Women in Librarianship and Wellness

ALA’s Committee on the Status of Women in Librarianship
Committee on the Status of Women in Librarianship (COSWL)

Charge

To officially represent the diversity of women's interest within ALA and to ensure that the association considers the rights of the majority (women) in the library field. To promote and initiate the collection, analysis, dissemination, and coordination of information on the status of women in librarianship. To coordinate the activities of ALA units that consider questions having special relevance for women. To identify lags, gaps, and possible discrimination in resources and programs relating to women. To help develop evaluative tools, guidelines, and programs in cooperation with other ALA units designed to enhance the opportunities and the image of women in the library profession, thus raising the level of consciousness concerning women. To establish contacts with committees on women within other professional groups and to officially represent ALA concerns at interdisciplinary meetings on women's equality. To provide council and membership with reports needed for the establishment of policies and actions related to the status of women in librarianship, and monitor ALA units to ensure consideration of the rights of women.
Pay Equity

Women earn less than their male counterparts in nearly every occupation, including library professions. Two types of pay inequity may be at play in your library. One is that there may be a pay disparity along gender or racial and ethnic lines (men earning more than women in the same job with the same experience and education). The other possibility is pay inequality across jobs, like public school teachers being paid more than a school librarian with the same education and experience in the same school.

The ALA-APA Advocating for Better Salaries Toolkit includes a detailed discussion of pay equity and how to remedy pay inequity at your library. The ALA-APA Pay Equity Bibliography includes general resources, library-specific materials, case studies, and more. Additionally, the resources below are regularly updated and include the latest information on pay equity.

- Institute for Women’s Policy Research, Pay Equity and Discrimination
- S. Department of Labor, Women’s Bureau
- National Committee on Pay Equity
Advocating for Better Salaries Toolkit

Editors and Writers
Amy Bartholomew
Jennifer Doming
Julia Eisenstein
Shannon Farrell
How Employers Can Support Library Workers Who Are Caregivers During COVID-19 webinar

Presented by
ALA’s Committee on the Status of Women in Librarianship (COSWL)
February 3, 2021
Caregiver's Toolkit

The term caregivers refers to the provision of assistance to another person who is ill, disabled, or needs help with daily activities. It often requires attention to the physical, mental, social, and psychological needs and well-being of both the caregivers and the person requiring care.

Caregiving responsibilities will touch almost all of us at some point in our lives. With an aging population and with many caring for ill and disabled children and young adults, an increasing number of people are family caregivers.

Being a caregiver is the reality for many working Americans in the 21st century including those who work in libraries. The survey *Caregiving in the US 2020* found that the number of Americans providing unpaid care increased from 43.5 million in 2015 to 53 million in 2020.

In addition, research from the National Alliance for Caregiving (NAC) in partnership with Caring Across Generations highlights the challenges facing working parents who are providing intergenerational care. Findings indicate that more than 11 million Americans (more than a quarter of all caregivers) are caring for an adult family member due to health needs or disability, while also caring for children at home. This group has become known as the sandwich generation because they are effectively "sandwiched" between both aging parents and children (who all may require financial, physical, and emotional support).

The issue of caregiving is relevant and timely to those employed in libraries today. The COVID-19 pandemic is complicating matters of care for families. It has forced many
Bridging the Gap in Support of Women in Librarianship

Thursday, Nov. 4
8 - 11:30 a.m.

reforma.events.whova.com

Speakers
Loida Garcia-Febo
Zoe Mendelson
Maria Conejo
Pambanisha Whaley
Chippewa M. Thomas
Jaena Alabi
Alicia Monsalve
Millie Gonzalez
Nichelle Hayes
Madeline Peña
Celia Avila de Santiago
Dr. Michele A. L. Villagran
Moderator: Loida García-Febo

Agenda
- Loida García-Febo interviews Zoe Mendelson & María Conejo, authors of *PussyPedia*
- Interactive session about microaggressions and workplace stress/harassment
- Loida García-Febo interviews Alicia Monsalve, editor of *Inficiiones*, a book of women stories during the pandemic
- Panel conversation about women empowerment
- Collective compilation to create an actionable list of resources for consultation/practice/empowerment

