



Rekindling a Librarian Diversity Committee: UC Berkeley's Experience

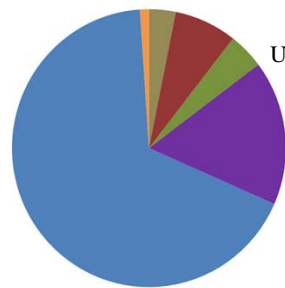
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Abstract

The Librarians Association of the University of California, Berkeley Committee on Diversity (CoD) has existed for at least 20 years; recent years saw a waning in its activities. A task force convened in 2014 to revise the CoD's charge, hoping to revitalize the group, and effect change in the diversity of professional librarians. The CoD has since sponsored several events, and reinstated a librarian/staff mentoring program. While the CoD's re-ignoration has received praise, work remains. UCB librarian diversity (particularly in terms of numbers from underrepresented minorities) remains low. Perhaps the CoD's work toward culture change and a more supportive climate may be conducive to a future demographic shift.

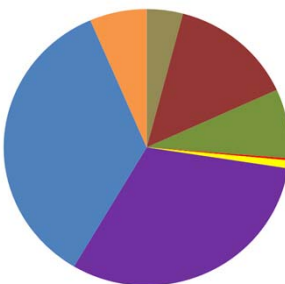
Background

Ethnic & racial diversity among UCB librarians remains relatively low, and does not match that of UCB students. How can a librarian diversity committee change this?



UCB Librarian Demographics

- African American 3.2%
- Hispanic/Latino/a 7.4%
- Asian American (URM) 4.2%
- Asian American (Non-URM) 16.8%
- White 67.4%
- Decline to State 1.1%



UCB Student Demographics (excludes international)

- African American 4.1%
- Hispanic/Latino/a 14.1%
- Asian American (URM) 8.1%
- Pacific Islander 0.2%
- Native America/Alaska Native 0.9%
- Asian American (Non-URM) 31.1%
- White 35.1%
- Decline to State 6.5%

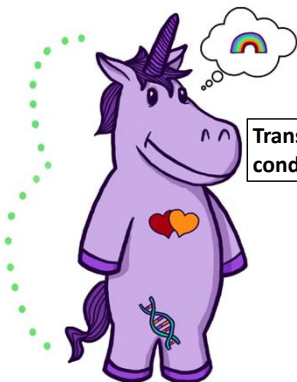
Source: UCB Cal Answers

Process

To develop a new charge for the CoD, a small task force interviewed campus diversity staff, library staff, and others. A literature scan was conducted to ascertain any "best practices."

Read our charge & task force report: tinyurl.com/LAUCBDIV

CoD Programs & Events are tied to our new charge:

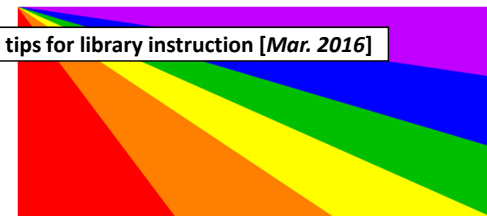


Trans: Gender inclusion workshop: learn language and inclusive conduct [planned for fall]

New librarians brown bags: celebrate the cool stuff our new librarians do [Apr. & Nov. 2015]



Feminist & queer pedagogy workshop: tips for library instruction [Mar. 2016]



Librarian/Staff mentoring program: about 20 librarian/staff dyads [Started Dec. 2014; continuing]

Brown bag with local SLIS director: career/employment outlook discussed [Mar. 2015]

CoD charge now includes potential activities & projects, such as:

- Staff mentoring, which includes discussing career plans with non-professional staff and introducing them to networking opportunities
- Enhancing the climate in the library, both internal (librarians/staff/student workers) and external (patrons)
 - Librarian participation in campus diversity initiatives
 - Outreach to student academic advisors
 - Recruitment and retention of librarians at UCB

What are we still working on?

- Recruitment: How do we change the pool? Is advisor outreach a first step..?
- Academic Advisor Outreach: maybe next year..?
- Peer Information Counselors (students doing P2P reference): Too much work for us to organize this..?
- "Evolving Workforce Residency Program" Fellowship: Requires HR initiative

What are your ideas? Email me!

Diversity work is always a work in progress...



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