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Diversity Counts ✓

Presented at the ALA Committee on Diversity and Committee on Research & Statistics Joint Program

ALA Annual Conference, June 24, 2007

by

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Portions of this presentation are based on the *Diversity Counts* study compiled by Denise M. Davis and Tracie D. Hall,
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For more information, visit www.ala.org/diversitycounts.

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Why do this study?

- Gather reliable estimates of nationally-reported employment in the profession including:
  - ***Age***
  - ***Gender***
  - ***Race/ethnicity***
  - ***Disability status***
  - ***Weekly hours worked***
- Understand change during the 1990 decade; and
- Continue the dialogue on how libraries of the future will have librarians for the future!

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Census Data Analysis

1990 and 2000 decennial census data and the American Community Survey data for 2001-2005 were analyzed for the industry “library” for five (5) types of libraries:

- Public
- Academic
- K-12
- Hospitals
- Legal libraries
- All others types of libraries reported as a single category

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Additional Analysis 2000 Census

ALA also was interested in:

- Understanding the extent of single-gender (same-sex) households as a subset of the library industry.

- How the American Community Survey (ACS), an annual national survey designed to replace the long form of the decennial census, could supplant decennial data for the purposes of annual analysis. (A second analysis was done in May 2007 of the 2001-2005 ACS data.)

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Applying Estimates to Real Library Data

ALA applied the age, gender, race and ethnicity distributions by type of library staff (MLS or library assistant) to data reported by the US National Center for Education Statistics for public, K-12 and academic libraries for the years

- 1990
- 2000
- 2004 to draw estimates using the 2001-2005 ACS data

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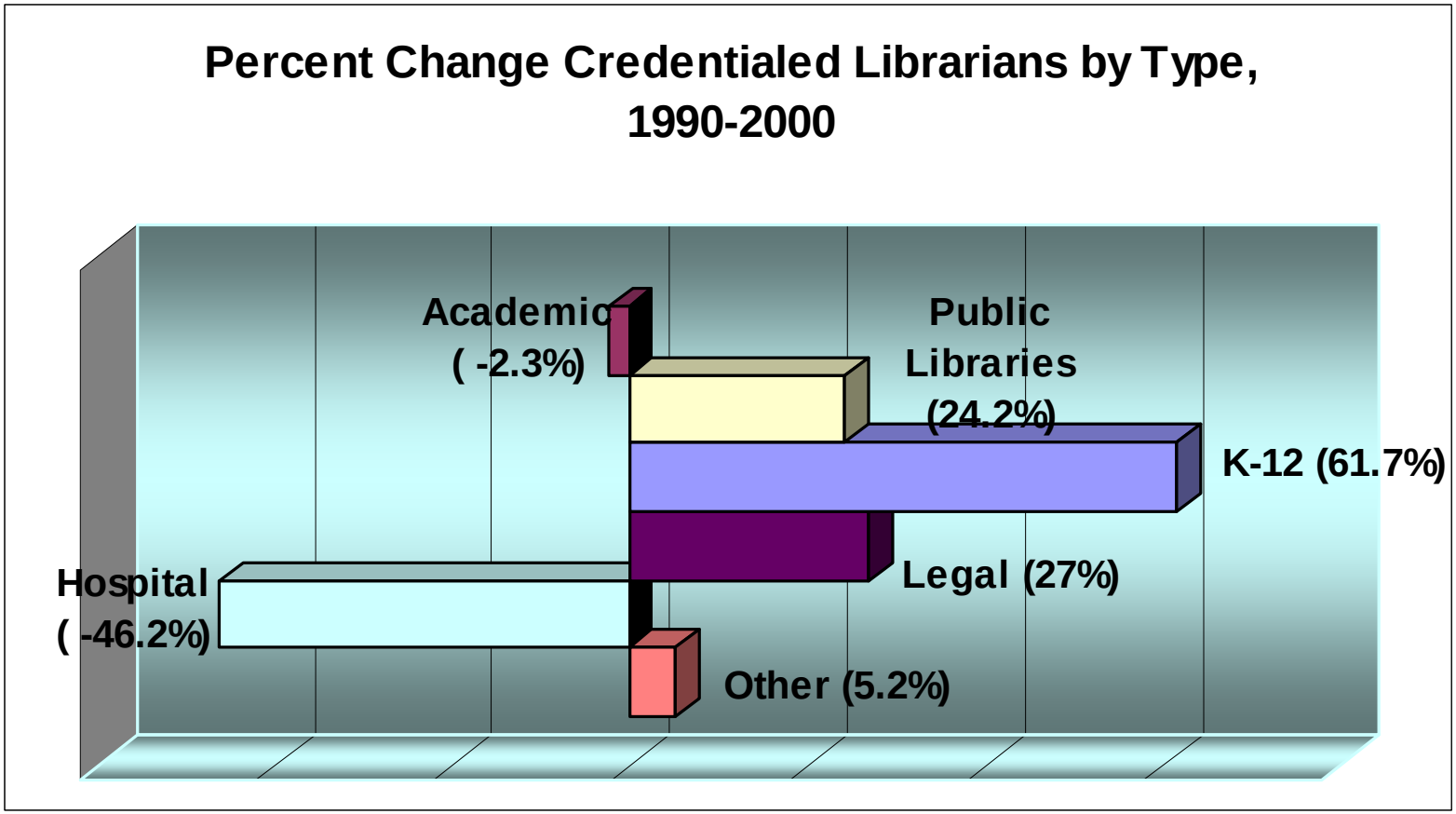
How it Looks!



