

# Summary diversity scan course literature at Erasmus University Rotterdam

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31-3-2023 (adjusted 17-5-2023)

## Introduction

This report summarizes the results of the diversity scan of course literature conducted by the University Library of Erasmus University Rotterdam. It is based on literature shared through the Educational Resource Repository (ERR): journal articles, book chapters, and other works assigned to students as course literature. In December 2021 a list with the top 100 most downloaded literature of each faculty (including two institutes and a college) over the 12 previous months was taken from the ERR, leading to 1007 pieces of literature. Looking at the first 4 authors of the literature led to a sample of 1727 authors. Several diversity categories were checked for these authors. Find more details in the 'background and methodology' section.

If you have questions about the scan results or methodology, or want to discuss its implications, please contact Frea Haandrikman ([frea.haandrikman@eur.nl](mailto:frea.haandrikman@eur.nl)).

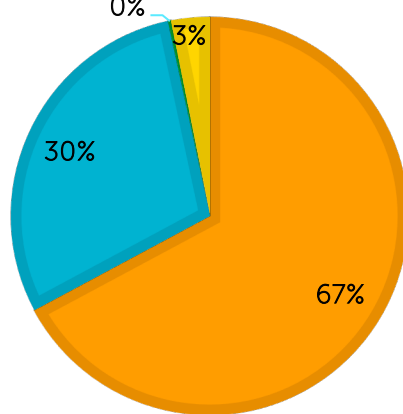
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Summary of results of all faculties, institutes, and college  
1727 authors, of which 29 institutional authors

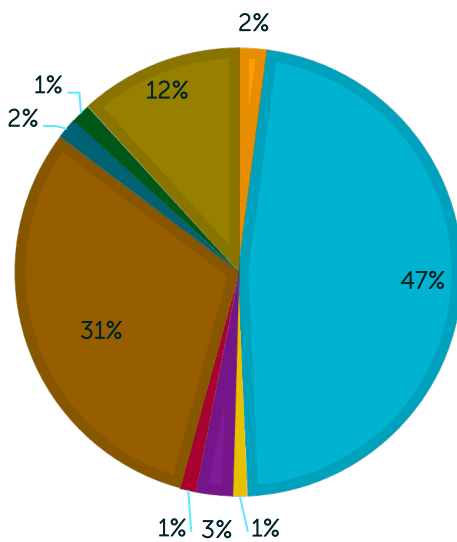
GENDER OF AUTHORS

- Male - 1160
- Female - 509
- Other - 5
- Unknown - 53

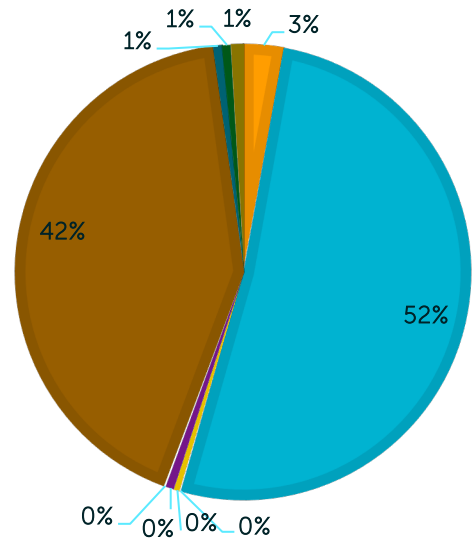


REGION OF BIRTH

- Australia-New Zealand
- Europe
- Post-USSR
- East Asia
- South Asia
- Latin America
- North America
- Middle East-North Africa
- Sub-Saharan Africa
- unknown

