Recruiting, Retention and Resilience

A Collaborative Conversation on Law Library Diversity + Equity

VALL Spring 2022 Meeting

Thursday, May 26, 2022

Resources and Inspiration: Job Creation and Recruiting

Web Resources

- Outreach / pipeline initiatives for BIPOC students (historic and current)

  - Knowledge River: a program for students in the information sciences who have experience with and are committed to serving the information needs of BIPOC communities. https://ischool.arizona.edu/knowledge-river

  - iSchool Inclusion Program: a research and leadership development program that prepares undergraduates from underrepresented populations for careers in the information sciences. https://www.i3-inclusion.org/

  - Oregon State Diversity Scholar Program: provides students of color career opportunities in academic and research libraries and archives. https://guides.library.oregonstate.edu/diversity-scholars-program

  - Southern California Association of Law Libraries Community Youth Internship Program: provides inner-city high school students with paid summer positions in libraries. https://scallnet.org/community-support/#3

  - Project to Recruit the Next Generation of Librarians: five Indiana regional academic libraries participated in a 3 year-long project to hire 42 college-bound diverse high school graduates as library summer student assistants. https://scholarworks.iupui.edu/handle/1805/1461

  - Cornell University Junior Fellows Library Program: offered paid library internships to high school students. https://news.cornell.edu/stories/2002/04/cornell-library-seeks-local-minority-high-school-students-new-library-junior-fellows

  - West Virginia University Libraries: provides a training and educational experience for underrepresented graduates of professional library degree programs who are either early career librarians or new to research libraries. http://wvutoday-archive.wvu.edu/n/2015/07/22/wvu-libraries-launches-librarian-diversity-initiative.html

  - ACRL's Residency Interest Group / Programs: a map of internships, fellowships, and residency programs (some of which are diversity programs) designed to provide early-career librarians a

broad range of experiences in academic and research librarianship.
https://acrl.ala.org/residency/programs/

- o Diversity Scholarships: San Jose State University maintains a list of scholarship programs for BIPOC youths to increase the pipeline into information sciences.
https://ischool.sjsu.edu/diversity-scholarships

- Other resources:

  - o ACRL Diversity Alliance: ACRL Diversity Alliance program unites academic libraries committed to increasing the hiring pipeline of qualified and talented individuals from underrepresented racial and ethnic groups. https://www.ala.org/acrl/issues/diversityalliance

  - o AALL Educating and Diversifying the Next Generation Caucus (Next Gen Caucus) – strategizes how to break down barriers in the profession, create pipelines to librarianship, and recruit and retain law professors, including practicing librarians.
https://www.aallnet.org/community/caucuses/

Books and Articles

- Gail Betz, *Navigating the Academic Hiring Process with Disabilities*, In The Library With The Lead Pipe, April 6, 2022, https://www.inthelibrarywiththeleadpipe.org/2022/hiring-with-disabilities/. Describing strategies academic librarians with disabilities can employ to help navigate the hiring process.

- Nichelle Perry, *Developing Librarianship Pipeline Programs At HBCU Law Schools*, AALL Spectrum, November/December 2021, at 34–37, https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=4f936bb4-a5b9-4b39-884a-667d1ad8402b. Proposing a joint partnership between HBCU law libraries to increase diversity in law librarianship.

- Shamika S. Dalton, Annalee Hickman and Trina Holloway, *Creating A More Diverse Workforce: How The AALL George A. Strait Minority Scholarship & Fellowship Program Is Supporting Future Minority Law Librarians*, AALL Spectrum, July/August 2021 at 20–23, https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=6d075872-38b9-4cf4-bdf4-f0612db7f38d. Discussing how the AALL scholarship has contributed to increasing diversity among law librarians.

- George Taoultsides, *The Rooney Rule for Law Libraries*, AALL Spectrum July/August 2021 at 10, https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=6d075872-38b9-4cf4-bdf4-f0612db7f38d. Arguing law libraries should be required to interview minority candidates for new position openings to attract more minorities and counteract implicit bias.