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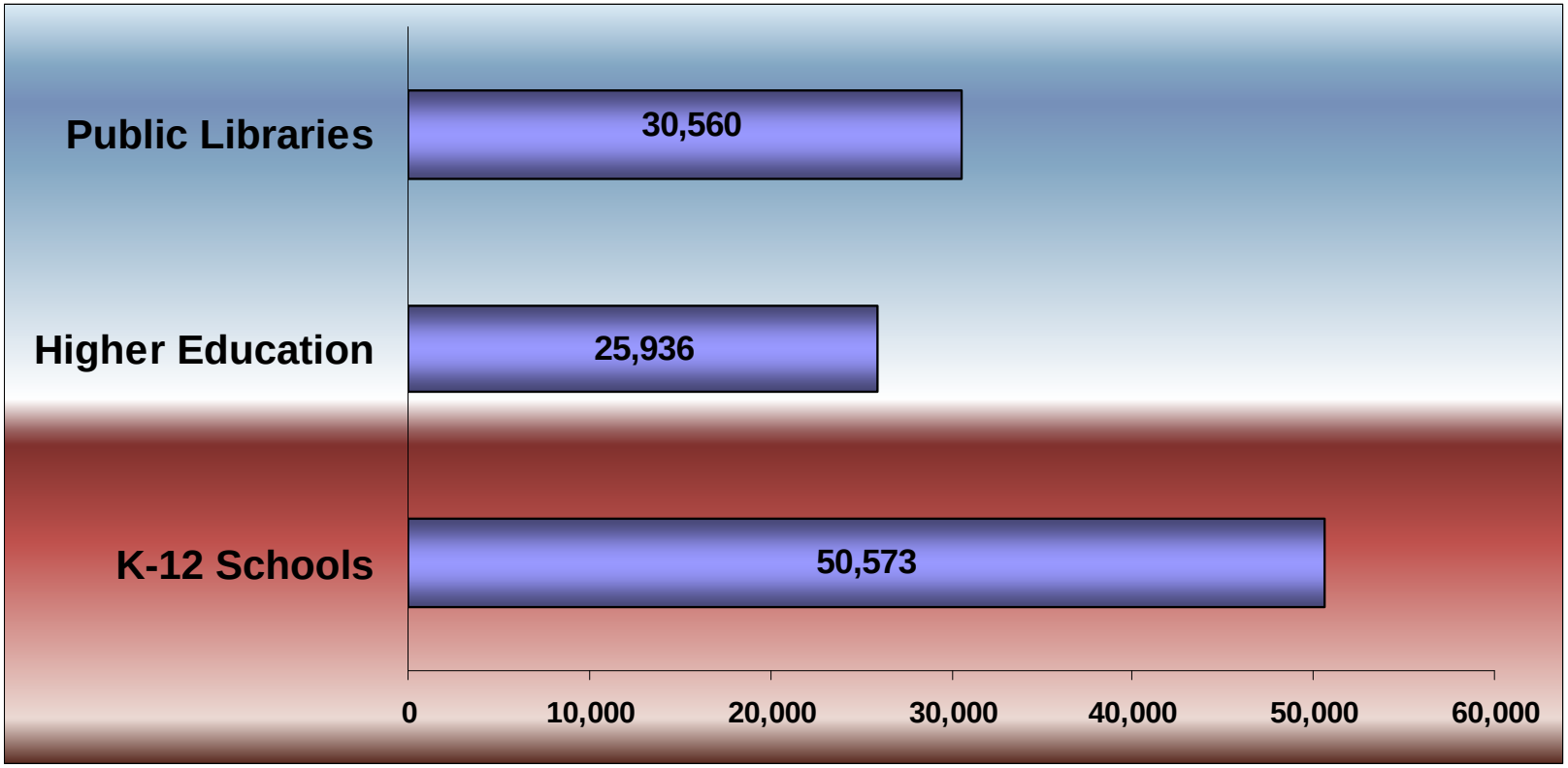
Credentialed Librarians by Type, 2001-2005



