

# Library Preparedness: Formalizing and Supporting the Diversity Residency Experience Using a Resident-Centered Framework (RCF)

## April 25, 2023

---

### RIG SUBGROUP ON DIVERSITY RESIDENCIES

Kalani Adolpho (University Wisconsin-Madison, 2017-2019)

Maya Bergamasco (Harvard University, 2019-2021)

Ana Corral (Virginia Tech, 2019-2021)

Mallary Rawls (Florida State University, 2018-2020)

Michelle Peralta (Yale University, 2018-2022)

Laura Tadena (University of Texas at Austin, 2018-2020)

Willa Tavernier (Indiana University Bloomington, 2018-2021)

# Outline

- Section 1: Overview of ACRL Resident Interest Group (RIG) Subgroup and Diversity Residencies
  - Introduction to the RIG Subgroup on Diversity Residencies
  - What residencies are
  - Observations
- Section 2: Introduction to the RCF and Developing the Toolkit
  - Positionality
  - Introduction to RCF
  - Developing the Toolkit
  - Defining success
- Section 3: Where We Are Now
  - Beta-testing and next steps
  - Diversity Alliance update
  - Reflecting on residency experiences and an RFC

# **Overview of RIG Subgroup and Diversity Residencies**

# Library Residencies

- Ohio State University Mary P. Key Diversity Residency Program, 1961
- ACRL Diversity Alliance, 2015
- Models: rotational or single department one resident or cohort
- How is a residency different from an internship?



AMERICAN UNIVERSITY  
WASHINGTON, DC



# RIG and the ACRL Diversity Alliance

“The ACRL Diversity Alliance program **unites academic libraries** committed to increasing the hiring pipeline of qualified and talented individuals from underrepresented racial and ethnic groups. By working together and thinking more broadly, ACRL Diversity Alliance **institutions** will help diversify and thereby enrich the profession.”



“RIG supports **resident librarians, former resident librarians, and any interested parties** to network, share their expertise, and promote resident librarian groups...”



# ACRL Diversity Alliance Letter of Commitment (Pre-2023)

1. Establish or sustain a residency program for at least one individual that lasts a minimum of two years (three years preferred).
2. Commit to designing experiences at the local level to expand the residents' interests and skills, e.g., mentorships, rotation through other library units, etc.
3. Agree to serve as a resource, i.e., advisors and guides, to those institutions participating in the Diversity Alliance.
4. Provide at a minimum the same level of professional development support provided other library faculty/staff/employees.
5. Provide a salary for the resident commensurate with the salaries of equivalent entry-level library professionals.

# ACRL RIG Subgroup on Diversity Residencies

The ACRL RIG Subgroup on Diversity Residencies will identify, critically examine, and assess current ACRL Diversity Alliance Member Residency Programs to establish the efficacy of current programs and develop Diversity Residency best practices.

Goals:

- Conduct an environmental analysis of ACRL Diversity Alliance Residencies onboarding practices and procedures
- Develop guidelines for assessing the preparedness of potential ACRL Diversity Alliance Residency host institutions
- Create best practices for onboarding residents

# Observations about the profession/the community re: library residencies

- Onset of the Covid-19 pandemic and hiring freezes
- More opportunities since 2021/end of many hiring freezes
- Community and support is available through ACRL RIG and resident-created communities
  - In a recent ACRL RIG Spring Meeting, RIG members learned that newer residents are building community for themselves
  - There should be tracking for residents available through ACRL, but if ACRL RIG needs more support in order to do this



# **Introduction to the RCF and Developing the Toolkit**

# Positionality

- We are all:
  - BIPOC
  - Former diversity resident librarians
- Our experiences:
  - Are not universal
  - Are shaped by the power dynamics inherent to residencies
  - Demonstrate the importance of a Resident-Centered Framework

# Resident-Centered Framework (RCF)

- ACRL Diversity Alliance (DA) benefits the institutions and not the resident
- In principle, the DA asks members to make commitments to support residents
- In practice?:
  - Literature review suggests that residents do not feel supported
  - Our personal experiences as past residents
- Principles of RCF:
  - Centering the resident's perspective and honoring their experience
  - Upholding the resident as the primary audience and beneficiary
  - Committing to transparency

# Developing the Toolkit

## Projects/Activities:

- Landscape analysis – literature review, review of ACRL Diversity Alliance
- Takeaways
  - Residencies are institution centered, as opposed to resident centered
  - Residency viewed as addressing a pipeline issue
  - Should be reframed as issues around recruitment and retention
- Develop recommendations
  - More information and data collection is needed
  - Institutions need to grapple with these issues, preferably before they hire residents

# Diversity Resident Toolkit

- View the Diversity Resident Toolkit on the ACRL Residency Interest Group website by visiting: <https://bit.ly/DRT2022>
- Licensing: The Diversity Residency Toolkit is under a Attribution-NonCommercial-ShareAlike 4.0 International (CC BY-NC-SA 4.0) license
- 4 main components of the toolkit:
  - Guidelines for establishing residency planning and steering committees
  - Pre-residency checklist for institutions
  - Guidelines for establishing a mentorship program
  - Residency Support Survey

