

Residency Programs and Demonstrating Commitment to Diversity

Chris Diaz, Collections Management Librarian, National Louis University, cdiaz10@nl.edu | @chrisdaaz

Kelly McElroy, Student Engagement and Outreach Librarian, Oregon State University, kelly.mcelroy@oregonstate.edu | @kellymce

Residency Programs?

Programs that employ recent LIS graduates for professional, temporary positions in academic libraries, often to recruit minority librarians

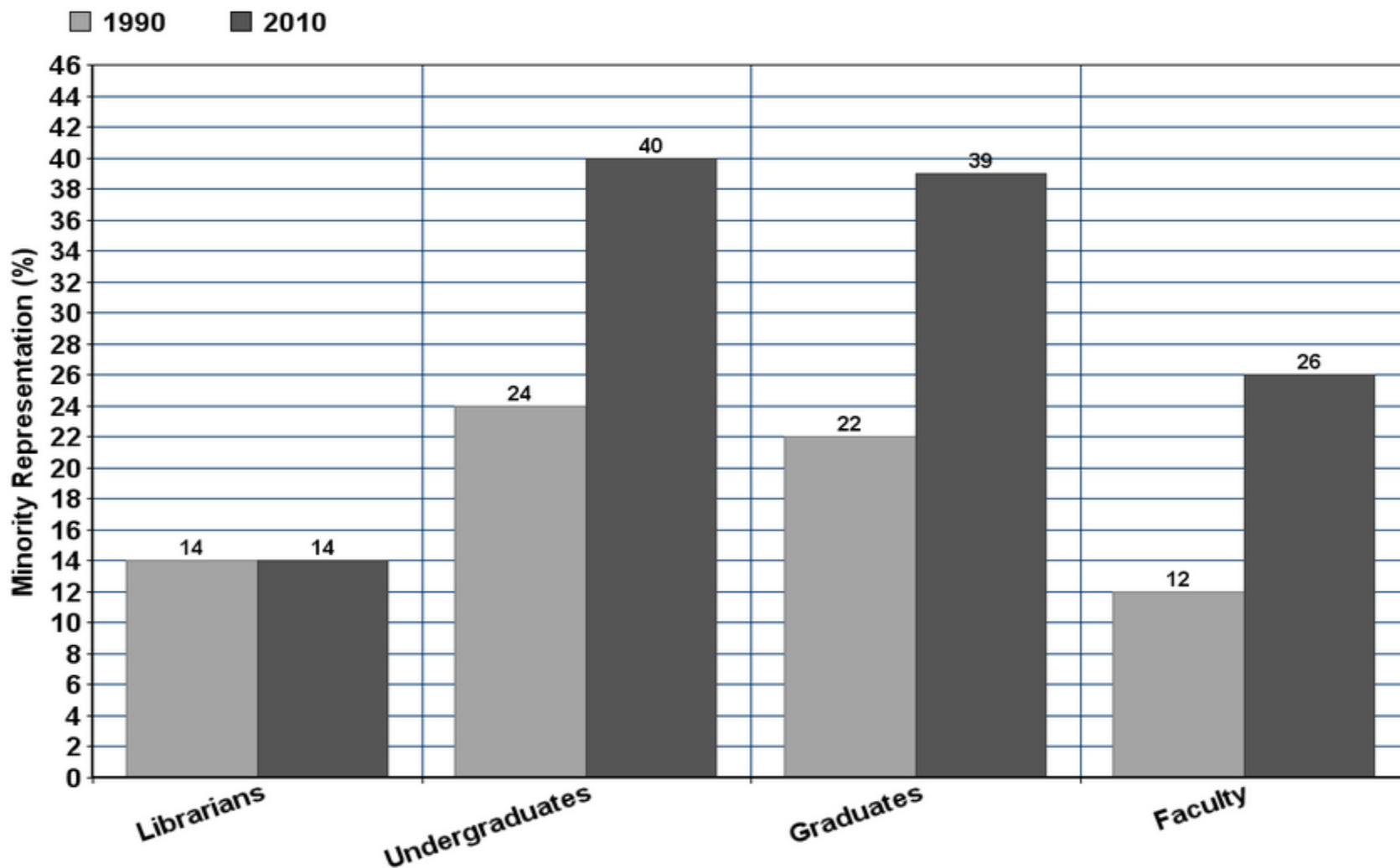
Today, there are roughly 35 colleges and universities with active residencies

