

Baker, Jenn. Minorities in Publishing. https://minoritiesinpublishing.tumblr.com/?og=1.

Chen, Ken, et al. Asian American Writers' Workshop, https://aaww.org/.

Cordasco, Rachel. The SFT Podcast – Speculative Fiction in Translation. https://www.sfintranslation.com/?page_id=3754.

Dani & Mollie. Black Chick Lit. http://blackchicklit.com/podcast/.

Del Bucchia, Dina & Sookfong Lee, Jen. CAN'T LIT. https://cantlit.ca/?og=1.

Demby, Gene, et al. Code Switch from NPR.Org. https://www.npr.org/sections/codeswitch/.

Disabled Writers, https://www.disabledwriters.com/.

Duyvis, Corinne & Keplinger, Kody. Disability in Kidlit. http://disabilityinkidlit.com/.

Editors of Color. https://editorsofcolor.com/.

Ladha, Rahim. "Shoot-for-The-Moon Literary Prizes." Shoot-for-The-Moon, https://shootforthemoon.art/.

Landers, Sue, et al. Lambda Literary, https://www.lambdaliterary.org/.

Latinx in Publishing, https://latinxinpublishing.com/.

Lean In, https://leanin.org/.

Lemiski, Mica. Fainting Couch Feminists from Room Magazine. https://roommagazine.com/podcasts/fainting-couch-feminists.

Lo, Malinda & Pon, Cindy. Diversity in YA, http://www.diversityinya.com/.

Microaggressions: Power, Privilege, and Everyday Life. https://www.microaggressions.com.

People of Color in Publishing, https://pocinpublishing.com/.

Post, Chad. Three Percent Podcast.

http://www.rochester.edu/College/translation/threepercent/category/three-percent-podcast/

Publishing in Color. https://publishingincolor.com/.

Saleem, Ikhlas & Ali, Makkah. Identity Politics Podcast. http://identitypoliticspod.com/.

Strom, Dao & Aitken, Neil. De-Canon. https://www.de-canon.com/.

Thompson, Rachel. Lit Mag Love. https://www.litmaglove.com/.

Wong, Alice. Disability Visibility Project, https://disabilityvisibilityproject.com/.

Yueh, Marvin & Yoo, Reera. Books & Boba. https://booksandboba.com/.

Awards & Funding:

Carl Brandon Society, http://carlbrandon.org.

Indigenous Voices Awards, https://indigenousvoicesawards.org/.

Nepveu, Kate. Con or Bust – Helping Fans of Color Attend SFF Cons. https://con-or-bust.org/.

"The Respectful Workplace, Diversity and Gender Parity Fund." Creative BC, https://www.creativebc.com/programs/respectfulworkplacefund.

Inclusive Conferences, Festivals, and Events:

Festival of Literary Diversity. http://thefoldcanada.org/.

Groundings - Symposium to Raise Up BIPOC Poets.

https://docs.google.com/document/d/e/2PACX-

<u>IvSluQix7c 4E8s2R2OfhDeX NdoulhzWQC3cP0IFOn2nLkionrbIGEXjJFCBew8h6mywO</u>

kFRIKN8Nxu/pub?fbclid=lwAR3nP4l pWb03-

dZCIvVbbdgC7ucMAHSf_yFr4tKiApgK69bUydBmPNjc4A.

"Growing Room: A Feminist Literary Festival." Growing Room, https://festival.roommagazine.com/.

"Industry Inclusion and Equity Writing Programs, Conferences and Festivals." Writers Guild of America West, https://www.wga.org/the-guild/advocacy/inclusion-and-equity/writing-programs-conferences-festivals.

Pruys, Sarah. "Publishing Unbound: Inclusivity and Accountability in Canadian Publishing." Publishing @ SFU, Jan. 26 2018, https://publishing.sfu.ca/2018/01/publishing-unbound/.

WisCon, http://wiscon.net/.

Mentorship and opportunities:

"BIPOC Writers Connect." The Writers' Union of Canada, 11 Apr. 2019, https://www.writersunion.ca/bipoc-writers-connect.

Diaspora Dialogues, https://diasporadialogues.com/.

#DVPit. http://dvpit.com/.

InkWell. http://www.inkwellworkshops.com/.

Kim, Michelle, et al. Awaken. https://www.visionawaken.com.