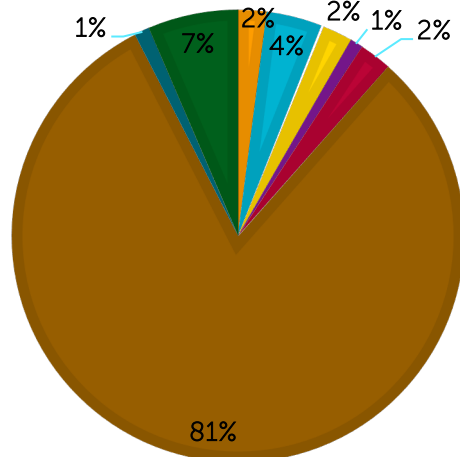


REGION OF WORK

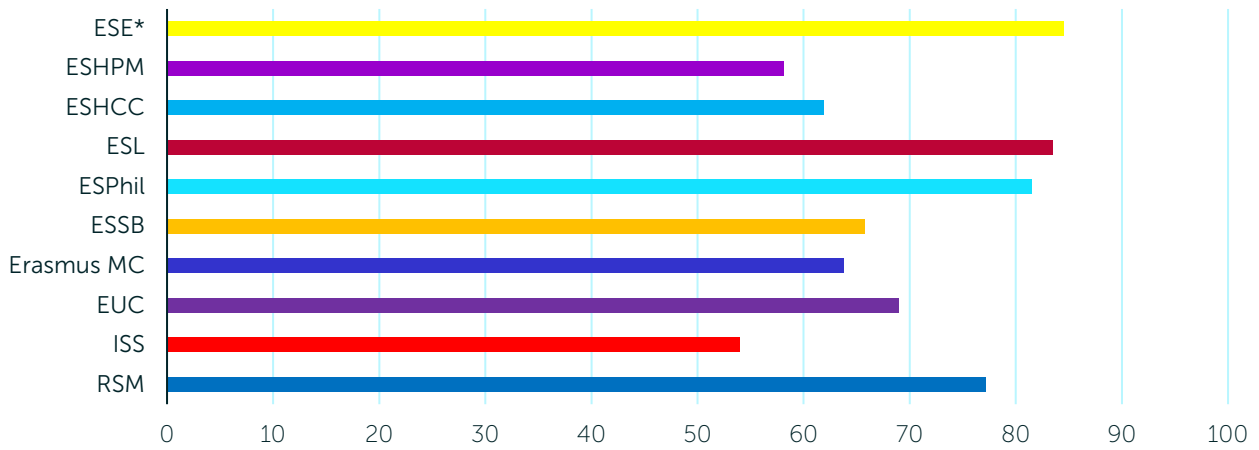


PERCEIVED ETHNICITY OF AUTHORS

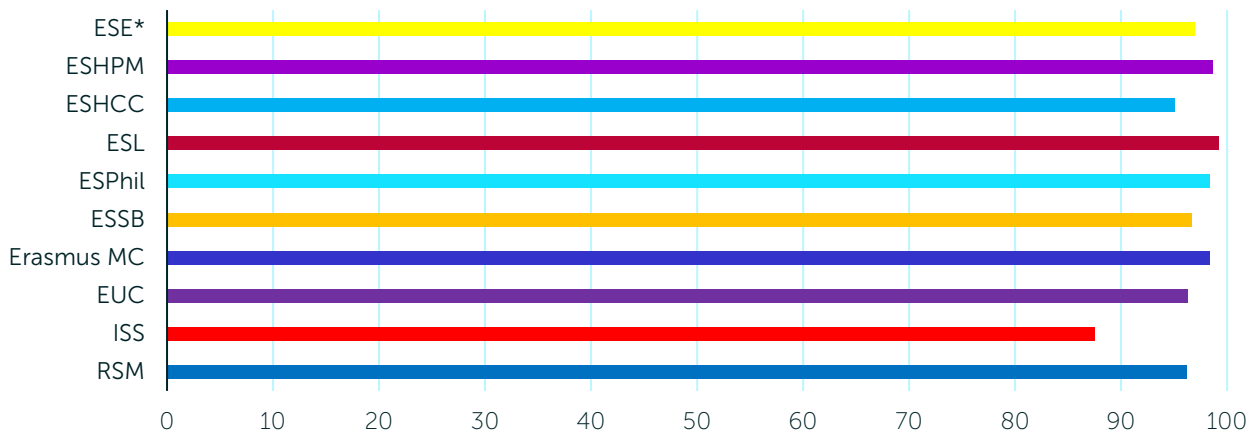
- East Asian
- South Asian
- Native American / Alaskan native
- Middle Eastern
- Latine
- Black
- White
- Mixed / other
- Unknown



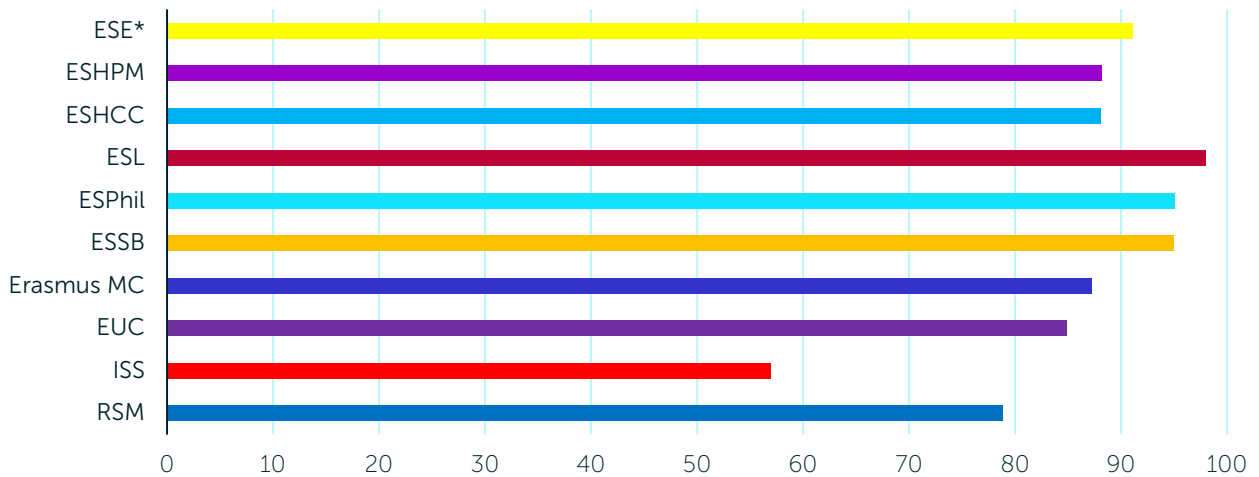
### % male authors (unknown removed)



### % authors working in the Global North (Australia & New Zealand, Europe, North America)



### % white authors (unknown removed)

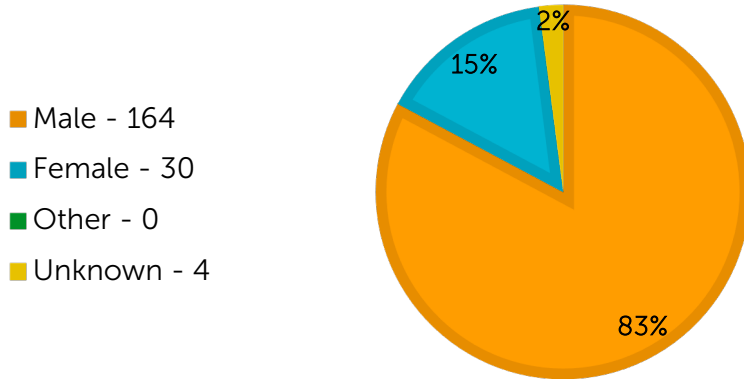


### Erasmus School of Economics\*

198 authors, of which 0 institutional authors

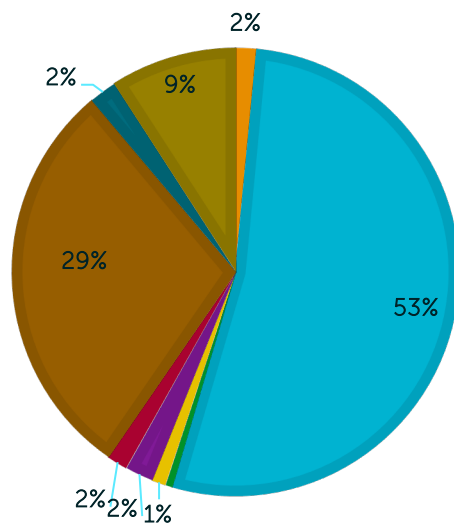
\*Only 20 ESE courses made use of the ERR in the checked timeframe, so this analysis is based on a sample that might not be reflective of the entire curriculum. The top 100 reached from 576 to 29 unique downloads.

#### GENDER OF AUTHORS

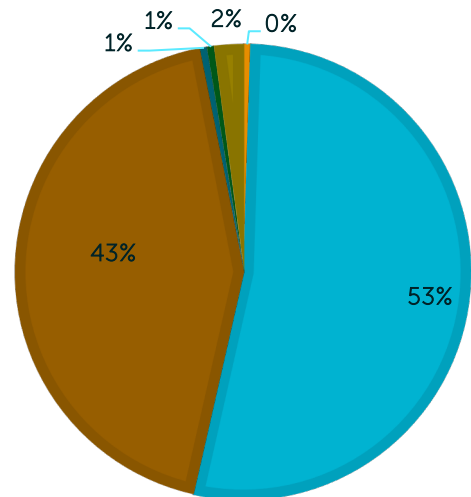


#### REGION OF BIRTH

- Australia-New Zealand
- Europe
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- South Asia
- Latin America
- North America
- Middle East-North Africa
- Sub-Saharan Africa
- Unknown

