WHEREAS, multi-racial, sexually balanced library managements and staffs are at least one hundred years overdue; and

WHEREAS, development of socially responsible library staffs will increase the attractiveness of library employment; and

WHEREAS, sexually and racially balanced library staffs will enhance the quality, relevance, and utilization of library services, particularly by the young, and

WHEREAS, racial and sexual parity are even more urgently needed in a depressed job market; and

WHEREAS, the library profession may achieve racial and sexual parity at all levels in the 1970's, if its leaders and members choose to do so; and

WHEREAS, a Washington-based minorities recruitment specialist could not only recruit from universities and colleges attended by students of the various minorities, he could also be valuable as an advocate of federal legislation to help finance library education for minorities recruits, and of legislation to improve library services to minorities people; and

WHEREAS, a minorities recruitment specialist could also participate in image-changing public relations programs,

THEREFORE BE IT RESOLVED: THAT the Council and the Executive Board strive to fulfill the intent of the Civil Rights and Fair Employment Laws by establishing a second position of Recruitment Specialist on the Association staff, based in the Association's Washington office, and appoint to this position a librarian possessing extensive knowledge of and direct experience in urban minority life and culture, and also possessing communication skills which would enable him effectively to recruit young men and women of ethnic and racial minorities to careers in the library profession.

SRRT Task Force on Recruitment of Minorities
Wednesday, January 20, 1971