"Learning Lab: BIPOC Performing Artists Edition." ArtStarts. https://artstarts.com/aill-bipoc?fbclid=lwAR3RIPAv42dr5gskvg93mS71Baabl-ablg-e-APyEYgUn5-9rMdsD7AXg68.

M. Jackson, Catrice. SHETalks WETalk: Race Talks for Women. 2015, https://www.shetalkswetalk.com.

"Markham's First South Asian Women's Writing Circle." Sheniz Janmohmed. 27 June 2012,

https://shenizjanmohamed.com/news/.

Mejias, Michael, et al. Inkluded. 2017, https://www.getinkluded.com.

"Newcomer and Refugee Artist Mentorship." Toronto Arts Council.

https://torontoartscouncil.org/grant-programs/tac-grants/newcomers-and-refugees/artist-mentorship?fbclid=lwAR2ROFiEsphsZDvFWFgep4O_kfGLtKz7S-aVuoKgywakOkKPHrxbE3A7OWM.

Oh, Ellen, et al. We Need Diverse Books. 2019, https://diversebooks.org.

People Of Color In Publishing. 2016, https://pocinpublishing.com.

The Future Is You and Me., http://thefutureisyouandme.com/.

Thursdays Writing Collective. http://www.thursdayswritingcollective.ca/.

Writing the Other, http://writingtheother.com/.

Issues – Representation & Appropriation

The Basics:

- Elliott, Alicia. "On Seeing and Being Seen: The Difference Between Writing With Empathy and Writing With Love." Room Magazine. https://roommagazine.com/writing/seeing-and-being-seen-difference-between-writing-empathy-and-writing-love.
- McArdle, Molly. "You Will Be Tokenized': Speaking Out About the State of Diversity in Publishing." Brooklyn Magazine, Feb. 24 2016, http://www.bkmag.com/2016/02/24/you-will-be-tokenized-speaking-out-about-the-state-of-diversity-in-publishing/.
- "The Cultural Appropriation Debate Is over. It's Time for Action." The Globe and Mail, https://www.theglobeandmail.com/opinion/the-cultural-appropriation-debate-is-over-its-time-for-action/article35072670/.

A Deeper Dive:

B. McGrath, Laura. "Comping White." Los Angeles Review of Books, Jan. 21 2019, https://lareviewofbooks.org/article/comping-white/.

- Chau Bradley, Helen. "Words of (Dis)Comfort: On the Luxuries and Limitations of Reading While White." Carte Blanche, Mar. 7 2019, http://carte-blanche.org/words-discomfort-luxuries-limitations-reading-white/.
- Cheng Thom, Kai. "They Call Me Literary Fascism: Reflections of a Sensitivity Reader." All Lit Up, March 1 2019, https://alllitup.ca/Blog/2019/They-Call-Me-Literary-Fascism-Reflections-of-a-Sensitivity-Reader.
- Crenshaw, Kimberlé. "The Urgency of Intersectionality." YouTube, uploaded by TED, Dec. 7, 2016. https://www.youtube.com/watch?v=akOe5-UsQ2o.
- Doctor, Farzana, et al. Amended Statement from the TWUC Equity Task Force May I 5. https://www.writersunion.ca/sites/all/files/Amended%20Statement%20from%20the%20TWUC%20Equity%20Task%20Force%20May I 5.pdf.
- K. Jemisin, Nora. "Don't Put My Book in the African American Section." N. K. Jemisin, May 26 2010, http://nkjemisin.com/2010/05/dont-put-my-book-in-the-african-american-section/.
- Leduc, Amanda."When All Your Faves Are Problematic." Open Book, Feb. 26 2019. http://open-book.ca/Columnists/When-All-Your-Faves-Are-Problematic.
- Minosh Pyle, Kai. "CanLit, AmLit—NishLit? Rematriating Indigenous Literature Beyond Borders." Carte Blanche, Feb. 7 2019, http://carte-blanche.org/canlit-amlit-nishlit-rematriating-indigenous-literature-beyond-borders/.
- Muhammad-Ali, Khaalidah. "More Than Numbers." Fireside Fiction, Aug. 10 2018, https://firesidefiction.com/more-than-numbers.
- Ng, Celeste. "Why I Don't Want to Be the Next Amy Tan." HuffPost, May 25 2011, https://www.huffpost.com/entry/why-i-dont-want-to-be-the b 342340.
- Ngozi Adichie, Chimamanda, "The Danger of a Single Story" YouTube, uploaded by TED, Oct 7, 2009. https://www.youtube.com/watch?v=D9lhs241zeg&feature=youtu.be
- Santiago Gonsalez, Marcos. "When 'Good Writing' Means 'White Writing'." Electric Lit, Nov. I 2017, https://electricliterature.com/when-good-writing-means-white-writing/.
- Shraya, Vivek. "How Did the Suffering of Marginalized Artists Become so Marketable?" NOW Magazine, I May 2019, https://nowtoronto.com/api/content/5be06afa-6c2f-11e9-9cab-12f1225286c6/.
- Whittaker, AJ. "White critics don't know how to deal with the golden age of Indigenous stories." The Guardian, March 15 2019, https://www.theguardian.com/australia-news/2019/mar/15/nakkiah-lui-indigenous-literature-white-criticism?mc_cid=a482d1c8a8&mc_eid=8a6e3cc9ab&fbclid=lwAR20lCtyAUUlOihCg5p1nuEFpTWbfF-Tv624XANeu9SEvFfsOVMltSDC1XQ.