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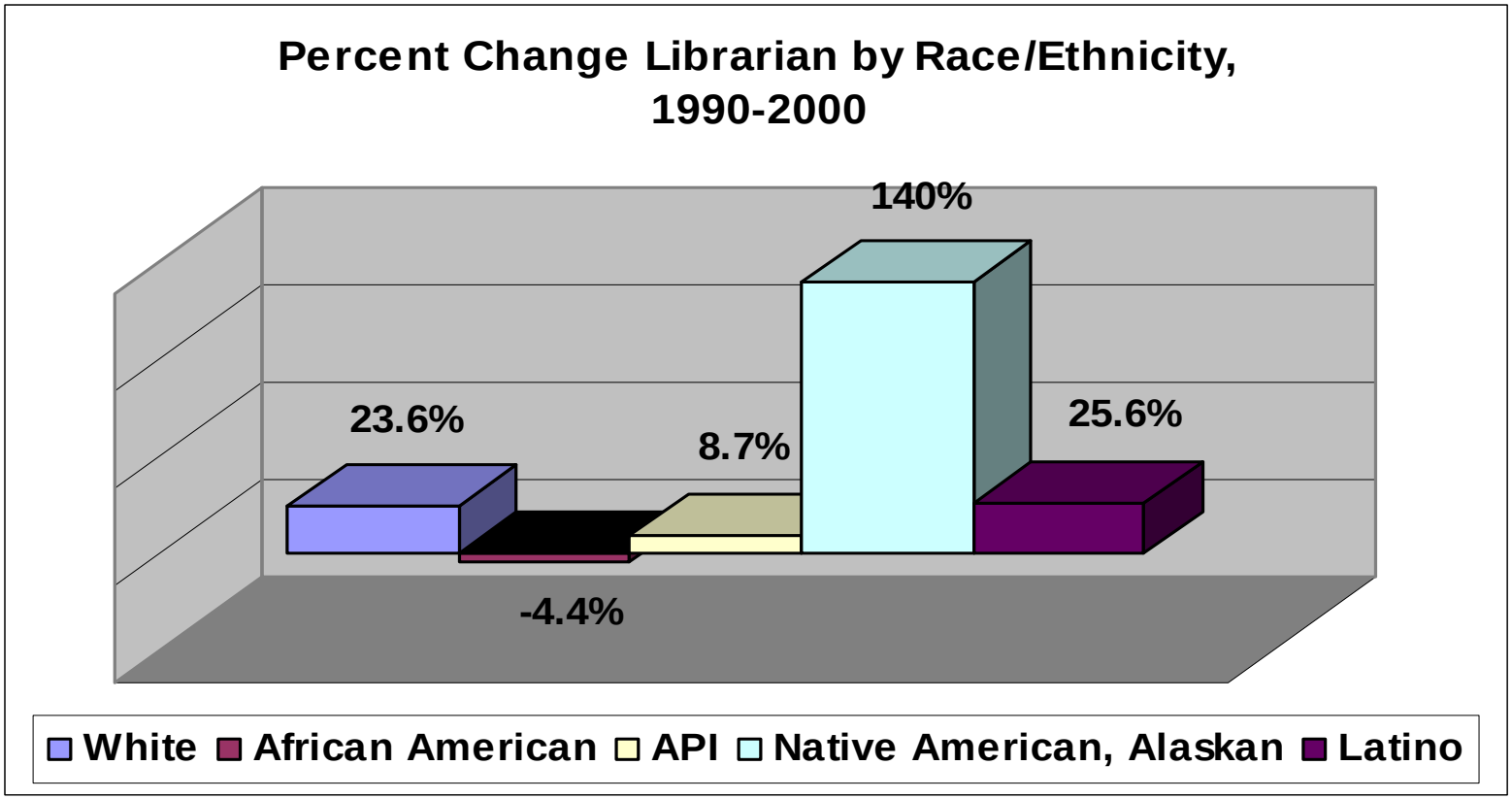
Change Librarians by Race/Ethnicity, 1990-2000



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Percent Change Credentialed Librarians by Race/Ethnicity, 1990-2000

	Total	White	African American	API	Native American inc. Alaskan	Latino
Total	21.6	23.6	-4.4	8.7	140.0	25.6
Type of Employment						
K-12 Schools	61.7	68.2	11.7	-4.6	268.2	58.8
Private Schools	52.0	53.9	35.0	53.8	190.0	-7.8
Higher Education	-2.3	-2.3	-13.6	17.2	309.4	-44.7
Public Libraries	24.2	27.5	-23.4	9.5	7.8	61.9
Hospitals	-46.2	-45.7	-43.5	-73.2	--	200.0
Legal Services	27.0	23.4	306.7	74.4	--	--
All Others	5.2	0.3	29.1	21.6	--	293.2

