MIND THE GAP: HOW LEVERAGING RESEARCH AGENDAS WILL PROMOTE AND RETAIN LIBRARIANS OF COLOR

IDEAL ‘19
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We want to acknowledge the land we are meeting on today, which has long served as a site of importance among Indigenous peoples, specifically the Shawnee, Miami, Wyandot, and Delaware Nations. Since we are meeting in Columbus, a city named after a person whose legacy of colonization has brought harm and genocide to Indigenous communities, we especially encourage you to acknowledge and reflect on the impact of colonialism on Indigenous peoples and culture. As a profession, librarians need to work to decolonize our services and collections.

Credits: OSU Multicultural Center
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Why are we here?
Our personal reflections
A FEW NOTES

- People of color don’t have a shared experience.
- What do we mean when we say research agendas?
What research intensive programs currently exist?
◎ Institute for Research Design in Librarianship (IRDL), IMLS grant funded
◎ Library Juice Academy
◎ Medical Library Association Research Training Institute
◎ ICPSR Summer Program, University of Michigan
◎ Joint Program in Survey Methodology, University of Maryland
Crowdsourcing Research Programs:
Please add

STRONG RESEARCH AGENDAS = RETENTION?
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◎ POC are frequently tasked with work in EDI issues regardless of whether or not that is the subject of their interest or research agendas

◎ EDI work is undervalued in T&P
  ◎ Evidence - people who have submitted two different T&P packets & the one without EDI work is accepted, etc.

◎ When research is a requirement for promotion & advancement, lack of support is a labor issue
HOW CAN WE IMPROVE THE SYSTEM?
Break into groups (8 minutes)

In groups of two or three, answers the following questions:

1. What are some ways you’ve developed a research agenda and/or skills?
2. If you are in a position of power, how do you support your supervisees with their research agendas?
3. How can our profession better support early career librarians of color?

THANKS!
Any questions?
Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by **SlidesCarnival**
- Photographs by **Unsplash**