The State of DEIJ at Berrett-Koehler:

The BK DEIJ Working Group

July, 2022

The Team

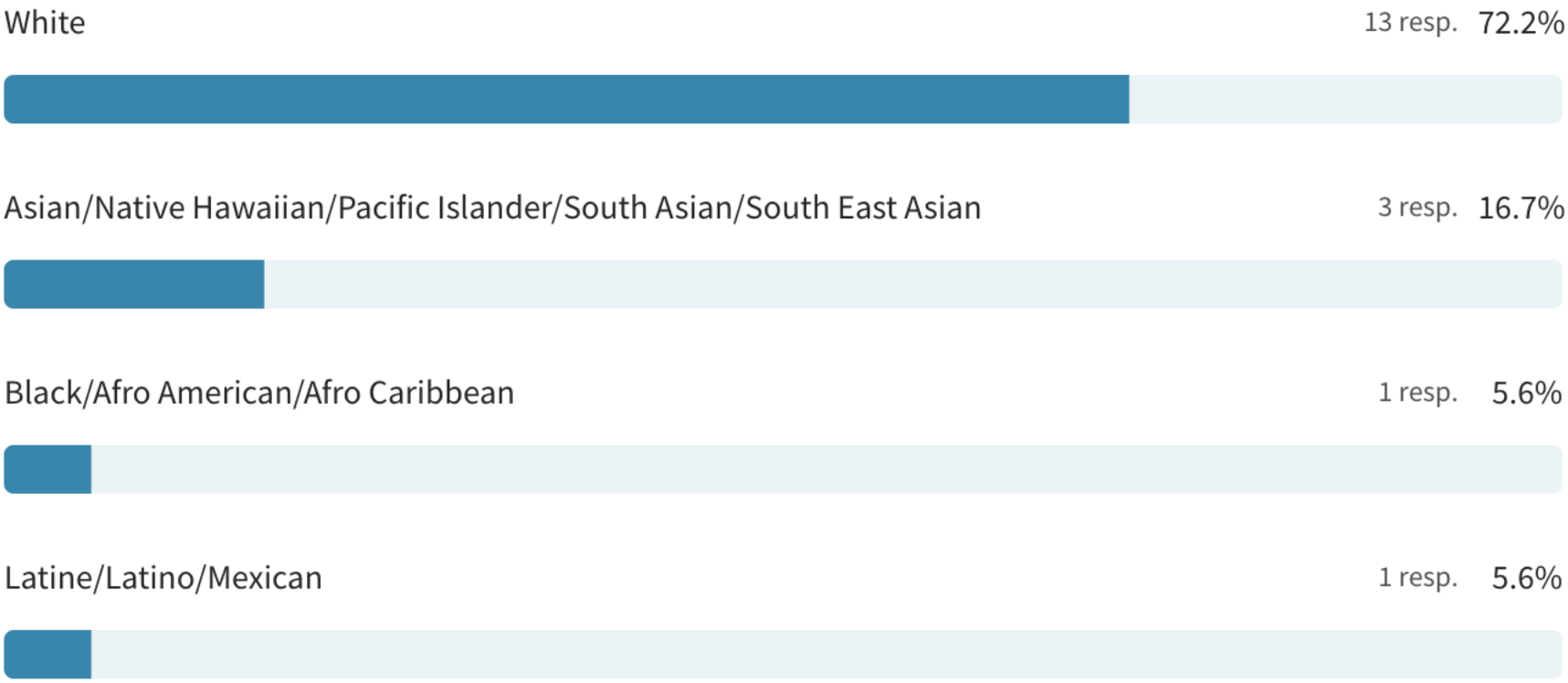
With assists from:

Key Alum:

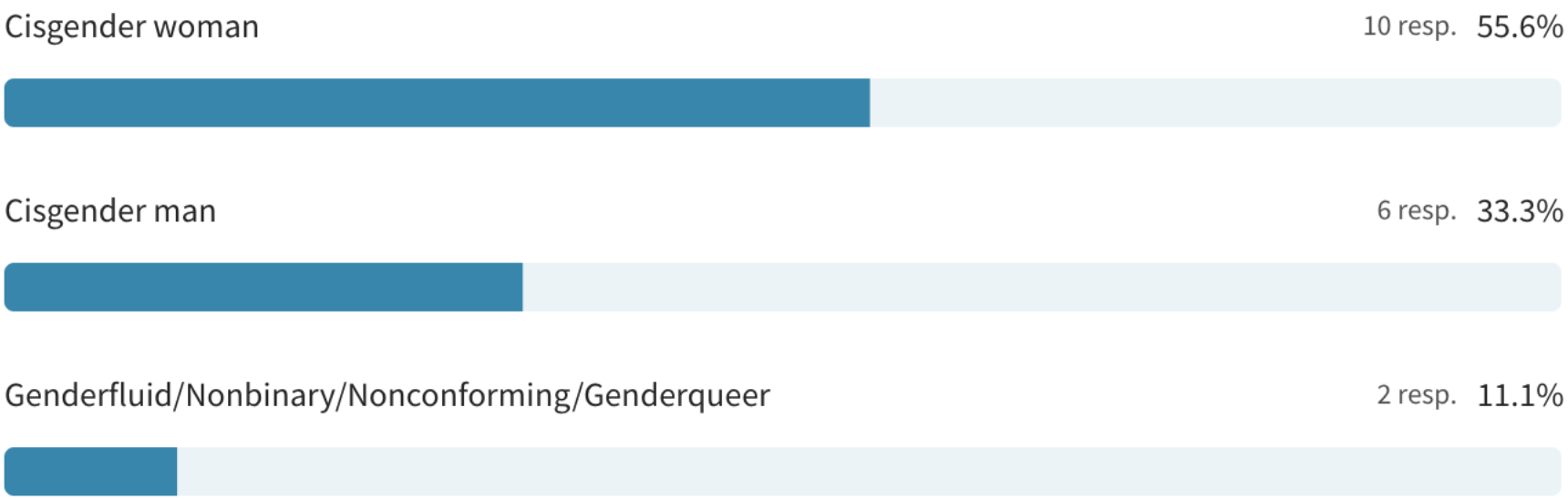
Demographics Survey Results*

*60% response rate

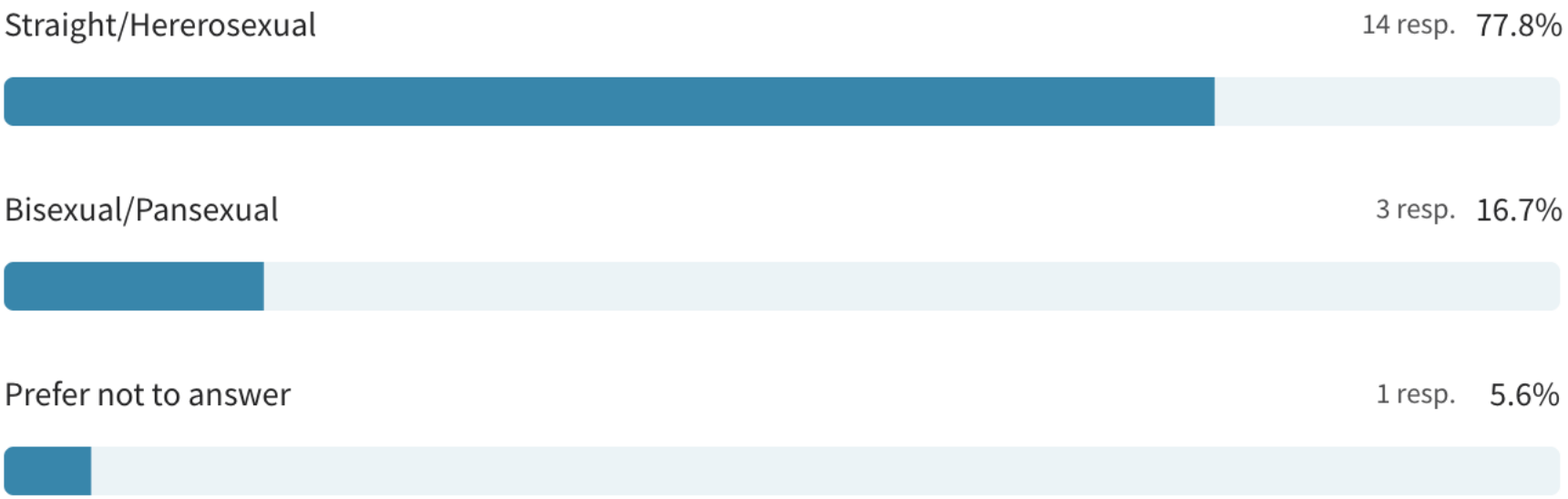
Race/Ethnic Identity



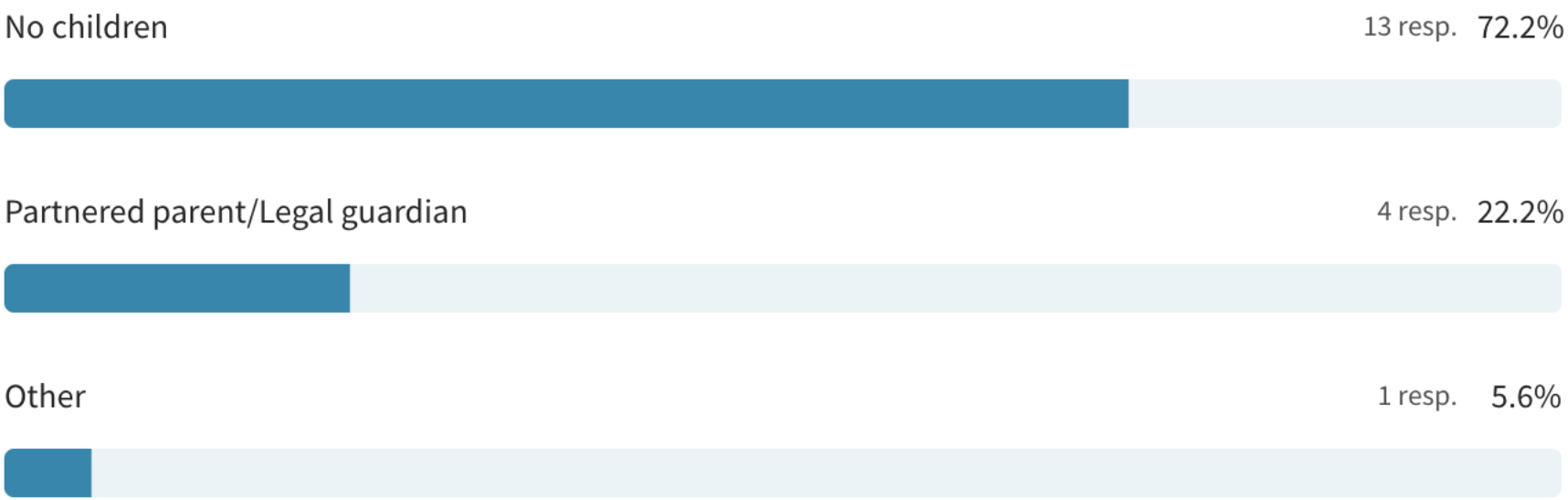
Gender Identity



Sexual Orientation

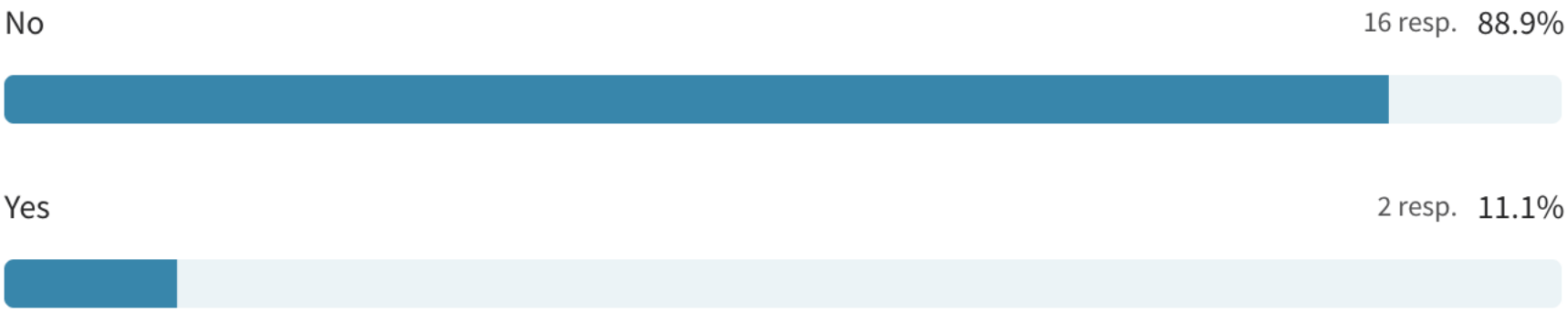


Family Status

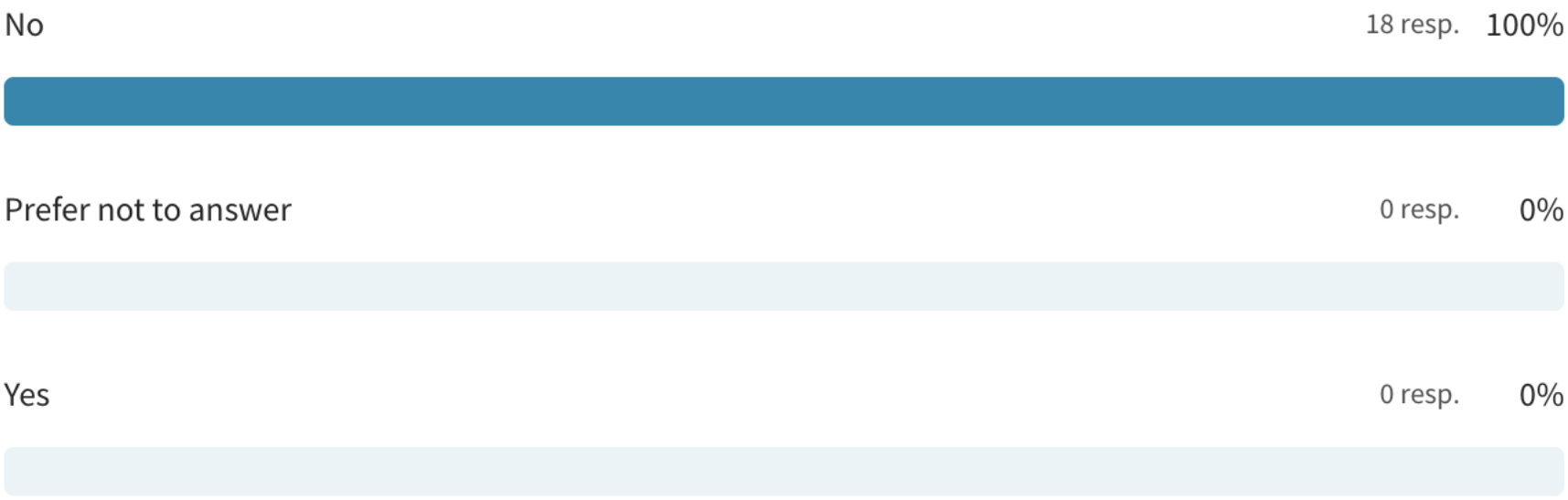


Caretaker Status

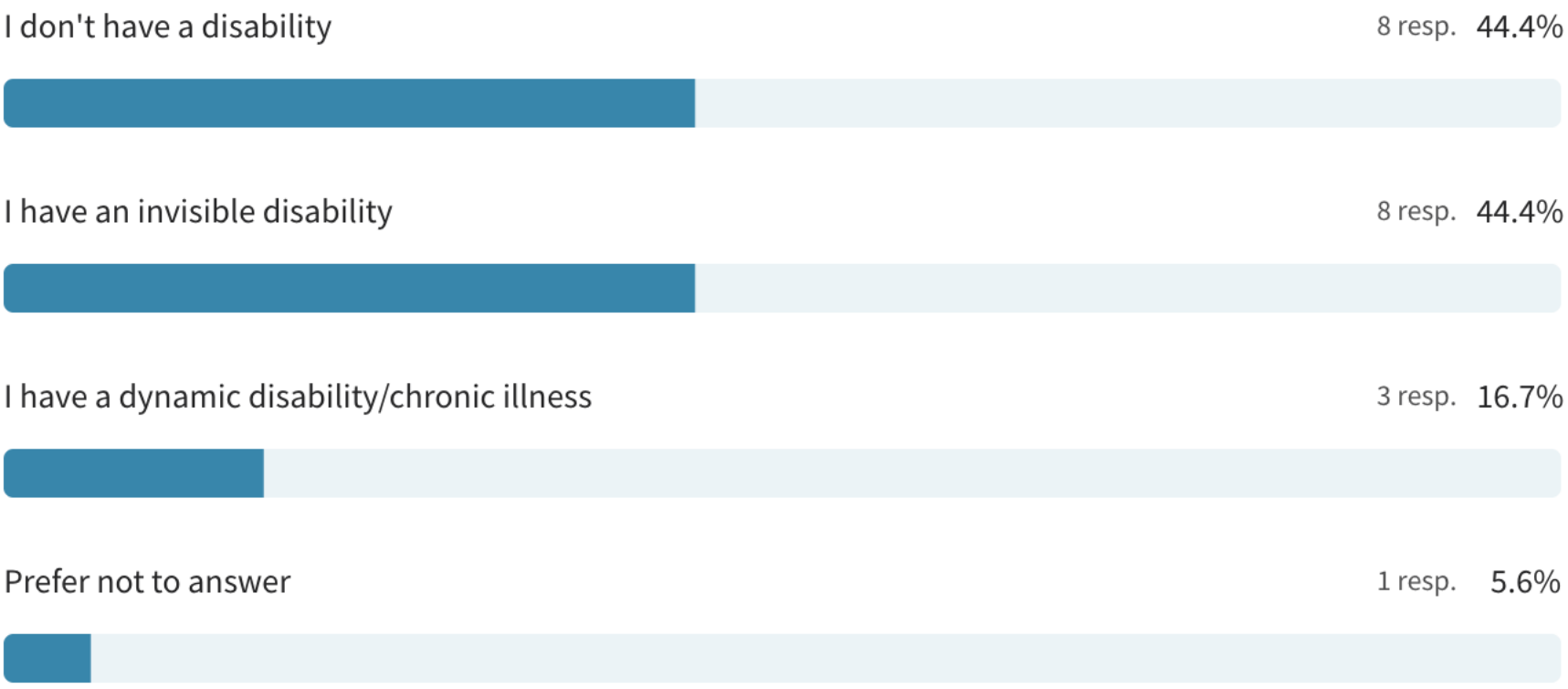
(for someone other than a child)