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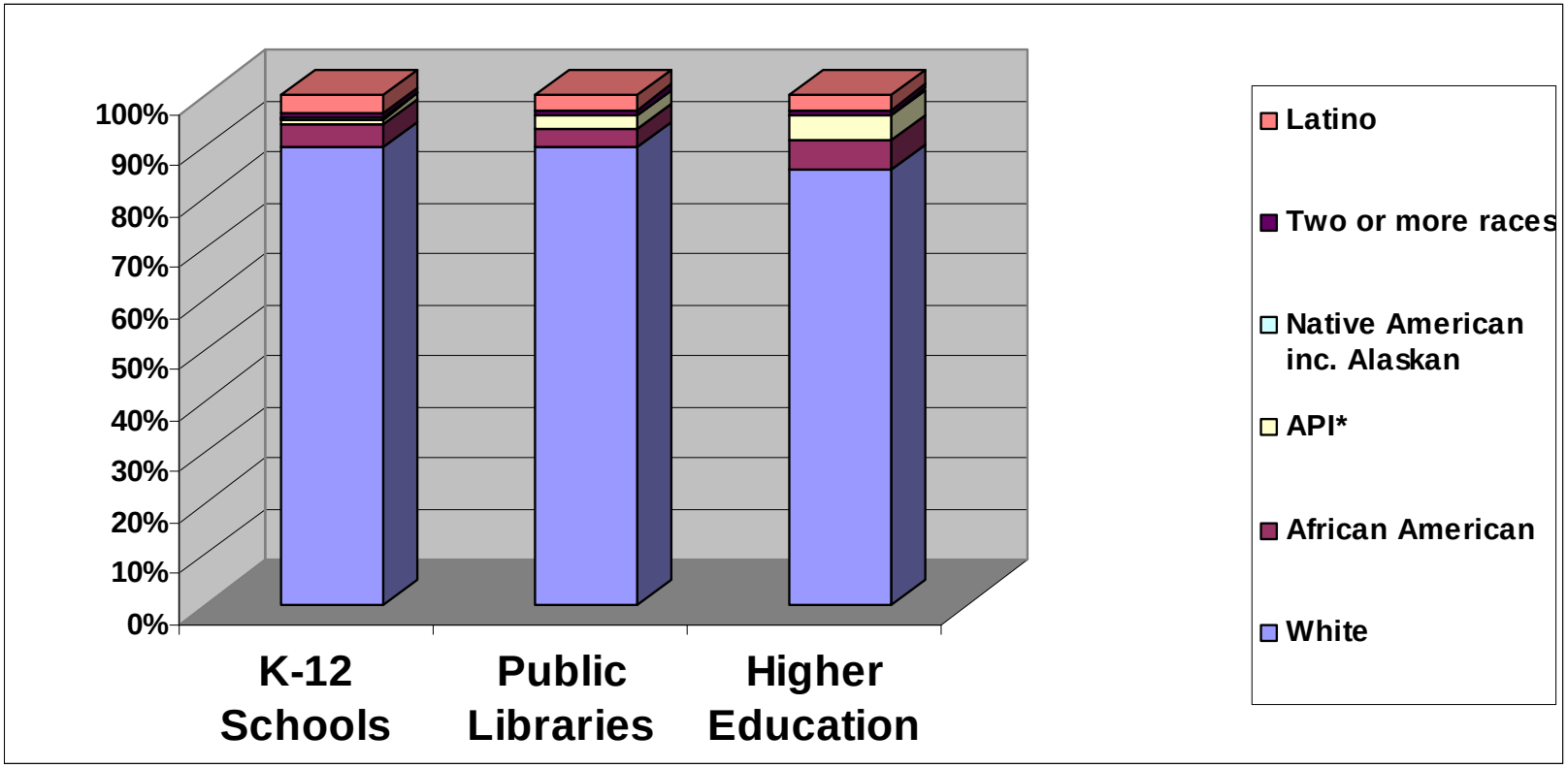
Percent Librarians by Type and Race/Ethnicity, ACS 2001-2005 Average



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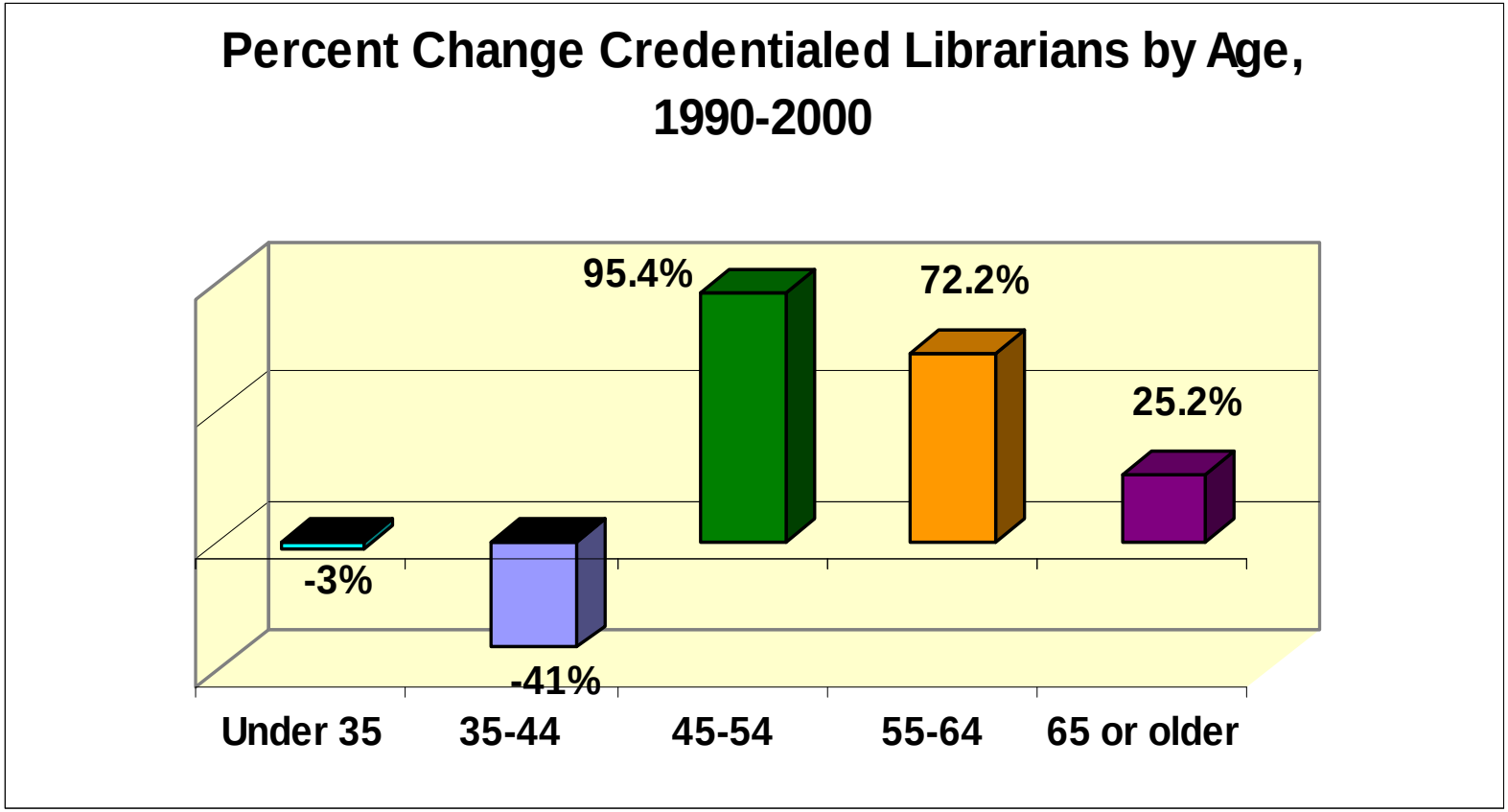
Librarians by Age, 1990-2000



