

Are we really diverse?

Lets talk!

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Who are we?

Maha Kumaran
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The U of S has been very active with Indigenization or Indigenizing the University.

- New Vice-Provost, Indigenous Engagement
- Indigenous Voices Program Coordinator
- Gordon Oakes Red Bear Student Centre

Aditi Gupta,
University of Victoria

- Territorial acknowledgement
- Bachelor of Education in Indigenous Language Revitalization
- Indigenous Cultural Acumen Training (ICAT) for library staff and librarians
- Provost's Diversity Research Forum – 5 Days of Action (Listen, Reflect, Dialogue, Engage, Show Solidarity)

Introduce yourself



Tell us:

Your name:

Where you work:

**One diversity initiative your library or
institution has done:**

What is Diversity in librarianship?



Diversity Statements

Canadian Federation of Library Associations (CFLA-FCAB):

“...believes that a diverse and pluralistic society is central to our country’s identity. Libraries have a responsibility to contribute to a culture that **recognizes diversity** and **fosters social inclusion**. Libraries strive to deliver **inclusive service**. Canada’s libraries recognize and energetically affirm the dignity of those they serve, regardless **of heritage, education, beliefs, race, religion, gender, age, sexual orientation, gender identity, physical or mental capabilities, or income**. Libraries understand that an acceptance of differences can place individual and collective values in conflict. Libraries are committed to tolerance and understanding. Libraries act to ensure that people can enjoy services free from any attempt by others to impose values, customs or beliefs.”

Saskatchewan Library Association (SLA)

Statement of Values: The SLA will **demonstrate** and promote diversity, inclusivity, and equity throughout the organization and its programs and services.....

SLA will endeavour to:

1. incorporate the diversity plan into our strategic and operational plans;
2. demonstrate its diversity goals in our governance documents;
3. provide programs and services that implement the diversity plan;
4. focus on initiatives that will support inclusivity and accessibility to SLA programs and services for newcomers and Indigenous peoples.

Saskatchewan Library Association defines:

Diversity: refers to all the **characteristics** that make individuals different from each other. These differences can include factors such as race, ethnicity, place of origin, gender, age or having a disability. The plan will provide an opportunity to focus on the appreciation and understanding for people with different backgrounds and cultures, and to support library communities in supports for diversity.

Equity: is a principle and process that promote fair conditions for all persons to fully participate in society. It recognizes that while all people have the right to be treated equally, not all people experience equal access to resources, opportunities or benefits. Achieving equality does not necessarily mean treating individuals or groups in the same way, but may require the use of specific measures to ensure fairness.

Inclusivity: describes the intention or policy of how people from all backgrounds are involved in an organization, how their perspectives are valued, and their needs are understood.

Ontario Library Association

“To initiate, advise and mobilize support for appropriate action plans related to issues of cultural diversity in libraries within Ontario including recruitment, advancement and retention of underrepresented groups in libraries. The OLA Cultural Diversity and Inclusion Committee reports to the OLA Board of Directors.”

British Columbia Library Association

Access and Inclusion: BCLA advocates for libraries and library services for all British Columbians. This includes barrier-free facilities, resources, and open and equitable access to library services. The Association believes that people, communities, and organizations need universal and equitable access to information, ideas, and works of imagination for their social, cultural, educational, democratic, and economic well-being.

Diversity: BCLA supports inclusive environments in the profession, the Association, and the community by promoting the equitable provision of library resources and services as determined by the needs of library users and by supporting members to achieve their professional goals.

Let's talk diversity!

- Talk about “what is diversity” in the context of librarianship
- Can you come up with a concise and inclusive definition for librarianship?
- Can you tell us share your statement and provide any explanation you want to?

Definition

Diversity in librarianship means.....



Recruitment & Diversity

- Find your library's diversity recruitment statement (if possible)
- How is diversity recruitment happening in your library in relation to this diversity statement?
- If your institution does not have one, pick one of the statements provided to you (and discuss how that organization could be implementing the statement)
- Who are the movers and shakers who need to know about the information you came up with?

As found in a recent job ad...

“The _____ is an equal opportunity employer and welcomes applications from all qualified candidates, while especially encouraging applications from women, members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. _____ respects people’s different needs and therefore will take all reasonable steps to ensure accommodation for applicants where appropriate. If you require an accommodation to participate in the recruitment process, please notify the Human Resources Department.”

As found in a recent job ad...

“All qualified candidates are invited to apply; however, preference will be given to Canadian citizens and permanent residents. The ____ is an equal opportunity employer. We strongly encourage applications from women, Aboriginal peoples, persons with disabilities and members of visible minorities.”

As found in a recent job ad...

“The _____ is committed to an equitable, diverse, and inclusive workforce. We welcome applications from all qualified persons. We encourage women; First Nations, Métis and Inuit persons; members of visible minority groups; persons with disabilities; persons of any sexual orientation or gender identity and expression; and all those who may contribute to the further diversification of ideas and the University to apply.”

