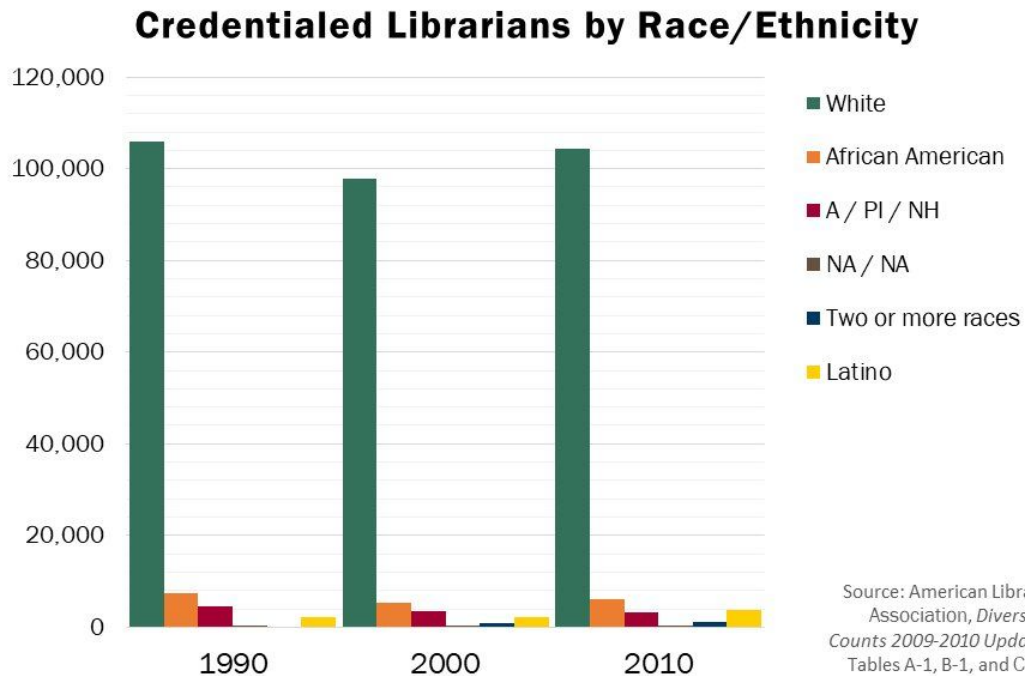




# **We've Failed at Diversifying Our Librarian Ranks, Now What?**

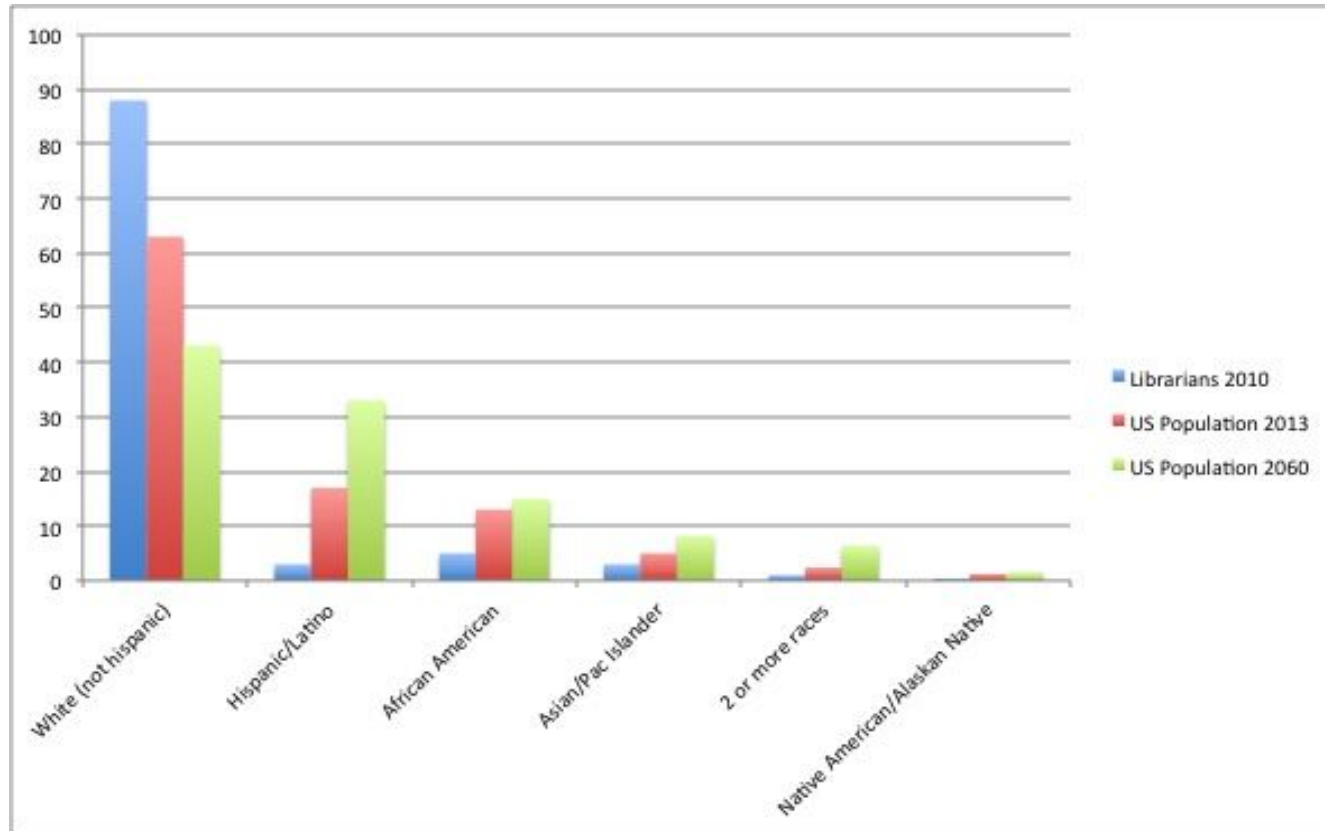
**a plan for addressing the 'pipeline problem'**