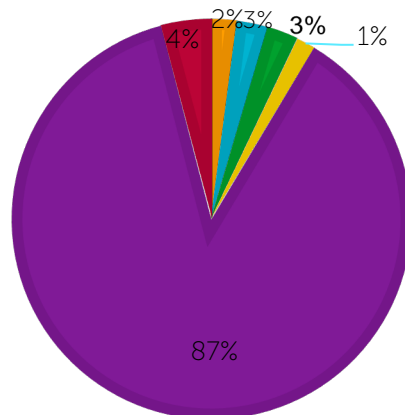


#### REGION OF WORK



#### PERCEIVED ETHNICITY OF AUTHORS

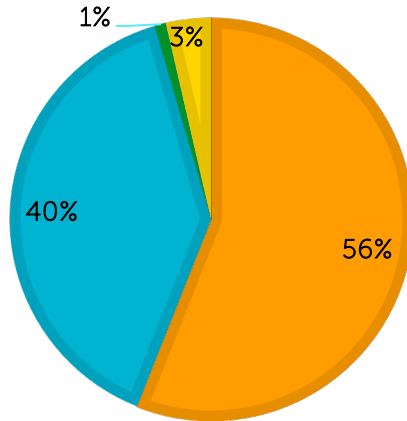
- East Asian
- South Asian
- Middle Eastern
- Latine
- White
- Unknown



Erasmus School of Health Policy & Management  
 225 authors, of which 3 institutional authors

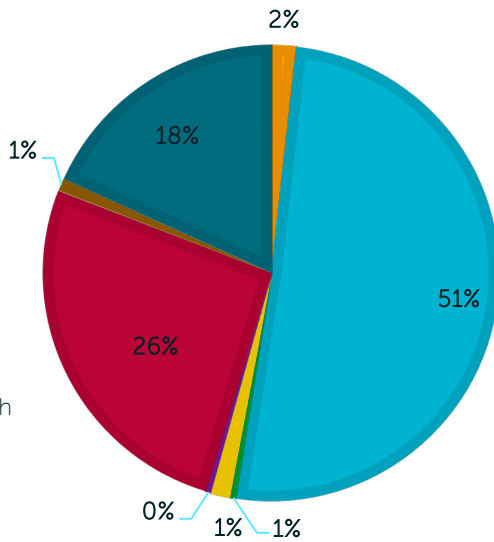
GENDER OF AUTHORS

- Male - 126
- Female - 89
- Other - 2
- Unknown - 8

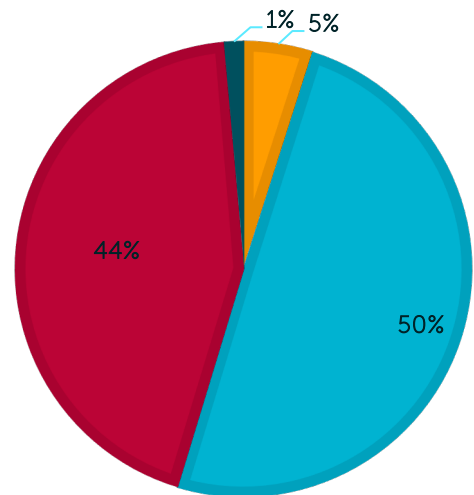


REGION OF BIRTH

- Australia-New Zealand
- Europe
- East Asia
- South Asia
- Latin America
- North America
- Middle East-North Africa
- Unknown

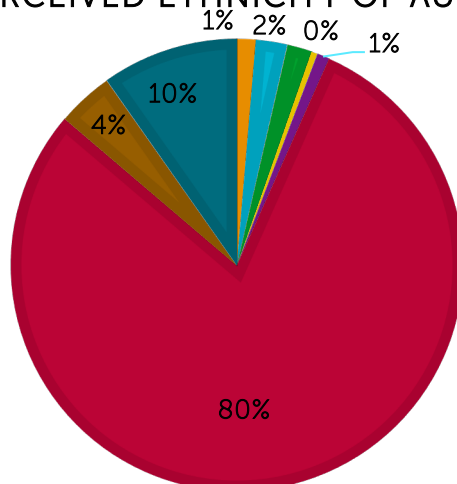


REGION OF WORK



PERCEIVED ETHNICITY OF AUTHORS

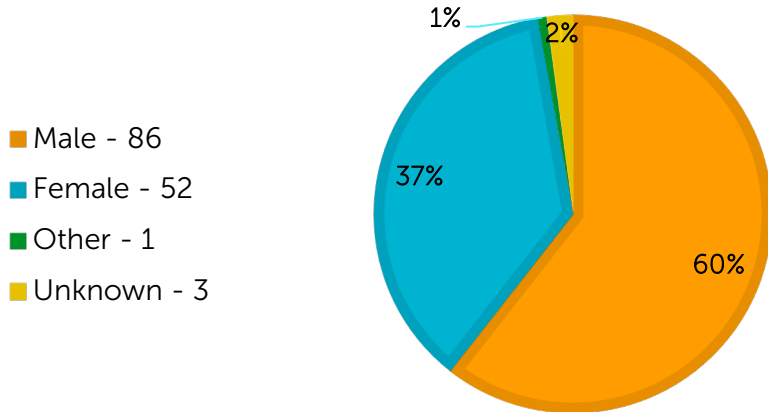
- East Asian
- South Asian
- Middle Eastern
- Latine
- Black
- White
- Mixed / other
- Unknown



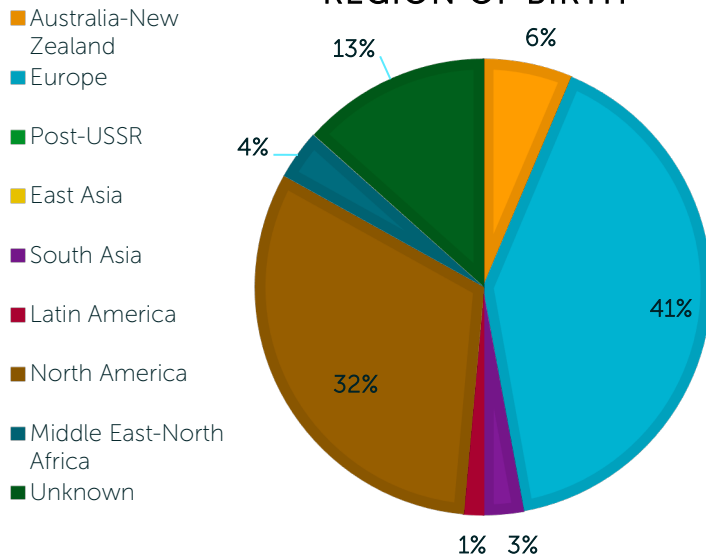
# Erasmus School of History, Culture and Communication