- Ana Ndumu, *Shifts: How Changes in the US Black Population Impact Racial Inclusion and Representation in LIS Education*, Journal Of Education For Library And Information Science 62(2) at 137-61 (2021), https://www.utpjournals.press/doi/abs/10.3138/jelis.62.2.03. Addressing issues limiting BIPOC participation in LIS education including higher education attainment and immigration. Provides suggestions for recruitment and inclusion efforts.

- Dyszlewski, Nicole P, Zanada Joyner, and Joshua Laporte, *Continuing the Conversation on Diversity & Inclusion: American Association of Law Libraries Members Tackle Issues of Diversity, Equality, and Implicit Bias,* AALL Spectrum September/October 2019 at 30, https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=984af084-b147-4f77-9437-643feed22b44. Summarizing online discussions among AALL members about DEI.

- Black, Kimberly, *Recruiting Under-represented Groups to Librarianship*, Multicultural Learning And Teaching 13(1) (2018). Explaining strategies that have been used to diversify the library profession and the unique role that Predominantly Black Institutions can play.

- Jennifer Vinopal, *The Quest for Diversity in Library Staffing: From Awareness to Action*, In The Library With The Lead Pipe, January 13, 2016, https://www.inthelibrarywiththeleadpipe.org/2016/quest-for-diversity/. Explaining how diversity encompasses race, ethnicity, age, disability, economic status, educational background, gender identity, sexual orientation, and other demographic and identity markers of difference.

- Angela Galvan, *Soliciting Performance, Hiding Bias: Whiteness and Librarianship*, In The Library With The Lead Pipe, June 3, 2015, https://www.inthelibrarywiththeleadpipe.org/2015/soliciting-performance-hiding-bias-whiteness-and-librarianship/. Suggesting hiring practices to increase diversity in LIS.

- Myrna Morales., Em Claire Knowles, and Chris Bourg, *Diversity, Social Justice, and the Future of Libraries,* Libraries and the Academy, 14(3), at 439-451 (2014). Providing examples of ways to enhance diversity among library staff through recruitment, retention, and support of a diverse group of students in library and information science.

- Gabriel, Raquel J. *Selected Readings on Diversity Issues: Part II*, 105 Law Libr. J. 567 (2013). Annotated bibliography on diversity initiatives, mentoring, and retention of BIPOC library staff.

- Michele A. Lucero and Beau Steenken, *Into the Breach with AALL's Diversity Committee.* AALL Spectrum, February 2013, at 15–17, https://www.aallnet.org/wp-content/uploads/2017/12/vol-17-No-4-feb13.pdf. Discussing AALL's Diversity Committee, Diversity Symposium, and Minority Leadership Development Award.

- Alyssa Thurston, *Addressing the Emerging Majority: Racial and Ethnic Diversity in Law Librarianship in the Twenty-First Century*, 104 Law Libr. J. 359 (2012). Discussing reasons for limited diversity in law librarianship and suggests initiatives for minority recruitment.

- Mary M. Wagner and Debbie Willms, *The Urban Library Program: Challenges to Educating and Hiring a Diverse Workforce*, Library Trends 59(1-2), Summer/Fall 2010, at 129, https://www.ideals.illinois.edu/bitstream/handle/2142/18725/59.12.wagner.pdf?sequence=3&isAllowed=y. Case study of library consortium's diversity hiring program, detailing the program's challenges and unexpected results.

- Patricia Montiel-Overall and Sandra Littletree, *Knowledge River: A Case Study of a Library and Information Science Program Focusing on Latino and Native American Perspectives,* Library Trends 59(1-2), Summer/Fall 2010, at 67–87, https://core.ac.uk/download/pdf/4827147.pdf. Discussing development of Knowledge River, the University of Arizona School of Information's program to recruit

BIPOC students to the LIS profession. Includes analysis of program model and theoretical framework for developing similar programs.