Diversity and Residency Programs

70% of Residency programs specifically recruit librarians from underrepresented groups and identify the program as part of the library's commitment to diversity

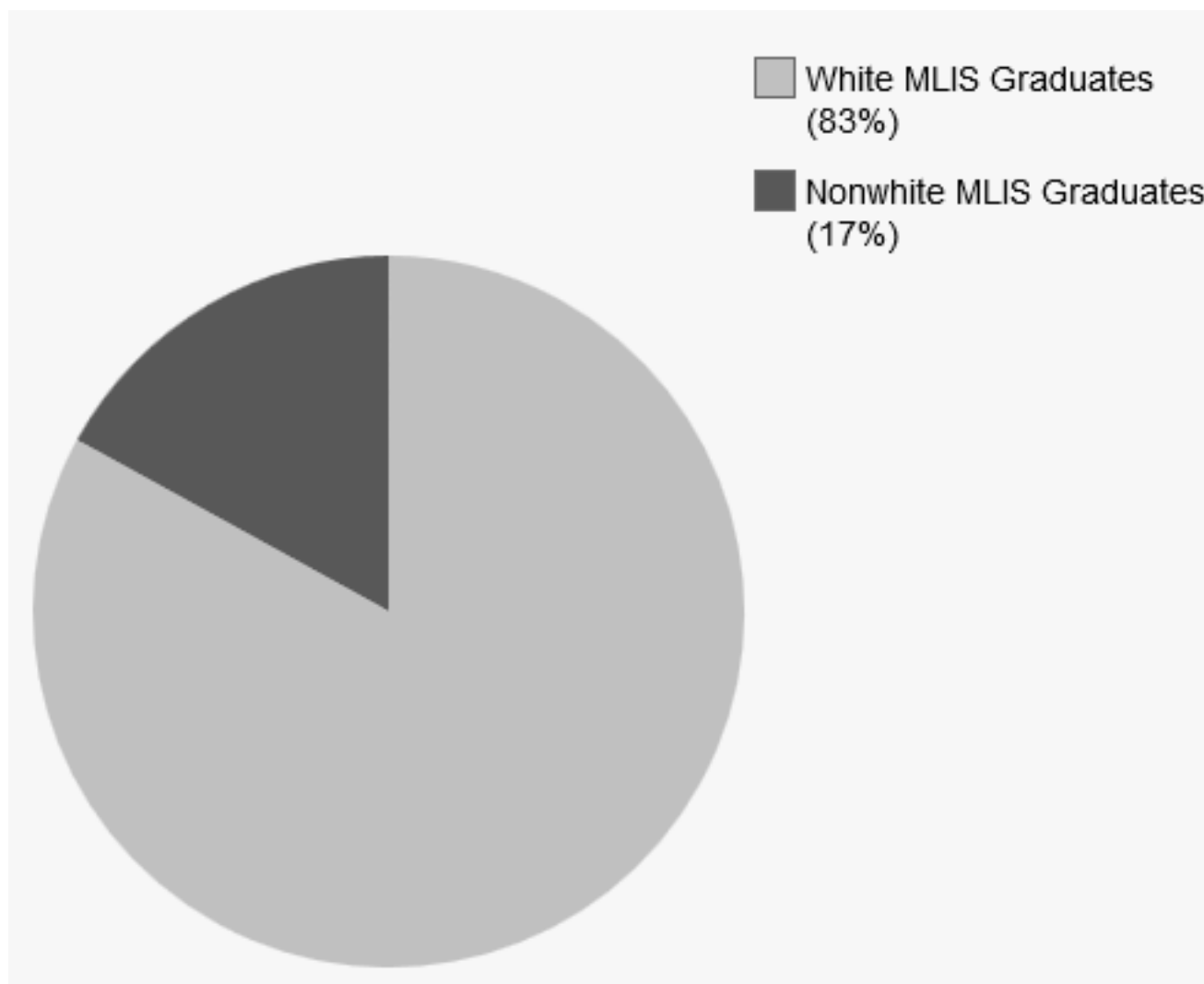
Residency programs have not and
will not increase the diversity of
librarianship