142 authors, of which 0 institutional authors

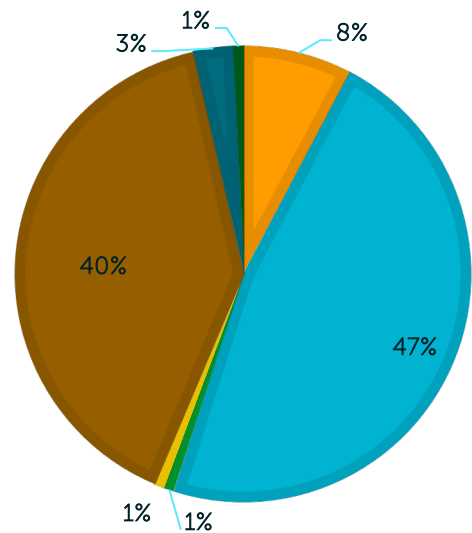
## GENDER OF AUTHORS



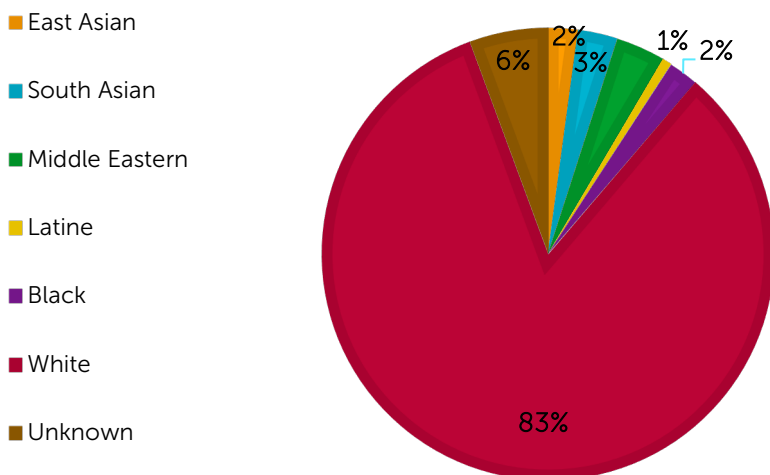
## REGION OF BIRTH



## REGION OF WORK



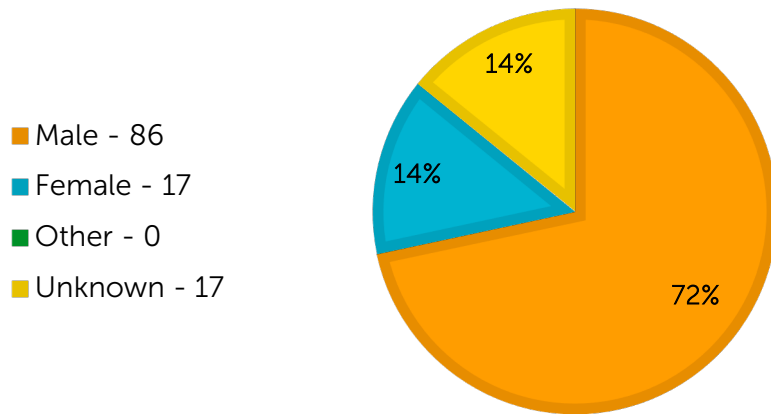
## PERCEIVED ETHNICITY OF AUTHORS



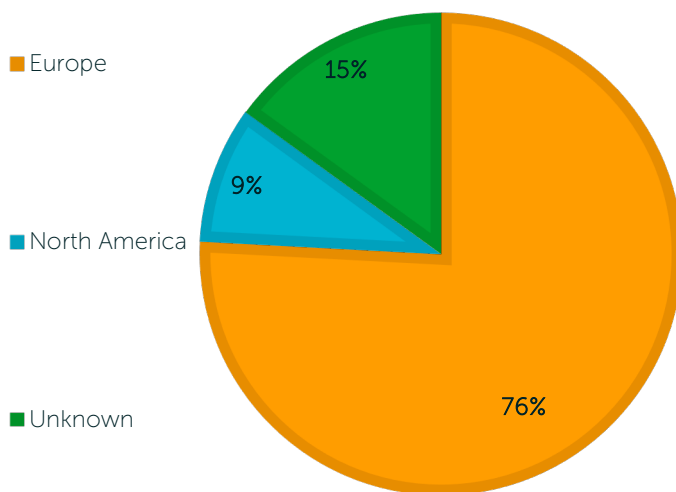
## Erasmus School of Law

120 authors, of which 16 institutional authors

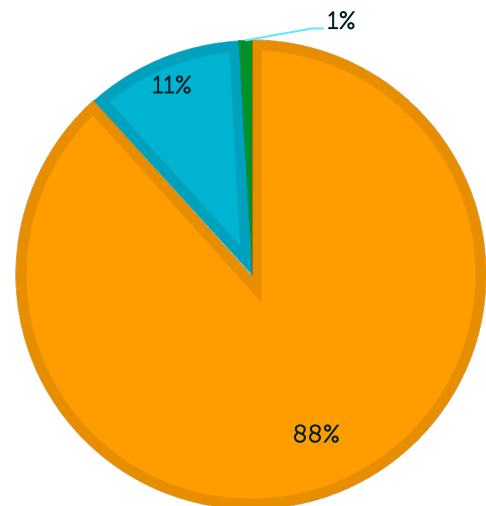
### GENDER OF AUTHORS



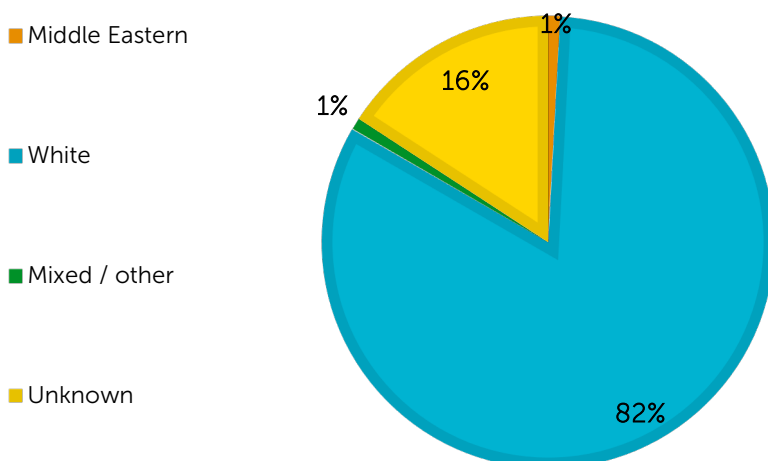
### REGION OF BIRTH



### REGION OF WORK



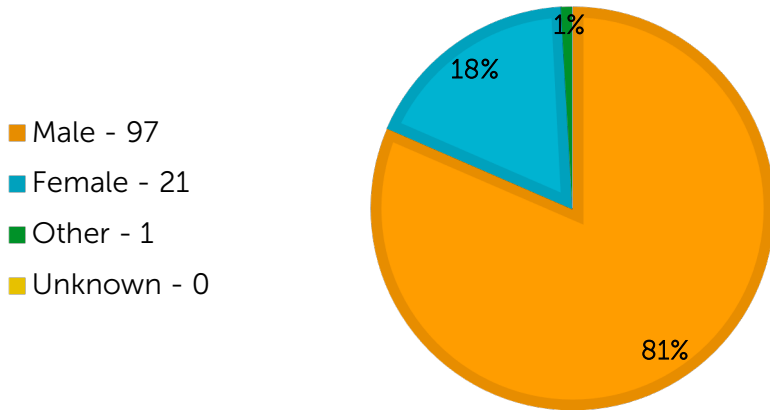
### PERCEIVED ETHNICITY OF AUTHORS



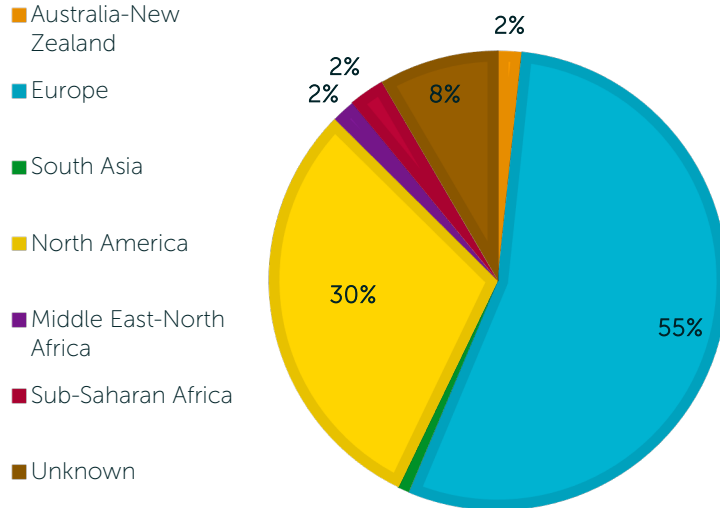


