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A Quilt of Many Colors: Utilizing Diversity in the Hiring Process to Ensure a Comprehensive Quality Workplace

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*A Quilt of Many Colors:
utilizing diversity in the
hiring process to ensure a
comprehensive quality
workplace*

Presented by: Jordan Braddock, Kay Coates, & Jessica C. Garner



*Advancing Diversity
in the Henderson Library
Access Services Department
2017/2018*



A phoenix among eagles

The story of Access Services

At Henderson Library



Change Management

Department Culture and Climate

Turn over in Access Services

- × Odd shifts
- × Low pay
- × People eventually perform lateral department moves for better situations

How the Henderson Library focused on Advancing Diversity in the Hiring Process at the paraprofessional level.

1. Let the Change be Organic
 2. Look Inward
 3. Look Outward
 4. Break Down Barriers
 5. Start a Conversation
- *based on the finding from the
Advancing Diversity in Public Libraries

How we activated change:

Diversity within the hiring committee

Thoughtful job postings and descriptions

Abilities and experience over arbitrary requirements

Sought after competencies

Interview process

How candidates present

Body language

Conveyed people skills

Utilizing thoughtful questions,

Defeating “youtube job prep”

Finding the person underneath the professional

Gut feeling

Trusting your intuition

Reading between the lines

JB & KC

All good
birds
eventually
leave the
nest



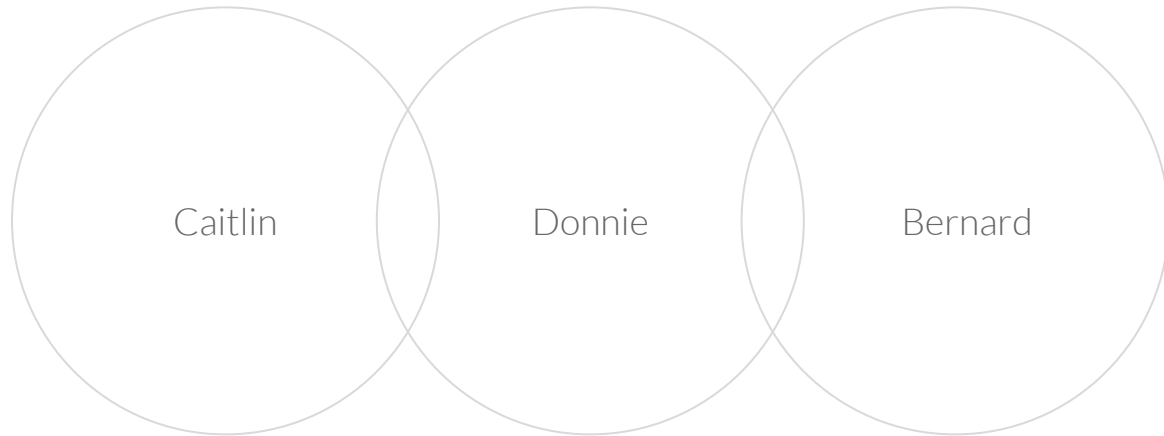
JG



Supervisors who
share the dream

**Rochelle
Jordan**

A chosen few: New hires who fit the bill



What they brought to the table.

New Hire	Education	Background	Future goals
Donnie	Bachelor's Degree	Years of library experience.	He is looking for his job that he can retire from.
Caitlin	Bachelor's Degree	Second job out of school.	Goal is to start a Master's Degree Program.
Bernard	Bachelor's Degree	First job out of school	Goal was to finish Master's Degree and he has already done this,

JB, JG
KC

Global to Local

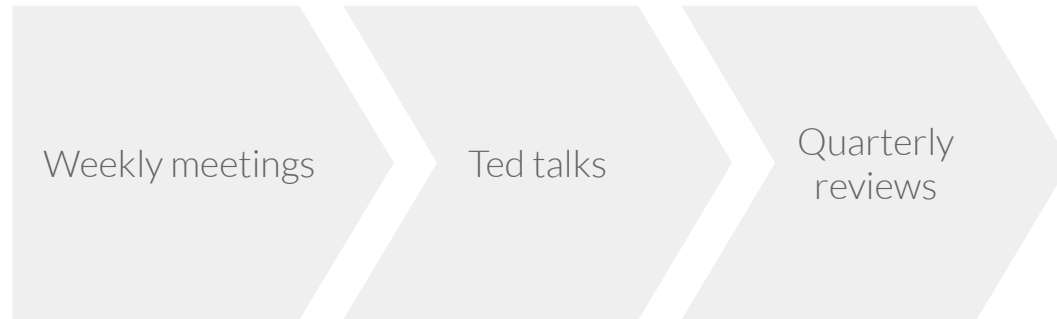
A collage of various globes and maps. The central focus is a large, vintage-style globe with a yellowish-tan map showing continents and oceans, with a compass rose in the center. It is surrounded by several smaller, modern blue and green globes. The background is dark and textured with white splatters and a dotted pattern at the bottom. The text 'Global to Local' is overlaid on the left side.

Embrace Differences

People coming together from different walks of life make a stronger team:

- Multivariate skill sets
- Unique modi operandi
- Unequaled world views

What we're doing now



Professional Development

Mentoring

Individual meetings

Weekly work logs

Open door policy.

Team building exercises

Personal celebrations
(birthdays and such)

JG, JB,
KC



Thanks!

Any questions?

You can find us at:

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Credits

Advancing Diversity in Public libraries. American Library Association and Public Libraries Association
2017 Emerging Leaders Project
<https://alaplaedi.wordpress.com/>

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1000 Awesome Things blog by Neil Pasricha

The book of Awesome by Neil Pasricha



**Henderson
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