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Increasing Diversity in the Profession: What Works?

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Increasing Diversity in the Profession: What Works?

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Presented by Toni Greider
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- Brief definition of "diversity" and why it is important in our libraries.
- Review of promising efforts to attract and assist people of under-represented groups to librarianship.
- Diversity Task Force at University of Kentucky Libraries

Topics to Cover

- For this talk, diversity refers to a library staff that reflects the demographics of its library users.
- May include race, ethnicity, gender, age, etc., and is likely to vary by type of library and geographic location.
- The terms inclusivity and diversity are now frequently linked.

What is diversity?

- Human beings are creatures of habit and routine; diversity brings new and different ideas.

- Our libraries and communities are changing; a diverse workforce can help us provide effective service to our users.

Why is a diverse profession desirable?

- Old models of limited leadership and participation will not be as effective as an inclusive and diverse organizational model.

Why is a diverse profession desirable?

- Diversity programs and officers in individual institutions are fairly common in larger public library systems and academic libraries.

- One effective method: internal leadership training programs for existing staff and new librarians with leadership potential.

Efforts to Increase Diversity

- Internships and residencies for post-MLS students from under-represented groups. Examples: U of Louisville, U of Tennessee, NC State

- Benefit: Provides experience for new professionals

- Grow-your-own program; can lead to increased diversity in short term, mixed results in long term for the institution sponsoring the program.

- Often the residents and interns move to other institutions once their residency (usually 2 years) ends.

Efforts to Increase Diversity

- American Library Association Spectrum Scholars
- Kentucky Library Association minority scholarships
- Other state and professional association scholarships

Professional Organization Efforts

- ARL Diversity Office currently manages 5 programs designed to attract and develop members of under-represented groups to academic librarianship, specifically to ARL libraries.

www.arl.org/leadership-recruitment/diversity-recruitment

Association of Research Libraries

- New program by ARL and the Music Library Association to address under-representation by those with racial and ethnic minority backgrounds.
- Purpose: to attract professionals to performing arts and music libraries who better reflect evolving demographics of students and faculty in the field.

ARL/MLA Diversity and Inclusion Initiative (DIT)

- Also a new program
- ARL and Society of American Archivists
- Provides work experience, financial aid, mentoring, leadership development, job placement help
- Goal: recruit 15 diverse students in special collections librarianship or archival studies from 2013 – 2016.

ARL/SAA Mosaic Program

- Funded by IMLS grants and Association of Research Libraries members
- Purpose: attract students from racial and ethnic minorities to careers in academic and research libraries
- Program: gives stipend of up to $10,000 to currently enrolled students enrolled in MLS or equivalent programs

ARL Initiative to Recruit a Diverse Workforce (IRDW)

- Goal: prepare mid-career librarians from under-represented racial and ethnic groups to take on "increasingly demanding" leadership roles in ARL libraries
- 18-month program
- Exposes participants to major strategic issues shaping future of research libraries

ARL Leadership & Career Development Program (LCDP)

- Funded by IMLS grants and ARL member libraries
- Provides travel and living expense stipend for current or MLS students completing their degrees
- CEP Fellows complete 8-12 week internship at an ARL library

ARL Career Enhancement Program (CEP)

- Fellows attend ARL Leadership Symposium at ALA midwinter, gratis
- UK has been a participant since its inception 5 years ago
- 7 CEP interns to date:
  4 females, 3 males
  3 African-Americans, 2 Asians, 1 Latino,
      1 Native American

ARL Career Enhancement Program (CEP)

- 1 CEP graduate hired for faculty position at UK

- 3 others in academic positions or residencies

- UK Libraries committed to hosting 2 additional fellows in 2014

- Overall, more than 35 CEP Fellows are employed
in academic and research libraries

ARL Career Enhancement Program

- Benefits to students:
- practical experience not gained in library school
- professional contacts & cohort contacts
- mentoring by a senior professional
- opportunity to view everyday operations of a research library
- project and presentation assignment

ARL CEP Program

- Benefits to UK Libraries:
- interaction with new generation of MLS students with impressive skills
- increased contact with individuals from diverse racial and ethnic groups
- important work projects completed by the Fellows
- service contribution to the profession

ARL CEP Program

- Proposal for minority residency program prepared–awaiting funding
- Diversity education involvement including highest number of participants in week-long campus Humanity Academy diversity training
- Diversity initiatives included in strategic plan
- Increased involvement with international activities and programs

UK Libraries Diversity Efforts

- Diversity Task Force with five members

- Charged with planning and recommending ideas for increased diversity in library workforce

- Planning student assistant diversity internships for undergraduate in any field

Current Diversity Effort

Idea: by working in academic library, with mentoring and individualized attention, some students will become interested in MLS degree or staff position after graduation.

Library technicians at UK are able to attend graduate programs tuition-free; many complete MLS degrees.
   Planning of proposal due by June 30, 2014.

UK Grow-Your-Own

- Providing practical experience
- Mentoring
- Financial incentive (stipend and/or employment)
- Positive interaction with professional librarians
- Opportunity for leadership training and/or observation

Elements for Successful Programs

- 2008 the campus focus turned toward globalization
  - International Office increased in size
  - Certificate of International Studies developed
  - Increase in international students
  - Increase in students going abroad
  - Library's community became more diverse with diverse needs

Internationalization of the Library

- Support the international campus activity
  - A & S Passport on the World
  - Confucius Center
  - Asia Center
- Support international students
  - Info Literacy in ESL programs
  - Providing virtual keyboards
  - Promoting language interfaces
- Support Education Abroad
  - Developed a research guide which is imbedded in EA orientation

International Programs

- Supporting our Faculty to engage internationally
  - IFLA committees
  - Fulbright programs
  - Librarian exchanges
    - China
    - South Africa

International Programs

Thank you for your time and attention!