A Conversation with DEI Librarians: what we learned

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Colise Hunt, East Carolina University
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Preliminary results – ASERL 2017 salary survey

• Gender
  - Gender – percentage of total employees

  - Gender
    - Male: 1129, 36%
    - Female: 1901, 61%
    - NA: 87, 3%

• Race and Ethnicity
  - Race – percentage of total employees

  - White (non-Hispanic): 75%
  - Black or African American: 10%
  - Hispanic: 5%
  - Asian: 3%
  - Other: 1%
  - NA: 6%
Common themes

• Librarians were not hired for DEI; it was added to job descriptions. People are doing more than just DEI work.

• IDEA Committees

• Collaboration across campus

• Hiring practices; retention; serving on search committees

• Support of the Library Leadership

• In our current environment, we are seeing DEI Librarian positions crop up.
Tidbits from our conversations

- Diversity Dinners
- Book Talks / Book Groups
- Networking
- Trending? Is the work only happening when its forefront in people’s minds
- Point person for DEI stuff happening in the library
- Everyone needs to be on board / Buy-in
- Search Committees
- Departmental goal
Recruitment and Retention – job postings

Northwestern University Libraries

Director of Organizational Development and Diversity

WORK GROUP: Library Organizational Development
REPORTS TO: Dean of Libraries
SUMMARY: Reporting to the Dean at Libraries

The Ohio State University Libraries seeks a dynamic, results-oriented candidate with excellent management skills to serve as the Assistant Dean for Equity, Diversity and Inclusion and Chief Diversity Officer.

NC State University Libraries

Director, Inclusion & Talent Management

Description

The NC State University Libraries invites applications and nominations for the position of Director, Inclusion & Talent Management in Libraries Human Resources (LHR). The programs of LHR (two librarians and two HR specialists) support and enable the Libraries to recruit, employ, develop, and retain a highly skilled workforce, advancing the Libraries’ strategic plan and cultivating a culture of innovation and equity, effectively and meaningfully.

Yale University

Director of Diversity, Equity, Inclusion, and Organizational Excellence

Description

Yale University Library (YUL) invites applications for the newly-created position of Director of Diversity, Equity, Inclusion (DEI), and Organizational Excellence.

In alignment with the university-wide Belonging at Yale initiative, this position will provide leadership and coordination within the library for departmental and individual efforts to advance diversity, equity, inclusion, and belonging (DEI), in collaboration with library managers and staff at all levels. The director will be responsible for developing and implementing DEI strategies in the Library, programs, and collections. The director will advise committees, workgroups, managers, and individuals throughout YUL toward optimal teamwork and inclusivity.

View your connections at

LinkedIn

Job Information
Location:
New Haven, Connecticut
06520, United States
Job ID:
69983968
Recruitment and Retention

LIP SERVICE DOES NOT COUNT

CHECKLISTS FOR CHECKLIST'S SAKE
Training / Learning Opportunities
Professional Development

• Search Committee – DEI training
• Do not create programming without intention. What are your long-term goals. Think beyond 1 time programming.
• Small groups versus large groups
DEI is not just RACE

• able-ism / self-identify
• People are unique
• Equity and Inclusion
Burn-out

- Everybody counts every day
- Administration is not 100% behind them
Opportunity for change, for inclusion, for equity

• DEI Librarians are working to instill change in the profession, in our viewpoints, and in our work

• Libraries have a lot of work to do

• Conversations with the Deans and Directors
Lightbulb moments

• National Pan-Hellenic Council Presentation
  • Adding to the Digital Collection – some may volunteer / work to help digitize items.
  • Internships
• DEI Resident implementation
• DEI Residency Program proposal
• Formation of DEI Taskforce ; programming ; campaign
  • https://www.youtube.com/watch?v=ncOcsNGOVSw

THE PROGRAM

- Touring the parts of the library students don’t usually get to see
- Pilot project using service hours
- Shadowing librarians and technicians throughout the library
- Learning contract – you get to decide what you want to learn and work on
- Completion of small project during your internship
Last insights from our DEI Librarians

It takes a village – not just the DEI Librarian to institute change

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