## THE PIPELINE PROBLEM



The [Institute of Museum and Library Services](#) tweeted this graph in [November 2017](#).

## LIBRARIANS AND OUR POPULATIONS

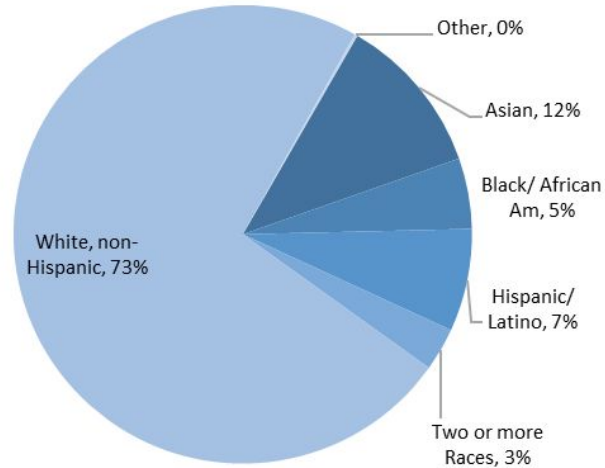


## THE SIZE OF OUR FAILURE BY THE NUMBERS

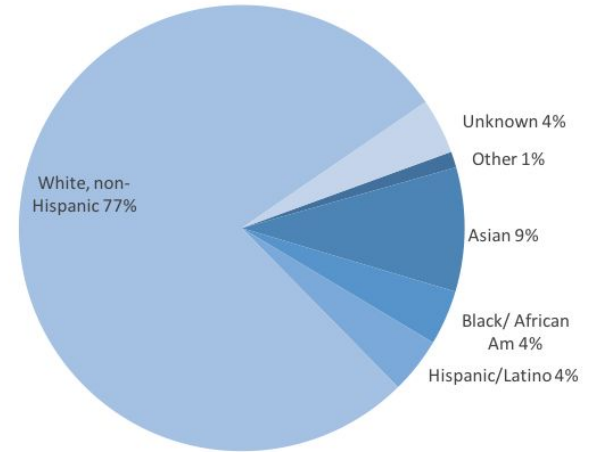
	<b>Actual # of Librarians</b>	<b>Target # based on racial representation (2013)</b>	<b>Difference between reality &amp; representativeness</b>
<b>White</b>	104,392	74,760	-29,632
<b>African American</b>	6160	17,800	11,640
<b>Latino/a</b>	3661	20,173	16,512
<b>Asian/Pacific Islander</b>	3260	6,289	3,029
<b>2 or More Races</b>	1008	2,848	1,840
<b>Native American (including Alaskan Native)</b>	185	1,424	1,239

# THE PIPELINE PROBLEM AT UMASS

## Race/Ethnicity of Undergraduate Students (Fall 2017)



## Race/Ethnicity of Staff (Fall 2017)





*We think by using the word 'diversity,' we're somehow contributing to change. Change takes effort.*

*Man, there's a lot of white people in this room.*

~Roxane Gay,  
ACRL 2017



Gay continued that she no longer wants to talk about “diversity”—which often translates to being asked to teach white people about things that are pretty easy to figure out. The word “diversity” is meaningless, she said, because saying it does not contribute to change. Change requires work, imagination, and financial investment.

