

Libro.fm

Libro.fm is an employee-owned Social Purpose Corporation that shares profits from your audiobook purchases with your chosen bookstore, giving you the power to keep money within your local economy.





2013

3 Team Members
0 Bookstore Partners
\$0 Revenue
USA



2023

20 Team Members
2,100+ Bookstore Partners
\$10,000,000 Revenue
Worldwide

Libro.fm is a fully distributed company,
meaning we have no headquarters,
and our team members are located all
around the US and UK.

Building for the real world

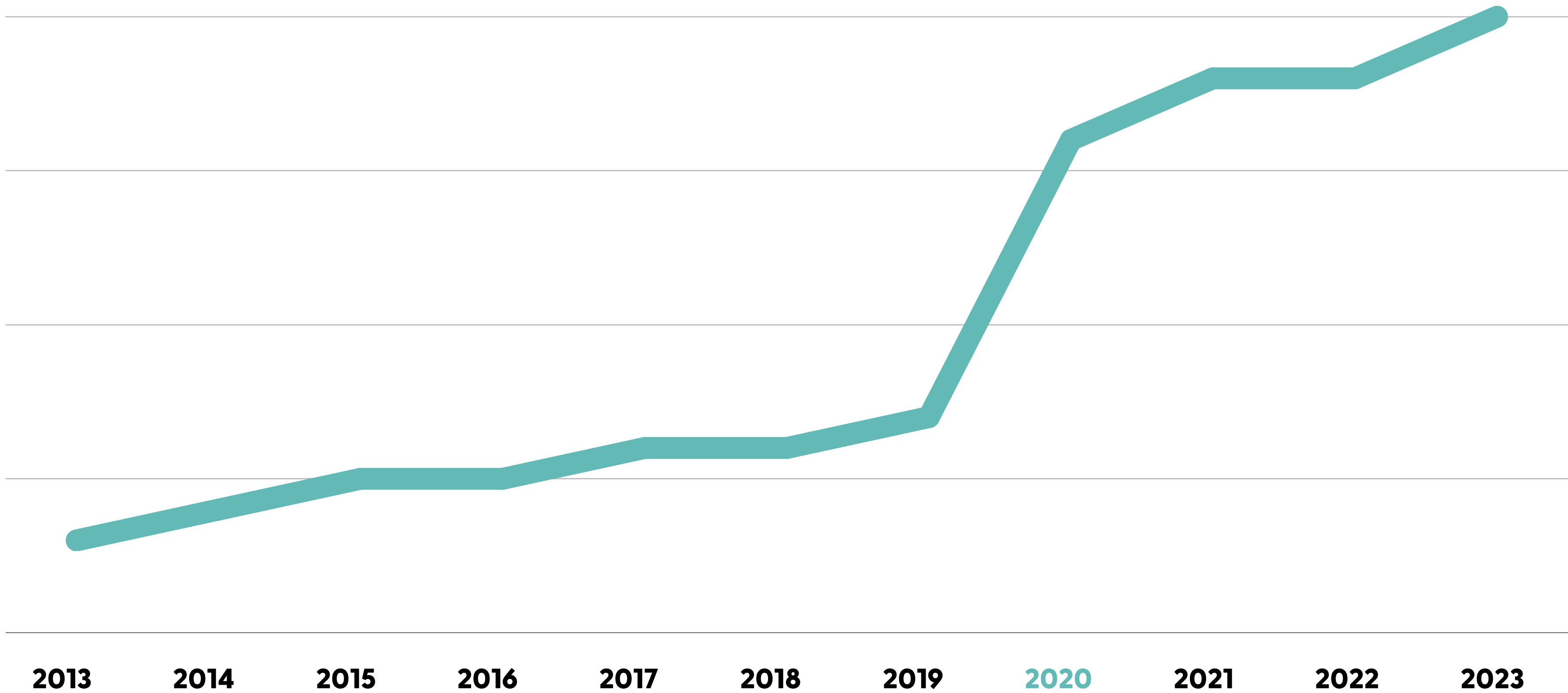
What diversity looks like for businesses grown in Kitsap

External

- 300,000+ audiobooks
- Over-representation of white, male authors
- How can Libro.fm promote diverse perspectives and influence our industry?