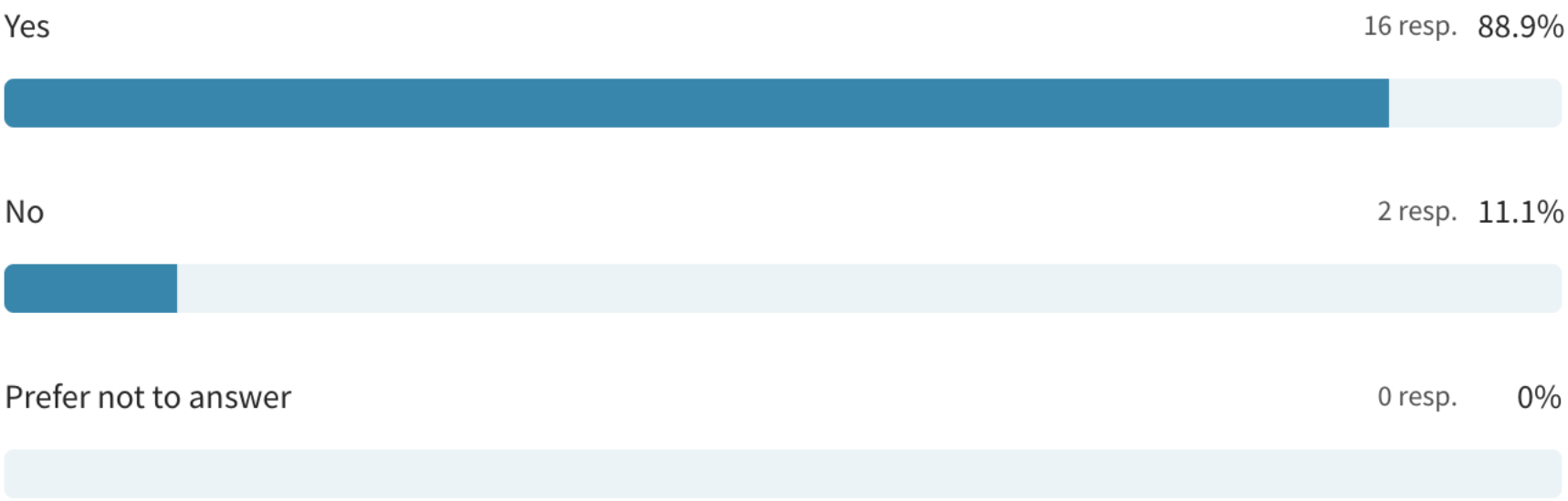
Veteran Status



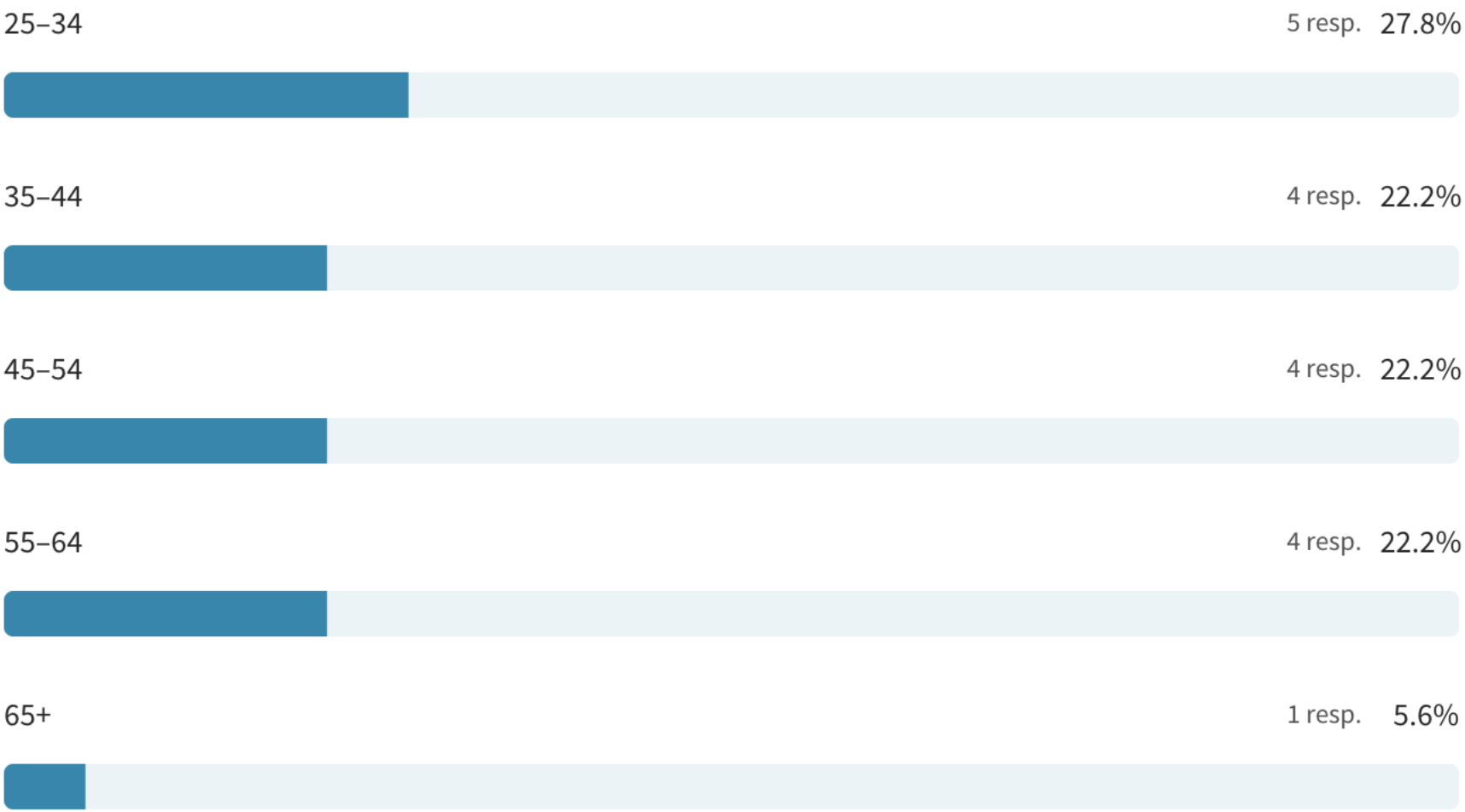
Disability Status



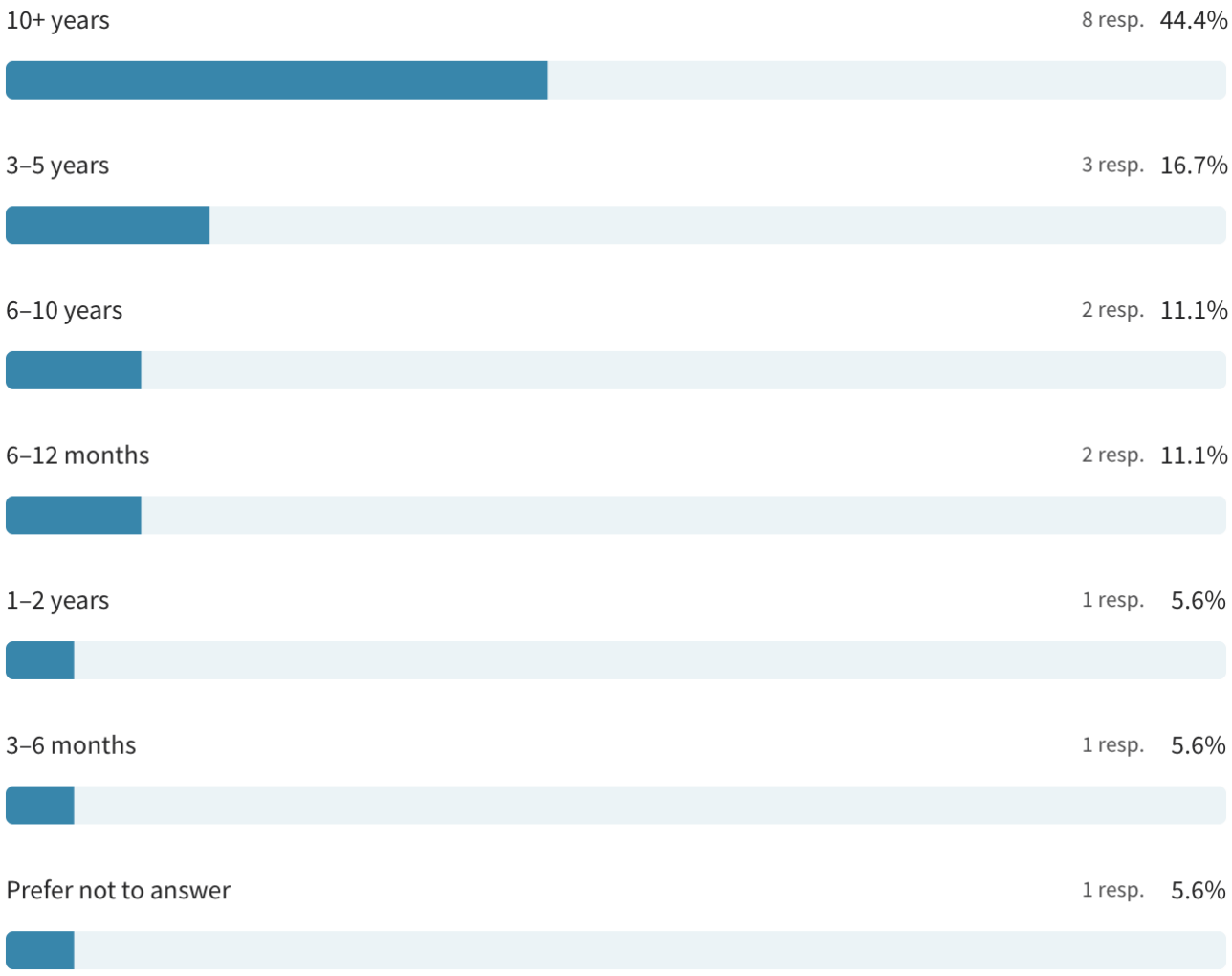
Native English Speaker



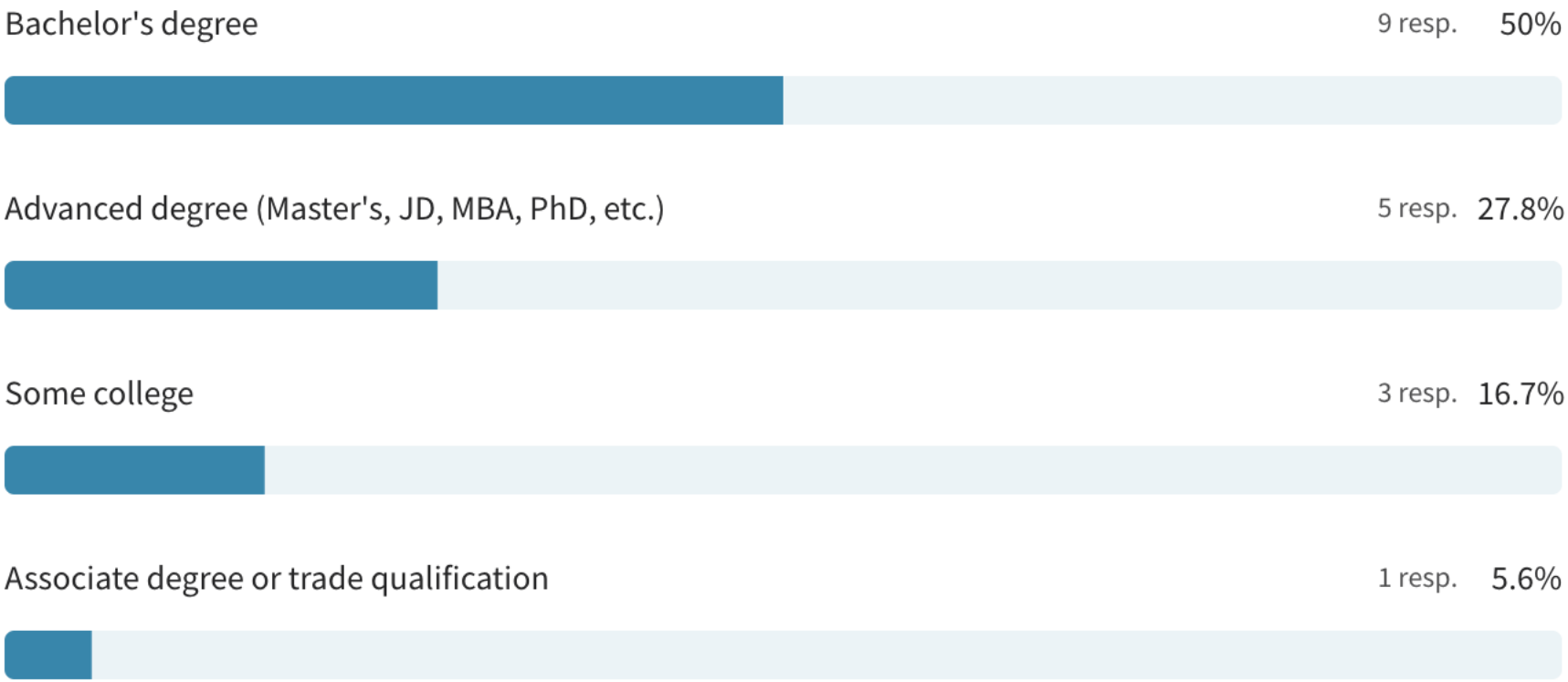
Age


25–34
5 resp. 27.8%
35–44
4 resp. 22.2%
45–54
4 resp. 22.2%
55–64
4 resp. 22.2%
65+
1 resp. 5.6%

Time at Berrett-Koehler



Highest Level of Education

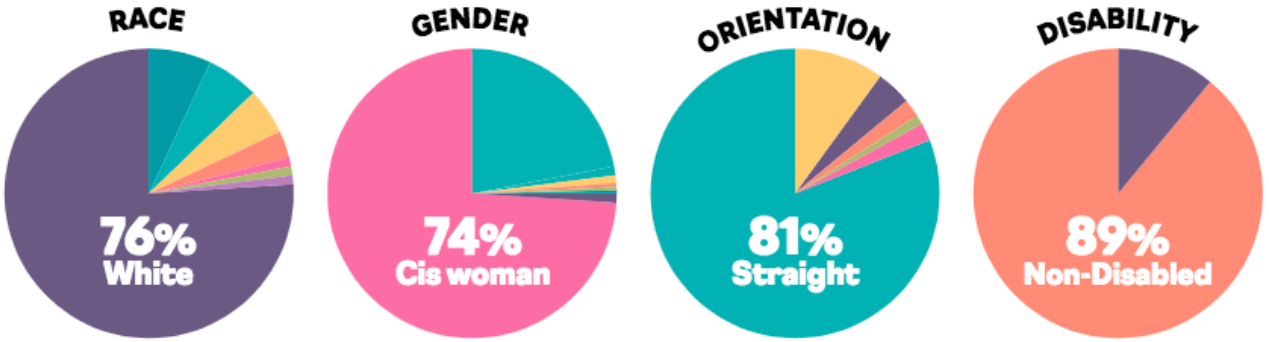


#PublishingSoWhite

DIVERSITY IN PUBLISHING 2019 • DIVERSITY BASELINE SURVEY BY LEE & LOW BOOKS

INDUSTRY OVERALL EXECUTIVE LEVEL EDITORIAL SALES MARKETING & PUBLICITY BOOK REVIEWERS LITERARY AGENTS INTERNS

Industry Overall



76% White/Caucasian
7% Asian/Native Hawaiian/ Pacific Islander/ South Asian/ South East Indian
6% Latinx/Latino/Mexican
5% Black/Afro American/ Afro Caribbean
3% Biracial/Multiracial
<1% American Indian/Alaskan Native/ First Nations/Native American
<1% Middle Eastern
1% Other

74% Cis woman
23% Cis man
1% Genderfluid/Non-binary/ Genderqueer
<1% Trans man
<1% Trans woman
<1% Intersex
1% Other

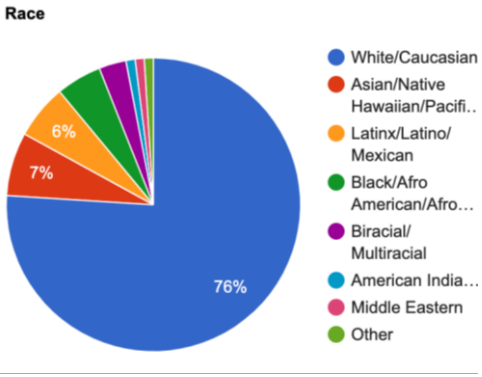
81% Straight/Heterosexual
10% Bisexual/Pansexual
4% Gay
2% Lesbian
1% Asexual
2% Other

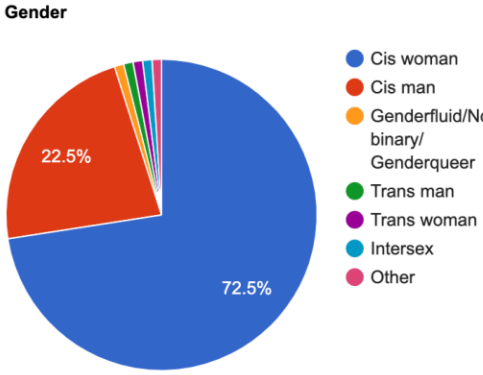
89% No
11% Yes

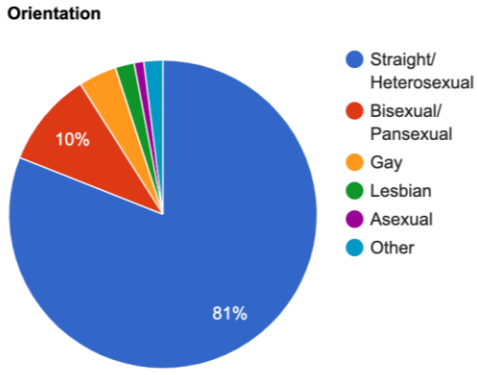
LEE & LOW BOOKS
ABOUT EVERYONE • FOR EVERYONE

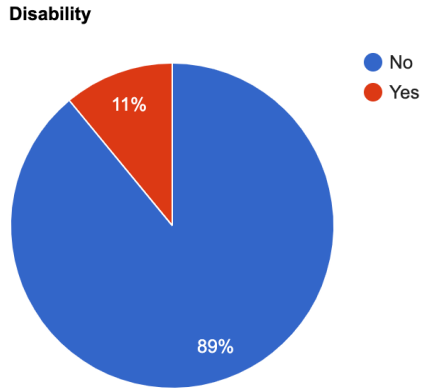
Diversity in Publishing 2019
Diversity Baseline Survey 2.0
by Lee & Low Books
blog.leeandlow.com

Lee & Low Results

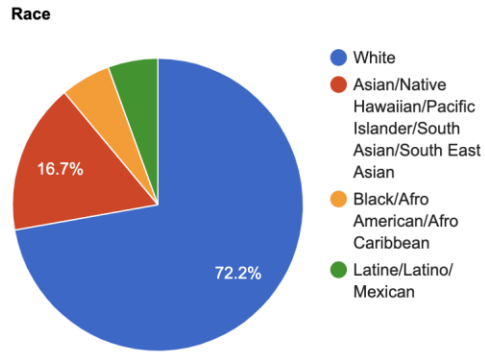


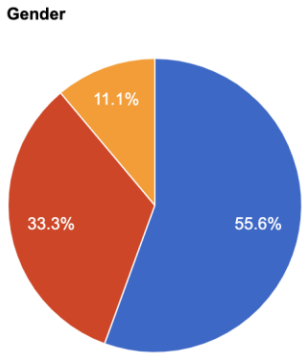


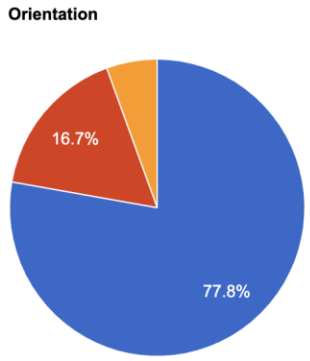


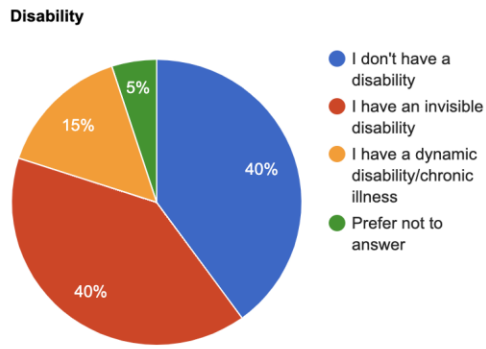


Berrett-Koehler Results







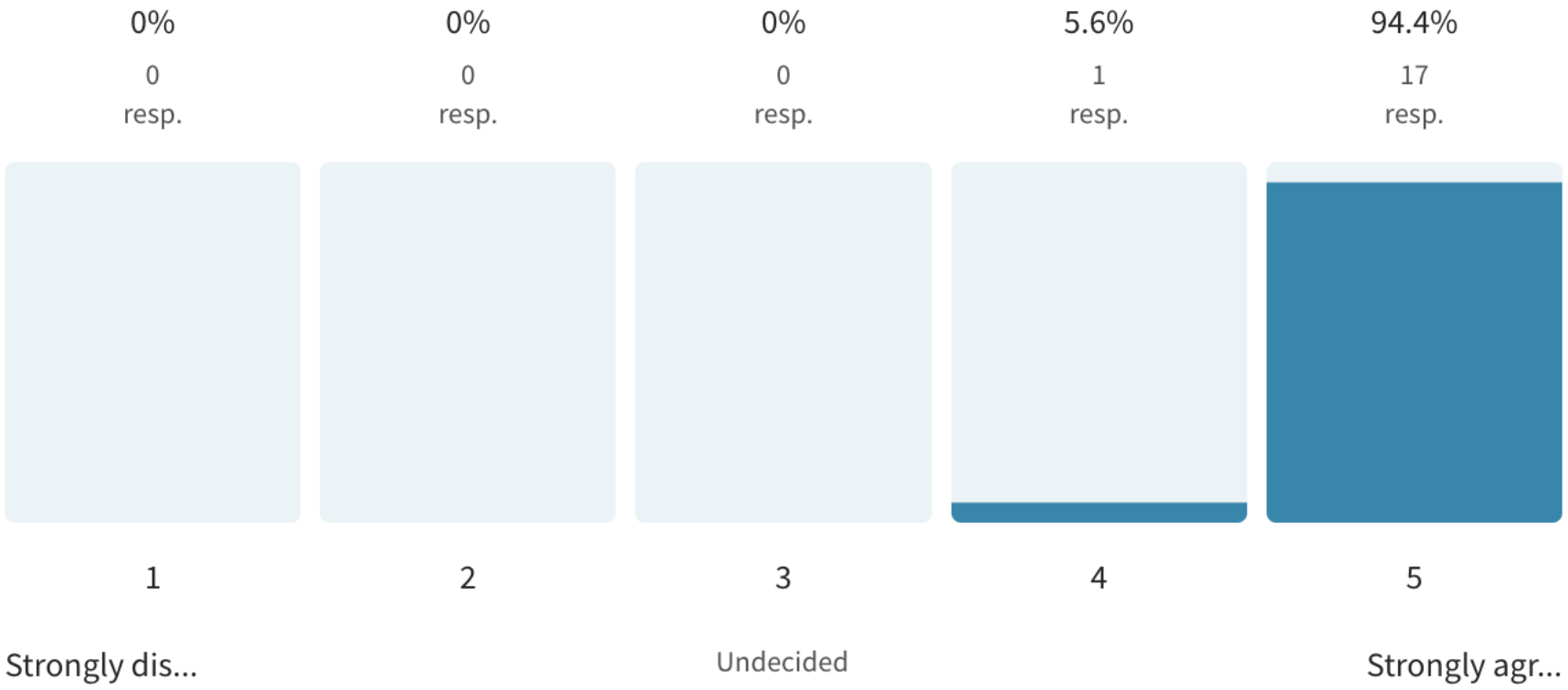


DEIJ Climate Survey Results*

***60% response rate**

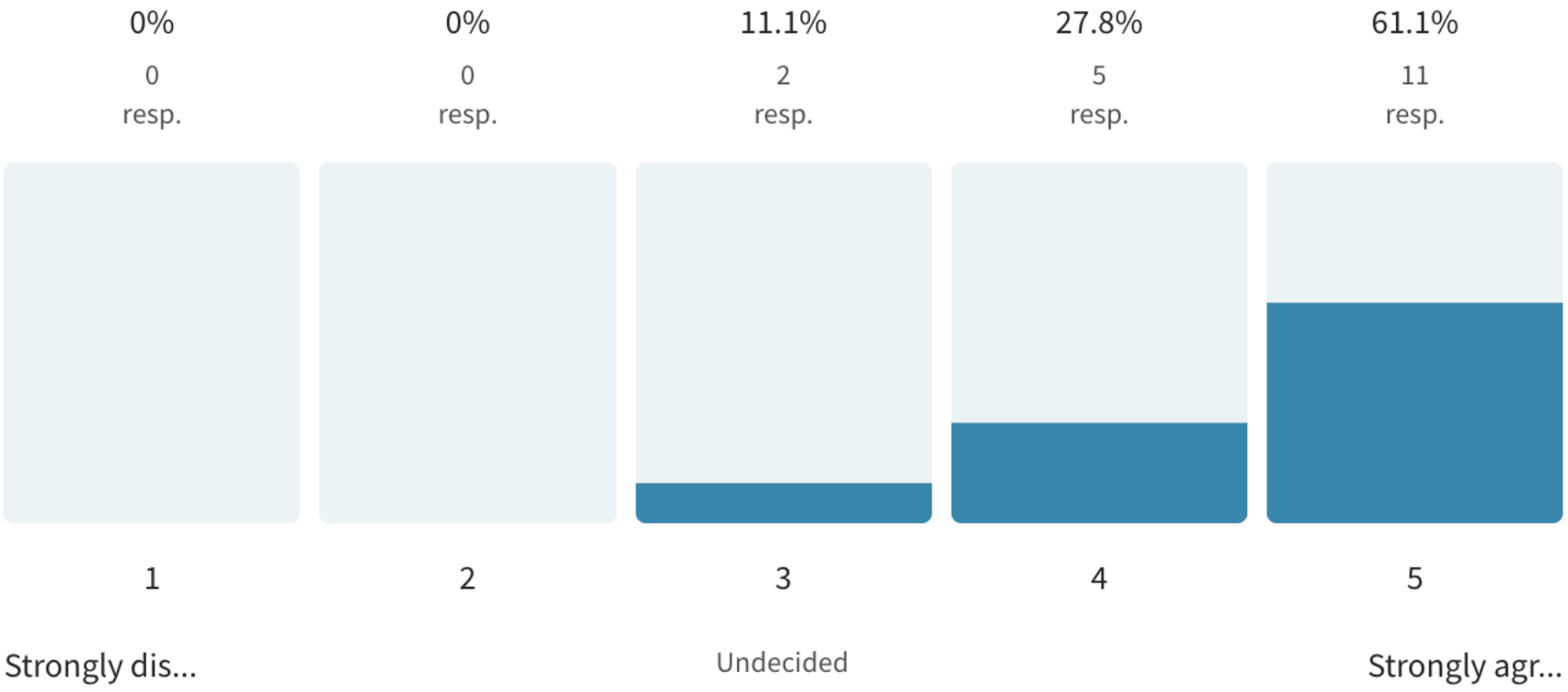
I value diversity.