Erasmus School of Philosophy  
119 authors, of which 0 institutional authors

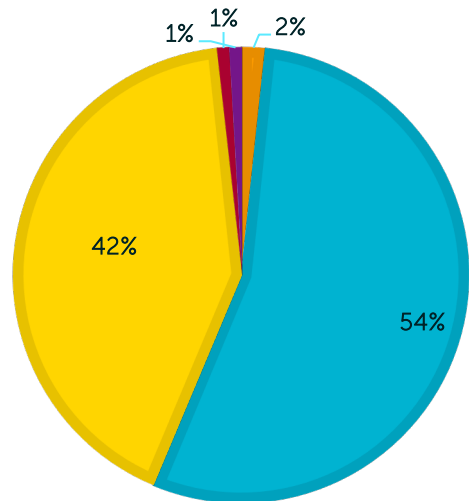
GENDER OF AUTHORS



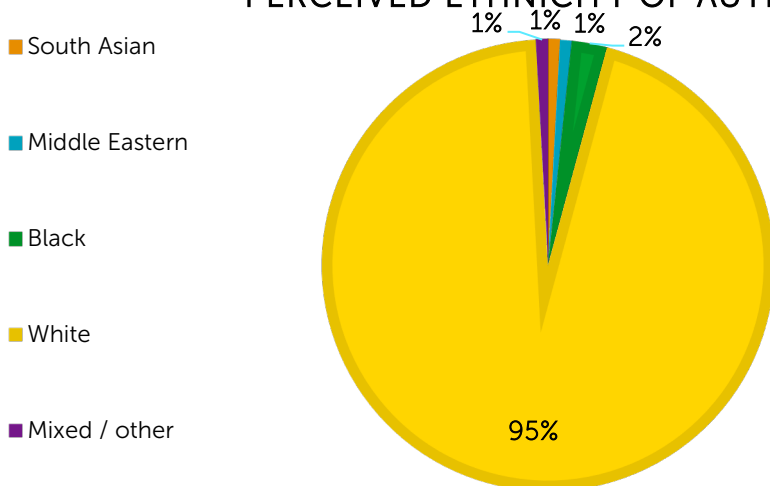
REGION OF BIRTH



REGION OF WORK

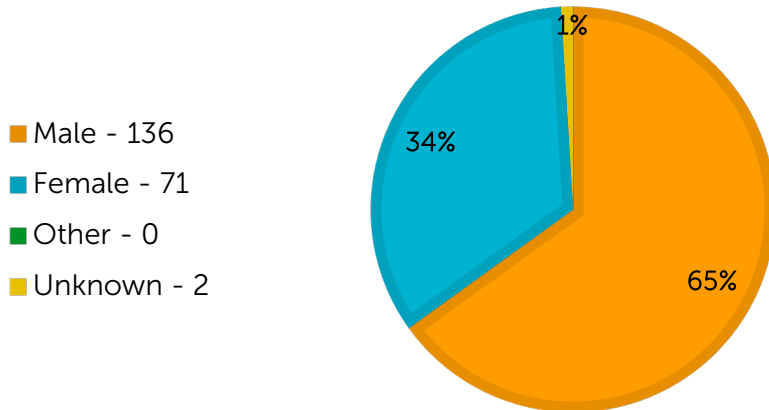


PERCEIVED ETHNICITY OF AUTHORS



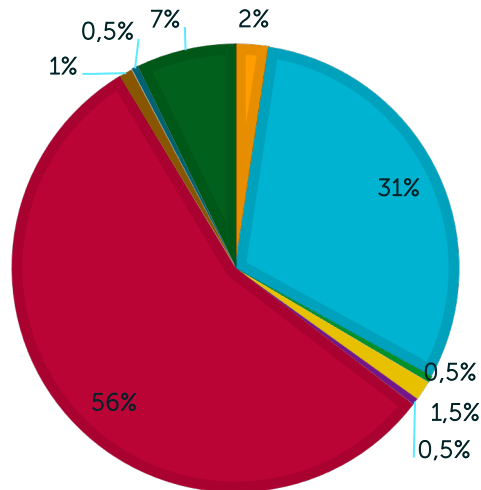
Erasmus School of Social and Behavioural Sciences  
209 authors, of which 2 institutional authors

GENDER OF AUTHORS

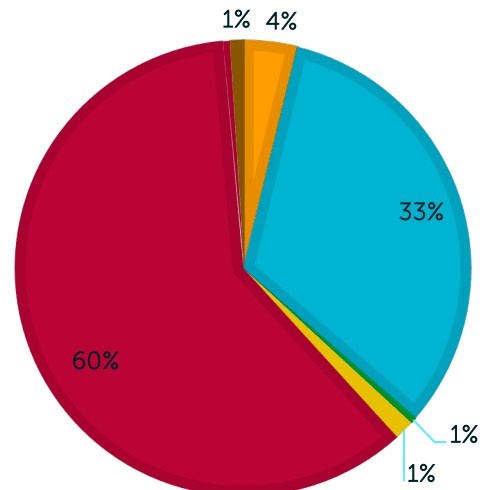


REGION OF BIRTH

- Australia-New Zealand
- Europe
- East Asia
- South Asia
- Latin America
- North America
- Middle East-North Africa
- Sub-Saharan Africa
- Unknown