Internal

- How has Libro.fm embraced diversity within our company?
- How have we made diversity a part of our brand?
- How have we utilized our network to help?



How have we embraced diversity within our company?

First, we (the leadership) recognized our own privilege.

Second, we recognize we all have room to learn and grow.

Lastly, we make this a part of our brand.

How have we made diversity a part of our brand? We went public.

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Diversity, Equity, and Inclusion at Libro.fm

Libro.fm is committed to doing the work:
Amplifying marginalized voices, diversifying our team as we grow, evaluating our partnerships, and pushing for change within the book industry.

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Perspectives on Disability

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Find a store

The values that guide us:

Purpose drives us.
Supporting our local bookstores and economies is the common mission that brings our team together.

We support all voices.
We actively seek to understand how we can collaborate with each other, advocate for underrepresented voices, and create an inclusive environment. Read more about the actions we take to implement stronger DEI practices within the Libro.fm community and beyond.

Social Purpose Annual Report 2022

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Genres: Nonfiction (328), Fiction (259), Biography & Memoir (164), Children's (155), Social Science (143), Romance (115), YA Fiction (104), History (89), Fiction - Literary (77)

We created a DEI Committee

The DEI Committee is a small group of team members who voluntarily serve to review, discuss, and take action on DEI topics which affect our team, business, and broader industry.

- Job descriptions & postings
- Hiring practices process
- Team salary audit
- DEI Training
- Accessibility audits
- HR feedback process

The DEI Committee does not handle HR issues.

We offer DEI Training

Libro.fm has partnered with She+ Geeks Out to provide Unconscious Bias Training.

