Recruiting, Retention and Resilience
A Collaborative Conversation on Law Library Diversity + Equity
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](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/](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](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](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](https://scholarworks.iupui.edu/handle/1805/1461)
  - 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](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://acrlala.org/residency/programs/

- 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:
  - 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
  - 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


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.


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.

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/blsisis/resources-publications/diversity-legal-info-profession/](https://www.aallnet.org/blsisis/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](https://www.ala.org/advocacy/diversity/workforcedevelopment/recruitmentfordiversity)

Books and Articles

- 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](https://digitalcommons.lsu.edu/cgi/viewcontent.cgi?article=1011&context=ldrs). Recommending diversity training when onboarding employees including supervisors and student workers.
- 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/](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.

**Resources and Inspiration: Coaching and Mentoring**

**Web Resources**

- AALL caucuses, [https://www.aallnet.org/community/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/](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/](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/](https://www.aallnet.org/about-us/who-we-are/committees-juries/idea/)

**Books and Articles**

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](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.


**Resources and Inspiration: Employee Retention Measures**

**Web Resources**


- Implicit Association Test: [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/)


**Books and Articles**


- 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,
Guidelines for how directors can support law library teams through DEI efforts.


• 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.