Resources and Inspiration: Equitable Onboarding

Web Resources

- Diversity in the Legal Information Profession Resources: a list of organizations and articles related to increasing diversity in librarianship. https://www.aallnet.org/bllsis/resources-publications/diversity-legal-info-profession/

- ALA Recruiting for Diversity: resources for libraries developing policy, programs, or initiatives relating to diversity and inclusion. https://www.ala.org/advocacy/diversity/workforcedevelopment/recruitmentfordiversity

Books and Articles

- Jamia Williams, *The Importance of Onboarding Within the Academic Library,* Intersections: A Blog on Diversity, Literacy and Outreach, American Library Association (n.d.), https://www.ala.org/advocacy/diversity/odlos-blog/academic-libraries-onboarding. Identifying some things to consider when onboarding a new employee in an academic library.

- Jonathan S. Briganti, Brittany Dodson, Inga Haugen, Gail McMillan, and Ronald Mecham, *Developing a Plan for a More Diverse, Inclusive, and Equitable Library at a Research 1 Land-Grant University*, Library Diversity and Residency Studies, 1(2) (2021), https://digitalcommons.lsu.edu/cgi/viewcontent.cgi?article=1011&context=ldrs. Recommending diversity training when onboarding employees including supervisors and student workers.

- Jason Aubin, Lonnie Marshall, Amy Tureen, Xiaoyin Zhang , and Brittany Paloma Fiedler, *Inclusion and Equity Committee Diverse Recruitment Task Force 2 "Current University Libraries and UNLV Practices"*, UNLV University Library Publications, (2020), https://digitalscholarship.unlv.edu/cgi/viewcontent.cgi?article=1001&context=lib_iec_reports. Recommending specific onboarding and other practices to improve retention of BIPOC in an academic library.

- Natalia Fernández and Beth Filar Williams, *Creating a Library Wide Culture and Environment to Support MLIS Students of Color: The Diversity Scholars Program at Oregon State University Libraries*, In The Library With The Lead Pipe, June 24, 2020, https://www.inthelibrarywiththeleadpipe.org/2020/diversity-scholars-program/. Reflecting on the implementation of Oregon State University's Diversity Scholars Program (DSP) to support MLIS students.

- Angela Michele Rogers, *Avoiding the Issue: A Critique of Organizational Socialization Research from Feminist and Minority Perspectives*, Organization Development Journal 38(1), at 75-88 (2020). Finding that women and minorities entering predominantly or historically white male organizations will fare worse than white males when onboarding is neglected.

- Chanelle Pickins and Ashleigh D. Coren, *Diversity Residency Programs: Strategies for a Collaborative Approach to Development*, Collaborative Librarianship, 9(2), at 7 (2017). Explaining that thorough onboarding is crucial to the success of LIS diversity residency programs.

Resources and Inspiration: Coaching and Mentoring

Web Resources

- AALL caucuses, https://www.aallnet.org/community/caucuses/

- AALL Diversity & Inclusion Committee, https://www.aallnet.org/about-us/who-we-are/committees-juries/diversity-inclusion-committee/

- AALL Minority Leadership Development Award, https://www.aallnet.org/community/recognition/awards-program/minority-leadership-development-award/

- AALL Inclusion, Diversity and Equity Awareness Special Committee, https://www.aallnet.org/about-us/who-we-are/committees-juries/idea/

- AALL Diversity and Inclusion Committee's Resource Guide, https://www.aallnet.org/about-us/who-we-are/committees-juries/diversity-inclusion-committee/diversity-inclusion-resource-guide/

Books and Articles

- Ana Rosa Ramirez Toft-Nelson, *Barriers to Mentorship for Minority Law Librarians and the Need for Outreach*, AALL Spectrum, May/June 2022, at 37, https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=01daf59e-2a1b-4ce0-a5a2-5b2820813a7f. Emphasizing additional actions beyond outreach to recruit minorities to law librarianship.

