# National Movements for Racial Justice and Academic Library Leadership
## Results from the Ithaka S+R US Library Survey 2020

Christine Wolff-Eisenberg
Jennifer K. Frederick

ITHAKA S+R

# Today's session

➢ Welcome + framing

➢ Key findings from the Ithaka S+R
US Library Survey 2020

➢ Q&A

*Please note: questions + comments in
the chat will be kept confidential*

# 86% of ARL strategic plans mention the advancement of diversity to some extent

# 16%

of ARL strategic plans discuss *assessment* of equity, diversity, inclusion, and accessibility strategies

# 88%

of credentialed librarians across academic, public, and school libraries are white

Source: *Diversity Counts, ALA*

# Ithaka S+R US Library Survey 2020

# Questionnaire

*Examining the vision and strategies and challenges of leaders of four-year college and university libraries since 2010*

## New coverage of topics:

➢ COVID-19 leadership and management

➢ Equity, diversity, and inclusion and anti-racism strategies

# Distribution

➢ Invitations and reminders from Ithaka S+R and Trevor A. Dawes

➢ Survey fielded September - October 2020

➢ Aggregate response rate: 43% ($N = 638$)

# Response Rates

| | Number of Responses | Number of Institutions Invited | Response Rate |
|---|---|---|---|
| **Baccalaureate Colleges** | 176 | 501 | 35% |
| **Master's Colleges and Universities** | 245 | 579 | 42% |
| **Doctoral Universities** | 201 | 378 | 53% |