Demographics of Higher Education



Sources: ALA Diversity Counts (2012); Digest of Education Statistics (1995, 2012)

Demographics of MLIS Graduates: 2011



Source: ALISE Library and Information Science Education Statistics Committee and Association for Library and Information Science Education, *Library and Information Science Education Statistical Report (2012)*, 17

“The racial composition of current
MLS/MLIS programs gives
little reason to hope that the
profession will become more diverse
without intervention.”

Morales, Knowles, & Bourg

History of Residency Programs

1923: Guidelines are created for full-time internships

1949: Library of Congress begins specialized training programs

1957: National Library of Medicine begins Associate Fellows Program

1961: Ohio State University starts post-masters internship program

Purpose of Residency Programs

To address a skills gap between LIS education and the specialized needs of research libraries

To respond to technological changes in library services

Shonda Rhimes Really Hates the Word 'Diversity': 'I'm Normalizing TV'

"I really hate the word 'diversity.' It suggests something ... other. As if it is something ... special. Or rare. *Diversity!* As if there is something unusual about telling stories involving women and people of color and LGBTQ characters on TV," Rhimes wrote.

"I have a different word: *normalizing*. I'm normalizing TV. I am making TV look like the world looks," she wrote in the speech titled "**You Are Not Alone**" that she delivered to the Human Rights Campaign Gala on Saturday.

Diversity Goals in Job Announcements

“increase the presence of members of underrepresented groups in academic librarianship”

“to increase faculty diversity at the [Redacted] Library and to encourage people from traditionally underrepresented groups to choose the University of [Redacted] as a place to launch their careers in academic librarianship”

“to increase diversity from underrepresented groups for academic librarianship and [Redacted] University Libraries”

“recruit a recent library school graduate who can contribute effectively to the diversity of the profession and the university”

Minority Student's Perspective Better Be Pretty Goddamn Diverse If He Wants Full Scholarship

NEWS • Education • College • Race • News • ISSUE 50•49 • Dec 9, 2014



6.0K



408



33



Leverett College officials say Soto just might be their ticket to huge fucking ethnic-inclusiveness scores in next year's college ranking guides.

MICROAGGRESSIONS IN LIBRARIANSHIP

noob librarians know stuff too

I worked in reference while I was a librarian resident at a university library. One of my colleagues *always* undermined my reference abilities and came to the desk saying, "You probably don't know this but..." or "I need help looking up a book in the catalog. Is [some other librarian] available?" (Okay not really looking up a book but really basic reference.)

This particular librarian never seemed to respect me as a colleague and fellow librarian, in more ways than just these reference interactions. Made me feel like crap.



ACRL Residents

@ACRL_RIG

 Follow

Q3 What are some challenges in diversity recruitment?
How can we avoid stigmatization of "diversity residents"?
[#critlib](#)

8:31 PM - 27 Jan 2015

2 RETWEETS 2 FAVORITES



Annie Pho

@catladylib

 Follow

Q3 well for crying out loud, don't call your resident a
librarian an intern and treat them w/respect like any
other colleague. [#critlib](#)

