Power to the People: Initiatives to Recruit, Support, and Retain Diverse Librarians

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OLA Super Conference 2019
Agenda

- Introduction
- Methods
- Results
- Limitations
- Conclusion
- Group Discussion
- Q & A
Diversity

AGE
Race
Gender Identity
Class
Education
Ethnicity
Height
Religion
Weight
Culture
Sexual Orientation
Language
Geography
ABILITY/DISABILITY
Political Views
To initiate, advise and mobilize support for appropriate action plans related to issues of cultural diversity in libraries within Ontario including recruitment, advancement and retention of underrepresented groups in libraries.

OLA Cultural Diversity & Inclusion Task Force

http://www.accessola.org/web/OLA/About/diversity-inclusion.asp
Objectives

- Identify current and historical practices used to recruit diverse librarians into academia
- Determine if university libraries are supporting librarians from diverse backgrounds
- Identify the initiatives that encourage diverse librarians to remain in academic librarianship
Determine strategic approaches in academic libraries, in their efforts to recruit and retain diverse librarians.
Methods

- Systematic Review

- Databases:
  - Library & Information Science Abstracts (LISA)
  - Library & Information Science Source
  - Gender Studies Database
  - Race Relations Abstracts

- Grey literature:
  - Google
  - Association websites
  - Dissertations & Theses
  - Bibliographies
## The Criteria

<table>
<thead>
<tr>
<th><strong>INCLUSION</strong></th>
<th><strong>EXCLUSION</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic libraries</td>
<td>Non-academic libraries</td>
</tr>
<tr>
<td>Recruitment &amp; retention strategies</td>
<td>Library staff other than librarians</td>
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<tr>
<td>All publication types</td>
<td></td>
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<tr>
<td>English language</td>
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<tr>
<td>Academic library associations</td>
<td>Assoc. including groups <em>other than</em> (or in addition to) academic libraries</td>
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</table>
Results

- 19 papers
- 1 ALA website

Coded:
- Country of study
- Reported barriers
- Intervention
- Type of diversity

20 studies
Reported Barriers
<table>
<thead>
<tr>
<th>Racism/Discrimination</th>
<th>Lack of diversity, representation, opportunity, staff attitudes, reduced ability to participate</th>
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<tbody>
<tr>
<td>Barriers for middle managers</td>
<td>Not supported by senior leadership, limited opportunities to grow as a leader</td>
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<tr>
<td>Challenges in institutional support</td>
<td>Lack of mentorship and representation, advancement barriers, limited access to learning communities</td>
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<tr>
<td>Barriers to achieving tenure</td>
<td>Lack of grant writing support, unbalanced workloads, challenges in research &amp; writing</td>
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Support

Unspecified
22.7%

Late
4.5%

Mid
13.6%

Early
59.1%

5

13
CASP Qualitative Checklist

- Is there a clear statement of the aims of the intervention?
- Is there an evaluative component to the intervention?
- Is there evidence (e.g. data) to support the outcomes (i.e. "success/failure") of the intervention?
- Is there a clear statement of findings?
### Modified Quality Appraisal Checklist

<table>
<thead>
<tr>
<th>Item</th>
<th>Yes</th>
<th>No</th>
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</thead>
<tbody>
<tr>
<td>Clear statement of aims</td>
<td>16</td>
<td>4</td>
</tr>
<tr>
<td>Evaluative component present</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Data to support outcomes</td>
<td>11</td>
<td>9</td>
</tr>
<tr>
<td>Clear statement of findings</td>
<td>11</td>
<td>9</td>
</tr>
</tbody>
</table>
Limitations

- Only published documents included
- Recruitment strategies for library schools excluded
- Coding and data extraction based on interpretations of project team
- English language only
Conclusion

- Intersectionality is usually not considered
- Need for evaluation
- Current strategies are ineffective
- Limited commitment for mid-to-late career librarians
Have any of your libraries implemented any of the strategies we’ve discussed in order to increase diversity at your library? Were they successful?

Are you aware of any initiatives libraries have used to increase diversity amongst employees?

Has anyone served on a University or Library Diversity Committee? What was your experience like? What enabled or prevented the Committee from achieving its goals?
Questions?

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