# Individual Characteristics

➢ 83% White
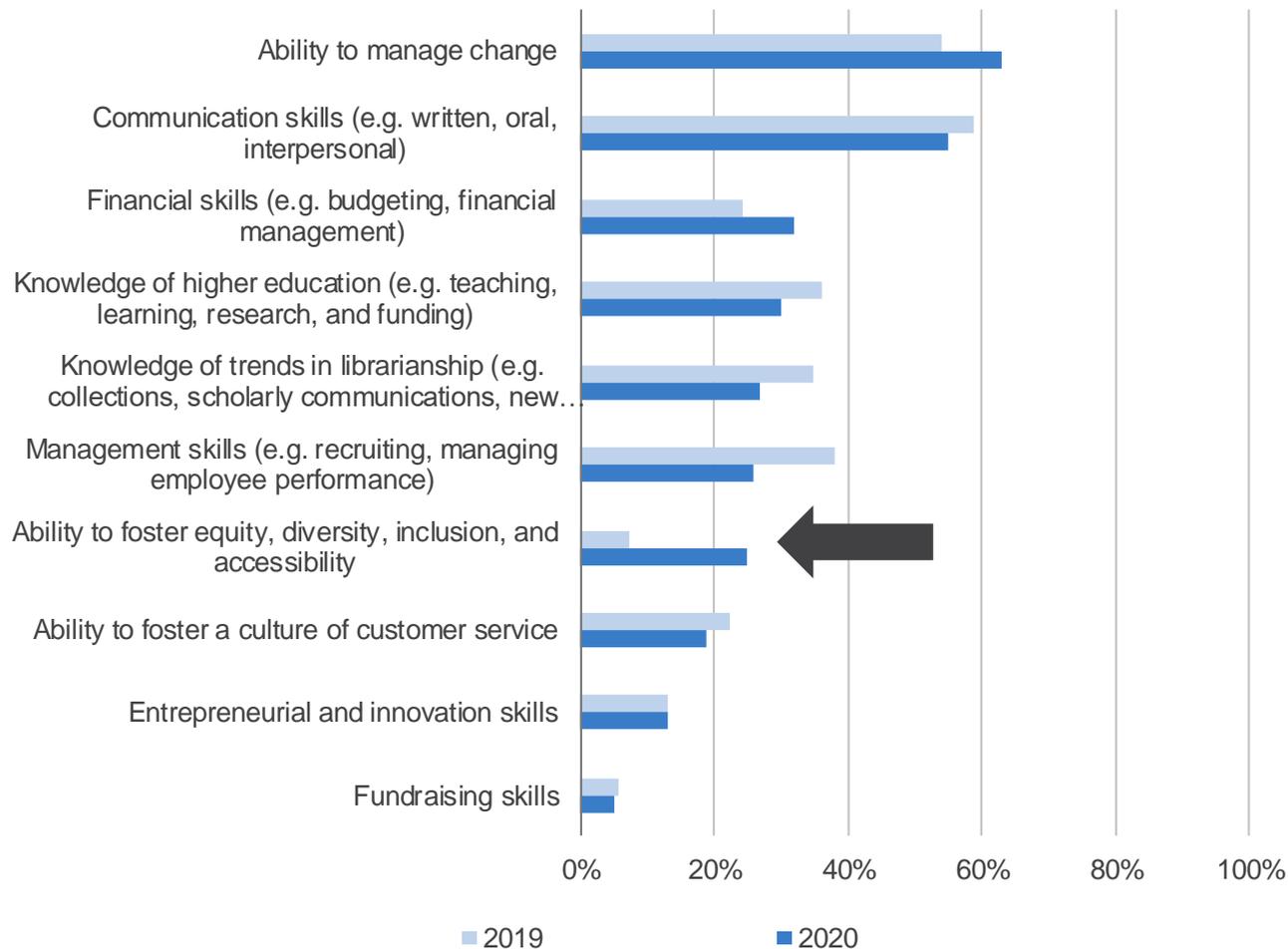
➢ 64% Women

➢ 53% 55 and older

# Institutional Characteristics

➢ 58% operating with limited library hours and/or some locations closed

➢ 52% "hyflex"/hybrid model of teaching and learning

➢ 45% enrollment decrease of 1-10%

# Key findings

Library directors more highly value leadership capacities to foster equity, diversity, and inclusion than previously.

Which of the following knowledge, skills, abilities, and competencies have been most valuable for you in your current position? Please select up to three items or leave the question blank if none of the items apply. *Percentage of respondents that selected each item, by survey cycle.*
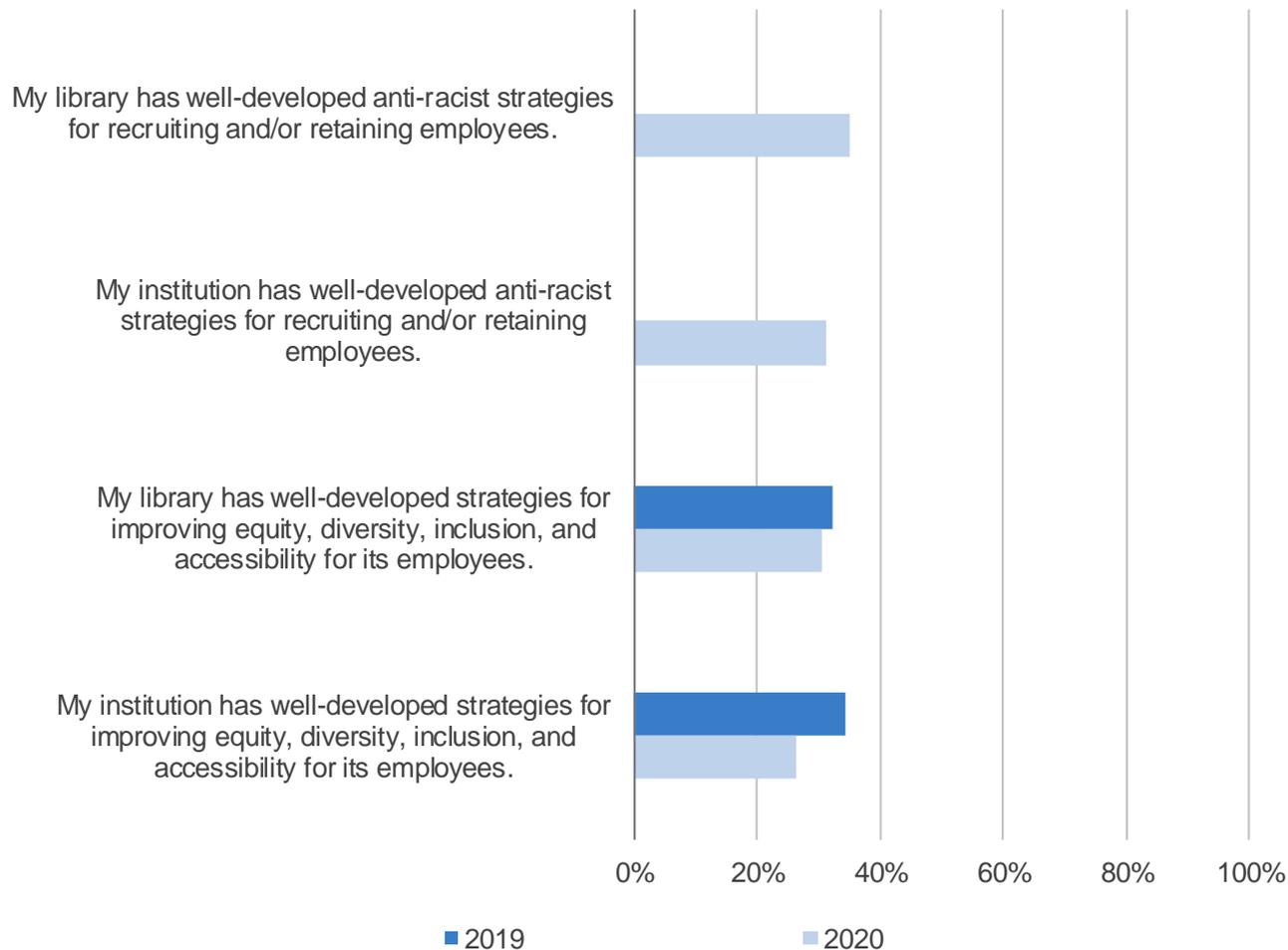


