Resources & Readings
for Diversity and Inclusion in Libraries: Be the Change Agent

Tuesday, August 6, 2019, IDEAL Conference

“You must be the change you wish to see in the world”
Mahatma Gandhi

Welcome to the Diversity and Inclusion in Libraries: Be the Change Agent Session

Excerpted from the forthcoming title, Diversity and Inclusion in Libraries: A Call to Action and Strategies for Success

- Increasing racial and ethnic diversity in librarianship has been a stated priority in librarianship for years.

- Associations, such as the American Library Association (ALA) and the Association of Research Libraries (ARL), have made strides toward this priority by creating programs to help recruit people of color into librarianship.

- Some of these programs have been successful at recruiting students of color into Library and Information Science (LIS) programs, but the yield promised by these programs has not been realized.

- Language related to diversity and inclusion has been included in strategic plans, but in many cases the plans have not been operationalized well.

- Three factors have emerged that make diversity recruitment and retention efforts in libraries essential:
  - Demographic data from ALA revealing a lack of workforce diversity,
  - Changing population demographics, and the current social, cultural, and US political climate impacting our communities.
  - American Library Association, the Association of College & Research Libraries (ACRL), and other associations have invested heavily in creating and sustaining programs designed to recruit individuals from traditionally underrepresented groups to the profession, yet the needle has moved very little.

Written by Janice M. Young (jyoung2988@aol.com) and John L. Donovan (jdonova2@broward.edu), Chapter 1: From Whence We Came: A Historical Perspective provides an overview of African Americans in librarianship.
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*Shannon D. Jones* ([joneshan@musc.edu](mailto:joneshan@musc.edu)) and *Beverly Murphy* ([beverly.murphy@duke.edu](mailto:beverly.murphy@duke.edu)) share practical strategies and real-life considerations that libraries must take into account when recruiting and retaining diverse individuals in *Chapter 8: Recruiting and Retaining a Diverse Workforce*. 
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In Chapter 9: Developing Cultural Competency and Sensitivity, Dr. Shaundra Walker (shaundra.walker@gcsu.edu) provides an introduction to cultural competence within the library profession and describes her experience with developing and teaching a four-week asynchronous online course on cultural competence for academic librarians.


Katharine “JJ” Pionke (pionke@illinois.edu) shares candid details of her journey to get accommodations in her workplace in *Chapter 16: Disability and the Library Workplace*