4.9 Average rating

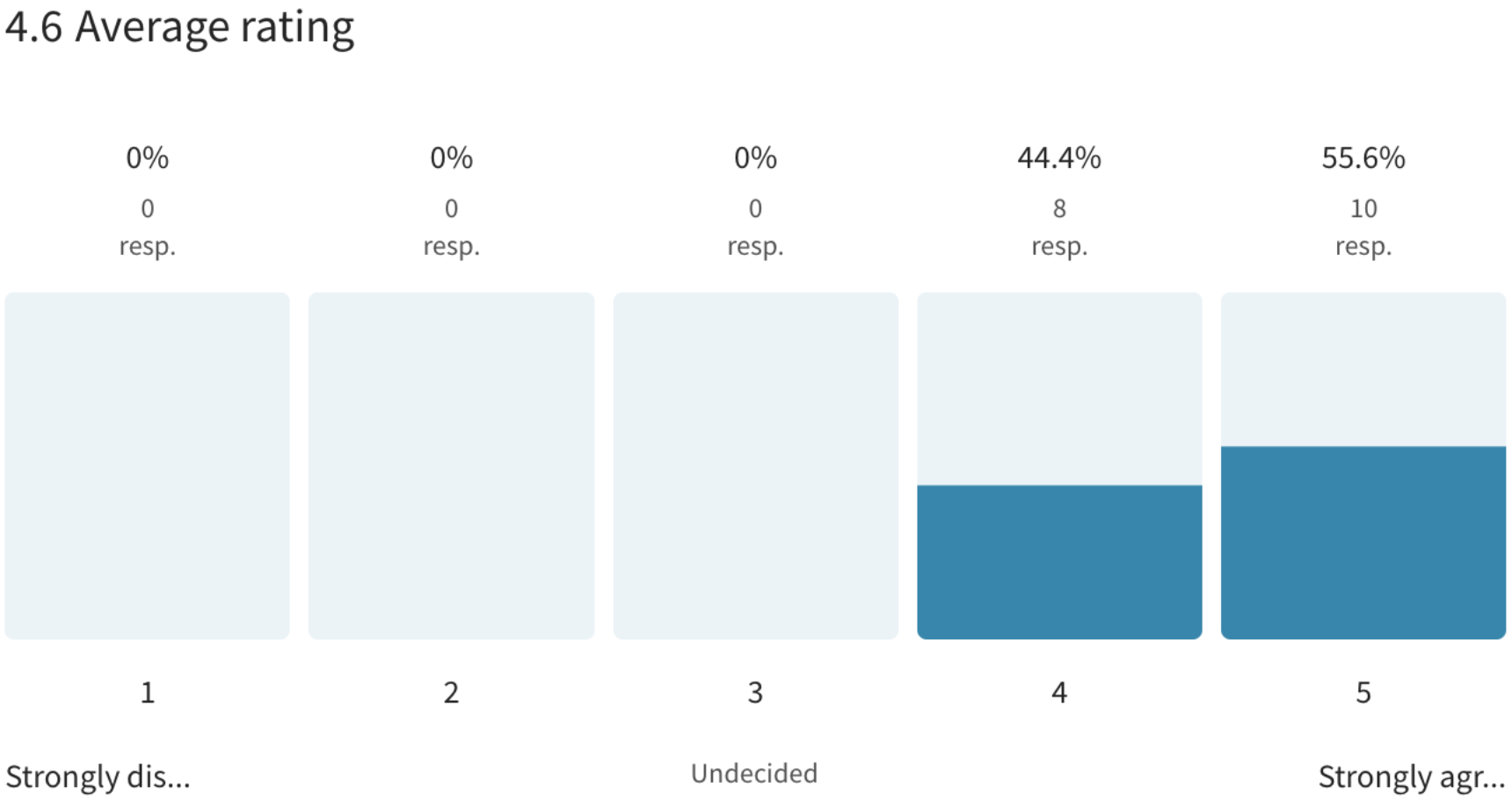


My manager values diversity.

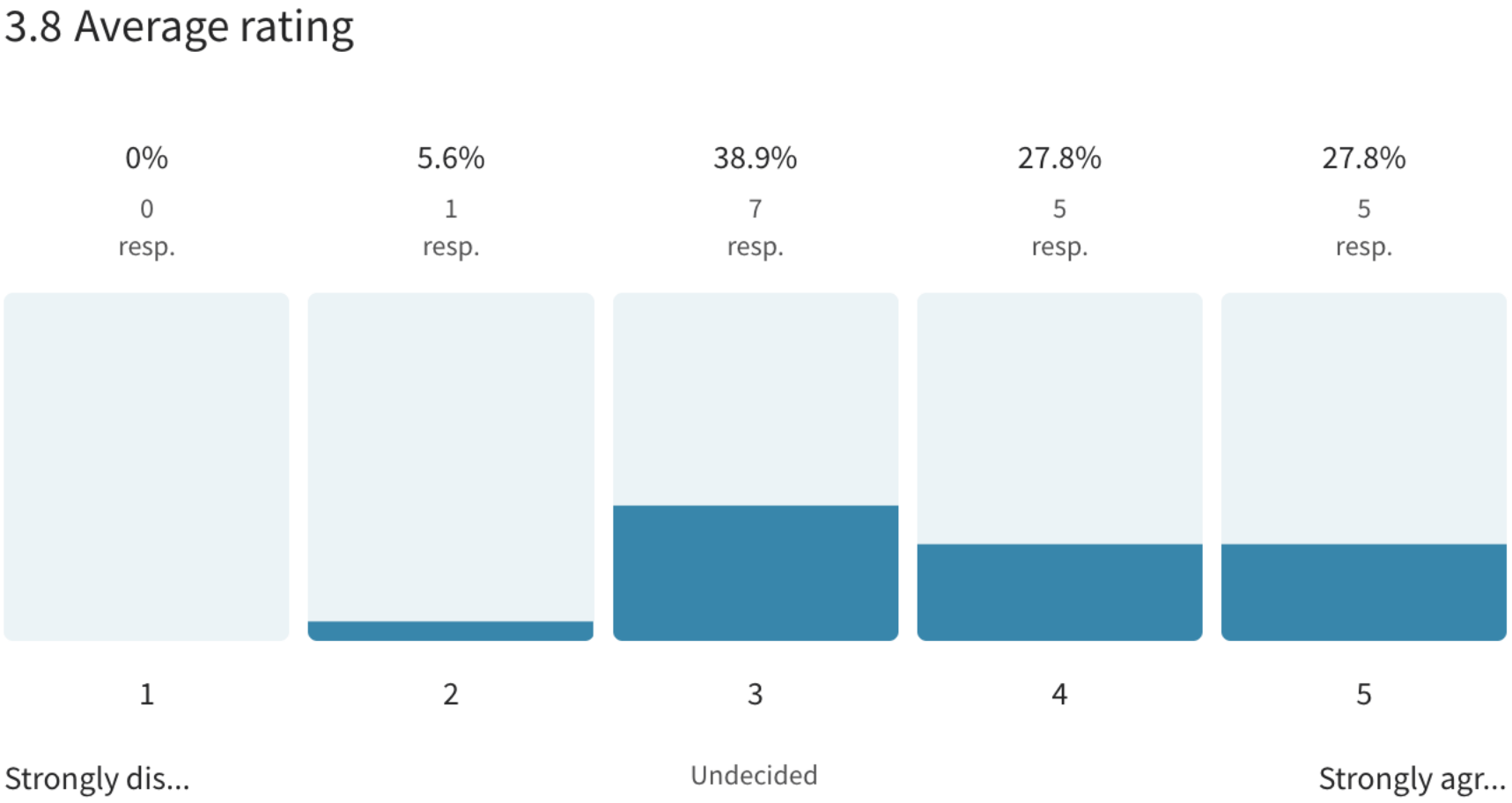
4.5 Average rating



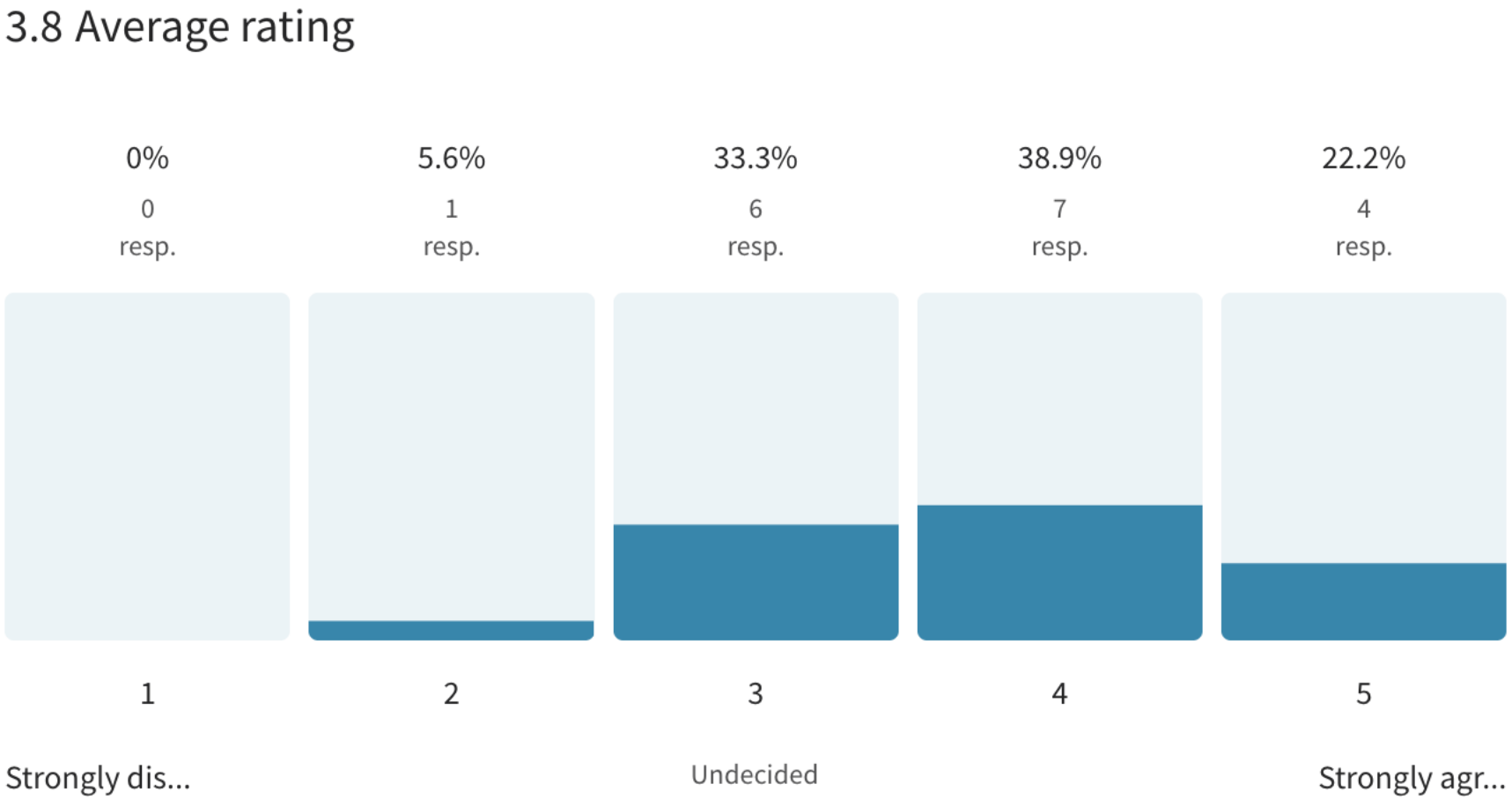
My colleagues *not* on the management team value diversity.



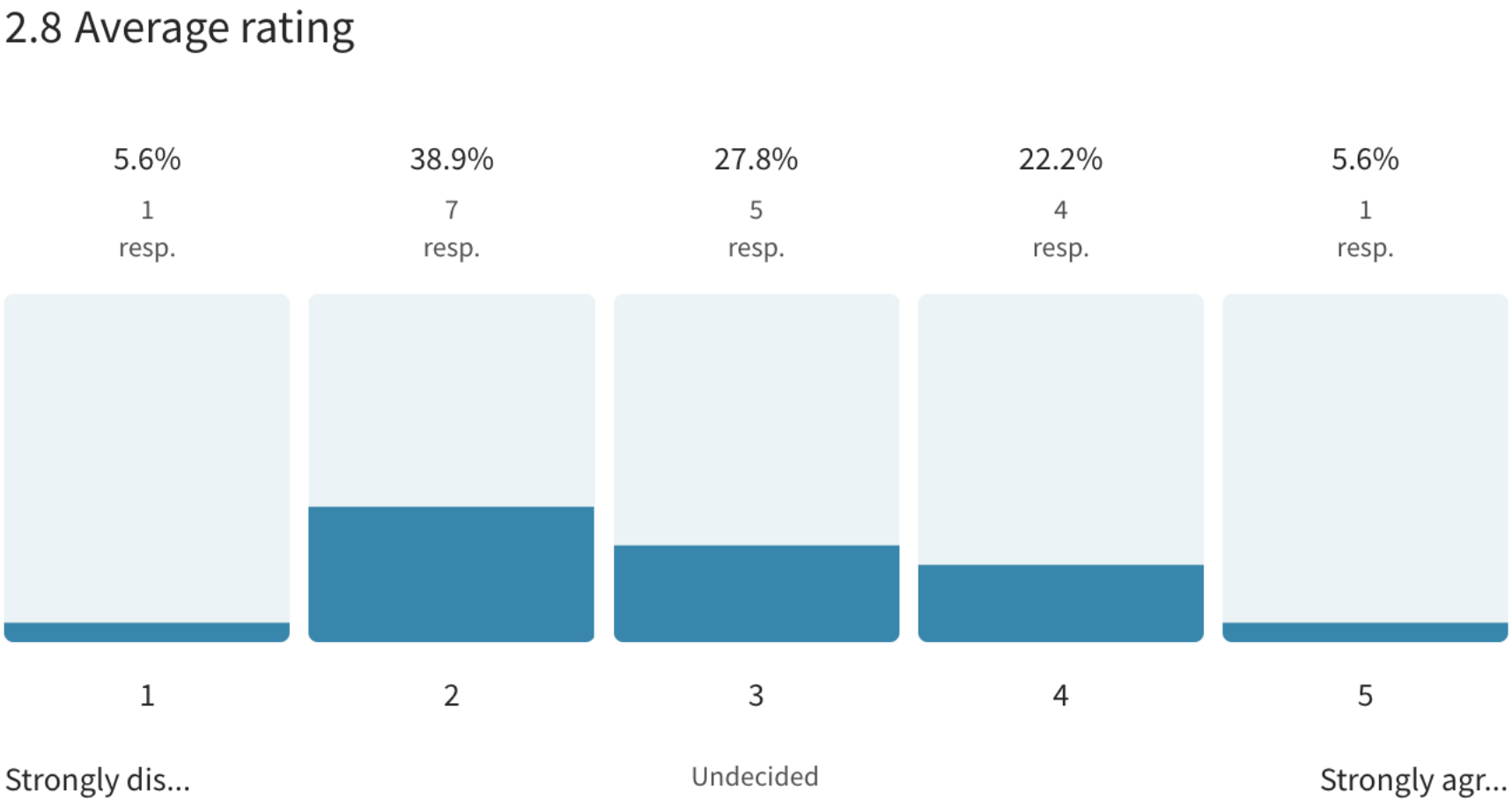
My colleagues *on* the management team value diversity.



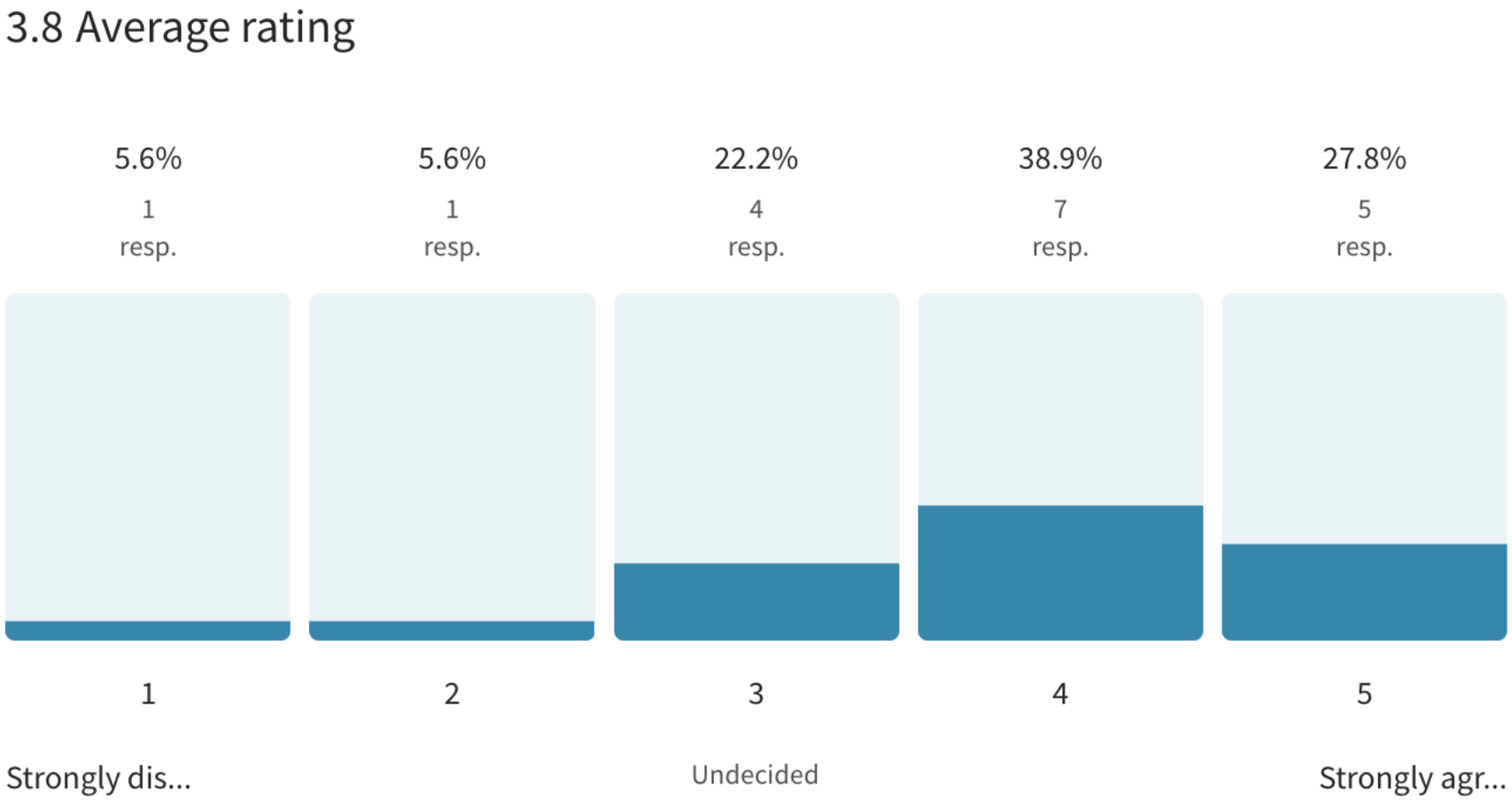
BK Leadership values diversity.