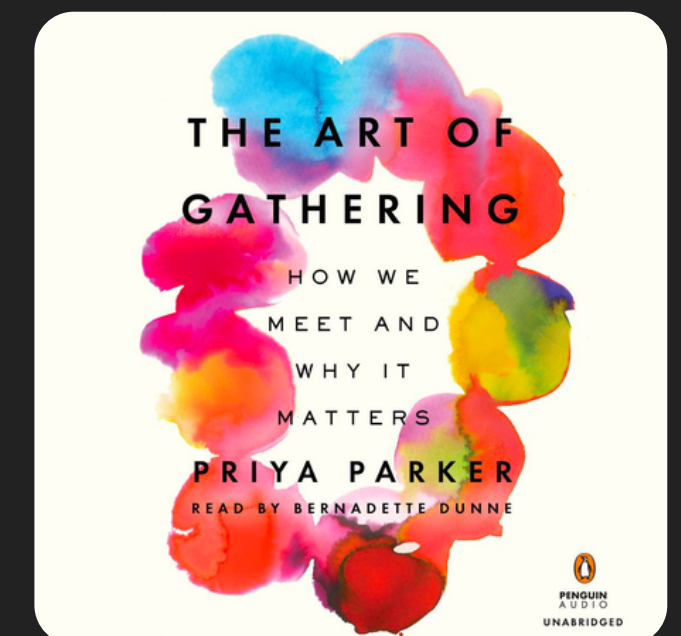
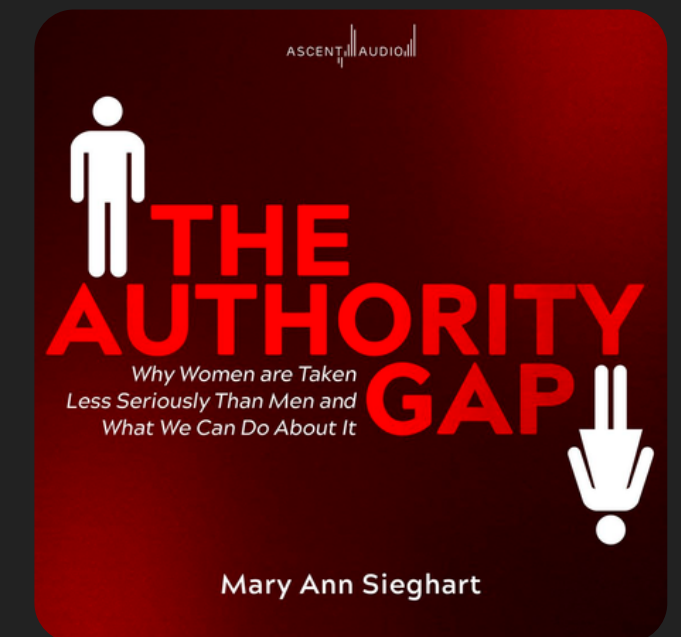
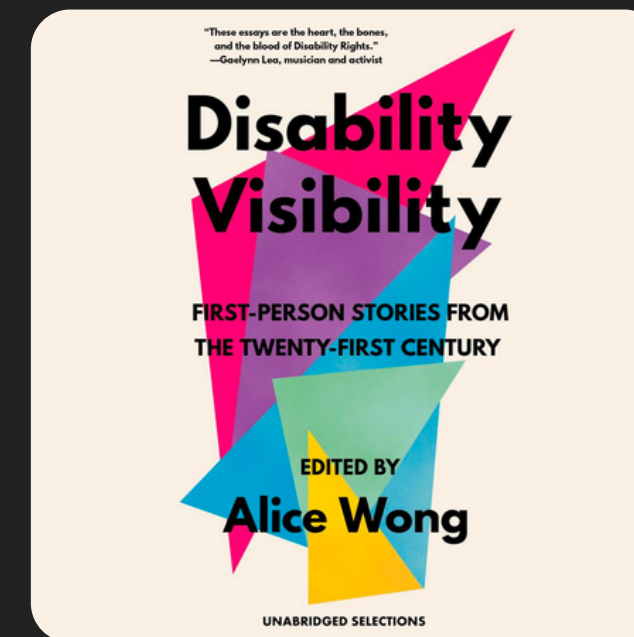
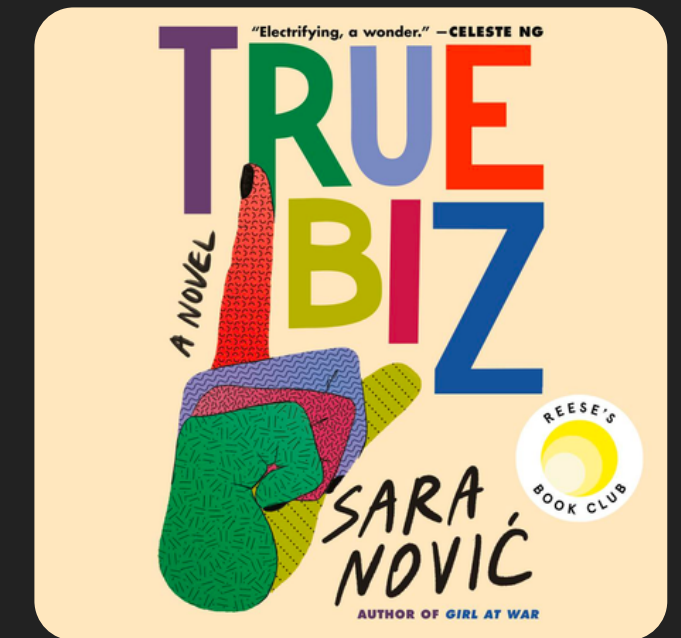
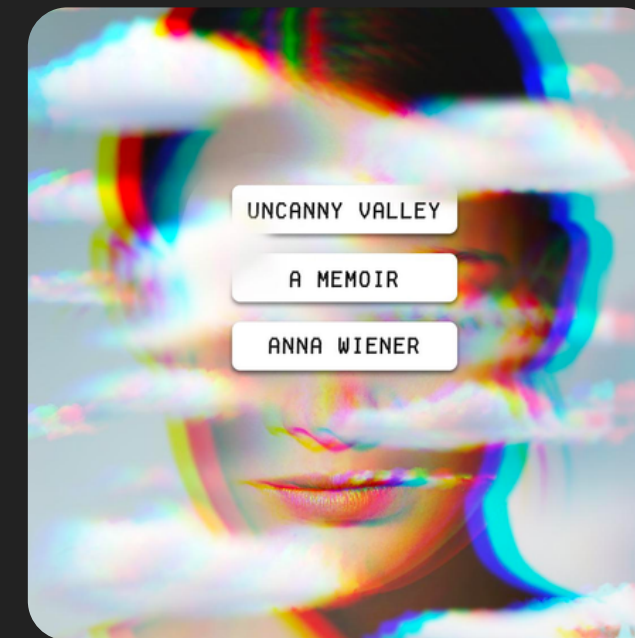
- Paid for by Libro.fm
- We encourage to all team members to take this course within 6 months of joining the company
- The course is online, self-paced, and takes ~4 hours to complete