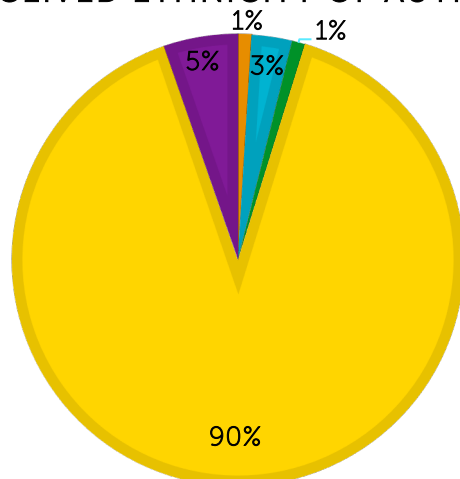


REGION OF WORK



PERCEIVED ETHNICITY OF AUTHORS

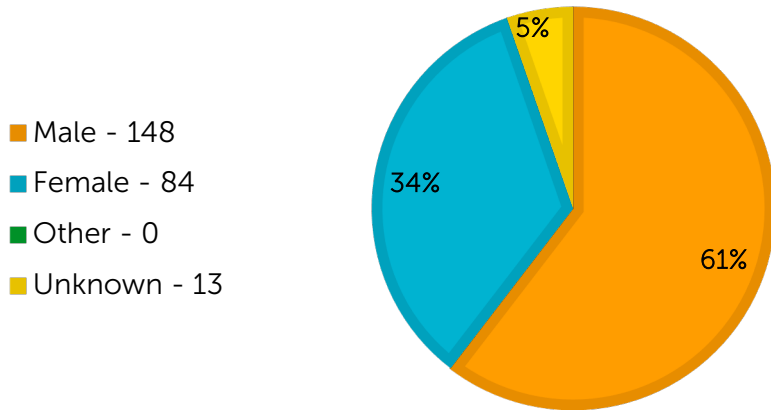
- East Asian
- South Asian
- Middle Eastern
- White
- Unknown



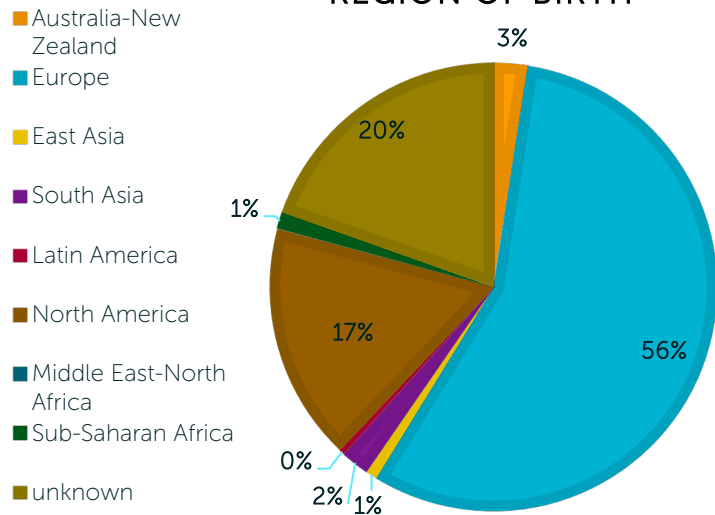
# Erasmus MC

245 authors, of which 5 institutional authors

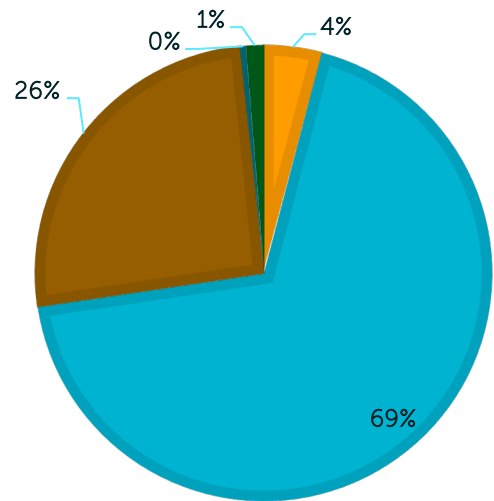
## GENDER OF AUTHORS



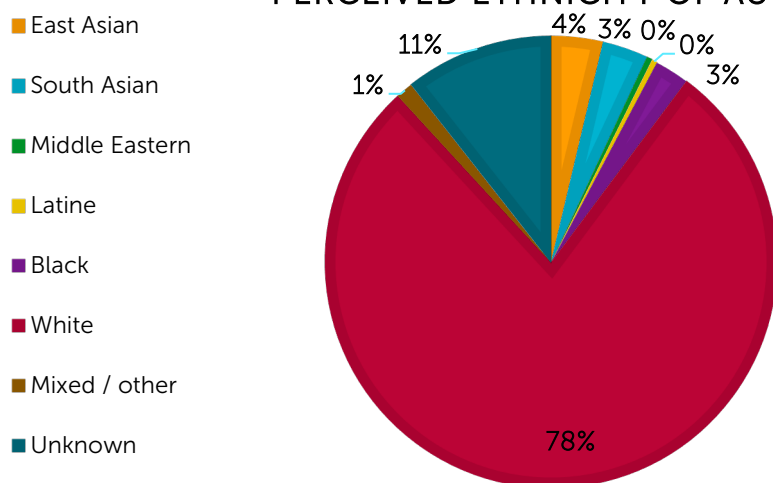
## REGION OF BIRTH



## REGION OF WORK

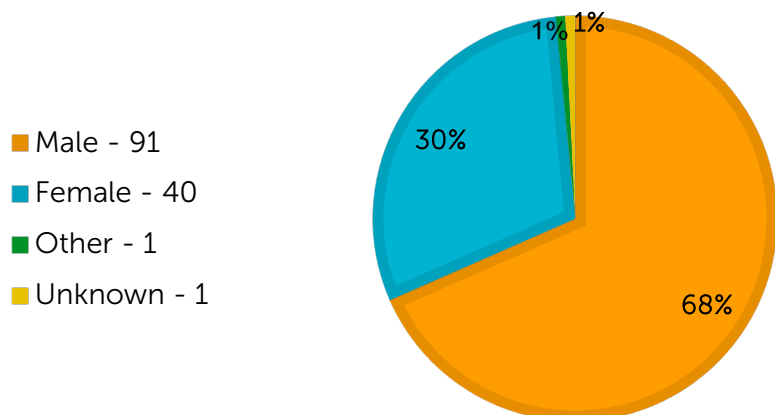


## PERCEIVED ETHNICITY OF AUTHORS



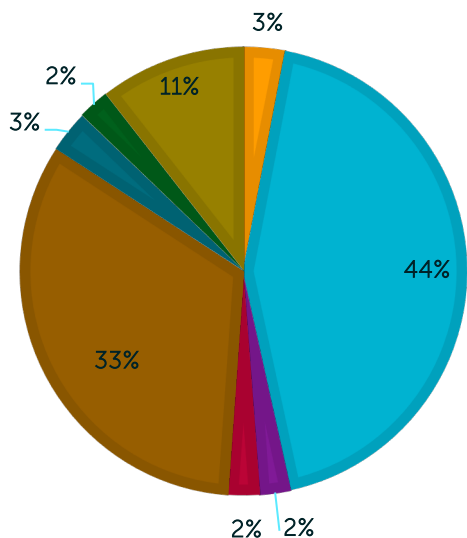
**Erasmus University College**  
133 authors, of which 1 institutional author