| | |
|---|---|
| Ability to manage change | |
| Communication skills (e.g. written, oral, interpersonal) | |
| Financial skills (e.g. budgeting, financial management) | |
| Knowledge of higher education (e.g. teaching, learning, research, and funding) | |
| Knowledge of trends in librarianship (e.g. collections, scholarly communications, new… | |
| Management skills (e.g. recruiting, managing employee performance) | |
| Ability to foster equity, diversity, inclusion, and accessibility | |
| Ability to foster a culture of customer service | |
| Entrepreneurial and innovation skills | |
| Fundraising skills | |

0%   20%   40%   60%   80%   100%

■ 2019   ■ 2020

# Library director job advertisements

|  | Late 2019 - mid-2020 | Mid-2020 - early 2021 |
|---|---|---|
| Includes "DEI" in description of role | 58% | 48% |
| Includes "DEI" in skills/qualifications section | 67% | 57% |
| Includes "anti-racism" in description of role | 0% | 0% |
| Includes "anti-racism" in skills/qualifications section | 0% | 0% |

Library directors are less confident in their personnel strategies related to equity, diversity, inclusion, and accessibility.

Please use the 10 to 1 scales to indicate your level of agreement with each statement—a 10 equals "strongly agree" and a 1 equals "strongly disagree." *Percentage of respondents that strongly agree with each statement, by survey cycle.*



My library has well-developed anti-racist strategies for recruiting and/or retaining employees.

My institution has well-developed anti-racist strategies for recruiting and/or retaining employees.

My library has well-developed strategies for improving equity, diversity, inclusion, and accessibility for its employees.

My institution has well-developed strategies for improving equity, diversity, inclusion, and accessibility for its employees.

0%  20%  40%  60%  80%  100%

■ 2019    ■ 2020

What is one strategy your library uses to improve diversity, equity, inclusion, accessibility, or challenge racism?

