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&

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A decorative graphic featuring a large, light blue dashed circle that frames the text. Various solid-colored circles in shades of teal, lime green, orange, and pink are scattered around the page. Some circles are solid, while others are dashed outlines. A large teal ring is in the top left, and a large yellow ring is in the bottom right.

Elevating
Paraprofessional
Voices for a More
Inclusive Library

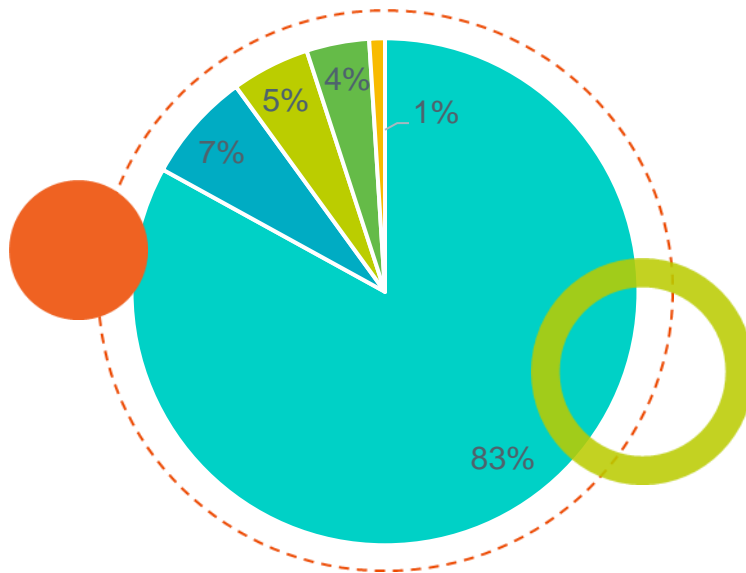


DEI Why?

Representation Affects:
Employee Engagement
Innovation
Budget
And more!

Librarians

- White (non-hispanic)
- Hispanic or Latinx
- African American
- Asian or Pacific Islander
- Other Ethnicity



34% over the age of 55
24% under 35

• *U.S. Census Bureau, DataFerrett. Current Population Survey. 2019.*

Paraprofessionals

68.9%

Identify as white (non-Hispanic)

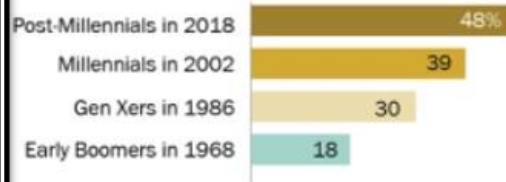
28.5% over the age of 55
47% under 35

- *U.S. Census Bureau, DataFerrett. Current Population Survey, 2019.*

Why This Matters

Nearly half of post-Millennials are racial or ethnic minorities

% of 6- to 21-year-olds who are nonwhite



More post-Millennials pursuing college

Among 18- to 20-year-olds who are no longer in high school, % enrolled in college



- *Fry, R., & Parker, K. (2020, August 14). 'Post-Millennial' Generation On Track To Be Most Diverse, Best-Educated. Pew Research Center's Social & Demographic Trends Project.*



Staffing by the Numbers in the U.S.

Librarians

184,500 employed

30,365 PoC

Paraprofessionals

123,250 employed

38,331 PoC

- 15% of Librarians work in Academic Libraries
- 22% of Paraprofessionals work in Academic Libraries

• *U.S. Census Bureau, DataFerrett. Current Population Survey. 2019.*



+14%

Racial Diversity

+23%

Inclusivity of Under 35s

100%

Benefit for You!

A decorative graphic featuring a large dashed light-blue circle that frames the central text. Various colored circles and arcs are scattered around the page: a large lime green circle at the top left, a teal circle with a white quote mark above the text, a yellow circle at the top right, an orange circle at the bottom left, and several smaller circles in green, blue, orange, and pink. A large teal arc is also visible at the top center.

“

Employees in diverse and inclusive organizations work 12% harder, are 19% more likely to stay longer with the organization, and collaborate 57% more effectively with peers.

-Changeboard, 2015



Having a Voice Drives Engagement.

- ◎ Employees who feel their voices are heard are 4.6x more likely to feel empowered to do their best work.
- ◎ 96% of employees believe showing empathy is an important way to advance employee retention
- ◎ Disengaged employees cost U.S. companies up to \$550 billion a year

Fostering engagement improves morale and your bottom line.