**GENDER OF AUTHORS**

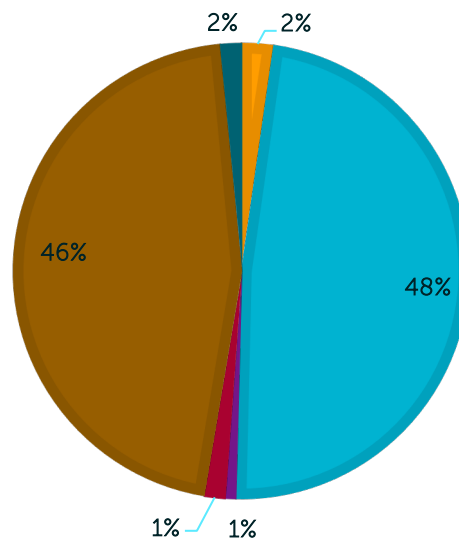


**REGION OF BIRTH**

- Australia-New Zealand
- Europe
- South Asia
- Latin America
- North America
- Middle East-North Africa
- Sub-Saharan Africa
- Unknown

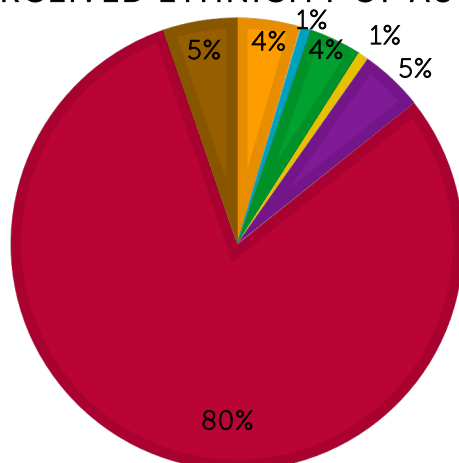


**REGION OF WORK**



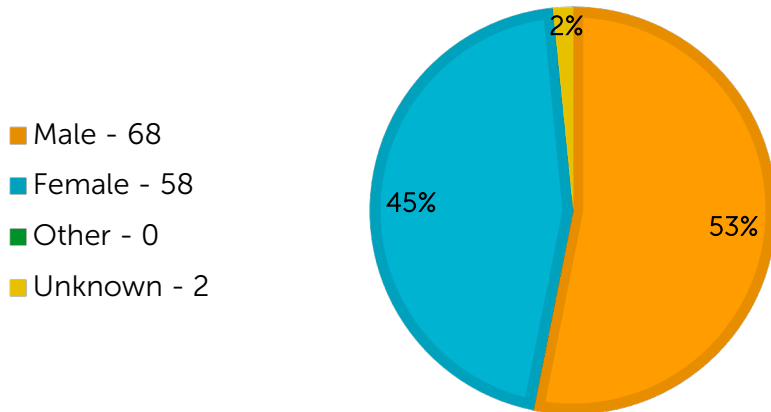
**PERCEIVED ETHNICITY OF AUTHORS**

- South Asian
- Native American / Alaskan native
- Middle Eastern
- Latine
- Black
- White
- Unknown



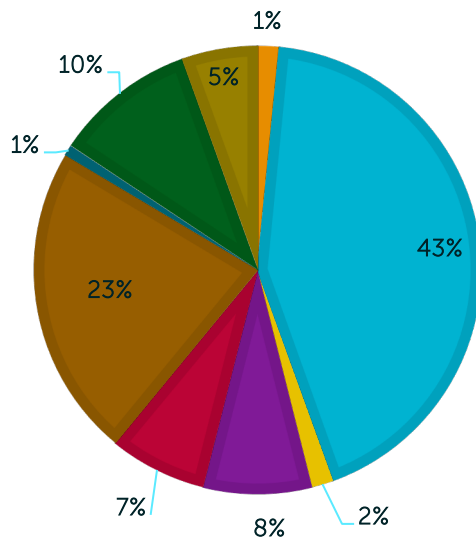
**International Institute of Social Studies**  
 128 authors, of which 2 institutional authors

**GENDER OF AUTHORS**

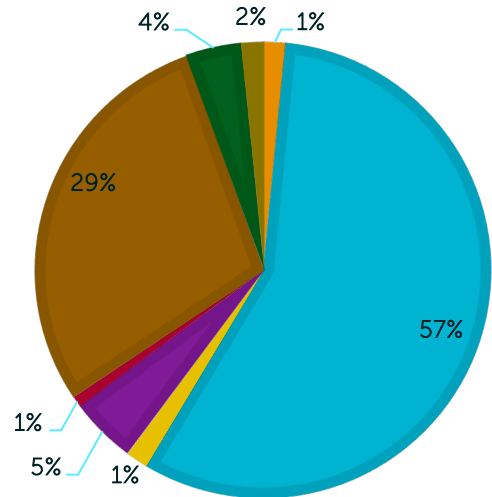


**REGION OF BIRTH**

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- Latin America
- North America
- Middle East-North Africa
- Sub-Saharan Africa
- Unknown