Generally speaking, how often do you, a hiring manager, a human resources representative, and/or members of the search committee do each of the following when recruiting and hiring library employees? *Percentage of respondents from the Library Survey 2019 that selected "often" or "occasionally."*
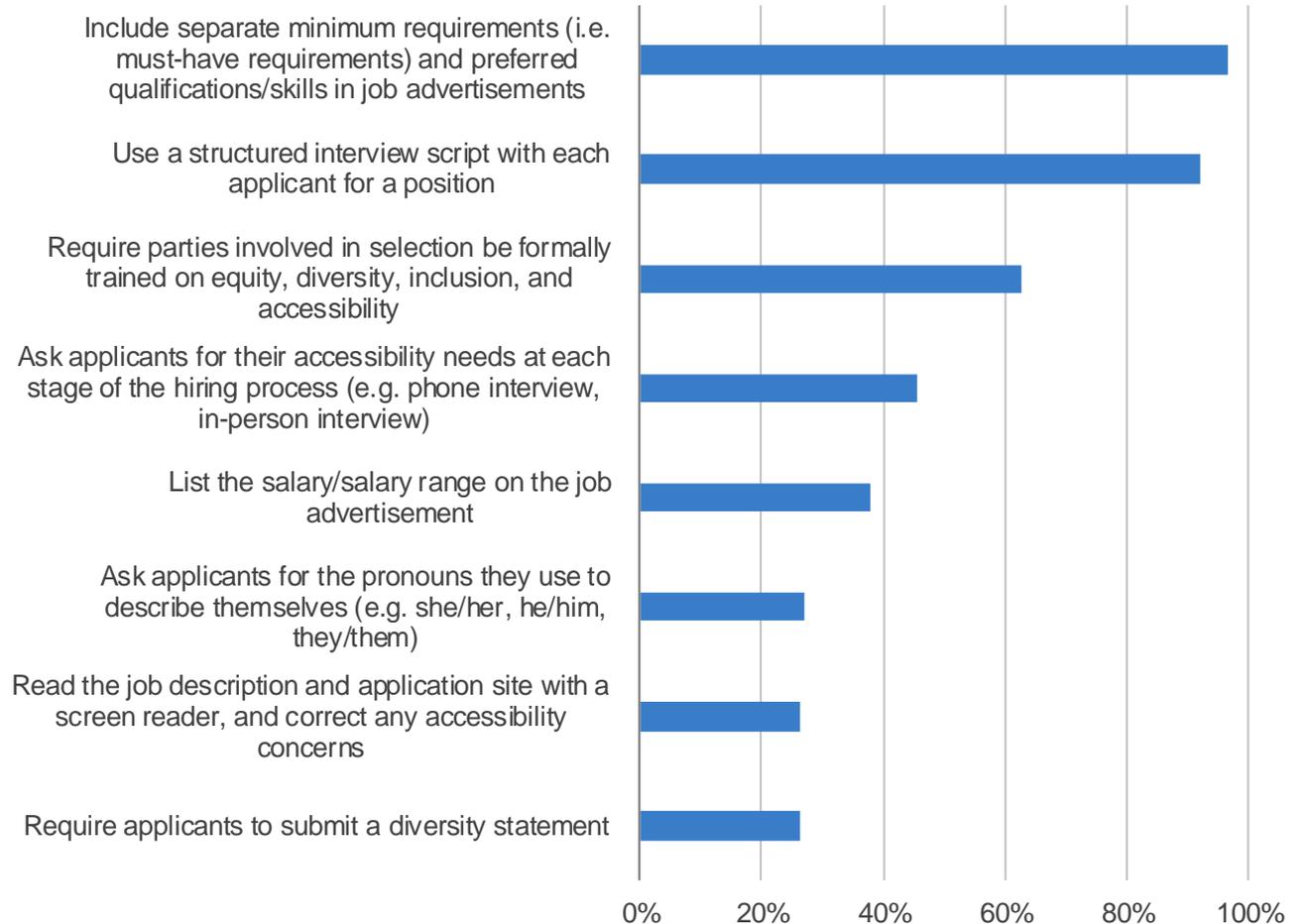
Recording once available: *Archive of Webinars & Materials, ASERL*

Most library directors did not expect that employees of color would be disproportionately affected by cuts due to COVID-19. However, job types with relatively greater percentages of employees of color were more impacted by recent furloughs and role eliminations.

