

Diversity within the Children's Library Services Profession

A 2016 SURVEY BY THE ALSC EQUITY, DIVERSITY, AND INCLUSION TASK FORCE



The Equity Diversity and Inclusion Task Force developed this survey as part of their task force charge—to thoroughly examine diversity within all areas of ALSC such as membership, recruitment, award committees, and leadership and to recommend short-term and long-term strategies for developing richer diversity within the association. The survey, the first of its kind by ALSC, was administered in November 2016 to ALSC members and non-member youth services providers.

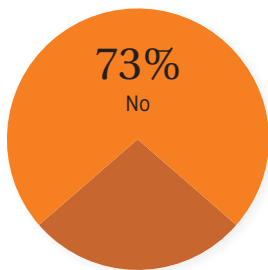
The survey contained sixteen questions exploring demographic characteristics of children's library staff and topics related to ALSC membership, including motivations and interests for joining or not joining ALSC. The survey provided the task force with baseline data on demographics within the field of children's librarianship and identified barriers to joining ALSC. The Task Force

considered the survey results as they developed a series of recommendations for ALSC to include in efforts to increase diversity in ALSC membership and the library profession. The survey results provide a current snapshot of children's librarianship and will help ALSC measure progress in the ALSC Strategic Plan area of Diversity & Inclusion.

The survey was available to both ALSC and non-ALSC members. There were 862 respondents, at least half, or 51 percent of the respondents were ALSC members so survey results are not exclusive to ALSC membership. Overall, children's library staff are mostly straight/heterosexual, white women with no identified disability. Specifically, 93 percent of children's library staff are women/cis-women, 79 percent are straight/heterosexual, 85 percent are white/Caucasian and 73 percent have no reported disability.

The survey results provide ALSC with valuable information but also inherently drive new questions. How do we increase diversity in ALSC membership? What barriers to membership exist for potential members or current members considering continued membership? Is increasing diversity enough? How do we ensure our diverse membership is included in ALSC activities and that ALSC members relate to one another with increased levels of cultural understanding? The work of the inaugural EDI Task Force is moving forward with the recently developed ALSC Equity, Diversity and Inclusion Within ALSC Implementation Task Force. With their guidance, ALSC is considering these questions, prioritizing recommendations and implementing activities that will move ALSC toward a more diverse and inclusive space for members.

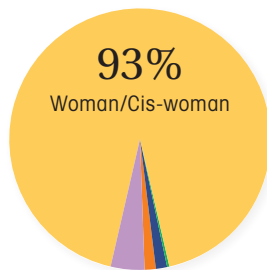
DISABILITY*



73% No
27% Yes

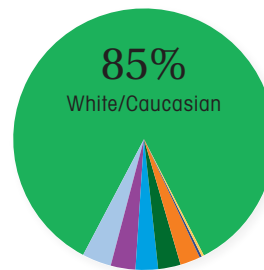
*Includes physical, sensory, cognitive, intellectual, and developmental disabilities, chronic conditions, and mental illnesses

GENDER



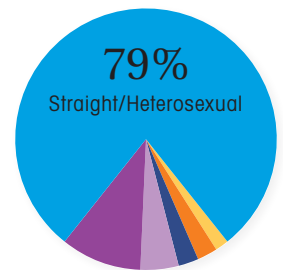
93% Woman/Cis-woman
4% Man/Cis-man
<2% Gender non-conforming
<2% Other
<1% Trans-man
0% Trans-woman
0% Intersex

RACE



85% White/Caucasian
4% Hispanic/Latino
3% Biracial/Multiracial
3% Asian
3% Some other race or ethnicity
2% African-American/Black
<1% American Indian/Alaskan Native
<1% Native Hawaiian or other Pacific Islander
<1% Middle Eastern
0% African

SEXUALITY



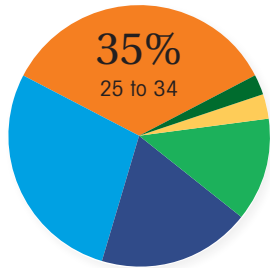
79% Straight/Heterosexual
10% Bisexual
5% Lesbian/Gay
3% Asexual
2% Other
<2% Pansexual