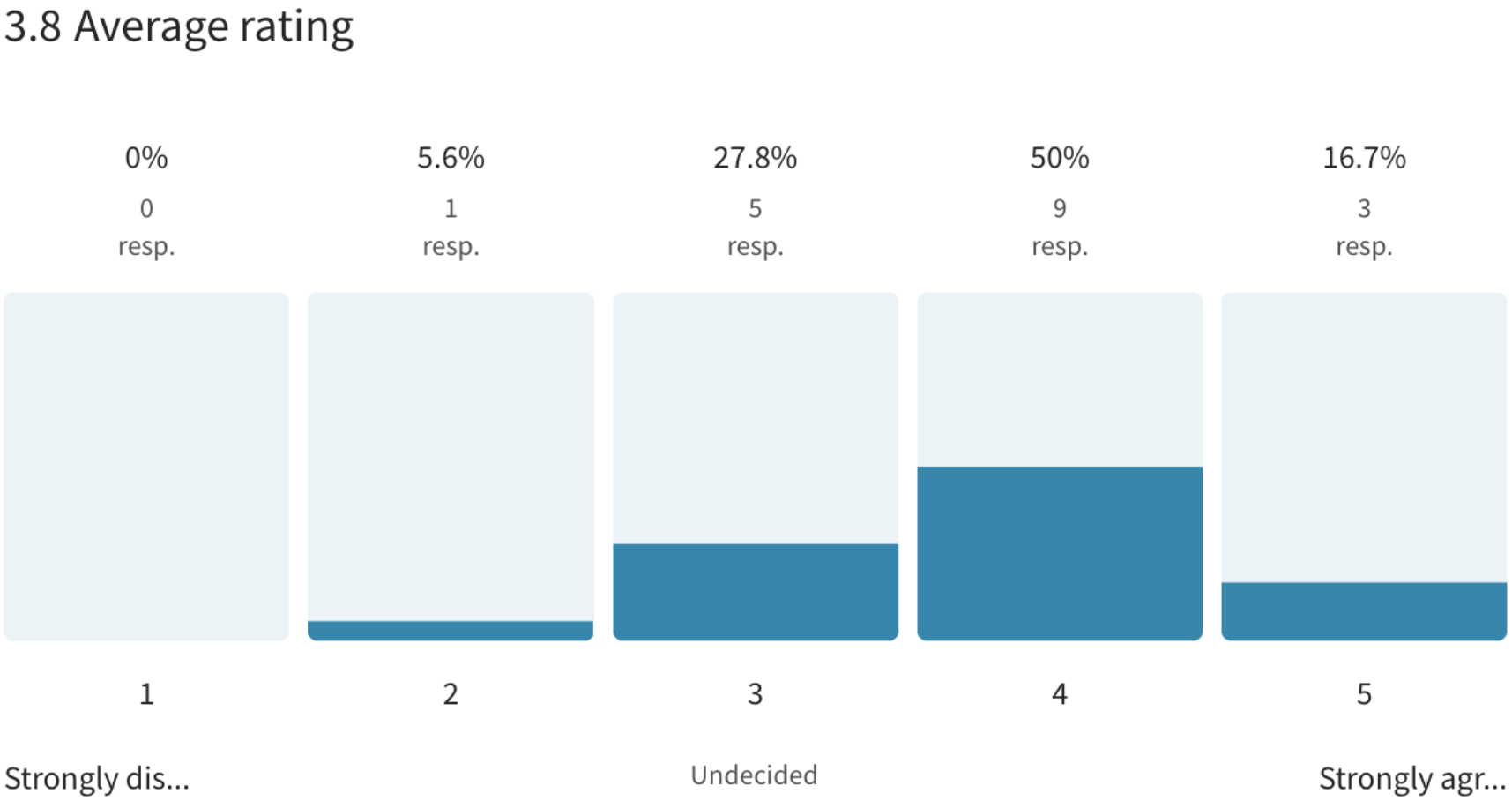
BK builds diverse teams.



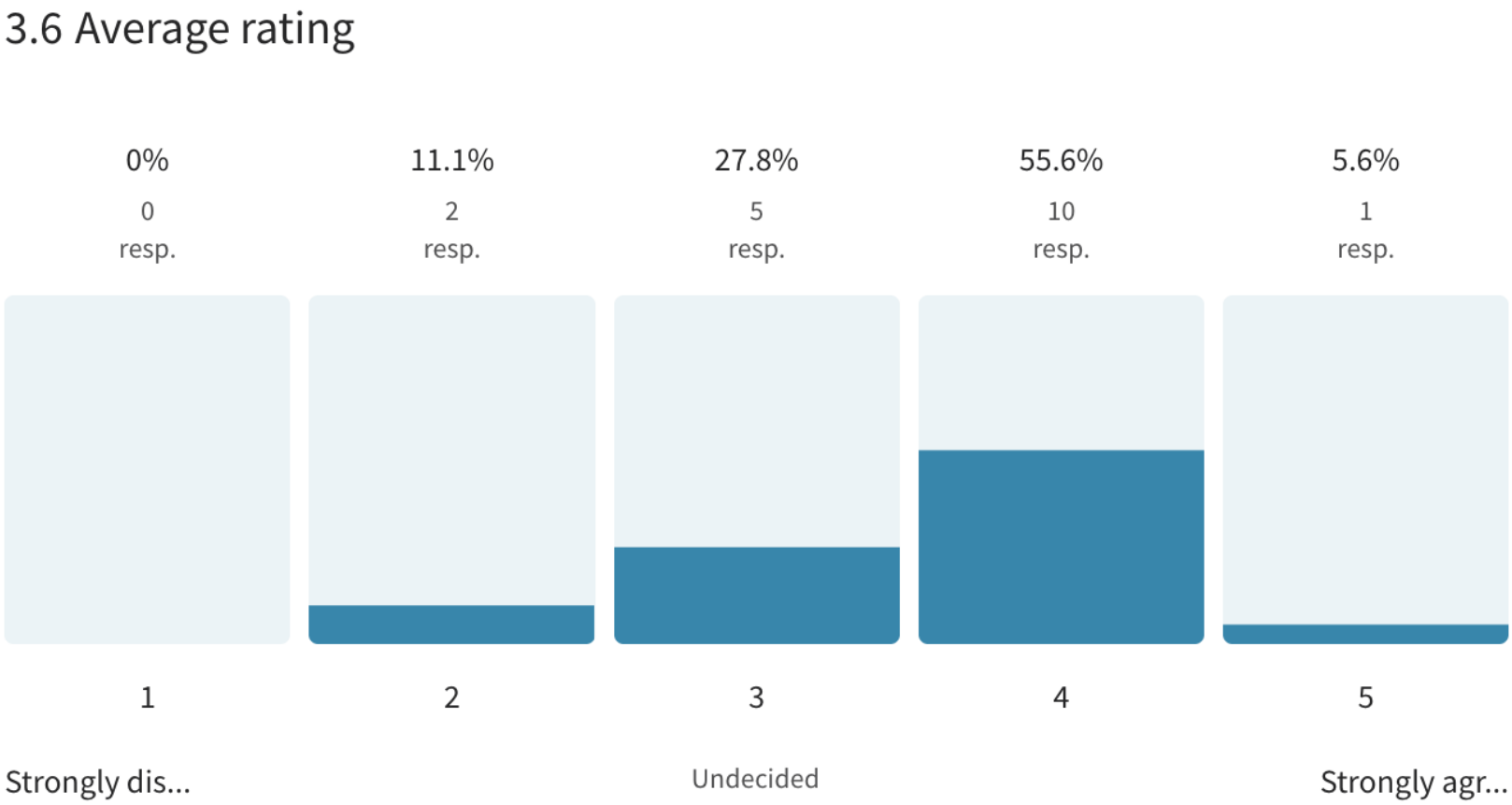
I can safely voice contrary opinions.



When I speak up, my opinion is valued.

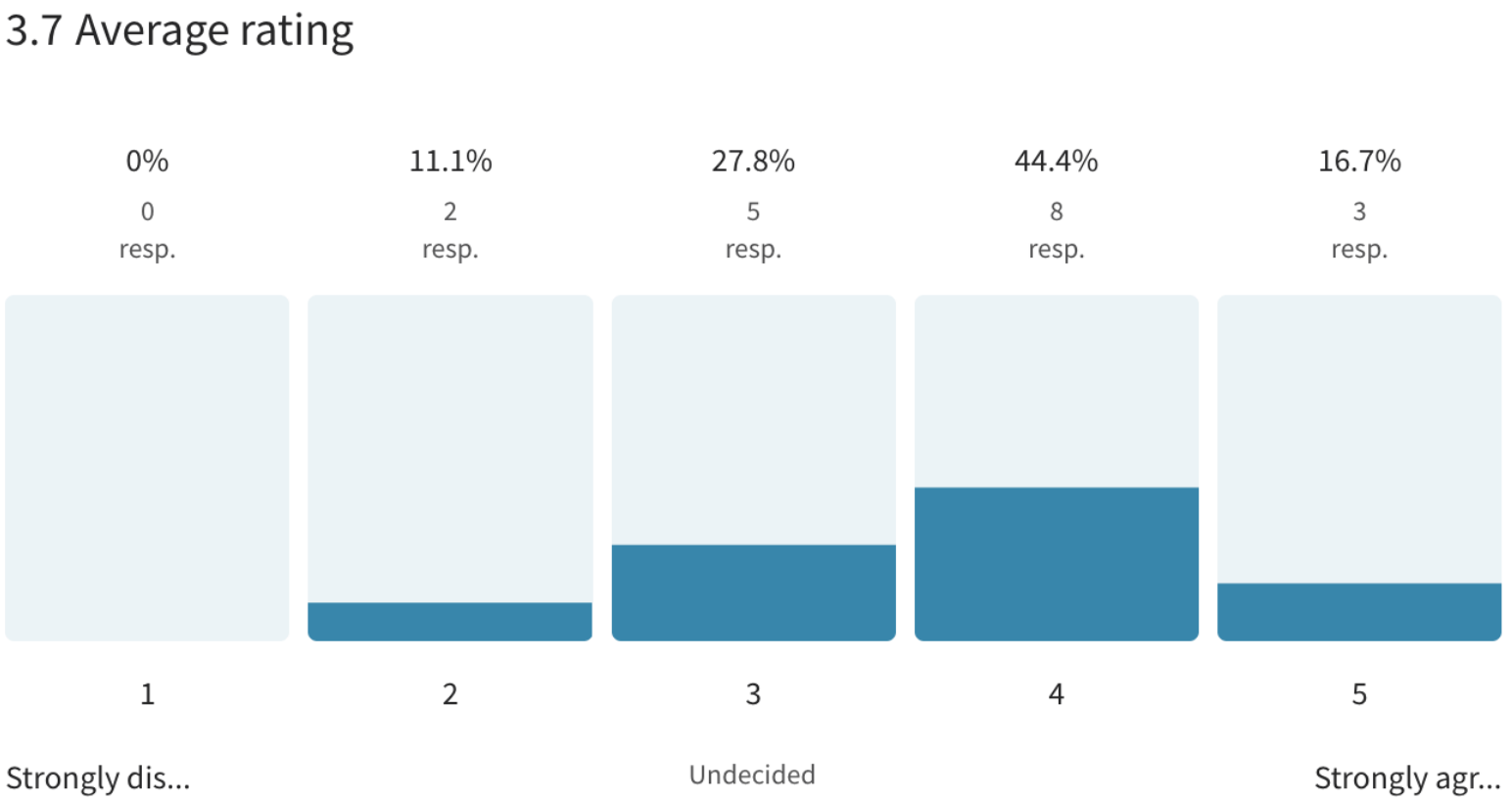


BK strives to represent a diversity of perspectives in our content.

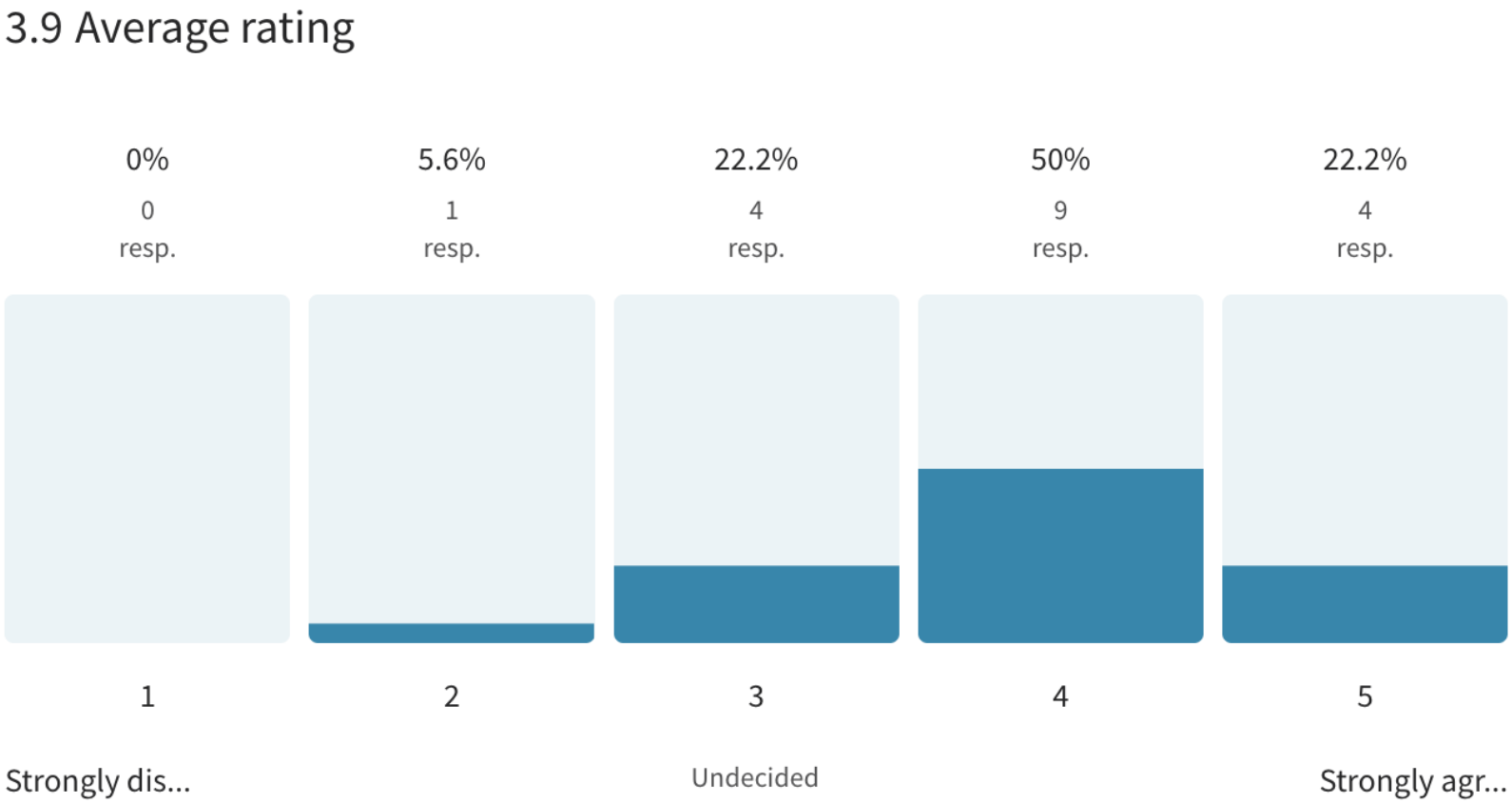


BK seeks to foster partnerships with stakeholders from diverse communities.

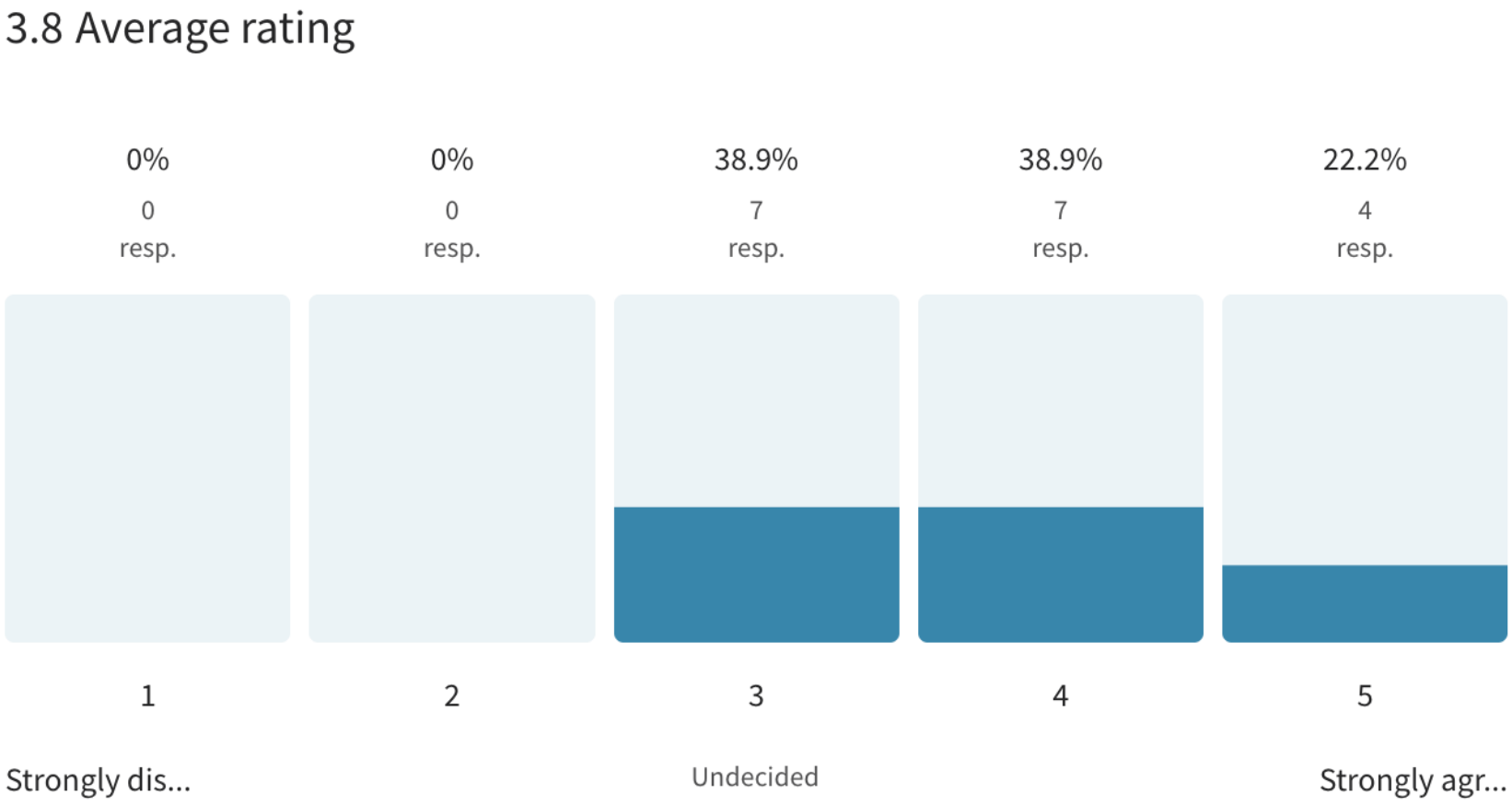
(ex. Authors, sales partners, printers)



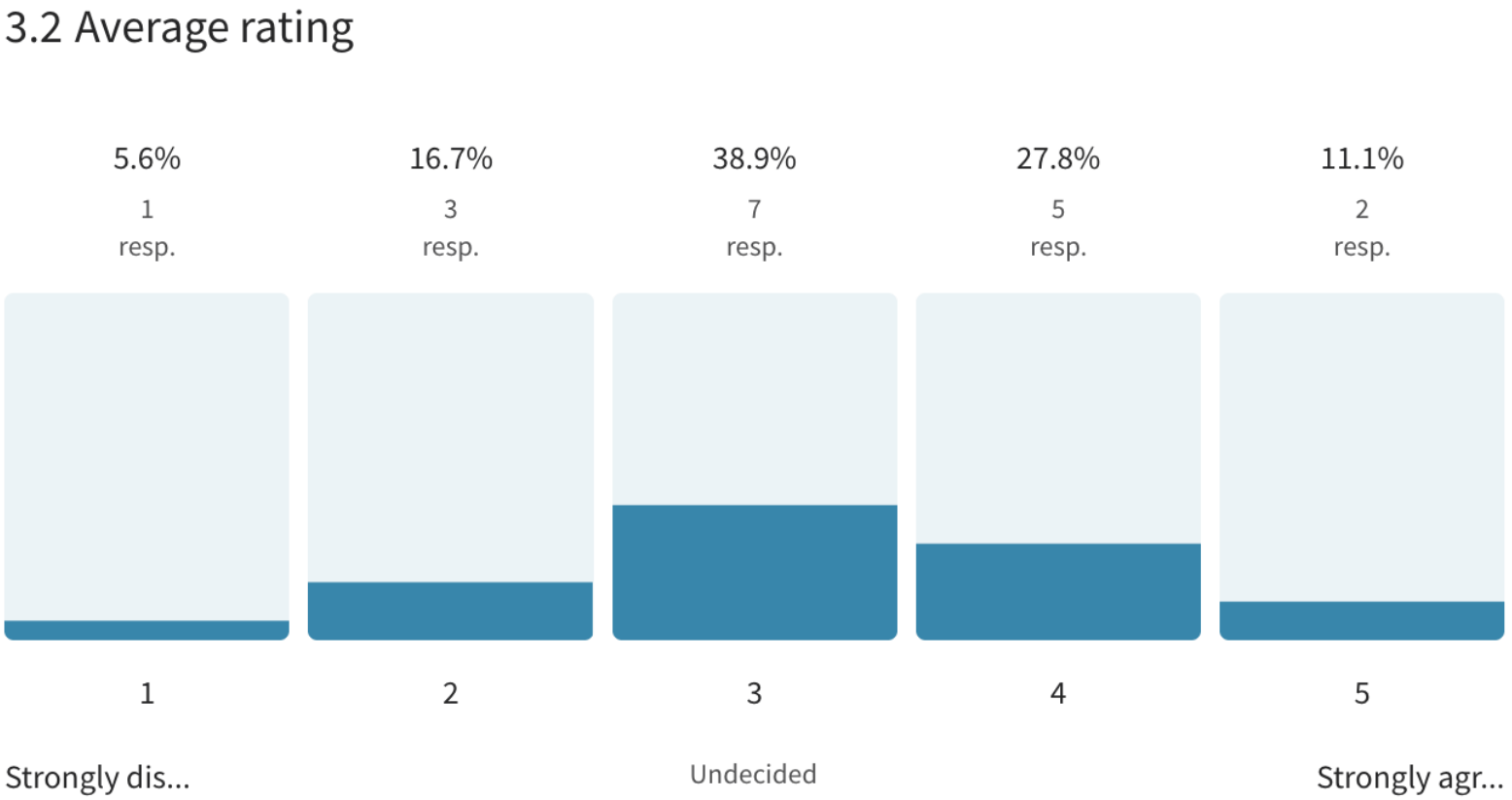
General tasks that *don't have a specific owner* are fairly divided among my team.