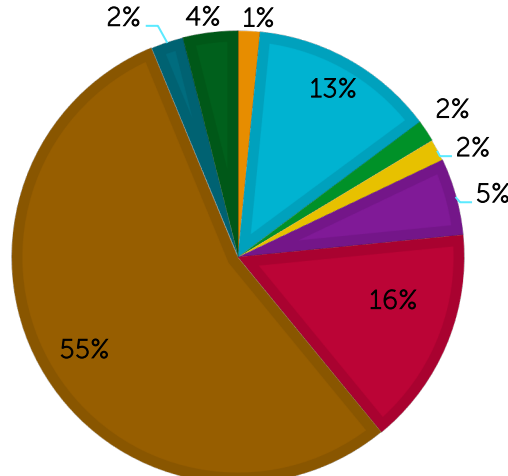


**REGION OF WORK**



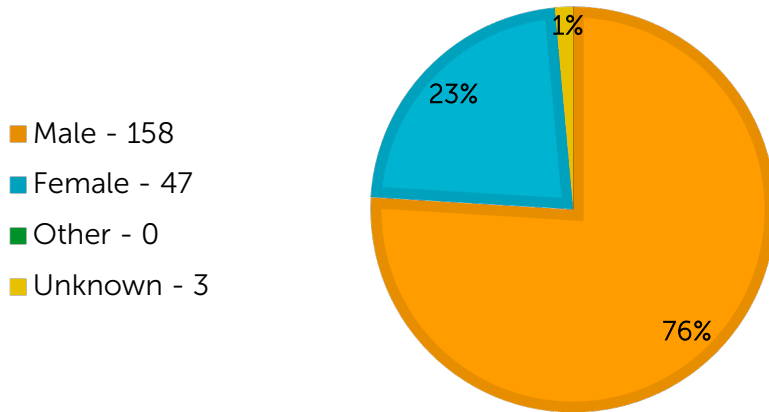
**PERCEIVED ETHNICITY OF AUTHORS**

- East Asian
- South Asian
- Native American / Alaskan native
- Middle Eastern
- Latine
- Black
- White
- Mixed / other
- Unknown



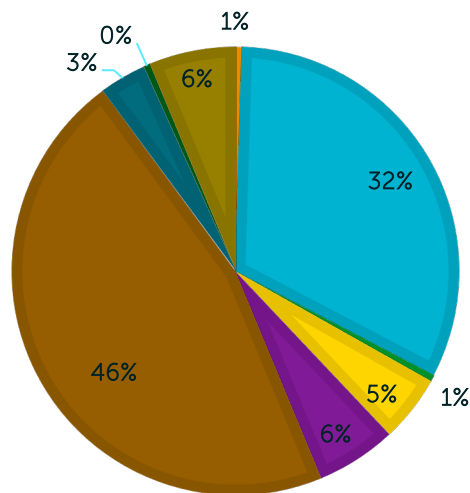
**Rotterdam School of Management**  
208 authors, of which 0 institutional authors

**GENDER OF AUTHORS**

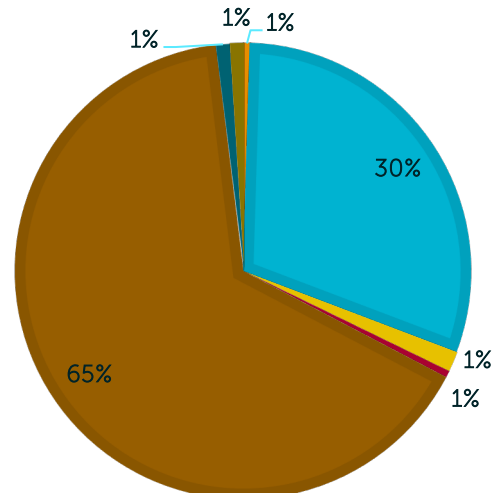


**REGION OF BIRTH**

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- Europe
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- East Asia
- South Asia
- Latin America
- North America
- Middle East-North Africa
- Sub-Saharan Africa
- Unknown

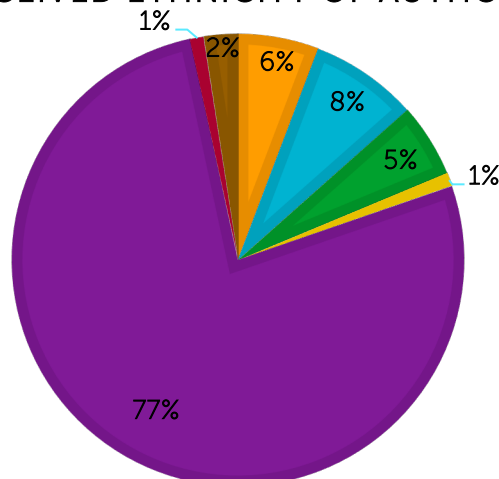


**REGION OF WORK**



**PERCEIVED ETHNICITY OF AUTHORS**

- East Asian
- South Asian
- Middle Eastern
- Latine
- White
- Mixed / other
- Unknown



## Background and methodology

To support the faculties that are working to diversify their curriculum, the Erasmus University Library wanted to examine the current state of diversity in the curriculum. Several university libraries around the world have done this by conducting diversity scans of parts of their collection or reading lists. The EUR Library has taken a sample similar to Birkbeck University<sup>1</sup>, sampling a repository that holds course literature – in our case the Educational Resource Repository (ERR). Diversity was checked manually as opposed to automated (as Imperial College London<sup>2</sup> did), since automated checks rely heavily on data available in academic citation databases. These databases have a geographical bias, with limited coverage of literature from non-Western countries. We included categories for ethnic diversity, similar to Augustana college<sup>3</sup>, to give a more well-rounded picture of the diversity of authors.

The categories used in this scan are:

- Gender: based on pronouns used in a personal or publisher biography.
- Region of birth: based on birthplace or primary / secondary school location.
- Region of work: based on affiliation.
- Perceived ethnic minority: status in country of work.
- Perceived ethnic group: based on biographies, family history, pictures, associations, etc.

Some limitations of this approach are:

- The ERR does not hold information on entire books that are assigned as reading.
- The top 100 most downloaded literature of each faculty probably only limits the sample to Bachelor level readings (except for ISS).
- The diversity categories are limited and ignore intersectionality of diversity.
- Ethnicity categories are sometimes only based on perception. The data likely contains misrepresentation of some authors, but the overall conclusions of the scan still hold.

## Implications

Like other library diversity scans, most literature assigned at the EUR is written in Europe and North America, by men, and by white authors. This is to be expected at a Dutch university. However, the Library wants to encourage faculties to look at the diversity in their literature and how this relates to the diversity of their student body. 40% of EUR students have an immigration background, 20% a non-Western immigration background<sup>4</sup>; 46,1% is male, and 53,9% female<sup>5</sup>.

To find literature from more diverse authors:

- Use different databases that have a better geographical spread (e.g. subject specific or Open Access databases).
- Ask input from your international network or students.
- Think about your search terms - are they specific to a region?

When presenting your literature:

- Write full names of the authors in literature lists.
- Add the context of where the literature comes from – also for Western literature.
- Put work from non-Western authors in required readings, as opposed to optional / themed.

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<sup>1</sup> <https://eprints.bbk.ac.uk/id/eprint/28953/1/28953.pdf>

<sup>2</sup> <https://link.springer.com/article/10.1007/s11192-021-04231-3>

<sup>3</sup> <https://digitalcommons.augustana.edu/cgi/viewcontent.cgi?article=1014&context=libscifaculty>

<sup>4</sup> <https://www.erasmusmagazine.nl/2017/09/20/is-de-universiteit-eeen-segregatiemachine/>

<sup>5</sup> <https://publicatieseur.sites.kirra.nl/jaarverslag-2021/onderwijs#facts-figures>