- Christina McKennerney, *Scaling Mountains Together: From Difficult Conversations To Collaborative Action: The PLLIP Diversity Summit Examined Barriers To Diversity And How Law Librarians And Legal Information Professionals Can Become More Inclusive*, AALL Spectrum, July/August 2021, at 10–12, https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=6d075872-38b9-4cf4-bdf4-f0612db7f38d. Discussing findings from the AALL Private Law Librarians & Information Professional Group's Diversity Summit, including specific recommendations for how to increase DEI in law libraries.

- Elliot Kuecker, *Recruiting and Retaining LGBTQ-Identified Staff in Academic Libraries Through Ordinary Methods*, In The Library With The Lead Pipe, March 22, 2017, https://www.inthelibrarywiththeleadpipe.org/2017/recruiting-and-retaining-lgbtq-identified-staff-in-academic-libraries-through-ordinary-methods/. Proposing solutions to problems recruiting and retaining LGBTQ-identified librarians.

- April Hathcock, *White Librarianship in Blackface: Diversity Initiatives in LIS,* In The Library With The Lead Pipe, October 7, 2015, http://www.inthelibrarywiththeleadpipe.org/2015/lis-diversity/. Suggesting

ways LIS programs can provide mentorship to diverse applicants struggling to navigate the whiteness of the profession.

- Barbara I. Dewey., Rachel A. Smith, and Mohamed Berray, *Penn State Diversity Residency Program Celebrates First Graduates*, Pennsylvania Libraries 3(1), at 9-13 (2015), https://scholarsphere.psu.edu/resources/438c2d3a-fe9d-44ee-89ae-7341fe9541e5. Reflecting on the Penn State's Diversity Residency Program, which places recent LIS graduates from historically underrepresented and culturally diverse groups in two-year fellowships in academic libraries.

- Maha Kumaran, *Succession Planning Process That Includes Visible Minority Librarians,* Library Management 36.6/7, at 434-47 (2015), https://www.emerald.com/insight/content/doi/10.1108/LM-12-2014-0138/full/html. Discussing ways to increase retention and promotion of minority librarians in Canadian academic libraries.

- Ione T. Damasco and Dracine Hodges, *Tenure and Promotion Experiences of Academic Librarians of Color,* College & Research Libraries 73(3), at 279-301 (2012). Sharing insight into tenure and promotion processes for BIPOC academic library faculty. Includes recommendations for improvements.

- Ricardo Andrade. and Alexandra Rivera, *Developing a Diversity-competent Workforce: The UA Libraries' Experience*, Journal of Library Administration, 51(7/8), at 692-727 (2011). Discussing steps the University of Arizona Libraries' Diversity Committee took to develop and incorporate diversity competencies into recruitment and training processes.

Resources and Inspiration: Employee Retention Measures

Web Resources

- ACRL Diversity Standards: https://acrl.libguides.com/c.php?g=473874&p=3242500

- AALL Diversity and Inclusion Resource Guide: https://www.aallnet.org/about-us/who-we-are/committees-juries/diversity-inclusion-committee/diversity-inclusion-resource-guide/

- Implicit Association Test: https://implicit.harvard.edu/implicit/

- Examining Racism in the Library: Resources for Recruiting and Retaining Librarians from Underrepresented Minoritized Groups: https://libguides.sjsu.edu/c.php?g=1061230&p=8086180

Books and Articles

- Miriam Childs, Andre Davidson, and Scott Vanderlin, *Reference Desk: Prioritizing an Inclusive Workplace Culture*, AALL Spectrum, July/August 2021, at 60–61, https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=6d075872-38b9-4cf4-bdf4-f0612db7f38d. Recommending actions law libraries can take to create an inclusive culture where all employees can thrive.

- Elaine M. Egan and Ronald E. Wheeler Jr., *Ask a Director: Creating More Diverse & Inclusive Library Teams*, AALL Spectrum, July/August 2021, at 36-37,

https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=6d075872-38b9-4cf4-bdf4-f0612db7f38d. Guidelines for how directors can support law library teams through DEI efforts.

