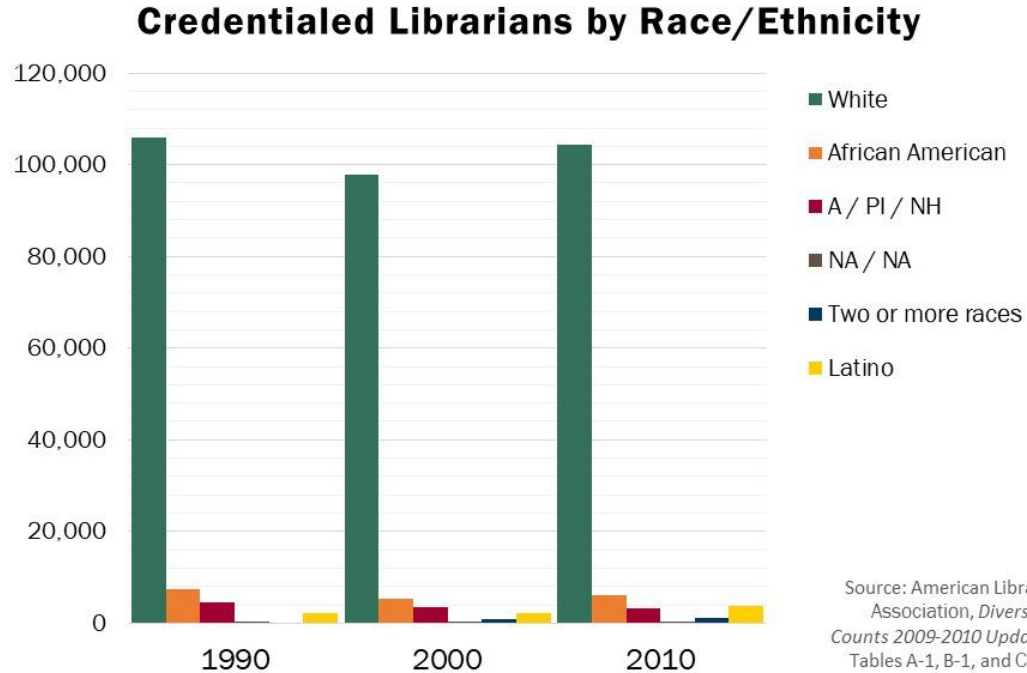




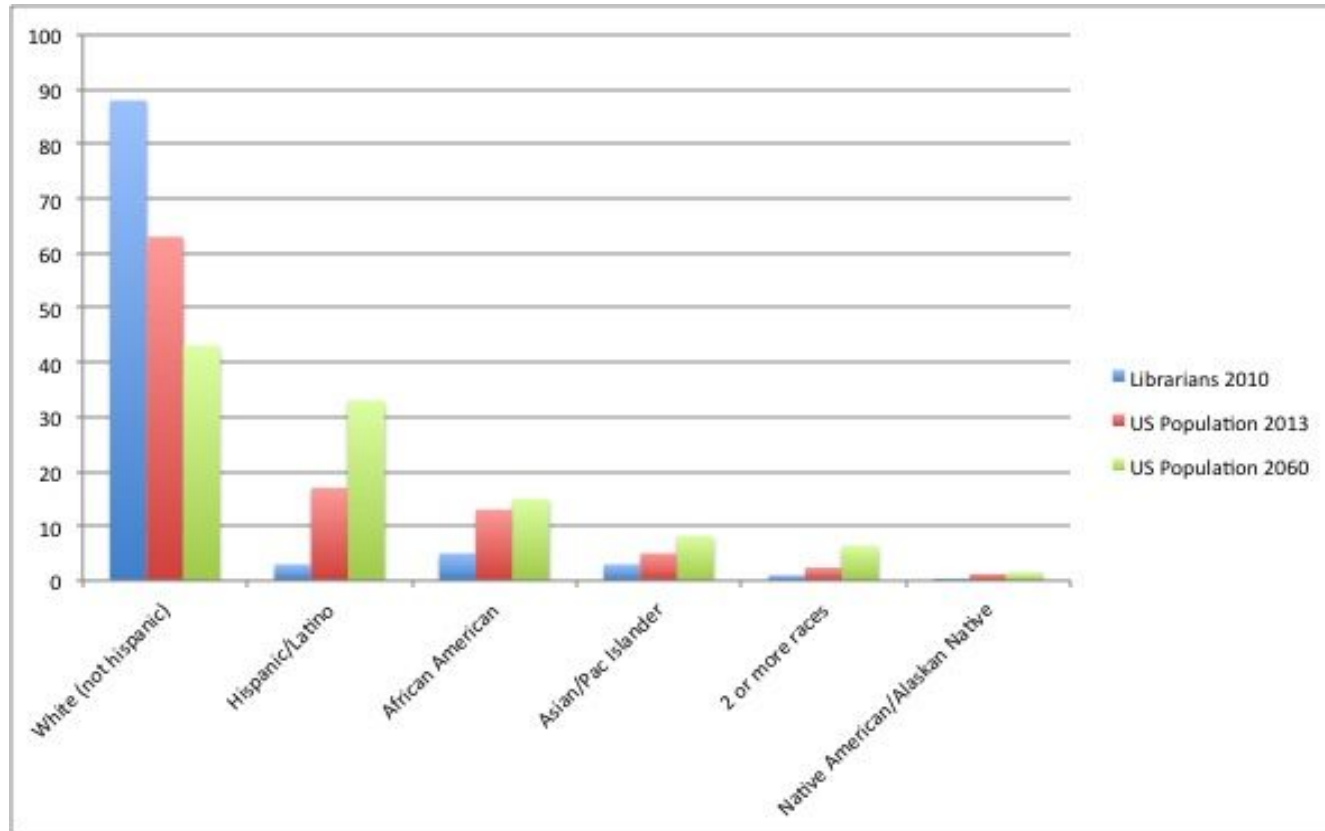
We've Failed at Diversifying Our Librarian Ranks, Now What?

