



Women in Librarianship and Wellness

ALA's Committee on the Status of Women in Librarianship

Visit our [COVID-19 Recovery pages](#) for updates and recommended resources.

[About ALA](#)

[Advocacy, Legislation & Issues](#)

[Awards, Grants & Scholarships](#)

[Conferences & Events](#)

[Education & Careers](#)

[Membership](#)

[News & Press Center](#)

[Tools, Publications & Resources](#)

[CONTACT CONGRESS](#)

[ALA](#) > [About ALA](#) > [Committees, Volunteer Resources & Opportunities](#) > [ALA and Council Committees](#) > [Committee on the Status of Women in Librarianship \(COSWL\)](#)

[Email](#) | [Print](#) | [Cite](#) | [Share This Page](#)

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.

<https://www.ala.org/aboutala/committees/ala/ala-coswl>



YouTube

Search

ALA JANUARY 22-26, 2021

MIDWINTER MEETING & EXHIBITS

VIRTUAL

ALA American Library Association

ANTI-RACISM WORK AND WOMEN IN LIBRARIANSHIP

Hosted by the ALA Committee on the Status of Women in Librarianship (COSWL)

Moderated by COSWL Chair Loida Garcia-Febo

I am the chair of COSWL

Anti-Racism Work and Women in Librarianship

<https://youtu.be/gMBDqGrN8H4>



Publications

- Current Library Worklife
- Pay Equity Bibliography
- Better Salaries Toolkit** (PDF)

Quick Links

- ALA-APA Home
- News
- Governance
- ALA-APA Committees*
- ALA-APA Salary Survey
- Data and Research
- Occupation Fact Sheets
- Occupation Resources
- Workplace Wellness Reports
- Meetings and Programs
- Donate
- Sitemap
- ALA-APA Certification Review

Browse: Home / Improving Salaries/Status / Pay Equity

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 Dorning
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

00:01:37 / 00:59:44

Speed





Visit our [COVID-19 Recovery pages](#) for updates and recommended resources.

About ALA

Advocacy, Legislation & Issues

Awards, Grants & Scholarships

Conferences & Events

Education & Careers

Membership

News & Press Center

Tools, Publications & Resources

CONTACT CONGRESS

Email Print Cite Share This Page

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

PRE-CONFERENCE

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

REFORMA

National Conference VII

PRE-CONFERENCE

Bridging the Gap In Support of Women in Librarianship

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

reforma.events.whoova.com
















Moderator: Loida Garcia-Febo

Agenda

- Loida Garcia-Febo interviews Zoe Mendelson & Maria Conejo, authors of *PussyPedia!*
- Interactive session about microaggressions and workplace stress/harassment
- Loida Garcia-Febo interviews Alicia Monsalve, editor of *Inficciones*, 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

 <p>Nichelle Hayes Founding Leader of the Center for Black Literature & Culture IndyPL (Indianapolis Public Library)</p>	 <p>Loida Garcia-Febo International Library Consultant</p>	 <p>Chippewa M. Thomas Auburn University</p>
 <p>Madeline Peña Principal Librarian – Community Engagement and Outreach Los Angeles Public Library</p>	 <p>Zoe Mendelson</p>	 <p>Jaena Alabi Research & Instruction Services Librarian Auburn University</p>
 <p>Celia Avila de Santiago Senior Librarian Los Angeles Public Library</p>	 <p>Maria Conejo Artist & Co-founder of PussyPedia</p>	 <p>Alicia Monsalve</p>
 <p>Dr. Michele A. L. Villagran Assistant Professor, School of Information San José State University</p>	 <p>Pambanisha Whaley Head of User Services Vassar College Libraries</p>	 <p>Millie Gonzalez Framingham State University</p>
	 <p>Chippewa M. Thomas Auburn University</p>	 <p>Nichelle Hayes Founding Leader of the Center for Black Literature & Culture IndyPL (Indianapolis Public Library)</p>



Helping to Support Overall Wellness for All Library Workers

Elements of Wellness ▾ Wellness Stories ▾ Wellness Resources ▾ Wellness News ▾ ALA Conferences ▾



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.

<https://ala-apa.org/wellness/>

SEARCH THE SITE

FOLLOW ALA-APA ON TWITTER

Tweets by @alaapa

ALA-APA
@alaapa
Hot off the press!! Check out the latest issue of the #LibraryWorklifeNewsletter

Click the link below to subscribe [ala-apa.org/.../past-issue...](#)

May 12, 2021

ALA-APA
@alaapa
It's not too late to nominate your library star!! Click the link below. #NLWD21 [surveymonkey.com/r/SubmitAStarf...](#)



Apr 7, 2021

ALA-APA
@alaapa

Visit our [COVID-19 Recovery pages](#) for updates and recommended resources.

- [About ALA](#)
- [Advocacy, Legislation & Issues](#)
- [Awards, Grants & Scholarships](#)
- [Conferences & Events](#)
- [Education & Careers](#)
- [Membership](#)
- [News & Press Center](#)
- [Tools, Publications & Resources](#)

[ALA](#) > [News](#) > [SustainRT calls for Citation for Wellness in the Workplace nominations](#)

[SUBMIT NEWS ITEMS](#) [CONTACT CONGRESS](#) [FEEDBACK](#)

[Email](#)  | [Print](#)  | [Cite](#)  | [Share This Page](#) 

ALAnews

SustainRT calls for Citation for Wellness in the Workplace nominations

For Immediate Release
Fri, 01/07/2022

 [Subscribe](#)

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

CHICAGO — To acknowledge the fact that library staff are our greatest asset 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-Ferbo in 2019 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.



Source: ALA Instagram Story

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



CPDWL Blog

Inspiring information professionals write about continuing professional development and workplace learning in order to build strong librarians and libraries for the future!



Blog

About CPDWL Section

[« New Resources for Library Advocacy by Loida Garcia-Febo](#)

[CPDWL Satellite Meeting 2019 in Zagreb, Croatia: RECAP »](#)

Wellness for Library Workers By Loida Garcia-Febo

[26 August 2019](#) - [raypun](#)



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

Tags

[ALA Arab Federation for Libraries and Information \(AFLI\) best practice Bill and Melinda Gates Foundation \(BMGF\) Cape Town career planning Coaching](#)

[Communication Conference continuing professional development Continuing Professional Education COVID-19](#)

[CPDWL development E-training program FAIFE IFLA IFLA CPDWL IFLA NPSIG INEEL MEMA](#)

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

SEARCH



SUBSCRIBE

Subscribe via the [RSS Feed](#)

EDITORS

Editors: Beatrice Calvin,
Jamie Bragg

CATEGORIES

[ALA-APA News](#)

[Career Advancement](#)

[Certification](#)

[HR Law](#)

[HR Practice](#)

[LW Tip](#)



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