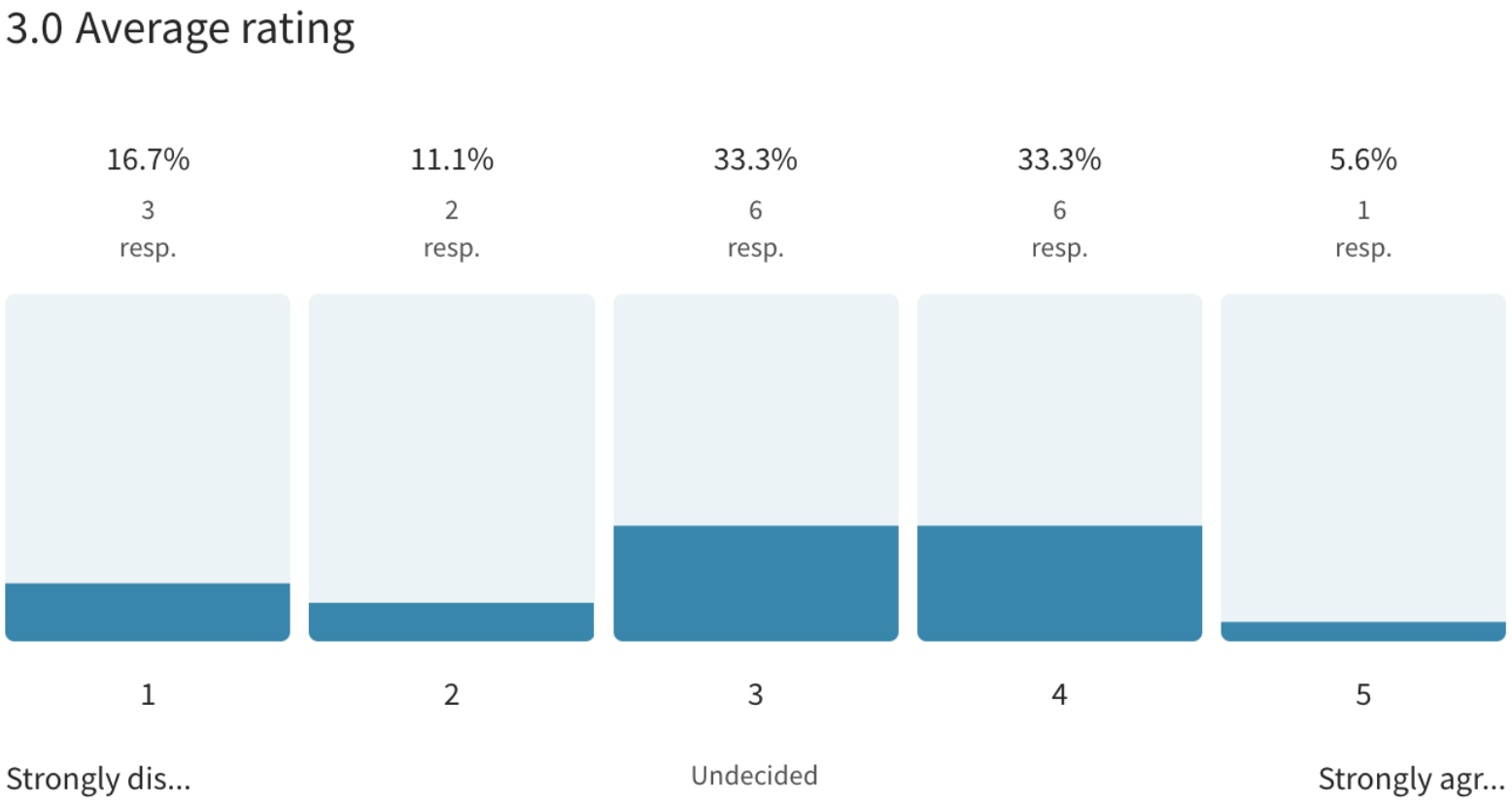
Responsibility for projects is distributed fairly within my teams.



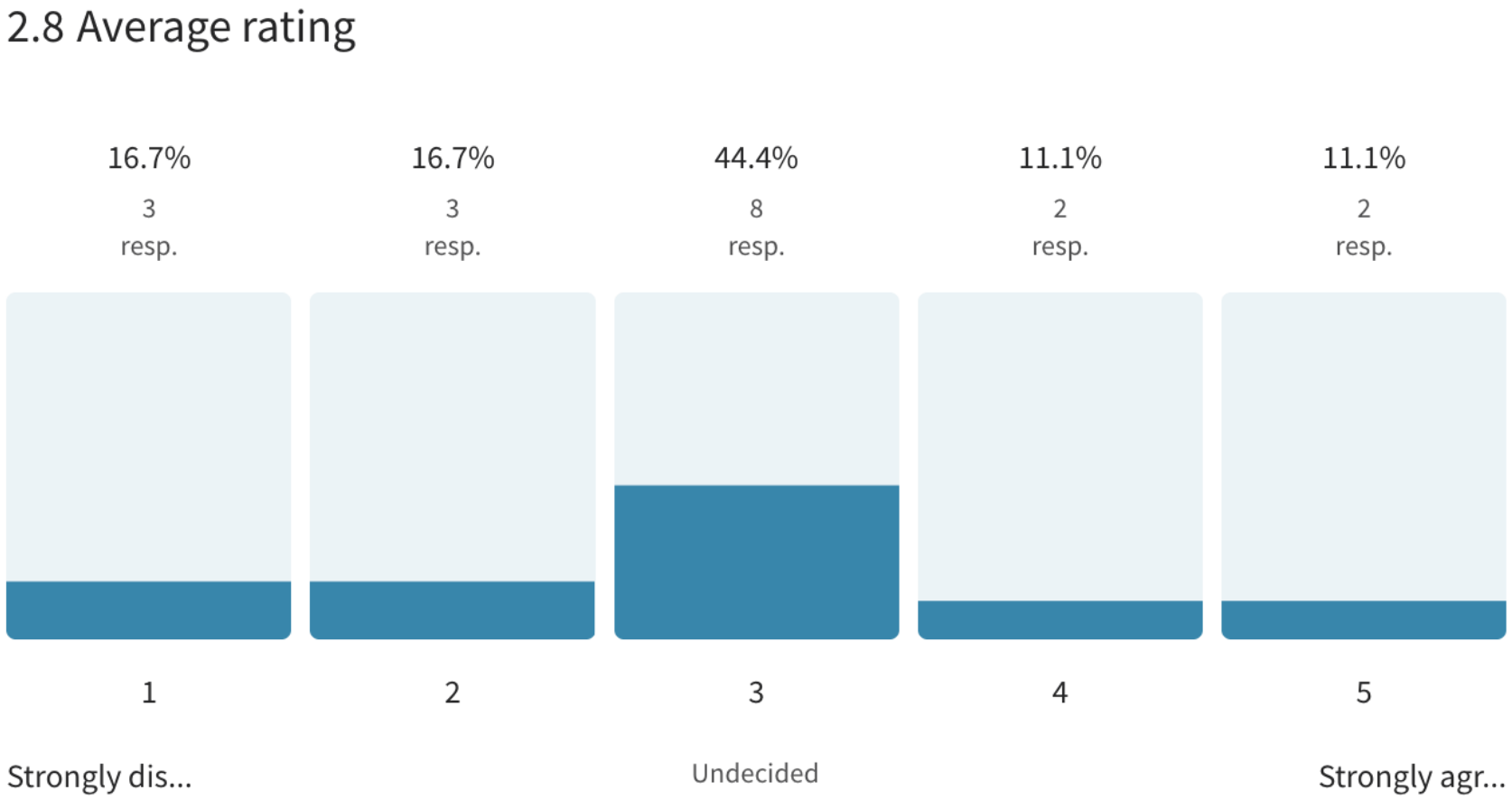
Responsibility for projects is distributed fairly among the various teams at BK.



BK policies and practices are administered equitably.

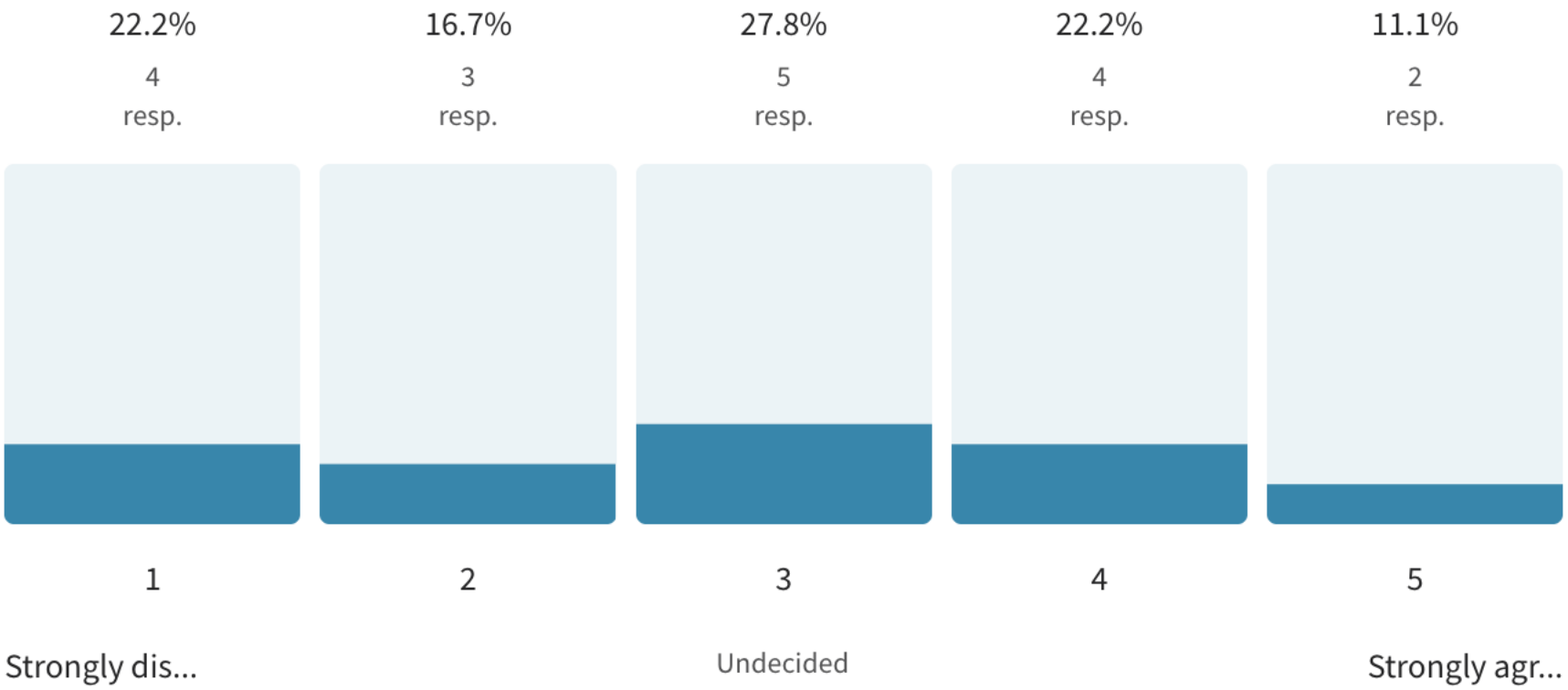


People from all backgrounds have a chance to succeed at BK.



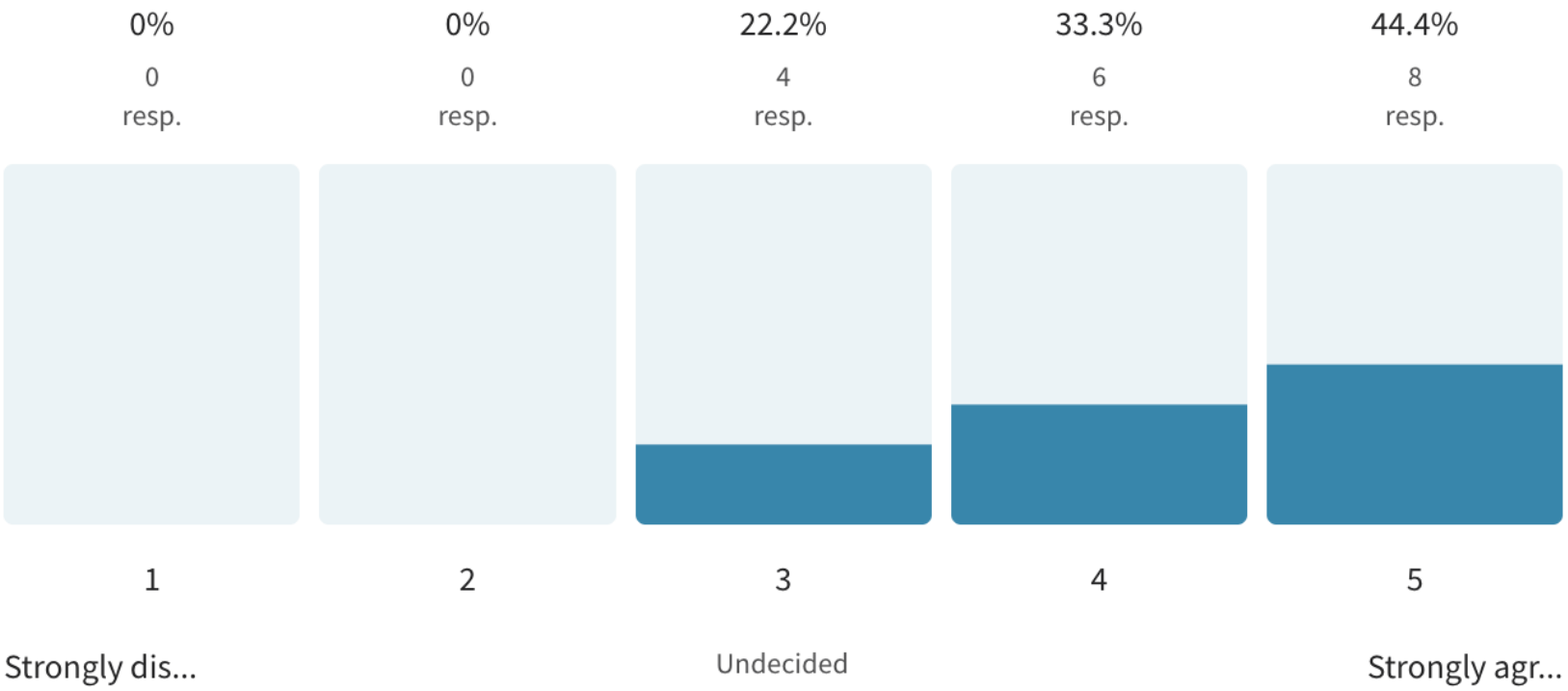
It’s clear to me how business decisions are made.

2.8 Average rating

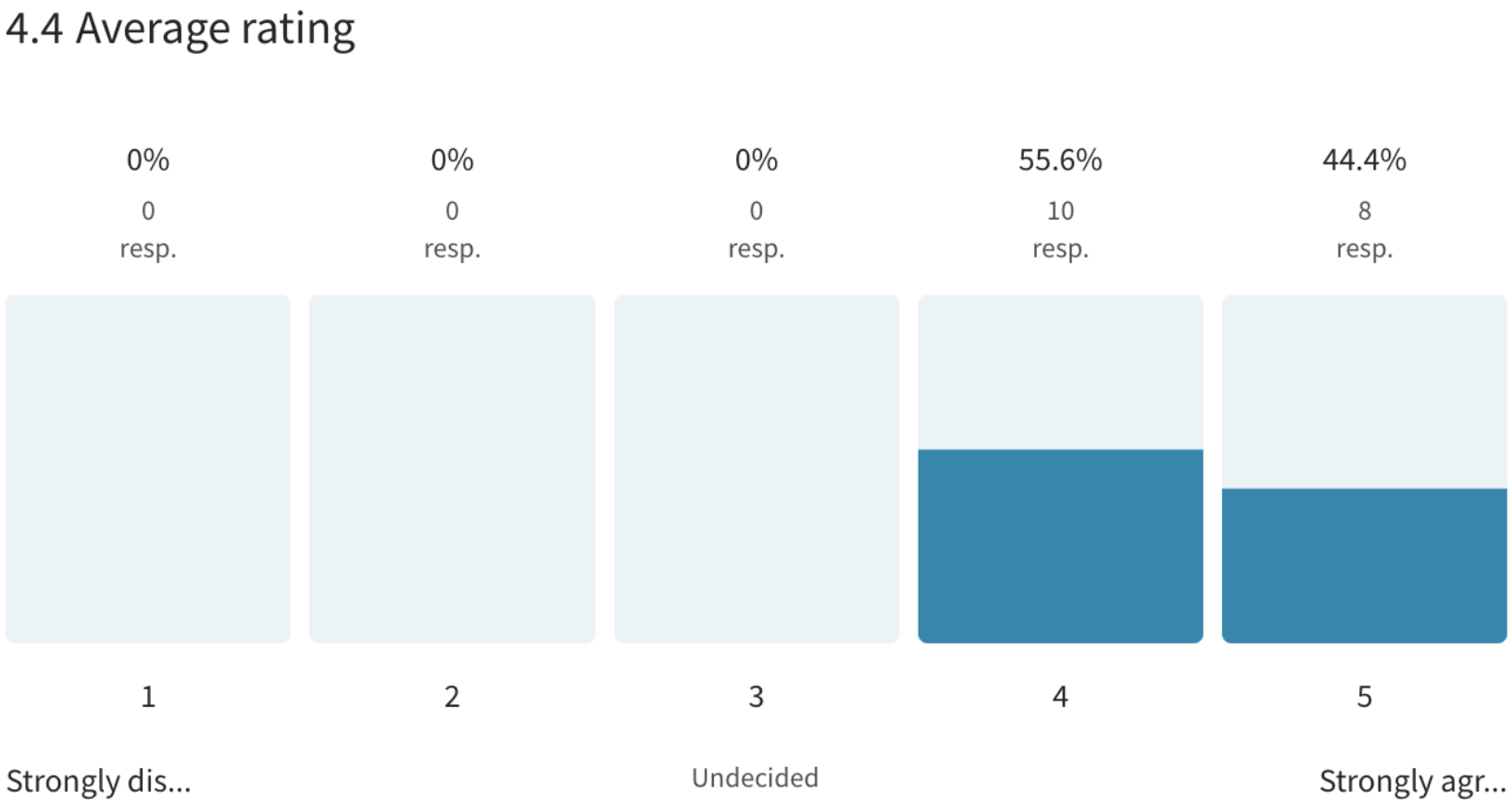


My manager evaluates my performance fairly.

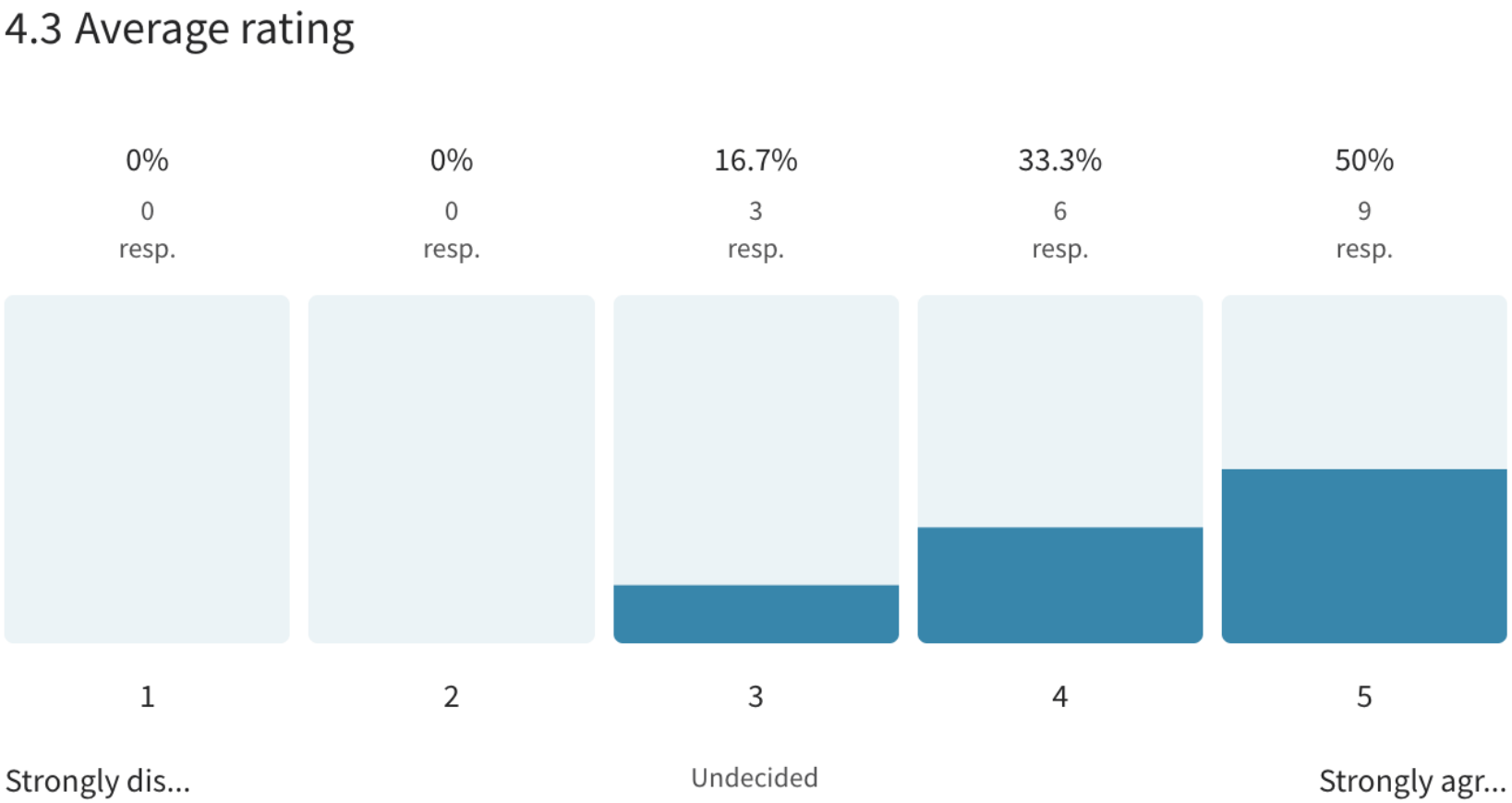
4.2 Average rating



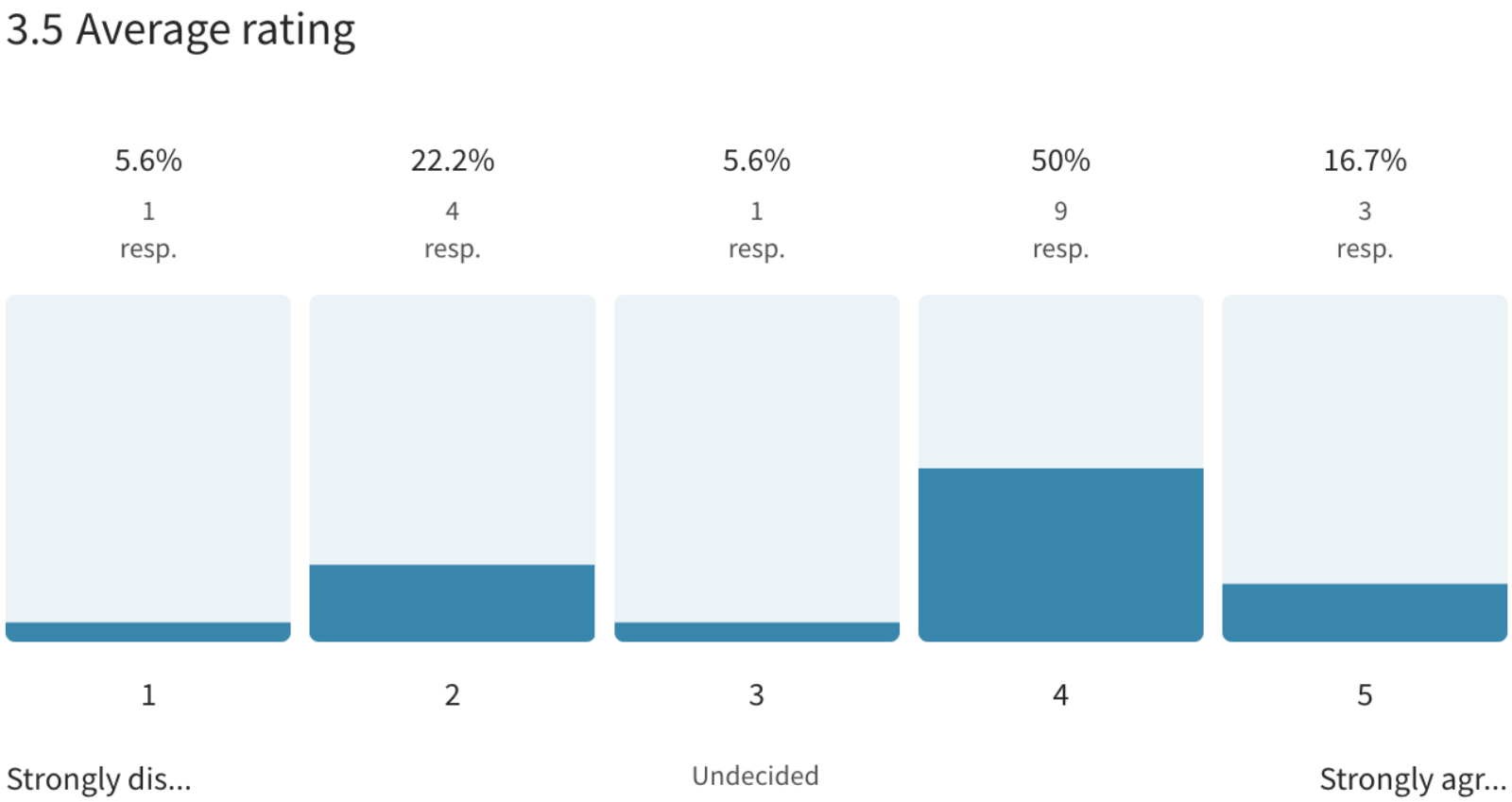
My manager advocates for boundaries around my job responsibilities.