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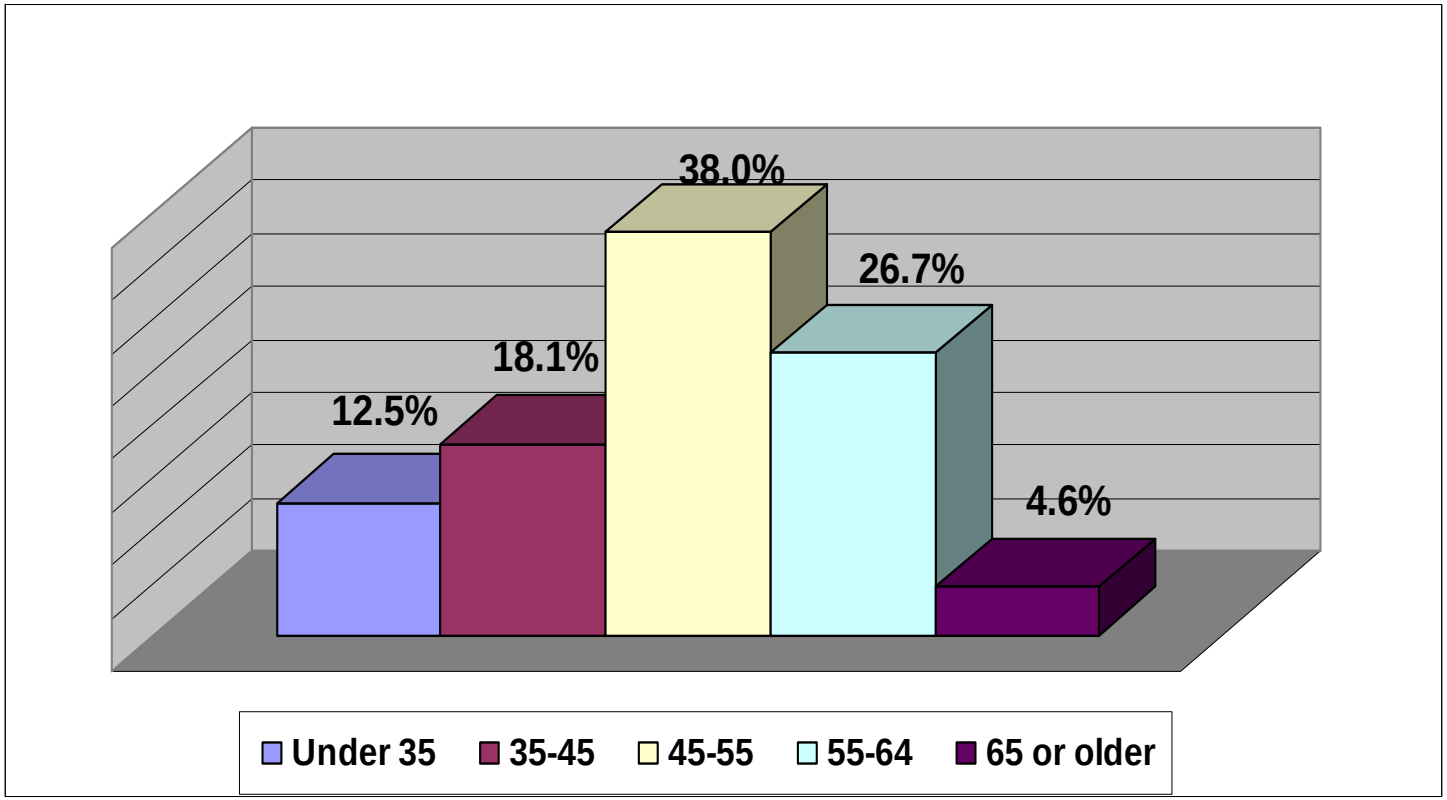
Credentialed Librarians by Age, ACS 2001-2005 Average



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Librarians Age and Gender by Race/Ethnicity, 2001-2005

		Non-Latino					
	Total	White	African American	API*	Native American inc. Alaskan	Two or more races	Latino
Male	17.6%	17.7%	10.6%	17.4%	28.0%	22.2%	23.5%
Female	82.4%	82.3%	89.4%	82.6%	72.0%	77.8%	76.5%
Under 35	12.5%	11.6%	15.0%	19.5%	16.0%	18.8%	26.0%
35-45	18.1%	17.8%	18.8%	26.2%	4.2%	27.6%	12.9%
45-55	38.0%	39.0%	36.0%	22.3%	12.0%	33.2%	33.2%
55-64	26.7%	27.1%	25.7%	27.1%	29.7%	20.4%	20.3%
65 or older	4.6%	4.6%	4.4%	5.0%	--	--	7.6%