# 16%

of respondents were concerned that COVID-19 budget cuts allocated to personnel may disproportionately impact employees of color.
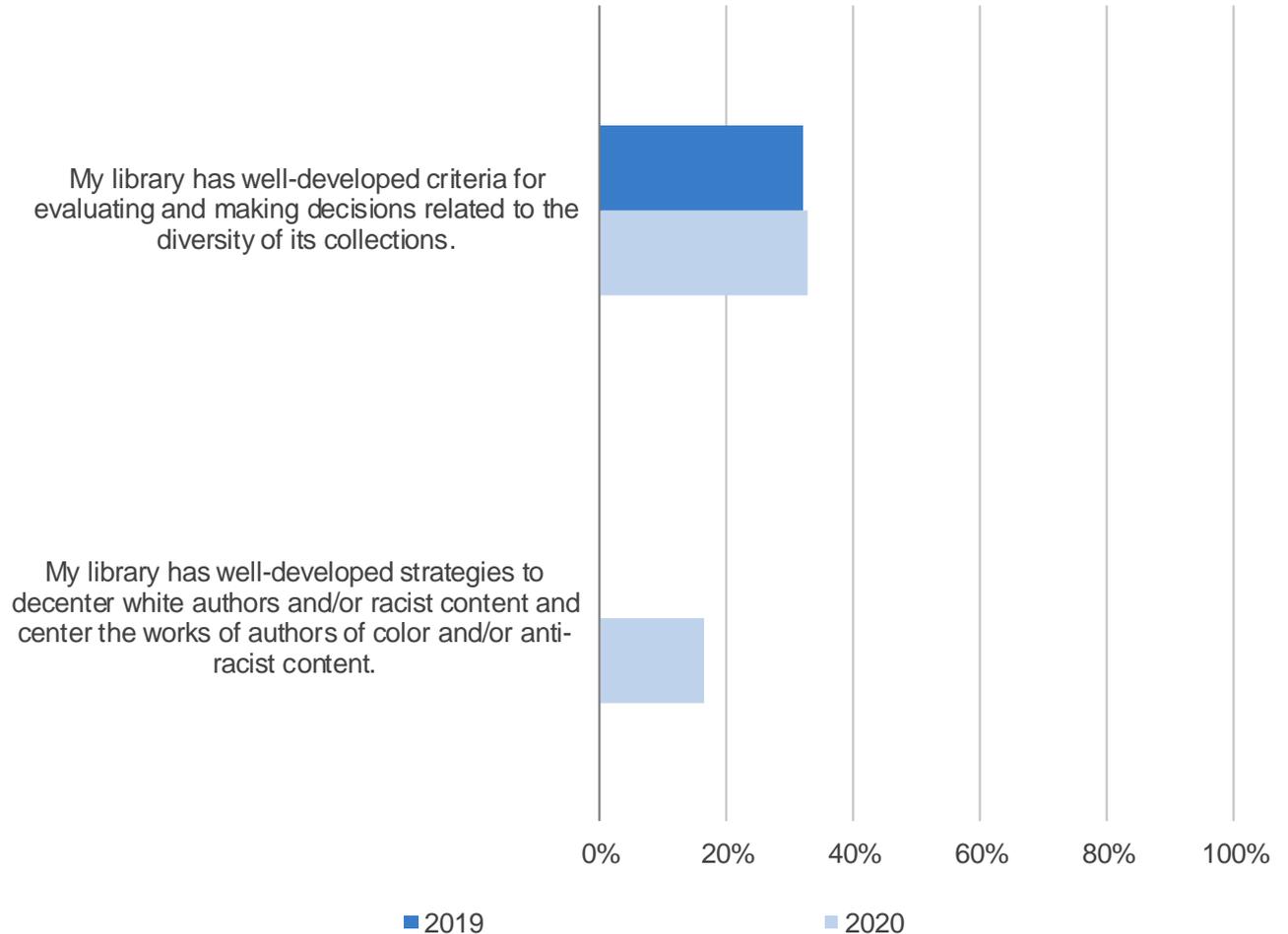
In light of the financial impact of the COVID-19 pandemic, what changes to employee positions in each of the following areas have been made? Please exclude student workers in responding to each item. *Percentage of respondents at ARL institutions that selected each item. Top 11 most impacted job categories.*

*Items with asterisks represent job categories with a greater than average percentage of employees of color.*



Legend:
- Furlough or hour reduction
- Eliminated currently filled positions
- Eliminated currently vacant positions
- None of these changes have taken place

Categories (top to bottom):
- Technical services, metadata, and cataloging*
- Access Services (circulation, ILL, etc.)*
- Subject specialists and departmental liaisons
- Finance and business operations*
- Facilities/operations and security*
- Specialized faculty research support
- Web services and information technology
- Human res, talent manag, and org development*
- Archives, rare books, and special collections
- Reference
- Print preservation and collections management

The majority of directors have not developed strategies to re-center their collections around authors of color and/or anti-racist content.

Please use the 10 to 1 scales to indicate your level of agreement with each statement—a 10 equals "strongly agree" and a 1 equals "strongly disagree." *Percentage of respondents that strongly agree with each statement, by survey cycle.*



My library has well-developed criteria for evaluating and making decisions related to the diversity of its collections.

My library has well-developed strategies to decenter white authors and/or racist content and center the works of authors of color and/or anti-racist content.

0%   20%   40%   60%   80%   100%

■ 2019      ■ 2020

Has your library developed any strategies to evaluate and make decisions to advance collections diversity? What are some of the biggest challenges to doing this work?

# Contact us

**Christine Wolff-Eisenberg**

Manager, Surveys and Research

christine.wolff-eisenberg@ithaka.org

Phone  212.500.2369
Twitter  @cwolffeisenberg

**Jennifer Frederick**

Senior Surveys Analyst

jennifer.frederick@ithaka.org

Phone  212.500.2434
Twitter  @JenKFrederick

What is one action you can take today to help make your library more diverse, equitable, inclusive, accessible, or anti-racist?