Photo by TED Conference <https://www.flickr.com/photos/tedconference/17587834264>.

“Diversity,” feminized work, and other truth bombs at ACRL 2017,” Amy Pajewski, April 4, 2017. <https://amypajewski.com/2017/04/04/diversity-feminized-work-and-other-truth-bombs-at-acrl-2017/>

“Technology Trends, Open Access, and Roxane Gay: Frank conversations on day two of ACRL,” By Amy Carlton | *American Libraries* | March 24, 2017

<https://americanlibrariesmagazine.org/blogs/the-scoop/technology-trends-open-access-roxane-gay/>

# Financial Investment

# HISTORY

WHAT WE'VE DONE

And why it's failed



## THE BEGINNING

Isabel Espinal hired as  
outreach librarian  
1998

Awarded LSTA  
grant to fund  
ALANA  
program  
1999

ALANA 'Careers  
in Libraries'  
Dinner  
2000

This could be the career for YOU!

## ALANA Library Career Dinner

An evening with librarians of color

- Information specialists
- Community leaders
- Technology experts
- Readers' advisors
- Youth advocates
- Non profit managers
- Change agents
- Culture keepers

Come find out more about the work,  
the people and the opportunities.  
Over 20 librarians from around the  
Northeast will share their  
experiences and excitement with you.



Keynote: Khafre K. Abif  
Manager of Children's Services,  
Brooklyn Public Library and co-editor  
of the book, *In Our Own Voices:  
the Changing Face of Librarianship*

Thursday, April 27, 2000  
5:30-7:30 p.m.  
University of Massachusetts Amherst  
W.E.B. Du Bois Library

Sign up now! In order to  
ensure enough food and to  
make seating arrangements  
we ask that you please call  
Isabel Espinal at 545-6817 or  
email [iespinal@library.umass.edu](mailto:iespinal@library.umass.edu),  
to reserve a place.  
Dinner is on us.



Part of the UMass Amherst Librarian Connecting Cultures series funded through the Massachusetts Board of Library Commissioners with funding from LSTA (Library Services and Technology Act), a federal source of library funding. Made possible also with assistance from Northeast Chapter of REFORMA, the National Association to Promote Library and Information Services in Latin and the Spanish Speaking Communities, Chapter of the Black Caucus of the American Library Association, UMass Office of ALANA Affairs, Black Student Union, Graduate School of Library & Information Studies University of Rhode Island, and Simmons College Institute of Library and Information Science.  
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# ME, A LIBRARIAN?

Efforts continued into the next decade--Library had a Community, Diversity and Social Justice committee headed by Anne L. Moore, who continued ALANA Career events.



**Me, a Librarian?**  
A career in the library and information profession is a career committed to the sharing of information, ideas, and knowledge.

Find out more...

**ALANA Library Career Reception**  
Wednesday, November 9, 2005  
5:30 - 8:00 pm  
Main Floor  
W.E.B Du Bois Library

From a Vacant Lot to an Open Field: A Gen Xer Reflects on 10 years in the Profession

Keynote Speaker: Tracie Hall, American Library Association Diversity officer

Other Guests: Students from library school programs and professional librarians

Sponsored by UMass Amherst Libraries, University of Rhode Island Graduate School of Library & Information Studies; Simmons College Graduate School of Library & Information Science.

Sign up now!  
To reserve a place email: [cdsj@library.umass.edu](mailto:cdsj@library.umass.edu)  
Call Anne L. Moore at 413-545-6888 for more information.

ACRL RESPONSE



**SO, WHAT WENT WRONG?**



## FAILURE, IN REVIEW



**Lack of Administrative Support**



**Structural Barriers**



**Money - Lack of Financial Prioritizing**



**(Over) Focus on Technology**

**DIVERSITY,  
DEFERRED**

# MULTICULTURAL ORGANIZATIONAL DEVELOPMENT

**Monocultural**

**Nondiscriminating**

**Multicultural**

**Exclusionary**

**Club**

**Compliance**

**Affirmative**

**Redefining**

**Multicultural**

Majority group dominance & privilege. Openly hostile to social justice.

Maintains traditionally held power. Engages social justice if it's comfortable & on their terms.

Will allow some people of difference it doesn't change the organization. Hires minorities in low level support roles.