My manager supports my career development.

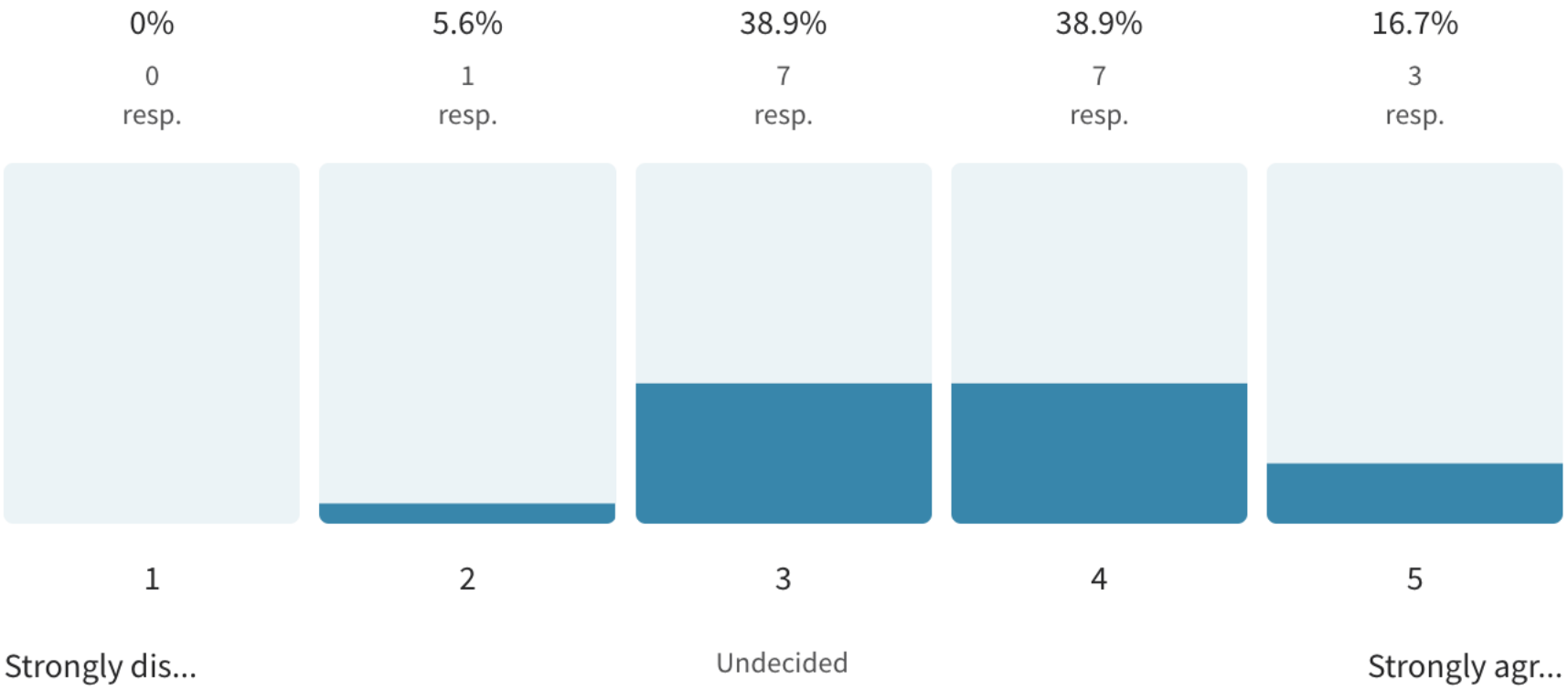


I am compensated fairly, relative to similar roles at BK.

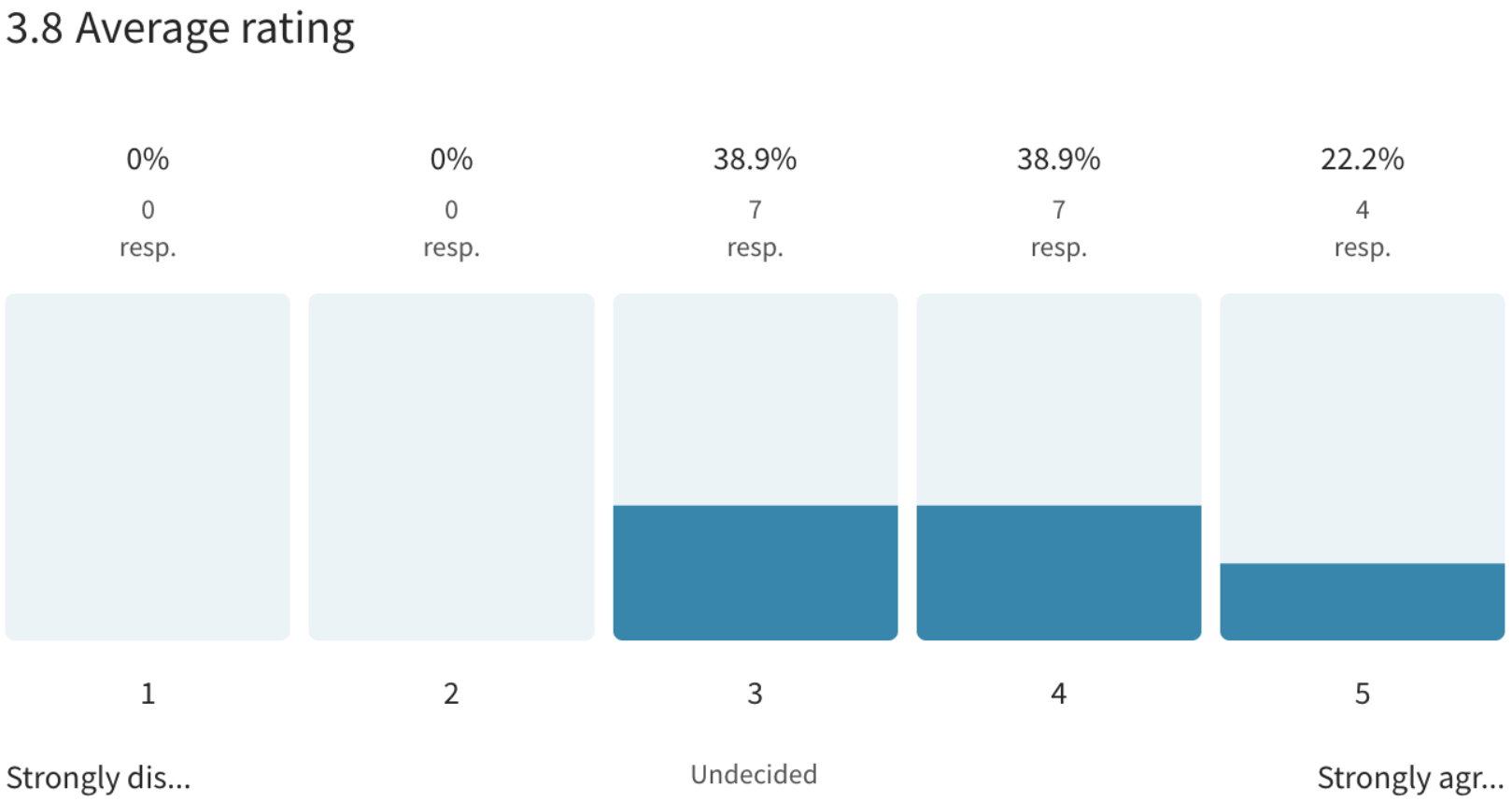


I feel like I belong at BK.

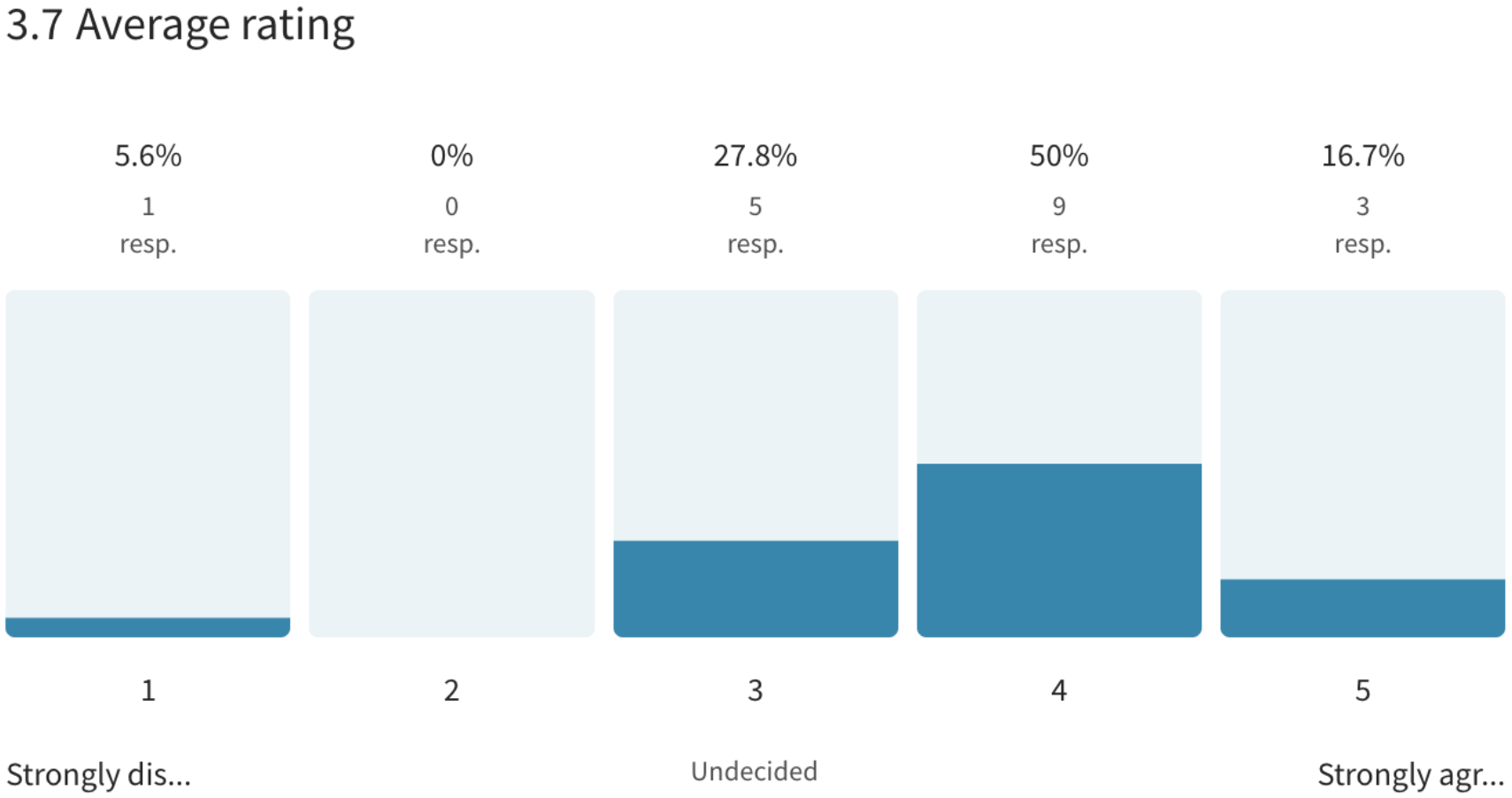
3.7 Average rating



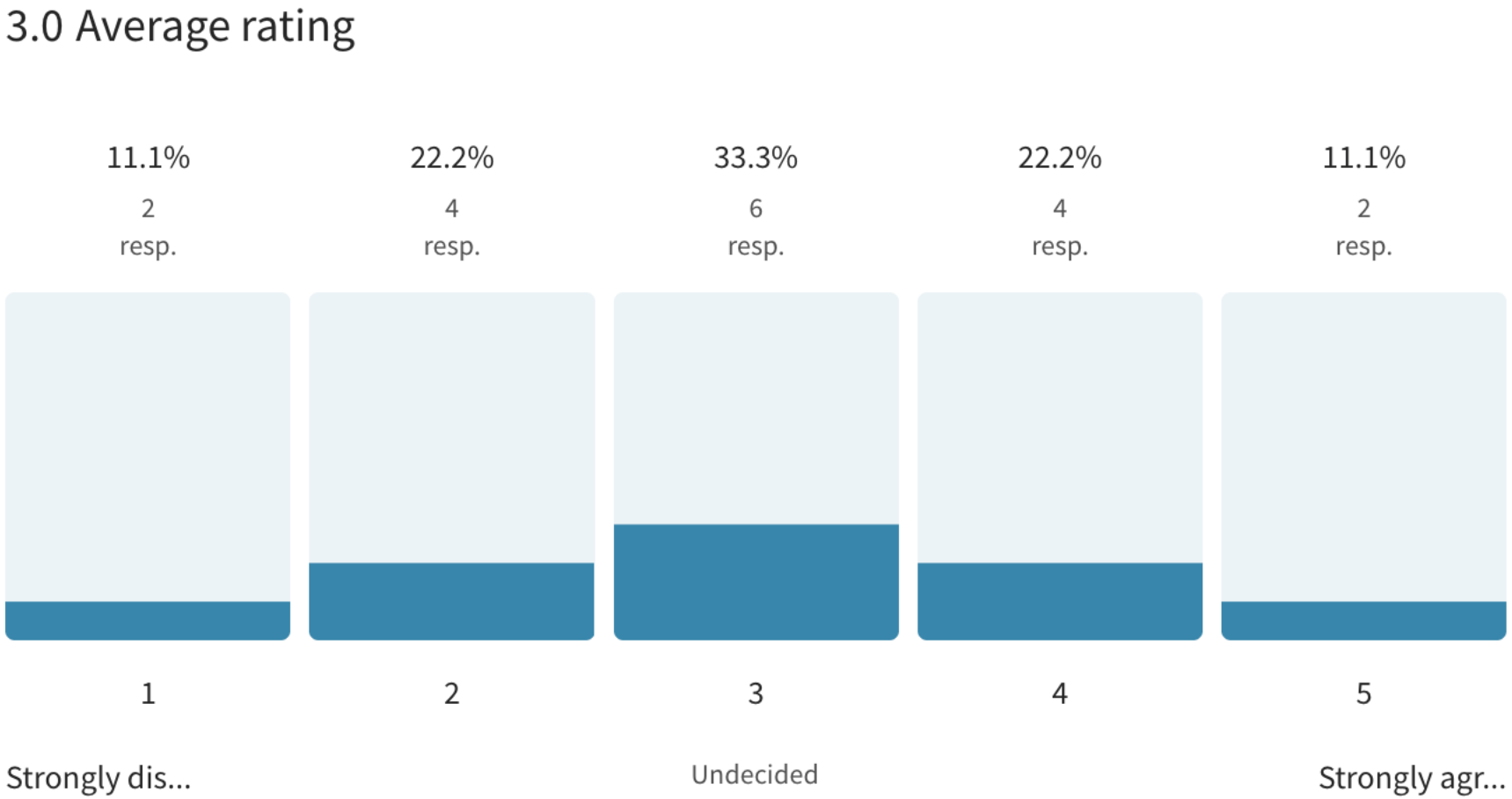
I am valued for the unique contribution I make to BK.



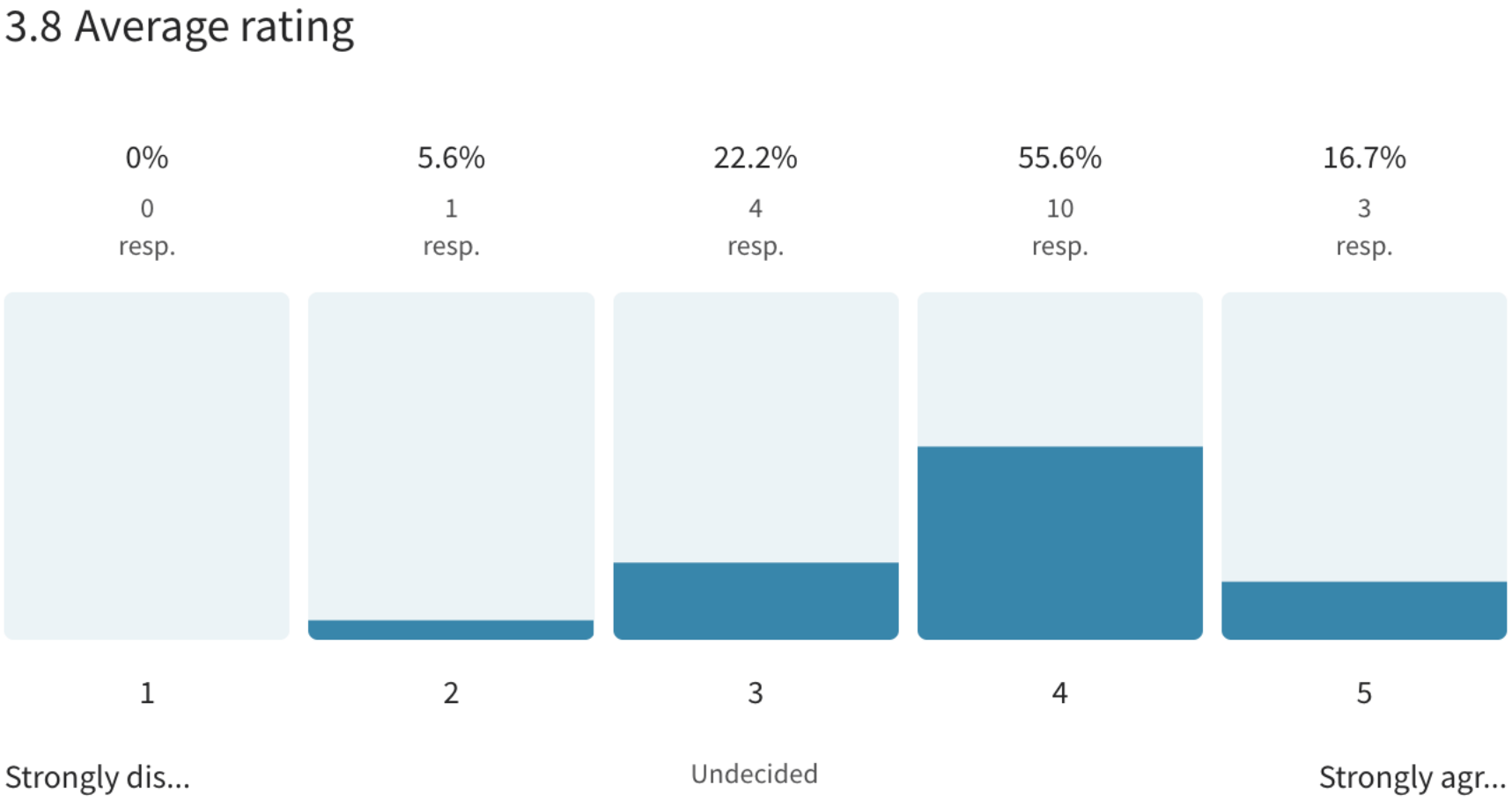
My input/feedback has an impact on decisions/outcomes.