- Sheera Megerman, *Voices Across The Spectrum: Breaking Down "Othering" Within Law Librarianship*, AALL Spectrum, November/December 2021, at 38–40, https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=4f936bb4-a5b9-4b39-884a-667d1ad8402b. Members of the Jewish Law Librarians Caucus share their experiences of being "othered" and offer insights for creating more inclusive workplaces. Article also addresses unconscious bias.

- Victoria de la Torre and Marcelo Rodriguez, *Claiming Our Diversity, Celebrating Our Common Ground*, AALL Spectrum, May/June 2020, at 30–32, https://aallspectrum.aallnet.org/html5/reader/production/default.aspx?pubname=&edid=d98eccf1-bdd8-4cb6-8c06-1fd8ed81bec0. Exploring how AALL's Latino Caucus promotes diversity and inclusion and creates educational, networking, and visibility opportunities for Latino members and others.

- David A. Hurley, Sarah R. Kostelecky and Lori Townsend, *Cultural Humility in Libraries*, Reference Services Review 47(4) (2019). Finding cultural humility is more appropriate to front-line interactions in library contexts than cultural competence models.

- Shamika Dalton, Gail Mathapo and Endia Sowers-Paige, *Navigating Law Librarianship While Black: A Week in the Life of a Black Female Law Librarian*, Law Libr. J. 110(3) (2018), https://www.aallnet.org/wp-content/uploads/2018/10/LLJ_110n3_05_dalton_et_al.pdf. Reflecting on difficulties and microaggressions that minority law librarians endure. "Changing the Culture" section includes practical tips on how to reduce microaggressions and cultural bias.

- Isabel Espinal, Tonia Sutherland and Charlotte Roh, *A Holistic Approach for Inclusive Librarianship: Decentering Whiteness in Our Profession*, Library Trends 67(1), at 147-62 (2018). Arguing that to decenter whiteness, libraries must center the experiences and well-being of BIPOC librarians, diversify the field through bold initiatives, and make large-scale structural change.

- Stephanie Rosen, *Accessibility for Justice: Accessibility as a Tool for Promoting Justice in Librarianship*, In The Library With The Lead Pipe, November 29, 2017, https://www.inthelibrarywiththeleadpipe.org/2017/accessibility-for-justice. Offering the term accessibility as rhetorical replacement for the term diversity.

- Kimberly Bugg, *The Perceptions of People of Color in Academic Libraries Concerning the Relationship Between Retention and Advancement of Middle Managers*, Journal of Library Administration 56(4), at 439 (2016). Exploring the interrelationship between retention and advancement for academic BIPOC librarians working as middle managers.

- Jaena Alabi, *Racial Microaggressions in Academic Libraries: Results of a Survey of Minority and Non-minority Librarians,* The Journal of Academic Librarianship, 41(1), at 47-53 (2015). Investigating BIPOC academic librarians' experiences of racism through the framework of racial microaggressions.

- Ava Iuliano, Melody Royster, Margeaux Johnson, Anne Larrivee, and Lori Driver, *Reaching Out to Minority Librarians: Overcoming Diversity Challenges through Mentorship*, American Library Association, 2013, https://www.ala.org/acrl/sites/ala.org.acrl/files/content/conferences/confsandpreconfs/2013/papers/Iuliano_Reaching.pdf. Research showing that peer mentorship (a mentorship relationship where both parties are at similar points in their careers) increases minority librarians' feelings of workplace inclusion.

- Raquel J. Gabriel, *Selected Readings on Diversity Issues*, 105 Law Libr. J. 3 (2013). Annotated bibliography on topics including racial microaggressions and organizational culture and diversity.

- Patricia Montiel Overall, *Cultural Competence: A Conceptual Framework for Library and Informational Science Professionals*, Library Quarterly 79, at 175-204 (2009). Explaining personal qualities required for cultural competence and why it is necessary, including to improve library services, improve interpersonal relationships between diverse groups, and to effectively provide library services to those who would most benefit from the services.

- Patricia A. Kreitz, *Best Practices for Managing Organizational Diversity*, Journal of Academic Librarianship 34, at 101-20 (2008). Explaining how diversity benefits library organizations. Includes annotated bibliography about organizational diversity.