

Culture Keepers VI: Preserving the Past, Sustaining the Future

Black Caucus of the American Library Association (BCALA)
6th National Conference
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Achieving Racial and Ethnic Diversity Among Academic and Research Librarians: An ACRL White Paper

http://www.acrl.org/ala/acrl/acrlpubs/whitepapers/ACRL_AchievingRacial.pdf

ACRL commissioned a paper to focus primarily on “workforce diversity, with an emphasis on the recruitment, retention, and advancement of groups traditionally underrepresented in the academic library workforce.” The Board also specified that the white paper should:

- Discuss efforts to promote, develop, and foster workforces that are representative of a diverse population; and,
- Address the development of a climate in the workplace that supports and encourages advancement.

White Paper recommendations include:

- Design a collaborative, cohesive, holistic approach to harnessing the available information and resources on recruitment and retention and opportunities for advancement is recommended
- Develop a research agenda which addresses the lack of membership data for decision-making and goal setting

What can we do? From the report...

- “The identification, creation and/or development, implementation and replication of best practices for recruitment accompanied by sound empirical evidence with results, outcomes, and indicators for success
- Development of assessment and analysis benchmarks and clearly stated standards and expectations that are not necessarily grounded in the demographics of the U.S. population
- The creation, gathering, and maintenance of reliable and accurate demographic data for the profession overall and for academic librarians in particular”

In addition to these recommendations the report provided a number of recommendations from a 2002 report, a 2005 article, numerous research and from a large number of references.

*The ideas listed below are recommendations by Todaro and **bold-faced content** indicates that ACRL is already at work on these ideas and activities.*

- Design retention strategies workshops for academic librarians new to the profession to emphasize/educate what they need/what to look for/ask for
- Design retention strategies workshops for academic library managers to educate/train/illustrate best practices
- Create conference program tracks/identification for diversity content
- **Create online toolkit(s) on retention with components (stand alone content for workshops/online delivery) with outcomes; curriculum and delivery recommendations, assessment strategies through organizational assessment...does my organization recruit? How can it?)**
 - **For existing new librarians**
 - **For library managers**
 - For HR professionals
 - For trainers/educators
- Design advancement strategies workshops for academic librarians new to the profession to emphasize/educate what they need/what to look for/ask for

- Design advancement strategies workshops for academic library managers to educate/train/illustrate best practices
- **Create online toolkit(s) on advancement with components (stand alone content for workshops/online delivery with outcomes; curriculum and delivery recommendations, assessment strategies through organizational assessment...does my organization advance? How can it?)**
 - **For existing new librarians**
 - **For library managers**
 - For HR professionals
 - For trainers/educators
- Identify research agenda costs/let RFP for creation of a research repository? Clearinghouse? For existing research (IMLS, etc.) and identify gaps in existing research
- Market research needs/venues:
 - ACRL action plans for units, groups, committees, chapters etc.
 - ACRL call to action for conference programming
 - **ACRL expansion of online content development**
 - **ACRL publications call for theme issues/President's column, direct mail on publication needs to target audiences, research needs agenda**
 - ACRL call for online pathfinder on diversity issues (*News*)
 - Library/information school faculty, master's and doctoral level research gaps/needs
 - **ACRL Board of Directors mega-issue focus**
 - ACRL monographs/call for diversity focus
- **Review/revise as needed and expansion of ACRL marketing material content**
- **Create marketing plan for revised ACRL recruitment materials**
 - **“Market the profession to high school guidance counselors, career counselors, and career coaches**
 - **Begin recruitment to the profession early**
 - **Participate in campus activities that allow you to “recruit” younger kids**
 - **Create opportunities that introduce librarianship as a career to young people**
 - **Work with school media centers and school librarians to encourage school children and teenagers to consider librarianship as a career”**
- Initiate discussions/capture data on best practices and package for membership (curriculum, training content, etc.):
 - Professional development
 - Mentoring
 - Career ladders
 - Succession management/planning
 - Workplace benefits
 - Diversity cohorts
- Initiate discussions/focus groups/capture data on best practices and package for membership (curriculum, training content, etc.):
 - Career tracking of diversity initiative participants (Spectrum, IMLS grant participants, etc.)
 - Employment tracking of diversity pool in leadership positions (assistant director/director/dean positions of academic libraries)
 - Education/program tracking of diversity master's student pool
- Expand Spectrum support
- Expand Emerging Leaders support with diversity focus

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