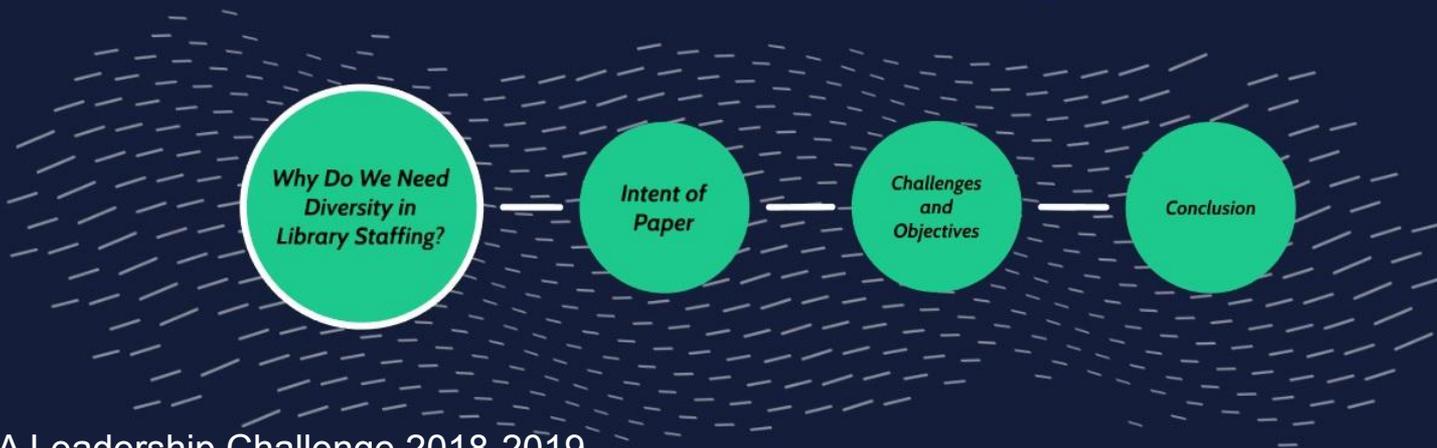


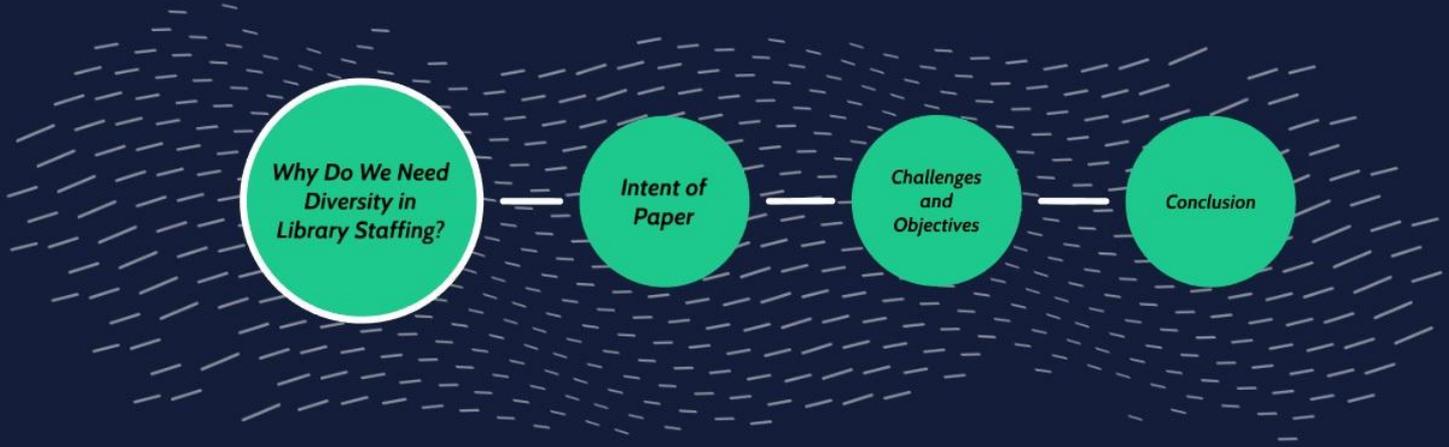
Equitable, Diverse, and Inclusive Staffing: Go From Ordinary to Extraordinary



CLA Leadership Challenge 2018-2019

- Christine Bolivar -Lompoc PL
- Madeline Bryant -LAPL
- Tommy Vinh Bui -Inglewood PL
- Charlotte King-Mills -SD County Library
- Malissa Knapp -Solano County Library
- James Tyner -Fresno County Library

Equitable, Diverse, and Inclusive Staffing: Go From Ordinary to Extraordinary





Diversity in the workforce aligns with the core values of the profession

A diverse staff helps meet the needs of a diverse population and fosters social inclusion

A diverse staff and workforce strengthens organizations and institutions



Intent of Paper



Diversity

To provide a snapshot ethnic diversity in the library profession, a brief history and successes, outline programs to further diversity in the library and conclude with recommendations for action.



Diversity in Librarianship: A Brief History



What Has Worked in Public Libraries?

- One early paper was presented at an annual conference in 1913
- One of the earliest residency programs was piloted in TN 1938
- Historically, many libraries in the US were noted segregated institutions.



Mentorship

Experience

Financial Support





**Public Library Youth
Mentoring Programs**

**Public Library Marketing
Campaigns**

**Residencies, Mentorship
and Internship Programs**

- **Santa Ana & Orange Cnty: Seeds to Trees**
- **Dayton Metro Library: See Yourself Here**
- **Oregon State Univ: 2016 PROMISE & Diversity Scholar**
- **LAPL's: Diversity & Inclusion Apprenticeship**
- **PLA's Inclusive Internship Program**

***Elements of
Successful
Programs***



Barriers to Success



Examples

Include but not limited to: education barriers, unaware of librarianship as a profession, degree holders may look outside the profession to compensate for financial opportunities, implicit bias in hiring,



Achieving Desired Outcomes



Conclusion



Recommendations

Recommendations

- 1) The California State Library create a task force or division that works on issues of diversity and supports libraries throughout the state.
- 2) The State Library conducts an extensive statewide needs assessment resulting in an RFP for library systems to fund efforts at recruiting and hiring diverse staff.
- 3) The State Library serves as a repository for archives and current research/publications for library programs addressing these issues.