Hires and supports diverse social groups. May provide some training to the organization regarding diversity.

Intentional about hiring, developing and retaining a diverse workforce. Starting to use a multicultural perspective to manage the organization.

Reflects contributions & interests of a multicultural constituency regarding mission, operations, products, & services. Includes members of diverse cultural & social groups in key decisions.

# UMass Amherst Libraries

The University of Massachusetts Amherst is strongly committed to excellence and actively supports cultural diversity. As part of a commitment to its own multicultural community, the Libraries seek an individual with a demonstrated commitment to diversity and one who will understand and embrace University initiatives and aspirations. The University of Massachusetts Amherst is an Affirmative Action/Equal Opportunity Employer of women, minorities, protected veterans, and individuals with disabilities and encourages applications from these and other protected group members.





# UMASS AS A COMPLIANCE INSTITUTION

Monocultural

**Compliance**

**Affirmative**

Multicultural

Exclusionary

Club

Majority group dominance & privilege. Openly hostile to social justice.

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Multicultural

Reflects contributions & interests of a multicultural constituency regarding mission, operations, products, & services. Includes members of diverse cultural & social groups in key decisions.



**WE'RE NOT GIVING UP**

A MOVE TOWARD  
REDEFINING THE LIBRARY'S  
DIVERSITY AND INCLUSION  
INITIATIVES

# **Library Diversity Fellowship Program**

UMass Amherst University Libraries

## A PHASED APPROACH

### PHASE I

Undergraduate  
Recruitment:  
Careers in Library  
Science Student  
Employment  
Program

### PHASE II

Post-Baccalaureate  
job placement and  
MLS tuition  
support

### PHASE III

Post-MLS  
Pathways  
Residencies

# PHASE I

## Undergraduate Recruitment -- Careers in Library Science Student Employment Program

1. Work experience, specifically hands-on library experience as well as a shadowing/apprenticeship model
2. Assistance with applications to graduate school, GRE. Tailored financial counseling would be beneficial as well, to discuss financing, student loans/debt/living as a graduate student. Some students may be first generation and not understand very well how to navigate the system and be fearful of ending up in debt.
3. Field trips to different libraries (for instance, local public and school libraries, as well as academic at UMass and the Five Colleges)
4. Exposure to five key areas of librarianship (for instance, research / academic services, archives, scholarly communication, systems librarianship, technical & access services)
5. Opportunity to get strong letters of recommendation
6. Applicants will be recruited from underrepresented groups and organizations on campus.

## PHASE II

### Post-Bac Job and Tuition Support

1. Part time positions with paid part time tuition at a library school
2. Exposure to key areas of librarianship: research / academic services, archives, scholarly communication, systems librarianship, technical & access services
3. Regularly scheduled mentor / cohort trainings / meetings
4. Applicants recruited from 'Careers in Libraries' externship program and from student body at UMass and area colleges

## Costs of Implementation

Year One Costs		Year Two Costs
Student Workers (6 @ 10hr/wk):	\$8,580	Student Workers (6 @ 10hr/wk):
2 part time staff:	\$36,868	4 part time staff:
Tuition reimbursement:	\$28,746	Tuition reimbursement:
Misc costs	\$4,400	Misc costs
<b>TOTAL</b>	<b>\$78,594</b>	<b>TOTAL</b>

**Total estimate**

**\$157,188**

**Ongoing, per year for  
cohort, recruitment, new  
MLS's of color in the  
profession!**

1739  
Academic  
Libraries



with annual expenditure over \$500K



If each of these libraries were to support two new people of color each year to attain their MLIS, we could increase the number of librarians of color by 3,478 per year



## PHASE III

### Post-MLS Pathways Residency Program

Libraries wishing to participate in the Diversity Alliance program to increase the pipeline of professionally underrepresented racial and ethnic groups make the following commitments:

1. Establish a residency program for at least one individual that lasts a minimum of two years (three years preferred).
2. Commit to designing experiences at the local level to expand the residents' interests and skills, e.g., mentorships, rotation through other library units, etc.
3. Agree to serve as a resource, i.e., advisors and guides, to those institutions participating in the ACRL Diversity Alliance.
4. Provide at a minimum the same level of professional development support provided other library faculty/staff/employees.
5. Provide a salary for the resident commensurate with the salaries of equivalent entry-level library professionals.

## Establishing Your Own Program



### Find Funding

- From inside your institution: Use retirement savings
- From outside your institution: Collaborate with other institutions and fundraise.



### Partner with an MLIS Program



### Consult with University or College Counsel



# **CONCLUSIONS AND WRAP UP**