**Speakers**

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<td>Nichelle Hayes</td>
<td>Founding Leader of the Center for Black Literature &amp; Culture</td>
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<td>IndyPL, (Indianapolis Public Library)</td>
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<tr>
<td>Loida García-Febo</td>
<td>International Library Consultant</td>
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<td>Auburn University</td>
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<td>Chippewa M. Thomas</td>
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<td>Jaena Alabi</td>
<td>Principal Librarian - Community Engagement and Outreach</td>
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<td>Zoe Mendelson</td>
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The Importance of Wellness in the Workplace

Individual and community well-being are inherently connected, so it is vitally important that workplaces be places of wellness for their employees. The ALA-APA is an organization dedicated to promoting the mutual professional interests of librarians and other library workers, so it has a distinct interest in helping library workers address their own wellness and the wellness of their libraries.

Wellness is an active and lifelong process, involving positive decision-making and finding balance between many priorities. It is tied to awareness and to making choices that lead to being happier, healthier, and more fulfilled. The resources on this website are here to help you better your personal wellness in the 8 dimensions. Click on one of the buttons below to get started.
SustainRT calls for Citation for Wellness in the Workplace nominations

For Immediate Release
Fri, 01/07/2022

Contact:
Casey Conlin
Past-Coordinator
SustainRT
cconlin@mithudson.org

CHICAGO — To acknowledge the fact that library staff are one of our greatest assets in building and supporting sustainable libraries and communities, the ALA Sustainability Roundtable (SustainRT) is recognizing libraries that go above and beyond in meeting the wellness needs of their staff with the SustainRT Citation for Wellness in the Workplace.

All ALA members are invited to nominate any library that has made efforts to meet the needs of their staff in the areas of continuing education, wellness, positive work environment, unions, salaries, gender equity, pay equity initiatives, and other activities designed to improve the salaries and status of librarians and other library workers.

The 2021 Citation was awarded to the Westerville Public Library for their work in addressing pay equity to provide a living wage to all library staff. The SustainRT Citation for Wellness in the Workplace was initiated by ALA past president Loida Garcia-Fetcho in 2010 as the ALA Presidential Citation for Wellness in the Workplace and the Sustainability Round Table continues that legacy of recognition. SustainRT will honor the winning library or organization with a plaque recognizing their efforts to promote wellness during the American Library Association (ALA) 2022 Annual Conference at the SustainRT Membership Meeting.

For more information, visit the SustainRT Awards page.

Immerse Yourself in Wellness

Mindfulness practices have intangible benefits for library workers

By Loida Garcia-Febo | January 2, 2019

In these uncertain times, we all benefit from kindness, mindfulness, and wellness. This year, I want to help library workers manage the stress and anxiety experienced both in daily life and in their interactions with patrons and coworkers.

As a first step, a three-member ALA Workplace Wellness Advisory Committee and I collaborated with the American Library Association–Allied Professional Association (ALA-APA) to renew the wellness website...
Wellness for Library Workers By Loida Garcia-Febo

26 August 2019 - Loida Garcia-Febo

During my National Library Tour, while I Presided the American Library Association (ALA), I met many dedicated library workers experiencing stress and anxiety brought by daily life and in their workplace with library patrons.
Welcome to Library Worklife!

Library Worklife: HR E-News for Today's Leaders is a publication of the American Library Association-Allied Professional Association (ALA-APA). The newsletter began in January 2004 and is distributed electronically on the second Tuesday of each month. ALA subscribers receive quarterly alerts highlighting the previous months' articles.

Library Worklife informs readers about issues – career advancement, certification, human resources practice, pay equity, recruitment, research, work/life balance – that concern all library workers.

Submissions are welcome! Please see the Call for Submissions for details. Authors retain rights on articles printed – Library Worklife Author Agreement.

Read the current issue of Library Worklife.

Library Worklife is a benefit of ALA membership.

ISSN: 1550-3534

https://ala-apa.org/newsletter/
Speakers

- Moderator: Loida Garcia-Febo, Chair COSWL, ALA President 2018-2019, and International Library Consultant

- Emily Drabinski, soon to be ALA President-Elect, and Chief librarian at The Graduate Center, City University of New York

- Shauntee Simpson, President of the Black Caucus of the American Library Association, and Manager of School Outreach for The New York Public Library

- Cindy Hohl, Past President of the American Indian Library Association, and Kansas City Public Library's Director of Branch Operations

- Robin Kear, Faculty Librarian, University Senate President at the University of Pittsburgh