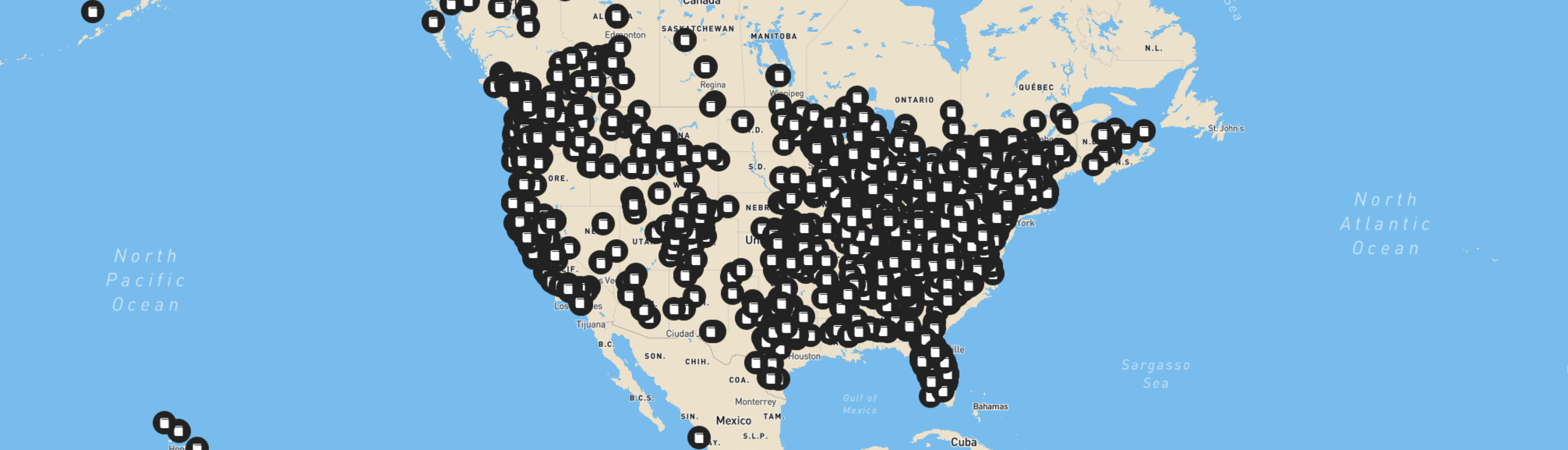


DEI Book Club

The DEI Book Club is meant to generate conversations about and self-reflection on how to create a more inclusive, safe, and accessible work environment.

- Four times a year
- Led by DEI Committee
- Donation made to organization related to title





How have we utilized our network?

We have over 2,100 bookstore partners we rely on.

- API-Owned
- Author-Owned
- Black-Owned
- Disabled-Owned
- Indigenous-Owned
- Latinx-Owned
- LGBTQ+-Owned
- Woman-Owned

**Thank you for coming
to my ~~TED~~ talk.**