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Librarians Disability, Hours Worked by Race/Ethnicity, 2001-2005

		Non-Latino					
	Total	White	African American	API*	Native American inc. Alaskan	Two or more races	Latino
Work Disability Status							
Limited	5.3%	5.0%	7.3%	0.4%	--	14.4%	9.8%
Not limited	94.7%	95.0%	92.7%	96.4%	100.0%	85.6%	90.2%
Usual Hours Worked							
Less than 20 hours	4.8%	4.8%	5.0%	1.9%	--	10.6%	5.8%
20-29	7.5%	7.7%	4.6%	9.7%	24.6%	6.2%	3.1%
30-39	20.4%	20.3%	21.0%	19.4%	16.0%	15.1%	23.5%
40 or more	67.3%	67.2%	69.5%	69.1%	59.4%	68.1%	67.6%

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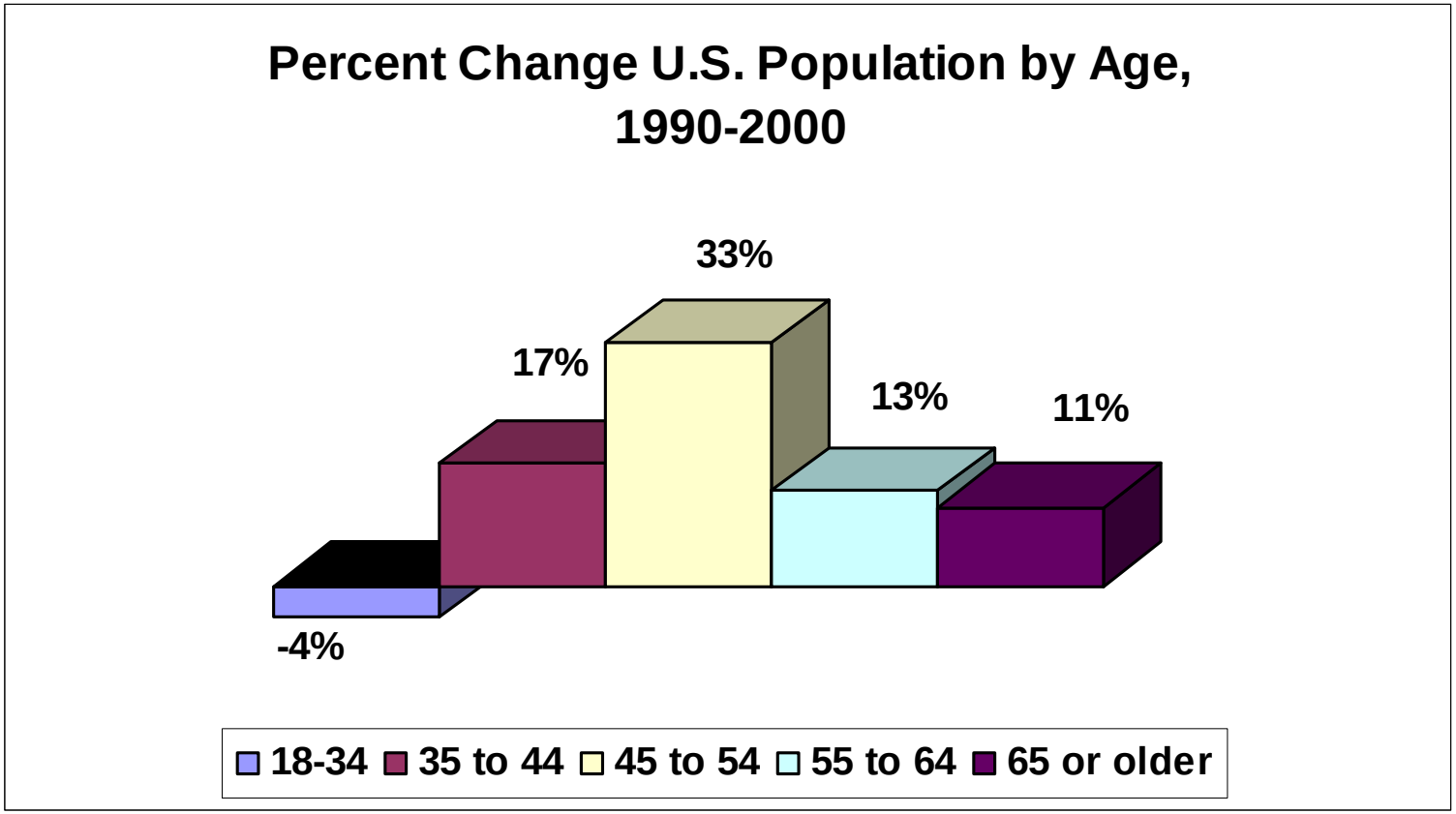
Compared with the US Population, 2000