- *Beheshti, Naz. "10 Timely Statistics About The Connection Between Employee Engagement And Wellness." Forbes, Forbes Magazine, 27 Sept. 2019*

Engagement Fights Turnover

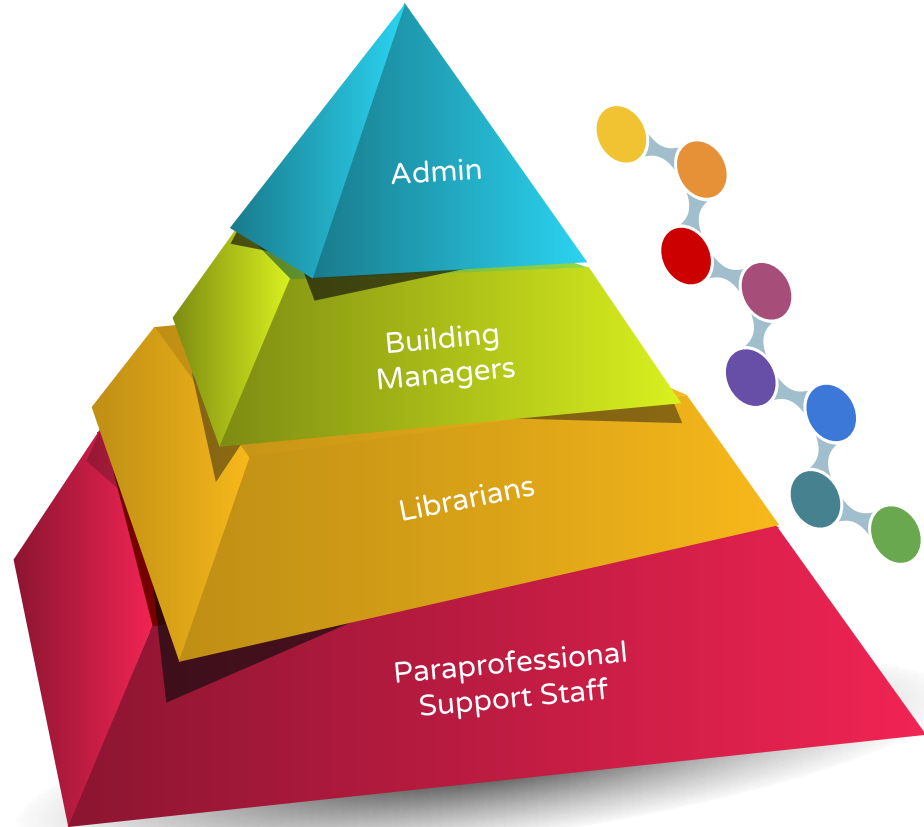
© Teams in the top 20% in engagement realize:

41%
Reduction in
Absenteeism

59%
Less
Turnover

- *Beheshti, Naz. "10 Timely Statistics About The Connection Between Employee Engagement And Wellness." Forbes, Forbes Magazine, 27 Sept. 2019*

Where does your planning process fall in the pyramid?





Including the individual

Culture

Is the organizational culture restrictive?

What avenues are there for self-expression?

Ownership

What input do they have in their workflow?

Can they effectively lobby for change or improvement?

Recognition

Are their achievements celebrated?

Do they have any incentive to go above and beyond?



Beyond Engagement

Employee Empowerment:
Sourcing bottom-up
solutions in a top-down
world.