Writing with Color. https://writingwithcolor.tumblr.com/?og=1.

Style Guides:

Elements of Indigenous Style. https://www.brusheducation.ca/books/elements-of-indigenous-style.
https://www.brusheducation.ca/books/elemen

NAB| Style Guide - National Association of Black Journalists. https://www.nabj.org/page/styleguide.

Issues – Gender & Sexual Harassment

The Basics:

Carter, Sue. "Q&Q's Sexual-Harassment Survey: The Results." Quill and Quire, April 22 2019. Read Article.

Carter, Sue. "Q&Q's Sexual-Harassment Survey: What Are Our Next Steps?" Quill & Quire, April 22 2019, https://quillandquire.com/omni/qqs-sexual-harassment-survey-what-are-our-next-steps/.

"Sexual Harassment Reported by Over Half in Trade Survey." The Bookseller, Nov. 10 2017, https://www.thebookseller.com/news/sexual-harassment-reported-over-half-trade-survey-671276.

Whittall, Zoe. "CanLit Has a Sexual-Harassment Problem." The Walrus, Feb. 5 2018, https://thewalrus.ca/canlit-has-a-sexual-harassment-problem/.

A Deeper Dive:

- Budde, Robert. "A Statement Against the Culture of Male Privilege and Abuse of Power in Canadian Creative Writing Programs." Canadian Creative Writing Programs, http://www.ccwwp.ca/a-statement-against-the-culture-of-male-privilege-and-abuse-of-power-in-canadian-creative-writing-programs/.
- Flood, Alison. "Sexism in Publishing: 'My Novel Wasn't the Problem, It Was Me, Catherine." The Guardian, Aug. 6 2015. The Guardian, https://www.theguardian.com/books/2015/aug/06/catherine-nichols-female-author-male-pseudonym.
- Goodyear, Sheena. "Maria Campbell's account of being raped by a Mountie was scrubbed from her memoir Halfbreed." CBC Radio, June 1 2018. https://www.cbc.ca/radio/asithappens/asithappens/asithappens-friday-edition-1.4687507/maria-campbell-s-account-of-being-raped-by-amountie-was-scrubbed-from-her-memoir-halfbreed-1.4687512.

Thom, Kai Cheng. "Sometimes Women Have to Make Hard Choices to Be Writers." GUTS, Feb.

- 15 2017, http://gutsmagazine.ca/sometimes-women-have-to-make-hard-choices-to-be-writers/.
- Turner, Lauren. "On Covered Mouths." Carte Blanche, May 9 2018, http://carte-blanche.org/on-covered-mouths/.
- Wunker, Erin. "Love, Anonymous." Canadian Women in the Literary Arts, http://cwila.com/love-anonymous/.

Disabled Writers & Accessibility

The Basics:

- Leary, Alaina. "Publishing Has Failed Autistic & Disabled People Here's How To Fix It." Bustle, https://www.bustle.com/p/why-the-publishing-industry-needs-to-be-more-inclusive-of-autistic-disabled-people-7705640.
- Leary, Alaina. "Why The Publishing Industry Can't Get Disability Right." Medium, Nov. 17 2016, https://medium.com/the-establishment/why-the-publishing-industry-cant-get-disability-right-938de48adac3.