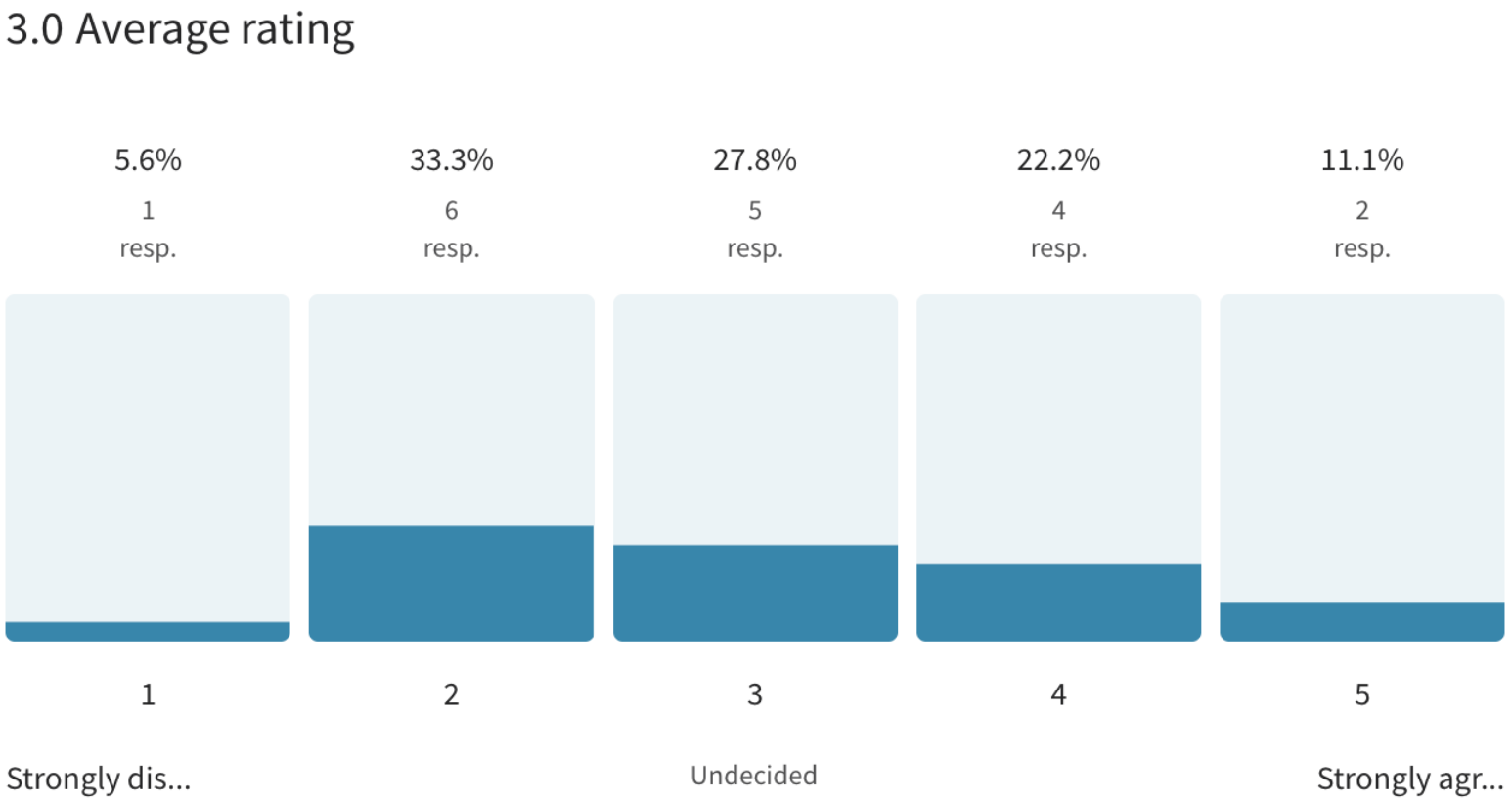
All perspectives are included before decisions are made.



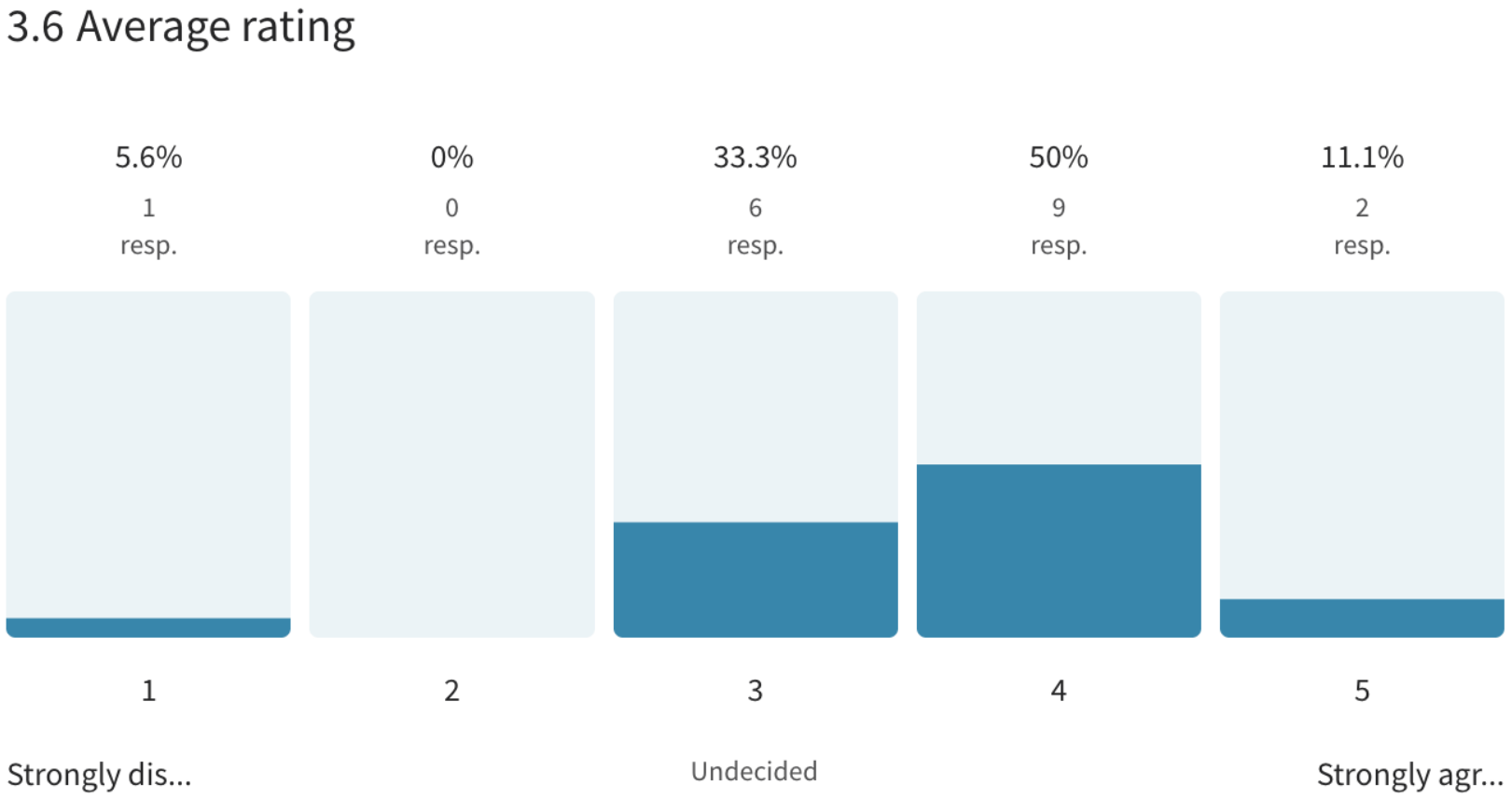
I’m respected at BK.



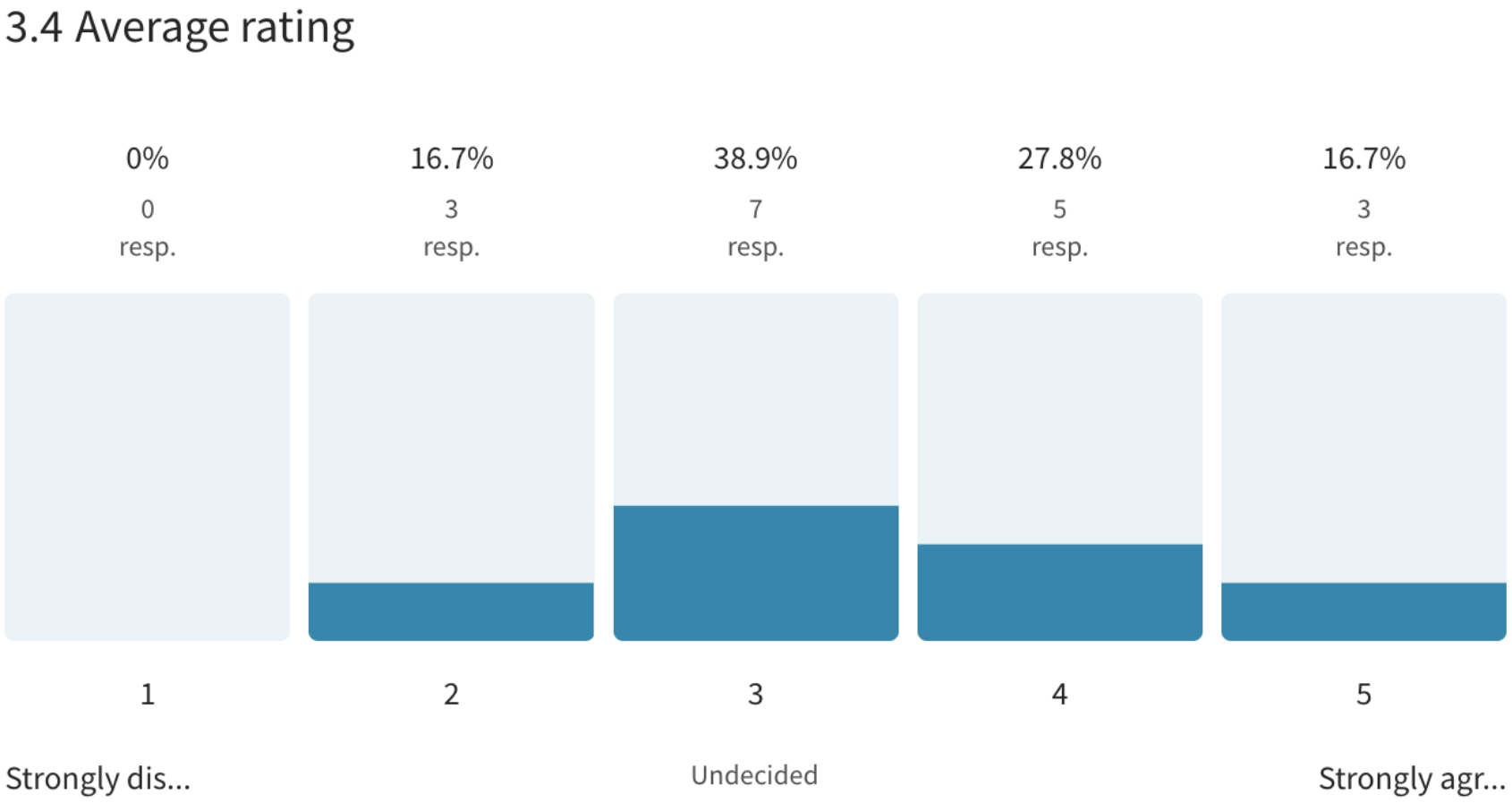
My colleagues respond to new or challenging ideas with defensiveness, making it very difficult to raise these ideas.



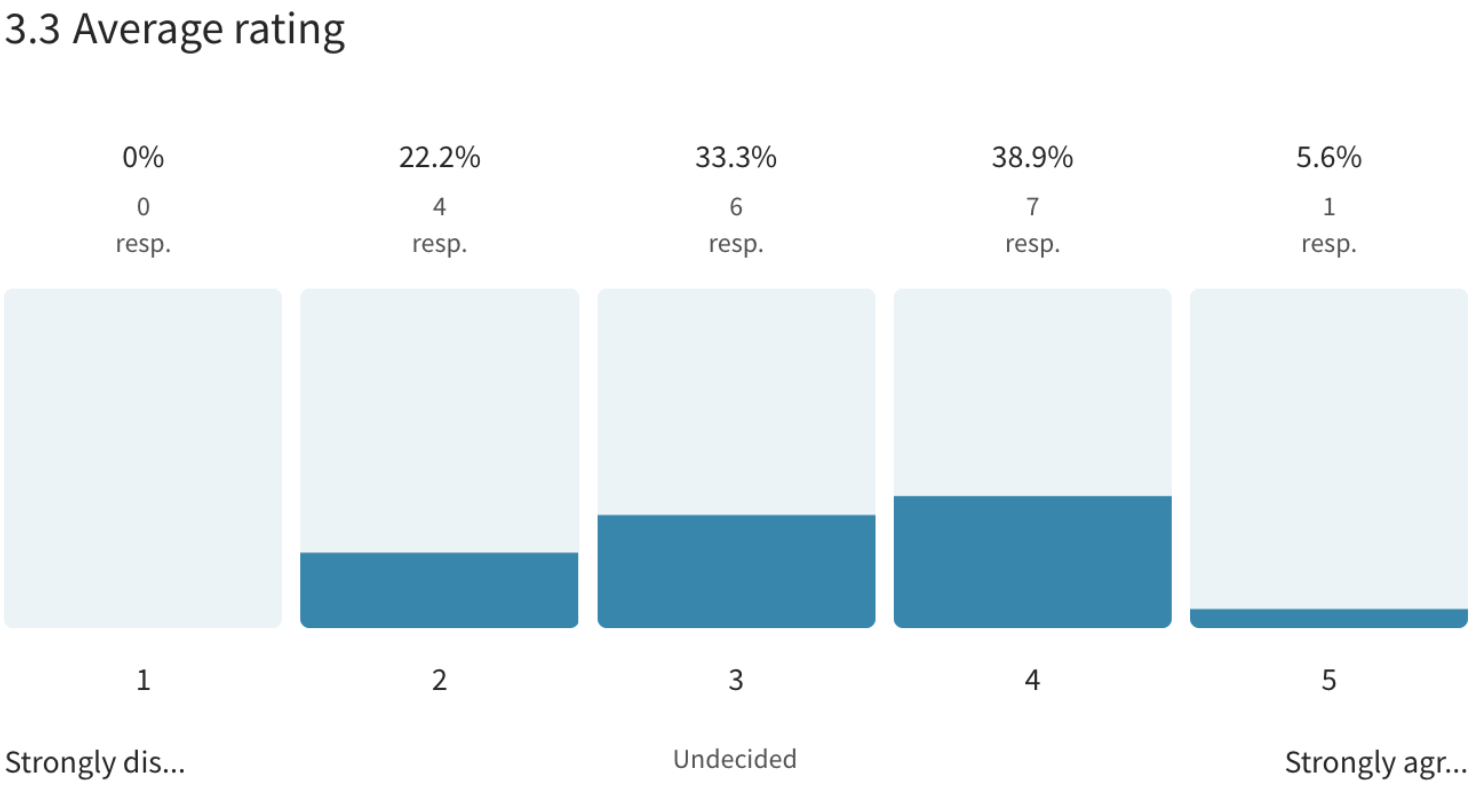
My coworkers are committed to learning and changing.



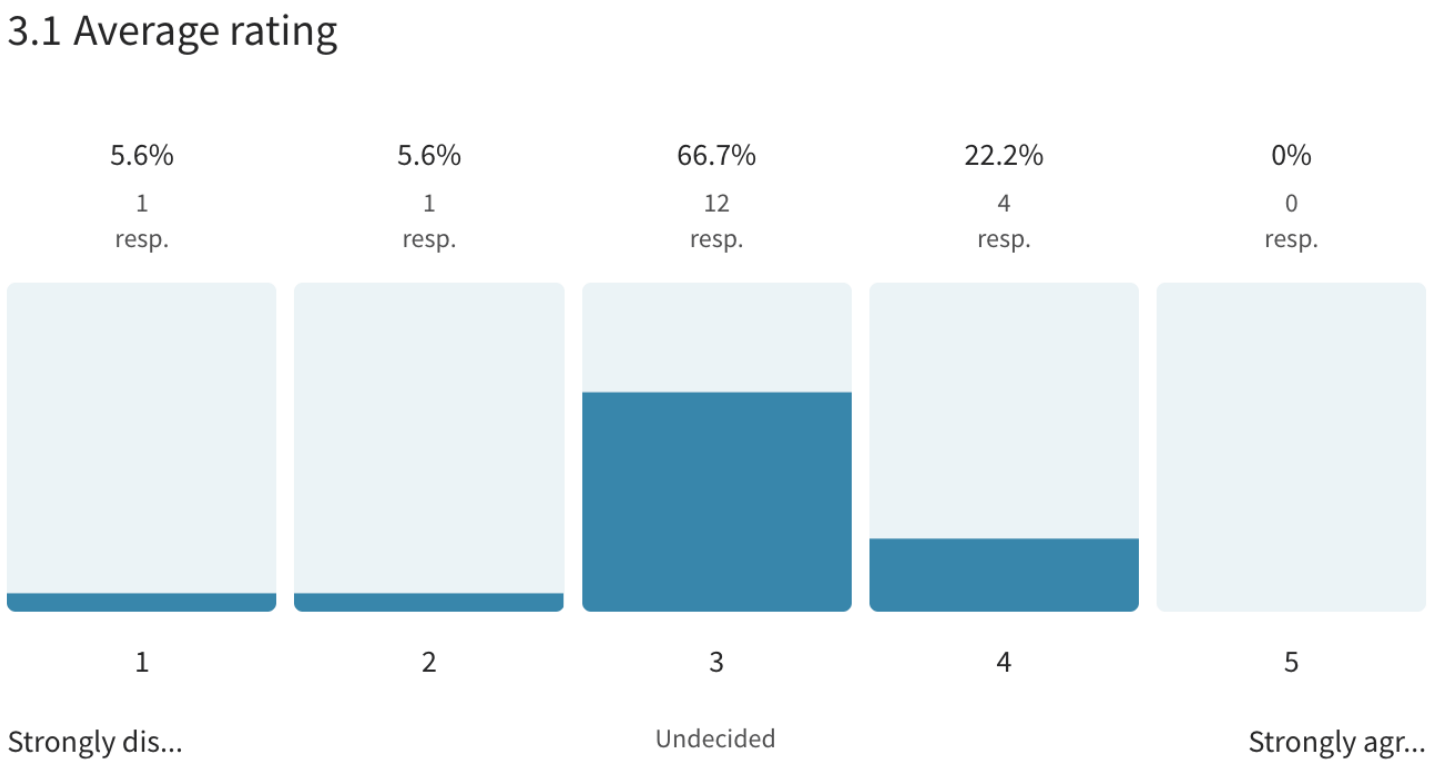
I'm comfortable speaking up when I *witness* a microaggression/subtle act of exclusion.



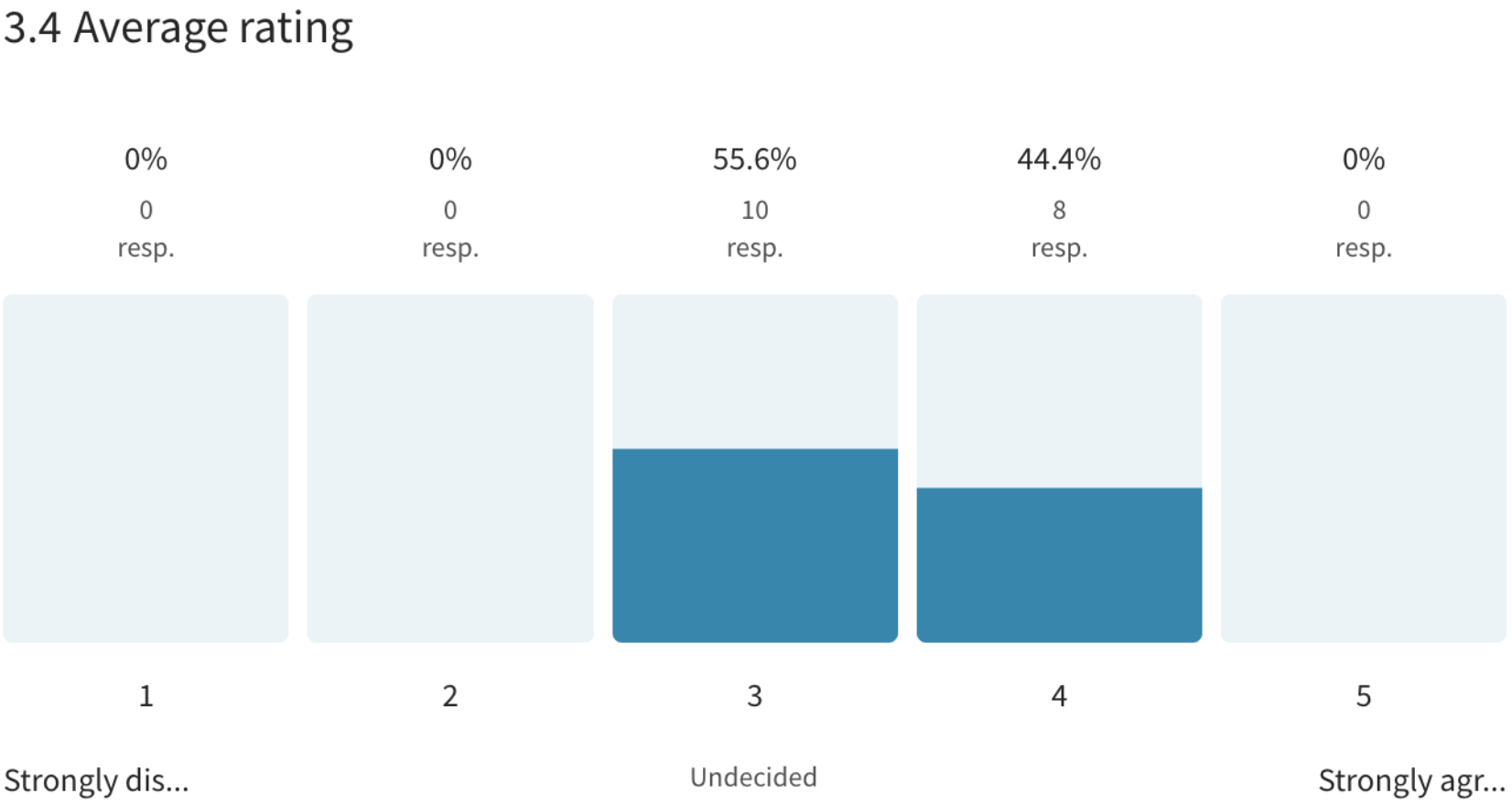
I'm comfortable speaking up when I *experience* a microaggression/subtle act of exclusion.