Success Stories

Hillsborough County

Professional Development Opportunities

Input into Materials Workflow

Pflugerville Public Library

Weekly DEI topics in staff meetings

Whole staff policy review

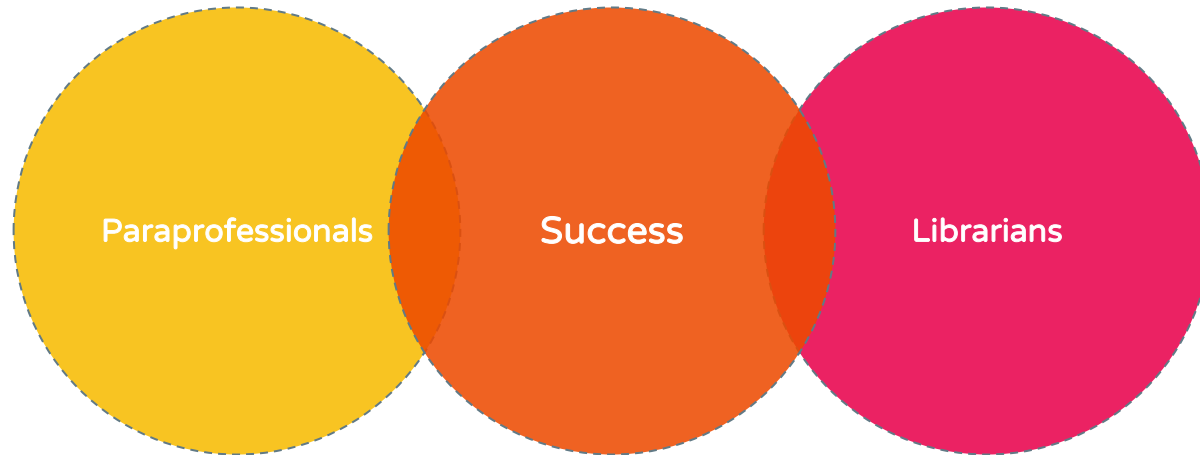
Urban Library Program

Brought in intentionally diverse non-library paraprofessionals

OTJ training and mentorship to encourage library interests

- *Barra, D. (2021, March 2). Ensuring equity, diversity, & inclusion. Retrieved March 03, 2021*
- *Larsen, S. E. (2017, December 7). Diversity in public libraries strategies for achieving a more representative workforce. Retrieved March 18, 2021*

Chime In:
How has your system elevated
paraprofessional voices?



What is one action you could take today
to become a more inclusive system?



Let's recap:

Instant Diversity

The paraprofessional workforce is inherently more diverse – including them means including their backgrounds.

A Reason to Stay

Employees who are engaged at work are less likely to quit – saving money on turnover and training.

Inclusivity Drives Engagement

Paraprofessionals who feel heard and are given the chance to contribute in a meaningful way are more engaged at work.

New Voices = New Ideas

Listening to paraprofessionals brings new and creative solutions from the people who know the problems best.

Engaged Workers Thrive

Research proves that workers who have a reason to buy into their work drive innovation and teamwork to new heights, benefitting everyone.

Bottom Line

Empowering them to thrive can save you time and money.

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123,250

Creative, Innovative, Valuable Voices

Thanks!



Any questions?

You can find us at:

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References in order of use:

- ① U.S. Census Bureau, DataFerrett. Current Population Survey. 2019.
- ② Fry, R., & Parker, K. (2020, August 14). 'Post-Millennial' Generation On Track To Be Most Diverse, Best-Educated. Pew Research Center's Social & Demographic Trends Project. <https://www.pewresearch.org/social-trends/2018/11/15/early-benchmarks-show-post-millennials-on-track-to-be-most-diverse-best-educated-generation-yet/>.
- ③ Martin, Jean. "Keeping Diversity and Inclusion at the Top of the Agenda." *Changeboard*, 7 Dec. 2015, www.changeboard.com/article-details/15981/keeping-diversity-and-inclusion-at-the-top-of-the-agenda/.
- ④ Beheshti, Naz. "10 Timely Statistics About The Connection Between Employee Engagement And Wellness." *Forbes*, Forbes Magazine, 27 Sept. 2019, www.forbes.com/sites/nazbeheshti/2019/01/16/10-timely-statistics-about-the-connection-between-employee-engagement-and-wellness/?sh=3b939d0322a0.
- ⑤ Barra, D. (2021, March 2). Ensuring equity, diversity, & inclusion. Retrieved March 03, 2021, from <http://publiclibrariesonline.org/2021/03/ensuring-equity-diversity-inclusion/>
- ⑥ Larsen, S. E. (2017, December 7). Diversity in public libraries strategies for achieving a more representative workforce. Retrieved March 18, 2021, from <http://publiclibrariesonline.org/2017/12/diversity-in-public-libraries-strategies-for-achieving-a-more-representative-workforce/>
- ⑦ Presentation template by [SlidesCarnival](#), Photographs by [Unsplash](#)