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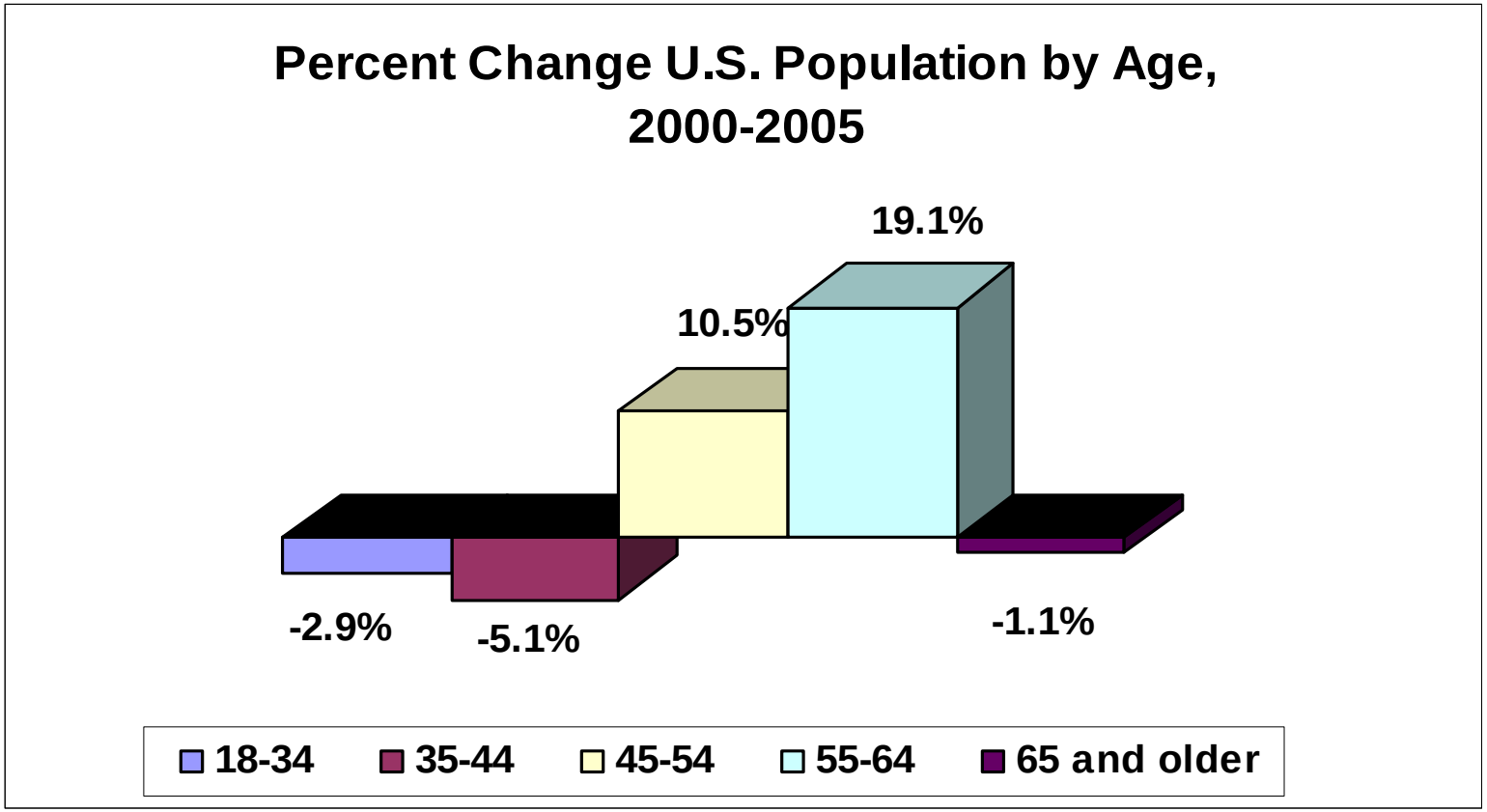
Compared with US Population, 2005



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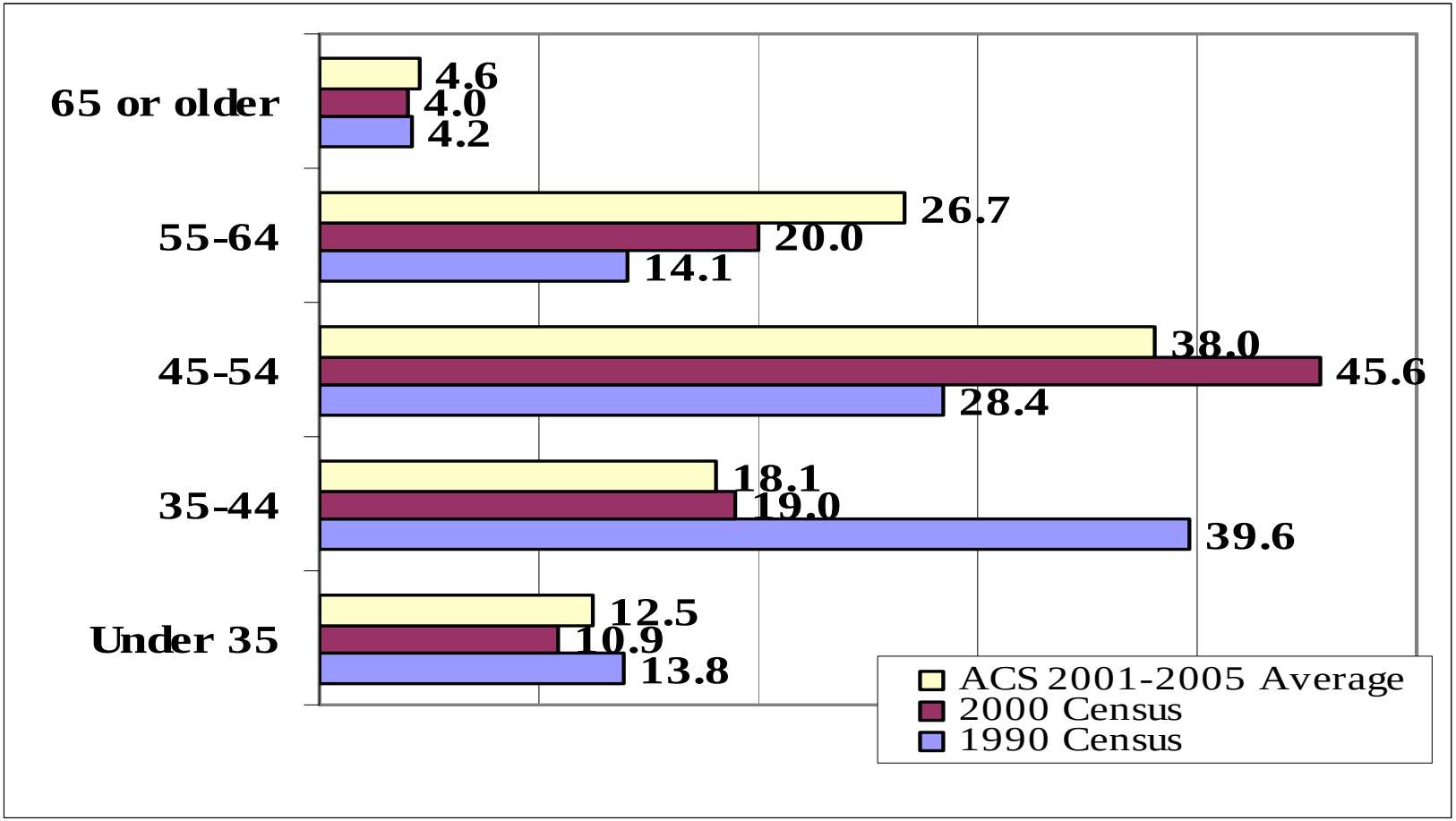
Percent US Population by Age 1990, 2000, 2001-2005