# What does success look like for an institution vs. what success looks like for a resident

## Institutional success for Resident

- Recruitment of Diversity Resident(s)
- Sustainability of program
- ACRL recognition
- Movement on projects
- Address a library need

## Other measures of success

- Future job placement for resident
- Skilled resident
- Positive residency program reputation
- Residents staying for most of placement

## Success as a Resident

- Gaining professional library experience as “academic librarian”
- Gaining skill-based experiences
- Growing professionally/networking
- Mentorship and coaching

## Other measures of success

- Positive experience working in library
- Feel safe at work/ bringing whole self to work
- Able to see a career in libraries
- Able to find employment post residency
- *Desire to stay at library/in the field\*\**

# Where We Are Now

# Beta-testing and Next Steps

- August 2021- Began beta-testing
  - Group includes 1 public library and 3 academic libraries
- Received a lot of anecdotal use of the toolkit, but fewer sign ups than expected
  - Not seeking further participants at this time
  - We welcome any institution, program, association, professional organization, or group that is using the toolkit outside of formal beta testing to contact us and share their experiences with using the toolkit
- Received baseline reports from the institutions involved in testing
- Coordinating publishing on our experiences & writing about RCF



# Diversity Alliance: Commitment to Equity



New Diversity Alliance statement as of 2023

*The ACRL Diversity Alliance program unites academic libraries committed to increasing the hiring pipeline of qualified and talented individuals from underrepresented racial and ethnic groups. By working together and thinking more broadly, ACRL Diversity Alliance institutions will help diversify and thereby enrich the profession.*

*The commitment of each library leader to build an inclusive organizational culture supportive of Black, Indigenous and People of color (BIPOC) will expand opportunities available to individuals from professionally underrepresented groups to gain the knowledge, skills, and competencies necessary to thrive in an academic context. Library leaders participating in the ACRL Diversity Alliance are committed to opening doors, sharing their networks, and preparing residents and pre-career graduate students for success in scholarship, professional service, and leadership. Residents, pre-career graduate students, and library leaders will each have access to a network so that they can share ideas, resources, and best practices.*

<https://www.ala.org/acrl/issues/diversityalliance>

# Diversity Alliance: Commitment to Equity



ACRL Diversity Alliance



The ACRL Diversity Alliance program unites academic libraries committed to increasing the hiring pipeline of qualified and talented individuals from underrepresented racial and ethnic groups. By working together and thinking more broadly, ACRL Diversity Alliance institutions will help diversify and thereby enrich the profession.

The commitment of each library leader to create one or more residency positions will expand opportunities available to individuals from professionally underrepresented groups to gain the knowledge, skills, and competencies necessary to thrive in an academic context. Library leaders participating in the ACRL Diversity Alliance are committed to opening doors, sharing their networks, and preparing residents for success in scholarship, professional service, and leadership. Residents and library leaders will each have access to a network so that they can share ideas, resources, and best practices.

# Diversity Alliance: Levels of Commitment

- Differences between 3 levels of commitment
  - Foundational: Org. culture supportive of BIPOC retention
  - Pre-Career Bridge: work experiences for BIPOC grad students
  - Early Career Bridge: BIPOC diversity residencies
- How the Pre-Residency Checklist informs the Foundational Level of commitment
- Where a RCF is present
- Where is a RCF missing?

# Diversity Alliance: Letter of Commitment



Join the Diversity Alliance today!

---

## ACRL Diversity Alliance Program Goals

In order to unite academic libraries committed to racial equity in their hiring and retention practices of qualified and talented individuals from underrepresented racial and ethnic groups, the ACRL Diversity Alliance fosters the:

1. Increased adoption of inclusive employment and onboarding practices.
2. Development of inclusive healthy workplace cultures that support BIPOC colleagues.
3. Creation of paid positions with no required years of experience through early career diversity residencies and graduate student practicums.
4. Advancement of career path development of BIPOC early professionals.
5. Building of professional network connections for BIPOC individuals.
6. Retention of BIPOC librarians and archivists in the profession.
7. Commitment of library leaders to the advancement of inclusive leadership and access to the profession.

**How would an RCF have changed  
residency experiences?**

# Thank You / Contact Us

**rig.diversitysubgroup@gmail.com**

Mallary Rawls (she/her) - mrawls@fsu.edu

Laura Tadena (she/her) - ltadena@tsl.texas.gov

Kalani Adolpho (they/he) - adolphok@vcu.edu

Willa Tavernier (she/her) - wtavern@iu.edu

Maya Bergamasco (she/her) - mbergamasco@law.harvard.edu

Michelle M. Peralta (she/her) - michelle.peralta@yale.edu

Ana Corral (she/they) - ana.corral@unlv.edu

Q&A