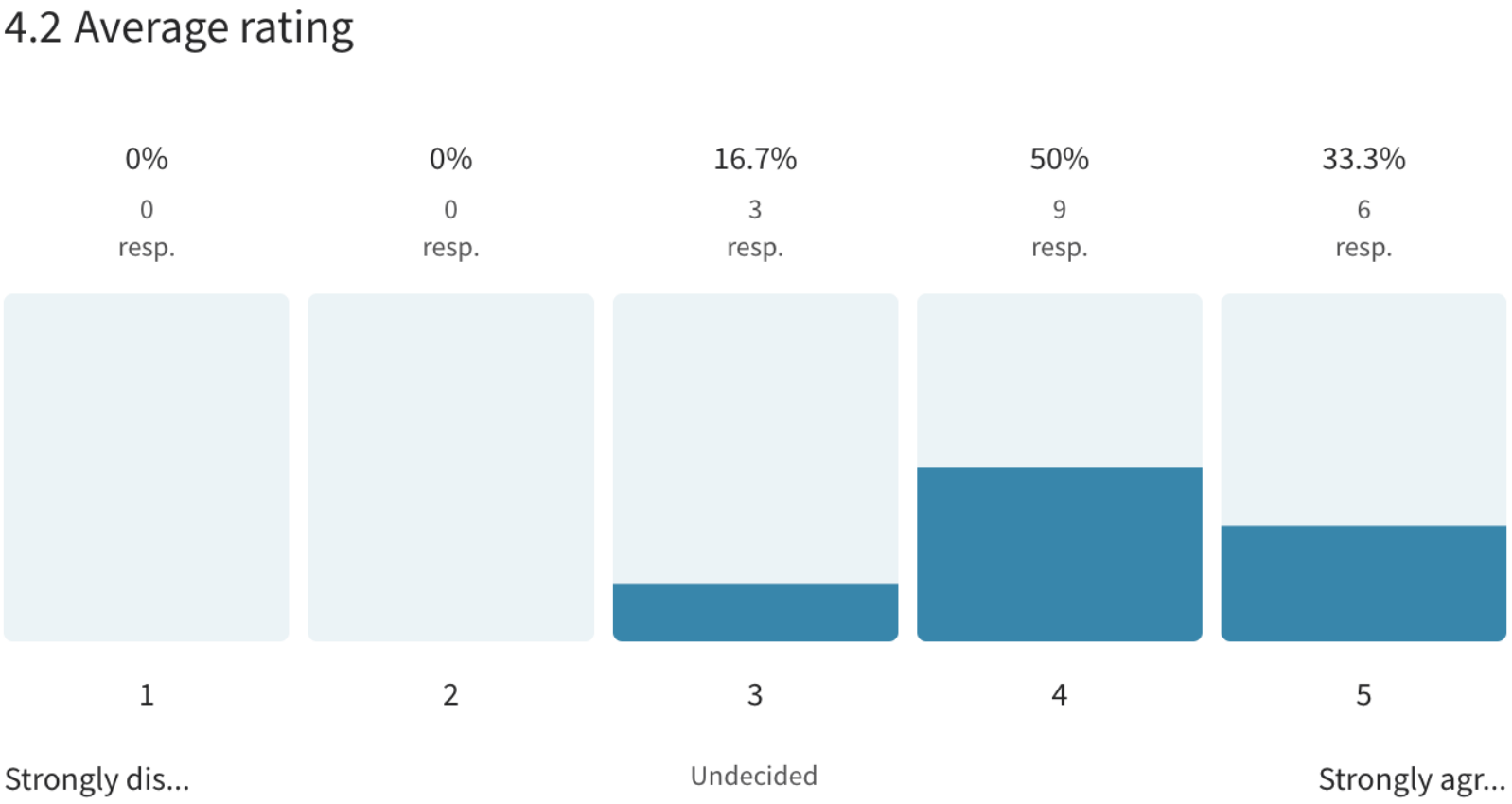
My colleagues will speak up when they witness a microaggression/subtle act of exclusion.



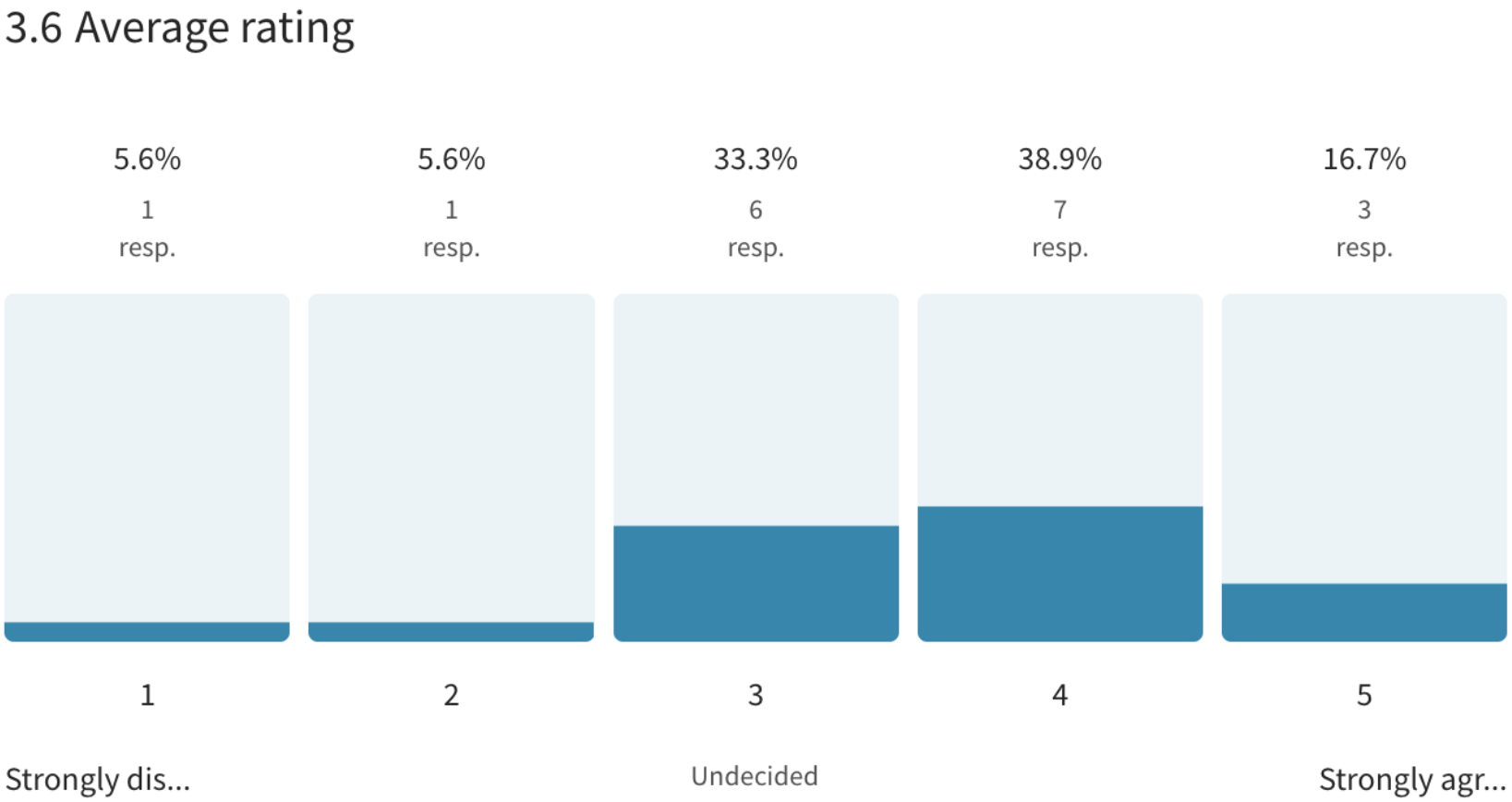
BK accommodates employees with disabilities.



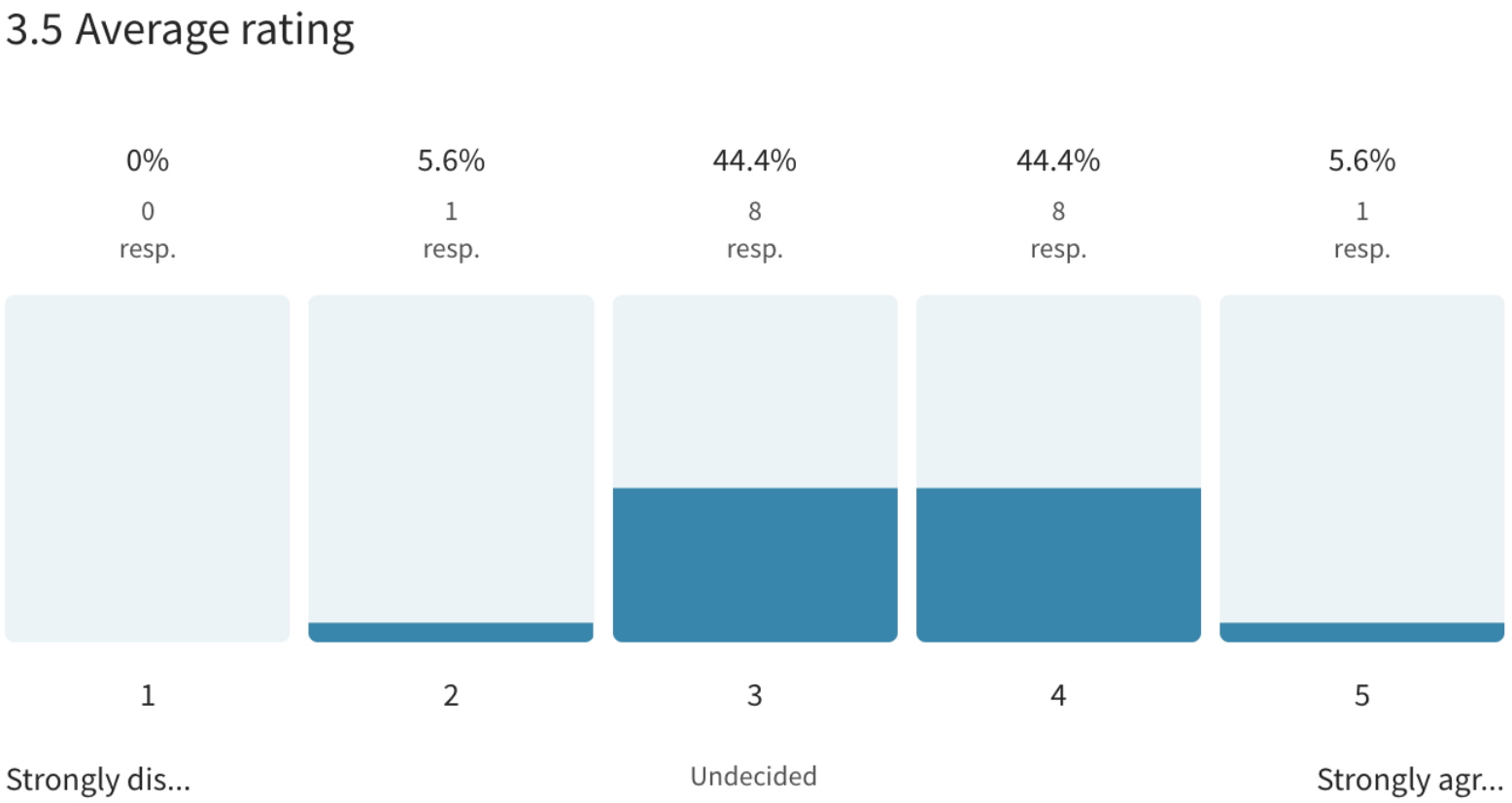
BK accommodates those with family/caretaking responsibilities.



BK books and products help people meet the needs of the current socio-political climate.

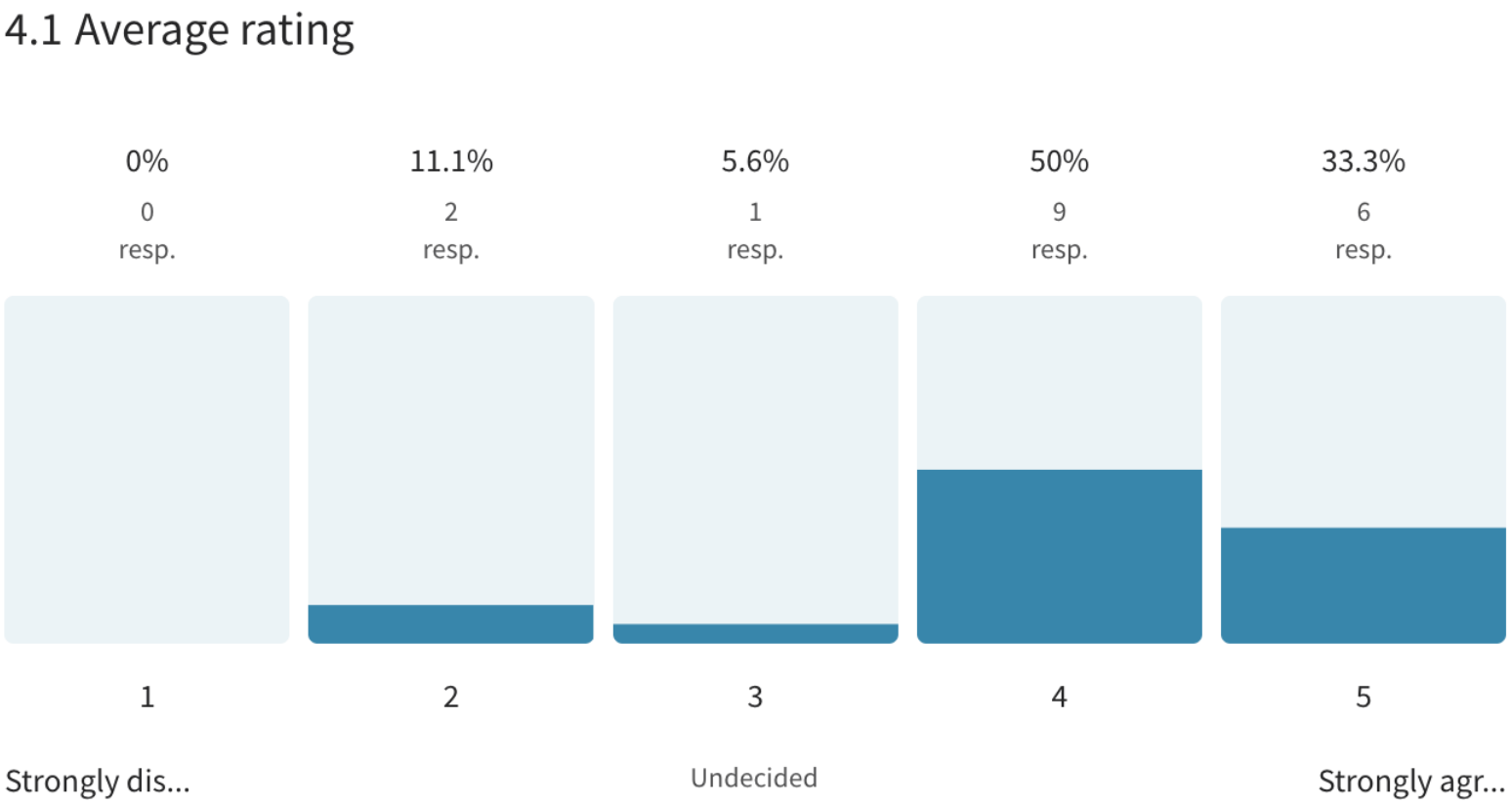


BK steps up to moments that ask us what it means to create a world that works for all.

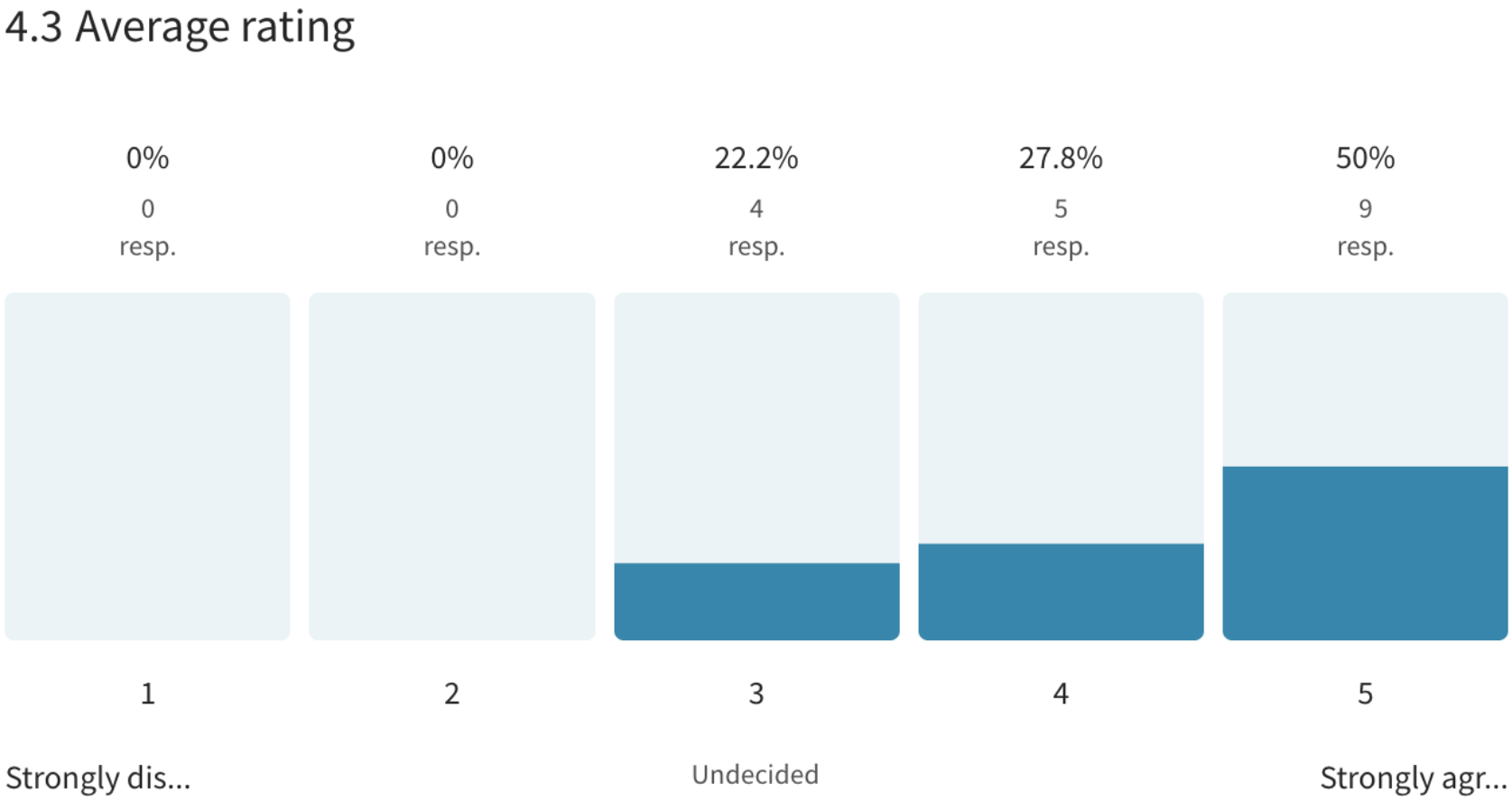


I feel safe talking freely about systems of oppression at BK.

(e.g., racism, sexism, white supremacy)



I feel comfortable answering these survey questions honestly.



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What's one thing BK could do to create a more inclusive workspace?

Educate managers on micro-aggressions, implicit bias, and help them building better communication skills while holding them accountable for inappropriate behavior. More training on bystander intervention as well.

More titles by Queer/LGBTQ+ authors.

Make diversity and equality a priority, understand them and take action to better this in the BK community instead of just talking about it. Also, evolve past treating DEIJ as just one block to be contended with and instead take time to examine the complexities, issues, and conflicts within the DEIJ arena.

More staff input on decisions that affect them directly and education around the budget. Value all employees the same.

Prioritize community-building activities and revive Boost Day.

Discourage gossip and rumor spreading.

Listen to exit interviews and believe former employees.

Redesign the salary structure.

Management team: Entrust stewardship to either the most knowledgeable person on the subject OR whoever has the most enthusiasm for it. Doing this will create an opportunity to invest and build trust in young leaders AND reduce your workload.

Open up more states for remote employees and stop asking for degrees as a requirement on job postings.

Explain in job descriptions that we value inclusion and offer accommodations. Have a list of accommodations we currently are able to offer and,
during all interviews, and during the hiring and onboarding process, share this list and create a safe space around disclosing a need for accommodations.

What has been your experience of DEIJ at BK?

Very good intentions but there's still a lot of work that needs to be done. People are committed to improvement.

Lots of talk but little to no impact or change.

It's clear it's an important goal within the company. I have felt included and listened to.

People get defensive when I advocate but will commit to change after they get done being defensive.

Mixed experience. Haven't seen those repeatedly reported as acting poorly to be held accountable.

It feels as though we are losing ground with diversity through our staff departures (resignations, firings, retirements). Equity is not something I believe can be generated or achieved by staff–it must come from those in power. In terms of inclusion and justice, I've experienced microaggressions and lack of awareness around structuring inclusive space. I have also had my opinions dismissed as invalid.

My experience is that we suffer from white supremacy culture that is *specifically* exacerbated by the fear of going out of business. Despite popular belief, we *ARE* a fear-based culture at the core because our goal for profit is really about survival. It's not about the mission. And efforts to change the culture from the outside-in are necessarily going to fail until we address this fear. "Progress is bigger, more" is the WSC characteristic I'd point to on this subject. Our resources right now should be focused not on growth but rather on healing our root system. We're in a drought and are trapped in a scarcity mindset.

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What should BK do to make further progress toward DEIJ?

Create clearer paths for advancement and devalue meritocracy. Include rate of pay on job descriptions and make it clear that it is nonnegotiable.

Continue with events, accountability, and empathy to make a big impact. Be willing to learn. DEIJ is important but don't obsess over it.

Center profit goals in the interest of following through on our mission *internally*: fairly compensate employees (cost of living, market rate) so working at BK works for them. Re-evaluate and re-organize outdated systems (not just tech) and structures so they work for all employees and facilitate cross-departmental work. Clarify our brand and content focus/strategy so BK works for its customers.

Ask the crucial question: do people really want DEIJ or are they just going along with it because it's the "right thing to do?"

Form a clear plan on how to enact changes and represent the diversity of the population. Also, offer more flexible hours for most jobs.

Name a Chief Diversity Officer/Advocate. Put all employees through Racial Equity training. Make the mentorship program more robust and prominent.

Reach outside well-established BK networks to recruit staff, board, authors, vendors who will bring new perspectives and skills to the table.

Questions?

Please contact anyone from the DEIJ Working Group