One bold thing



Final thoughts?



Credits

Hands <https://pixabay.com/en/common-commune-diversity-hand-1300520/>

CFLA <http://cfla-fcab.ca/en/guidelines-and-position-papers/position-statement-on-diversity-and-inclusion/>

SLA_: <https://saskla.ca/about/diversity>

OLA : <http://www.accessola.org/web/OLA/About/diversity-inclusion.aspx>)

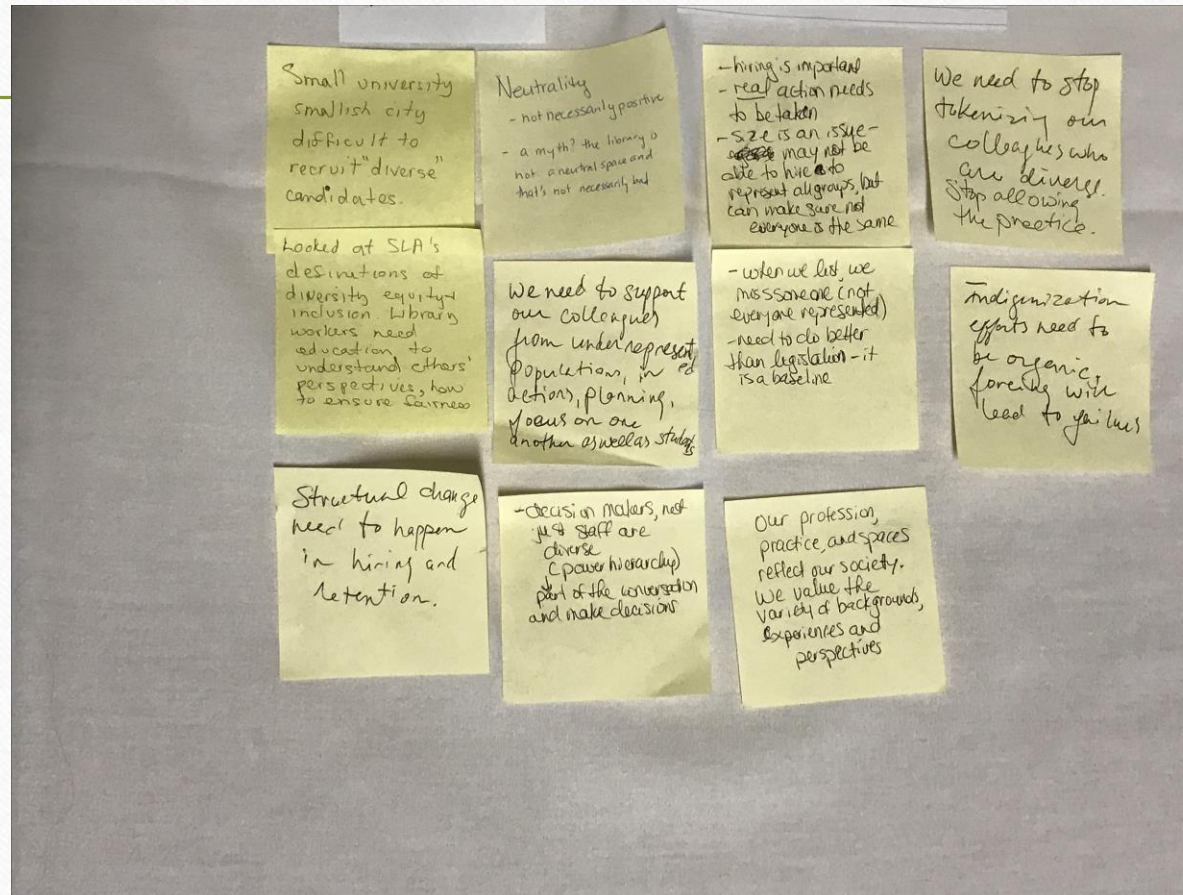
BCLA : <https://bclaconnect.ca/about/bcla-values-statement/>

University of Alberta: <http://careers.ualberta.ca/Competition/A101734826/>

Ontario Institute of Technology: https://universityofontarioit-openhire.silkroad.com/epostings/index.cfm?fuseaction=app.jobinfo&id=23&jobid=1160&company_id=30136&version=1&source=ONLINE&JobOwner=992309&level=levelid1&levelid1=36347&startflag=2

University of Ottawa job ad: <https://partnershipjobs.ca/jobs/11024>

Your Thoughts



Indigenization
efforts need to
be organic,
forcing will
lead to failures

Structural change
needs to happen
in hiring and
retention.

People - serve + reflect communities
↓ +
Stuff - equitable + responsible
access to knowledge
libraries

We need to support
our colleagues
from underrepresented
populations, in ed
actions, planning,
focus on one
another as well as students

Small university
smallish city
difficult to
recruit "diverse"
candidates.

- decision makers, not
just staff are
diverse
(power hierarchy)
part of the conversation
and make decisions