What We Know: Increasing Diversity in the Ranks of the Profession is of Critical Concern

In 1991, racial and ethnic minorities comprised only 9% or 344 of the 4,032 graduates receiving accredited MLIS degrees. In 2001, they accounted for less than 13% or 504 of the 4,109 MLIS degrees awarded, an increase that fails woefully to reflect the combined 152% growth increase experienced by these populations between 1990 and 2000.

(ALISE Library and Information Science Education Statistical Report/U.S. Bureau of the Census)

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Implications for Recruitment and Retention

- Credentialed librarians under age 45 comprised almost a third, 30 percent, of the total for that category in 2000, yet accounted for 44 percent of credentialed librarians leaving the work force.

- The attrition rates of library assistants in this same age range, 27 percent, also merits attention as it suggests that those employees most available and likely to be recruited into LIS education and practice are not being provided with adequate career ladders.

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- For both credentialed librarians and library assistants under age 45, these numbers suggest a revolving door effect where individuals are compelled by competing workforce opportunities or by delayed access to managerial leadership to leave the library field for greener pastures.

- More than a matter of not having enough individuals in the pipeline to fill entry-level library positions, these numbers point to what can be foreseen as a crisis of leadership.

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High Attrition Among Librarians of Color Speak to the Need for Retention Planning in Diversity Recruitment Strategies.

There is growing evidence of higher than average attrition among ethnic minorities in the profession due to limited opportunities for professional mobility and access to positions of leadership. Rather than tangibly multiplying the numbers of librarians of color, existing minority recruitment programs have simply provided for the replacement of retirees and those leaving the profession prematurely.

(Jones, 2003/Reese and Hawkins, 1999)

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Libraries must focus on active recruitment and retention as well as leadership development

Despite recent diversity recruitment measures, some racial and ethnic minority groups, notably African Americans and Latinos, are actually seeing a decrease in the number of credential librarians under age 45. The incremental increase in numbers of racial and ethnic minorities enrolled in the nation's LIS programs have not reflected the rate of increase, by percentage, of racial and ethnic minorities in this country over the past decade or more.

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Implications for Participation in the Profession

Association goals:

- Preparing librarians for library users of the future.
- Racial, ethnic, age and gender diversity of ALA members.
- Represent library workers and the customers they serve.

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Percent Credentialed Librarians Census ACS 2001-2005 and ALA Membership 2007, by Race/Ethnicity

	White	African American	Latino	Native American, inc. Alaskan	API	Two or More
Census ACS 2001-2005 Averages	89%	5%	3%	0.20%	3%	.93%
ALA Member Demographic Responses, March 2007	89%	4.40%	3%	1.30%	2%	0.30%

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Percent Credentialed Librarians Census ACS 2001-2005 and ALA Membership 2007, by Age

	Under 35	35-44	45-54	55-64	65 and Older
Census ACS, 2001-2005 Average	12.51%	18.10%	38%	26.70%	4.60%
ALA Member Demographic Survey Responses, March 2007	19.80%	19%	25.30%	31%	0.90%

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Member Diversity

ALA members responding as of March 2007 were:

- Increased response from lower age ranges.
- Race/ethnic diversity closely match the profession overall.
- Gender aligns with profession overall, 80% female, 19% male
- 3.5% reported a disability

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Degrees Earned

Members reported highest degree earned:

- 72% ALA-MLS
- 2.5% non ALA-MLS
- 28.4 % Master's in addition to the ALA-MLS
- 4.9% PhD