A Deeper Dive:

- Griffith, Nicola. "Rewriting the Old Disability Script." The New York Times, Nov. 14 2018. NYTimes.com, https://www.nytimes.com/2018/11/14/opinion/telling-new-disability-stories.html.
- "Introduction to Inclusive Publishing." Inclusive Publishing, https://inclusive-publishing.org/publisher/introduction-to-inclusive-publishing/.
- Laurie Alice Eakes. "Yes, Blind People Read Books. We Write Them, Too." HuffPost, Sept. 17 2018. https://www.huffpost.com/entry/opinion-blind-authors-publishing_n_5b9acbc3e4b0c875d14a0a23.
- Lu, Alex, et al. "What Does It Mean to Be a Disabled Writer?" Electric Literature, May 7 2018, https://electricliterature.com/what-does-it-mean-to-be-a-disabled-writer/.
- M. Perry, David. "Job Discrimination in Plain Print." Aljazeera America, Feb. 10 2016. http://america.aljazeera.com/opinions/2016/2/job-discrimination-in-plain-print.html.

Resources and Guides:

"Improving the Accessibility of Your Mainstream Digital Content." Inclusive Publishing, https://inclusivepublishing.org/publisher/.

- Introduction to Disability Terminology. http://disabilityinkidlit.com/2016/07/08/introduction-to-disability-terminology/.
- "WCAG and Government Web Standards in Canada." Multiple Media, 20 Sept. 2017, https://www.multiplemedia.com/en/blog/wcag-government-web-standards-in-canada.

Web Accessibility Initiative (WAI), https://www.w3.org/WAI/.

Accountability

The Basics:

- Books & Gatekeepers Illustration. https://contributors.slj.com/wp-content/uploads/2018/03/Books-Gatekeepers.png.
- F. Saad, Layla. "Me And White Supremacy Workbook." https://www.meandwhitesupremacybook.com/book.
- Kim, Sandra. "Why Healing from Internalized Whiteness Is A Missing Link in White People's Anti-Racism Work." Everyday Feminism, https://everydayfeminism.com/healing-from-internalized-whiteness-free-webinar/.
- McIntosh, Peggy. "White Privilege: Unpacking. The Invisible Knapsack." Racial Equity Tools, 1990, https://www.racialequitytools.org/resourcefiles/mcintosh.pdf.
- Shraya, Vivek. "#PublishingSoWhite: 13 Ways to Diversify Your Press." AllLitUp. February 19 2016, https://alllitup.ca/Blog/2016/PublishingSoWhite-13-Ways-to-Diversify-Your-Press.
- Thom, Kai Cheng. "I Hope We Choose Love: Notes on the Application of Justice." Medium, 6 May 2018, https://medium.com/@ladysintrayda/notes-on-the-application-of-justice-5a058a209599.
- Vallianatos, Mary Anne. "Best Approaches for Anti-Racism Educaton: A Literature Review." University of Victoria, Aug. 2018, https://www.uvic.ca/equity/assets/docs/report.pdf

A Deeper Dive:

Benaway, Gwen. "Repair." GUTS, 3 May 2019, http://gutsmagazine.ca/repair/.

DiAngelo, Robin. "White Fragility: Why It's So Hard for White People to Talk About Racism." Beacon Press, June 26 2018, https://www.penguinrandomhouse.com/books/566247/white-fragility-by-robin-

diangelo/9780807047415/.