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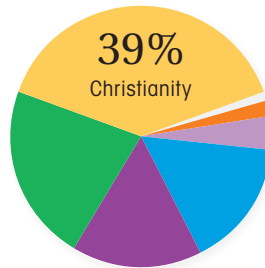


AGE



- 35% 25 to 34
- 28% 35 to 44
- 19% 45 to 54
- 13% 55 to 64
- 3% 65 to 74
- <3% 24 or younger
- <1% 75 or older

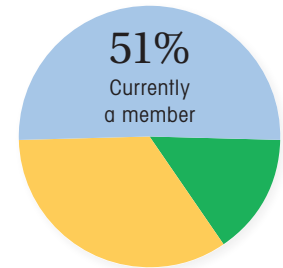
RELIGION



- 39% Christianity
- 22% Agnosticism
- 16% Atheism
- 16% Other
- 4% Judaism
- 2% Buddhism
- <1% Islam
- <1% Bahá'í
- <1% Caodaism
- <1% Hinduism
- <1% Jainism
- <1% Shinto
- <1% Zoroastrianism

Other options not selected by respondents: Cheondoism, Confucianism, Hoahaoism, Korean Shamanism, Sikhism, Taoism, Tenriism.

ALSC MEMBERSHIP



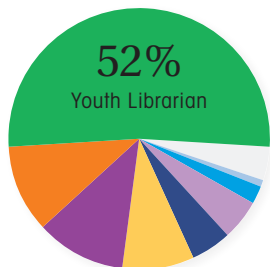
- 51% Currently a member
- 34% Never a member
- 15% Lapsed member

BARRIERS TO JOINING

Respondents listed the following answers as barriers to joining ALSC (multiple answers were allowed):

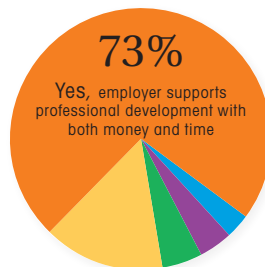
- 75% "cost" | 22% "time" | 22% "lack of information about ALSC" | 15% "lack of transparency about committee appointment process and participation in other ALSC activities" | 14% "other" | 13% "relevance to current position" | 7% "culture or environment of ALSC" | 3% "don't feel that ALSC is right for me"

TYPE OF EMPLOYMENT



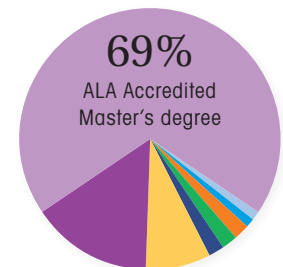
- 52% Youth Librarian (including Teen, Early Literacy, or Children's Librarian)
- 11% Other
- 11% Library Manager
- 9% Youth Associate/Assistant (including Teen, Early Literacy, or Children's Associate/Assistant)
- 5% Library Assistant, Page, or Aide
- 5% School Librarian
- 2% Library Director
- 1% Academic Librarian
- <1% Retired Educator
- <1% Retired Library Employee
- <1% Teacher/Non-Librarian Educator (K-12)
- <1% Teacher/Non-Librarian Educator (college or university)
- <1% School Library Assistant
- <1% Author/Illustrator
- <1% Library Board Member
- <1% Library Volunteer
- <1% Publishing

PROFESSIONAL DEVELOPMENT



- 73% Yes; employer supports professional development with both money and time
- 15% Yes; employer supports professional development with time only
- 5% Other
- 4% No; employer does not supply support for professional development
- 3% Yes; employer supports professional development with money only

EDUCATION



- 69% ALA Accredited Master's degree
- 15% Bachelor's degree (e.g. BA, AB, BS)
- 8% Master's degree not accredited by ALA or in other discipline
- 2% One or more years of college, no degree
- 2% Professional degree (e.g. MD, DDS, DVM, LLB, JD)
- 2% Doctorate degree (e.g. PhD, EdD)
- 1% Associate's degree (e.g. AA, AS)
- 1% Some college credit, but less than one year