8:33 PM - 27 Jan 2015

4 RETWEETS 7 FAVORITES



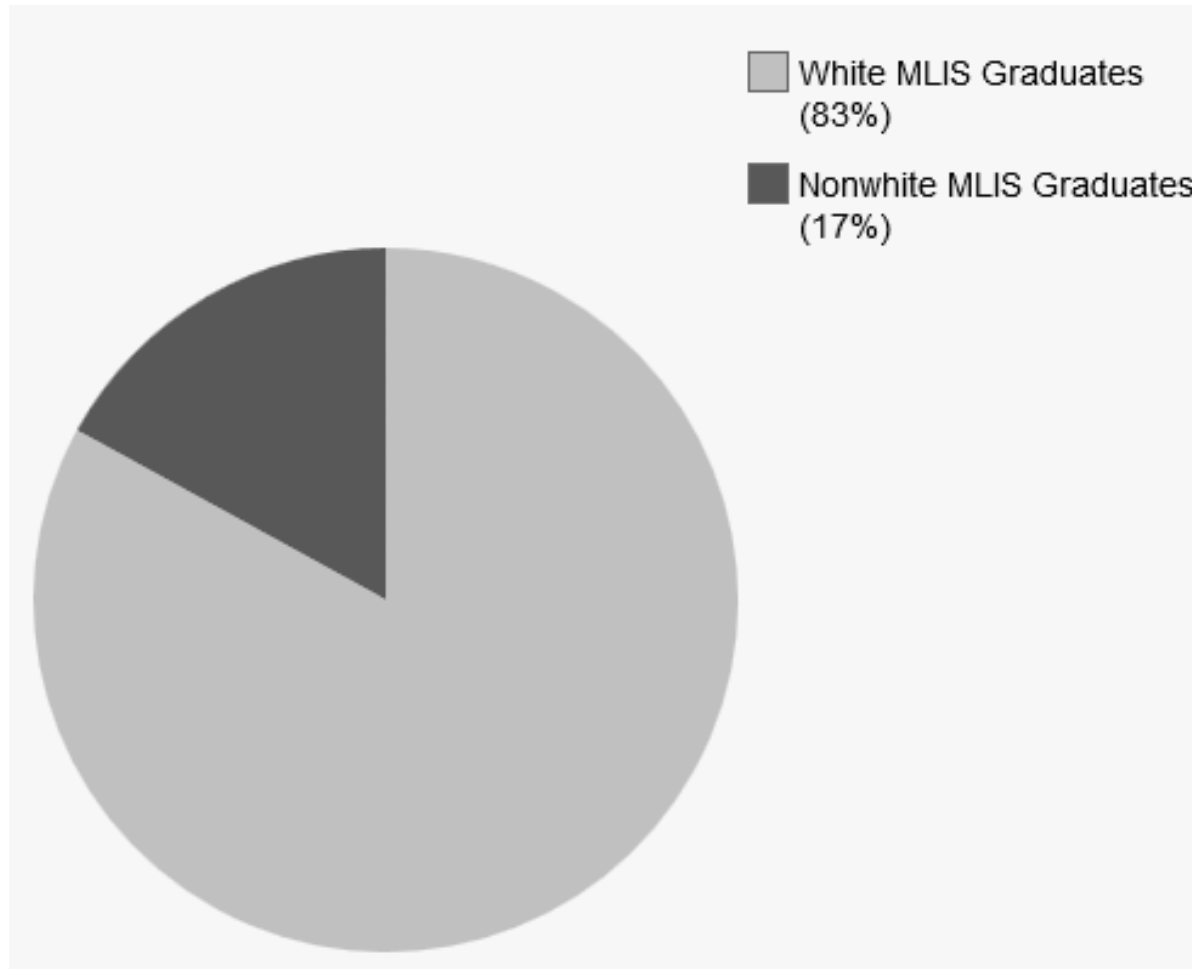
What can we do about Residencies and Diversity?

Focus residency programs on experimenting with innovative library services

Focus diversity efforts on recruiting undergraduates and existing library staff to LIS programs

Demographics of **MLIS Students**

2011



Student Affairs: Undergraduate Fellows Program

- Effort to broaden the pipeline into the Student Affairs profession
- One-on-one mentoring program for students from underrepresented groups
- Scholarships to attend conferences
- Summer internships



If reflecting the communities we serve is essential to the future of academic libraries, we need to begin by measuring the impact of what is working to identify what is not.