

# Penguin Random House DEI

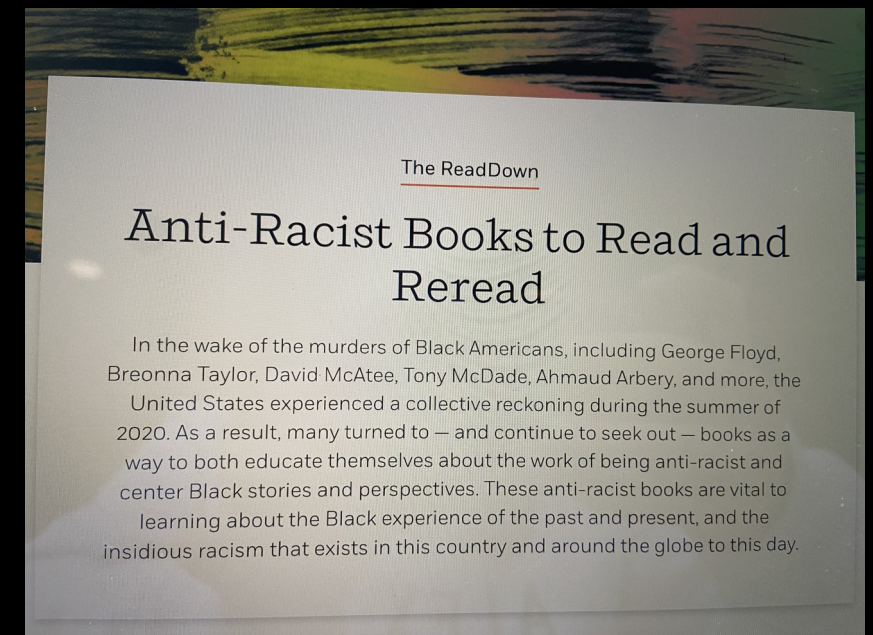
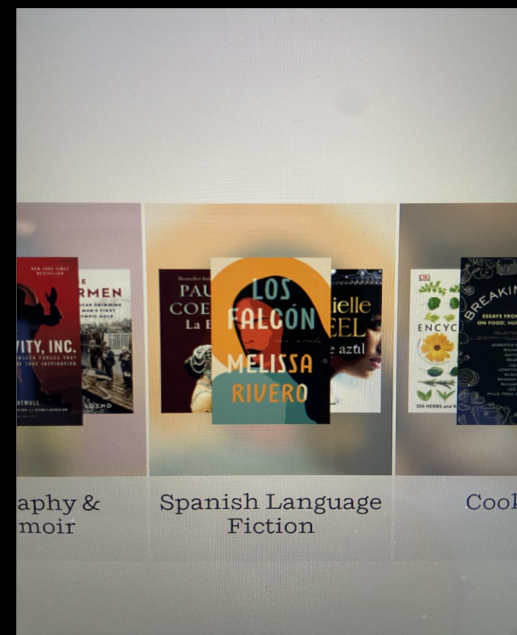
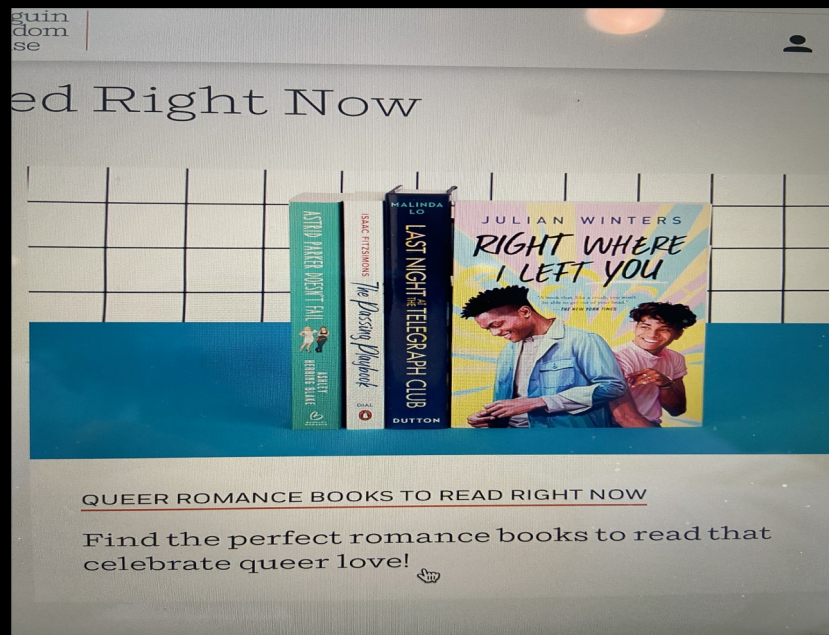
Statement:

We seek to bring people together by amplifying storytelling and diverse voices, not only in the books and in the authors we publish, but also within our company, by ensuring an equitable and inclusive home where all are welcome and where every person is empowered to be themselves and to share their perspectives.

By: Madelyn Woodson

# How does the product/service respond to DEIA aspects and accommodations?

- I was hard pressed to find large current issues that PRH didn't show some sort of support to.
- Books are written on every topic known to man so it can be very easy to show some support by specifically advertising certain books.



# What issues does your company care about and what other issues should they care about?

## Care About:

- Sharing all types of different voices
  - Voices of color
  - LGBTQ+ voices
  - **etc.**
- Showing diversity within the company and through their authors
- Helping others who do not have complete access to books

## Should Care About:

- Helping those who were never given the chance to learn how to read
- Preservation of literature
- Addressing the banned book issue

# In your opinion, are these initiatives necessary? Are they making a difference or not?

- Yes, I believe these initiatives are important because reading impacts all types of people, and certain voices are in need of being heard more.
- Having different types of voices (black, Latino, native, LGBTQ+, immigrant, etc..) draw different types of readers.
- For the year of 2018, non-hispanic white people wrote 89% of the books analyzed (Talbot)
  - I think there is potential for this statistic to change, having these initiatives can begin to influence and inspire new and upcoming authors, and create a greater level of diversity.

# Do these diversity and inclusion statements align with the company's mission, values and vision statements?

“Our mission is to ignite a universal passion for reading by creating books for everyone. We believe that books, and the stories and ideas they hold, have the unique capacity to connect us, change us, and carry us toward a better future for generations to come.” – PRH

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There mission statement aligns extremely well with their DEI statement. They want to create a reading environment safe for everyone, that includes everyone's thoughts and lifestyles.

# Who are the target audiences these initiatives are meant to address – is it appreciated by those communities?

- Audiences

- People of color
- LGBTQ+
- Immigrants
- People with disabilities
- Underprivileged
- Authors
- Youth



# Campaign I thought was strong

## “Company-Wide Read to Facilitate Discussions and Change”

PRH created a company wide readathon to create an environment full of open and honest discussion. This type of campaign is not only for the employees to begin to talk on issues that may be of importance to them, it also shows the public that PRH is interested in facilitating hard conversations internally and addressing them publicly.

It is almost a discrete way of showing support to certain issues.