- DiAngelo, Robin. "White people are still raised to be racially illiterate. If we don't recognize the system, our inaction will uphold it." Think. Sept. 16 2018, https://www.nbcnews.com/think/opinion/white-people-are-still-raised-be-racially-illiterate-if-we-ncna906646.
- DiAngelo, Robin. "Why It's So Hard To Talk to White People About Racism." Huffpost, Dec. 6 2017, https://www.huffpost.com/entry/why-its-so-hard-to-talk-to-white-people-about-racism-b-7183710.
- Equity, Diversity and Inclusion: A Best Practices Guide for Recruitment, Hiring and Retention. Canada Research Chairs. 29 Nov. 2012, http://www.chairs-chaires.gc.ca/program-programme/equity-equite/best_practices-pratiques_examplaires-eng.aspx.
- Light Zachary, A. "For New Gatekeepers." Arc Poetry, 20 June 2018, http://arcpoetry.ca/2018/06/20/poetry-is-a-social-art-2/.
- "Microaggressions in Everyday Life." YouTube, uploaded by Fusion Comedy, Oct 5, 2016. https://www.youtube.com/watch?v=hDd3bzA7450.
- Oluo, Ijeoma. **So You Want To Talk About Race.** Seal Press, Jan. 16 2018, https://www.sealpress.com/titles/ijeoma-oluo/so-you-want-to-talk-about-race/9781580056786/.
- Sewel, Tom. "Nikki Reimer Hold Your Fucking Communities Accountable." The Insurgent Architects' House for Creative Writing, 4 Jan. 2017, https://www.tiahouse.ca/nikki-reimer-hold-fucking-communities-accountable/.
- Sparkes, Ainsley. "Podcast: Building in-House Momentum for Diverse Books." BookNet Canada, Nov. 27, 2017. https://www.booknetcanada.ca/blog/2017/11/27/podcast-building-in-house-momentum-for-diverse-books.

Accountability – Codes of Conduct & Systems

The Basics:

Canadian Creative Industries Code of Conduct. http://readthecode.ca/.

Howatt, Bill. "How to Craft an Effective Respectful-Workplace Policy." The Globe and Mail, Dec. 15, 2017, https://www.theglobeandmail.com/report-on-business/careers/leadership-lab/how-to-craft-an-effective-respectful-workplace-policy/article37326865/.

Sample Codes: Cultural Industries, Literary Organizations, & Events

- Code of Conduct CBC/Radio-Canada. Oct. 1, 2017. http://www.cbc.radio-canadians/acts-and-policies/management/human-resources/code-conduct/.
- "Code Of Conduct." WisCon, April 2018 http://wiscon.net/policies/anti-harassment/code-of-conduct/.
- Editors' Code of Practice. 2017. https://www.ipso.co.uk/editors-code-of-practice/.
- Hornsby, Richard. Workplace Harassment and Violence. 2019, p. 54. https://www.culturalhrc.ca/hrtools/HR%20Management%20Tool%20-%20Workplace%20Harassment%20and%20Violence.pdf.
- IBPA Anti-Harassment Policy Independent Book Publishers Association. https://www.ibpa-online.org/page/Copy%20of%20antiharassme?page=copy+of+antiharassme&hhsearchterms=%22anti-harassment+and+policy%22.
- Leiderman, Sally. Racial Equity Tools. Center for Assessment and Policy Development, https://www.racialequitytools.org/home.
- Respectful Workplace Commitment · Invisible Publishing. https://invisiblepublishing.com/respect/.
- Smith, Charles C. Equity Now for Today and Tomorrow; Transforming the Writers' Union of Canada
- https://www.writersunion.ca/sites/all/files/attachments/equity-now-charles-c-smith 0.pdf
- The Book Publishers Association of Alberta Anti-Harassment and Discrimination Policy, Feb. 21, 2019. https://bookpublishers.ab.ca/wp-content/uploads/2019/02/BPAAAntiHarassmentPolicy2019.pdf.
- "Toxicity Prevention." Developed by Room Magazine for Growing Room Festival 2019. https://festival.roommagazine.com/toxicity-prevention/.

A Deeper Dive:

- Bookselling and Publishing Industry Joins Together to Publish New Commitment to Professional Behaviour. https://www.publishers.org.uk/activities/inclusivity/industry-commitment/.
- Denny, Neil. "U.K. Book Trade Agrees to Code of Conduct." PublishersWeekly.Com, Dec. 7, 2018. https://www.publishersweekly.com/pw/by-topic/international/international-book-news/article/78761-u-k-book-trade-agrees-to-code-of-conduct.html.
- Taylor, Kate. "Canada's Creative Industries Adopt New Code of Conduct on Sexual Harassment." The Globe and Mail, March 8, 2018. https://www.theglobeandmail.com/arts/film/canadas-creative-industries-adopt-new-code-of-conduct-on-sexual-harassment/article38248881/.