a plan for addressing the 'pipeline problem'



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

LIBRARIANS AND OUR POPULATIONS

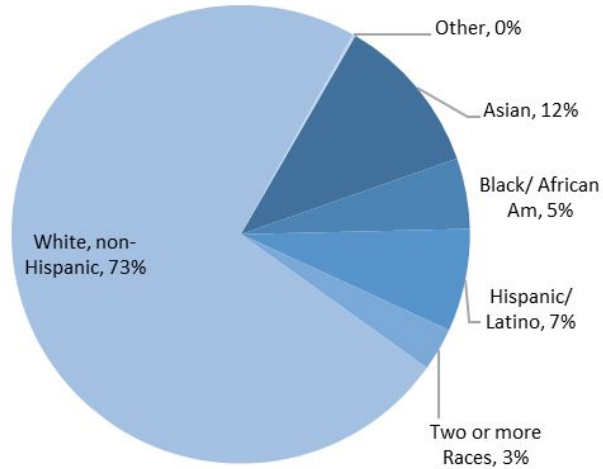


THE SIZE OF OUR FAILURE BY THE NUMBERS

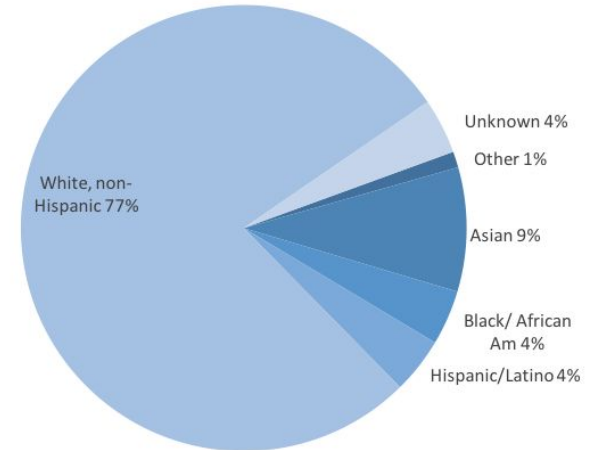
	Actual # of Librarians	Target # based on racial representation (2013)	Difference between reality & representativeness
White	104,392	74,760	-29,632
African American	6160	17,800	11,640
Latino/a	3661	20,173	16,512
Asian/Pacific Islander	3260	6,289	3,029
2 or More Races	1008	2,848	1,840
Native American (including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

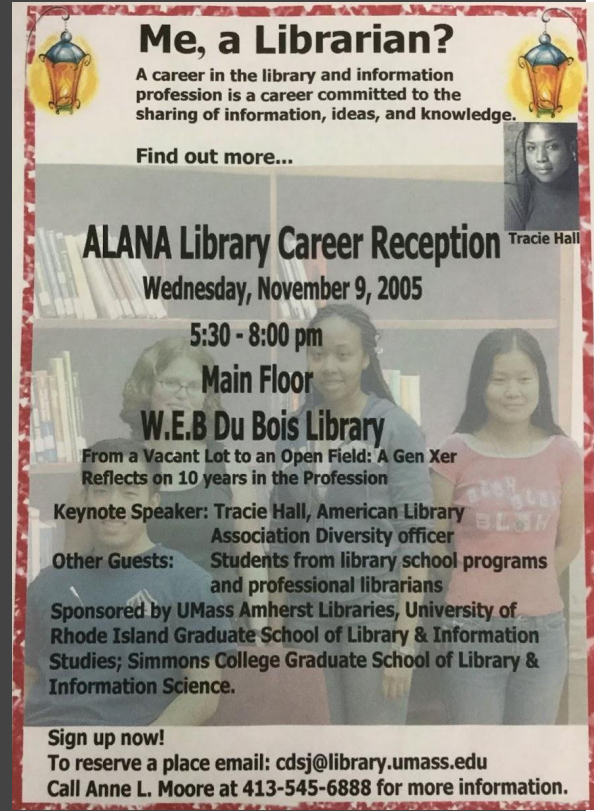


Part of the UMass Amherst Libraries' Connecting Cultures series funded through the Massachusetts Board of Library Commissioners with
funding from LSTA (Library Services and Technology Act), a federal source of library funding. Made possible also with assistance from
Northeast Chapter of REFORMA, the National Association to Promote Library and Information Services in Latin and the Spanish Speaking;
Connecticut 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 Graduate School of Library and Information Science.
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the National Association to Promote Library and Information Services in Latin and the Spanish Speaking, Connecticut 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 Graduate School of Library and Information Science.

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
Call Anne L. Moore at 413-545-6888 for more information.



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.

Maintains traditionally held power. Engages so justice if its comfortable on their terms.

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Multicultural

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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
TOTAL	\$78,594	TOTAL

Total estimate
\$157,188

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



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