



VISIBLE MINORITY LIBRARIANS OF CANADA

Racism in Academic Libraries:

Preliminary Findings from the 2021 ViMLoC Redux Survey

Presented at CAPAL21 Conference by
Yanli Li, Maha Kumaran, Allan Cho



Research Team

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- Allan Cho, University of British Columbia
- Valentina Ly, University of Ottawa
- Suzanne Fernando, Toronto Public Library
- Michael David Miller, McGill University

Agenda

- A reminder of the 2013 ViMLoC survey data
- Overview of 2021 ViMLoC redux survey
- Experiences in workplaces and racial microaggressions
- Discussions about the findings
- Conclusions

Findings from 2013 Survey

Questions	Results
Chinese librarians	36%
First Generation	63%
Library Degree in Canada	84% - 40% UBC; 31% Western Ontario
Foreign MLIS degrees	19%
Academic Librarians	38%
Highest geographic distribution of visible minority librarians	BC = 40%; ON = 27%; AB = 8%
Roles	46% were at reference/information services

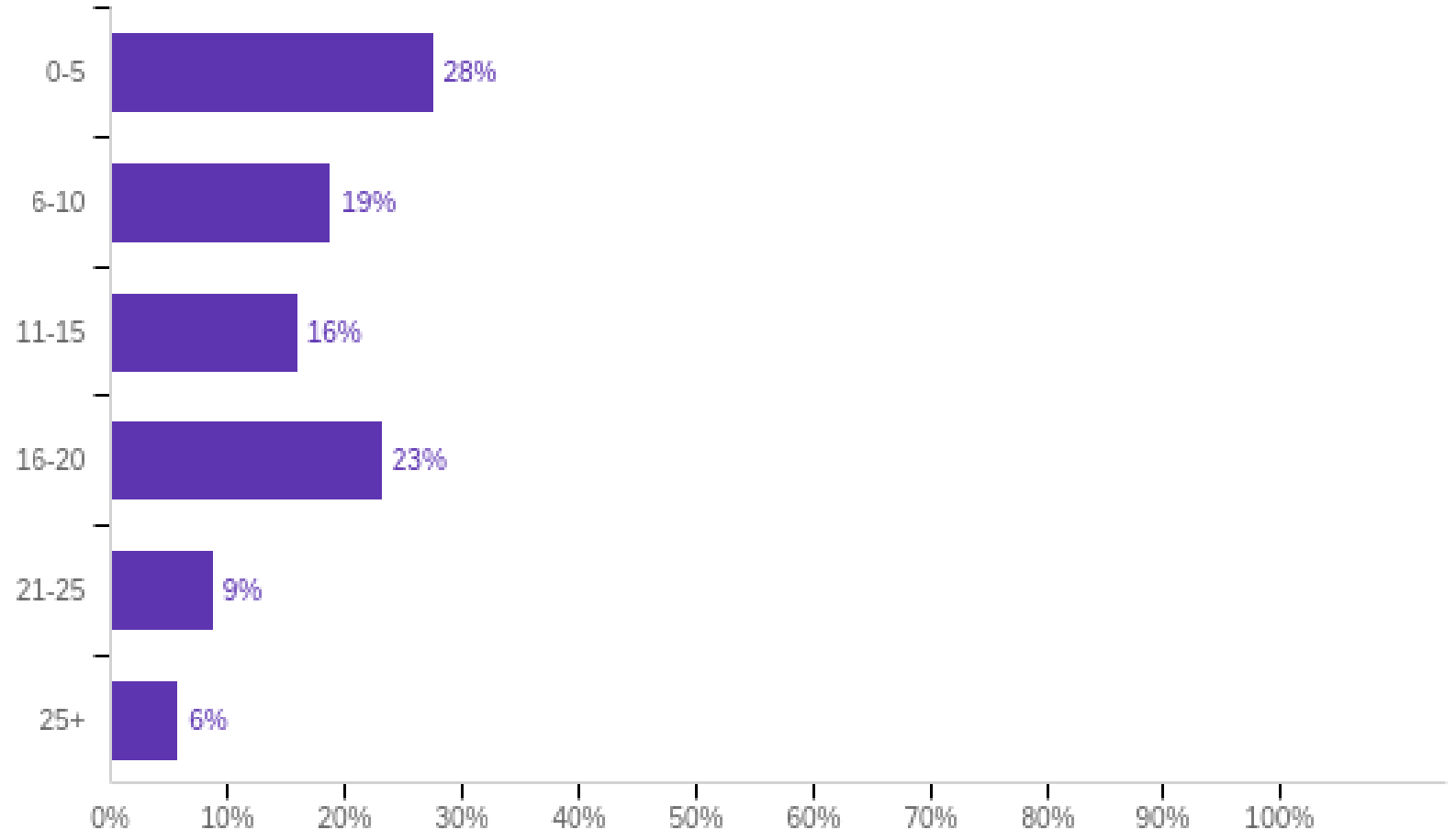
The background is a blurred image of a library with bookshelves and warm lighting. Overlaid on this are several geometric shapes: a large white diamond in the center-right, a smaller blue diamond in the top-left, and a cluster of yellow and blue diamonds in the bottom-left. A thin white line also runs diagonally across the right side of the image.

2021 Survey Redux

Examine changes in
the library landscape

Employment Information

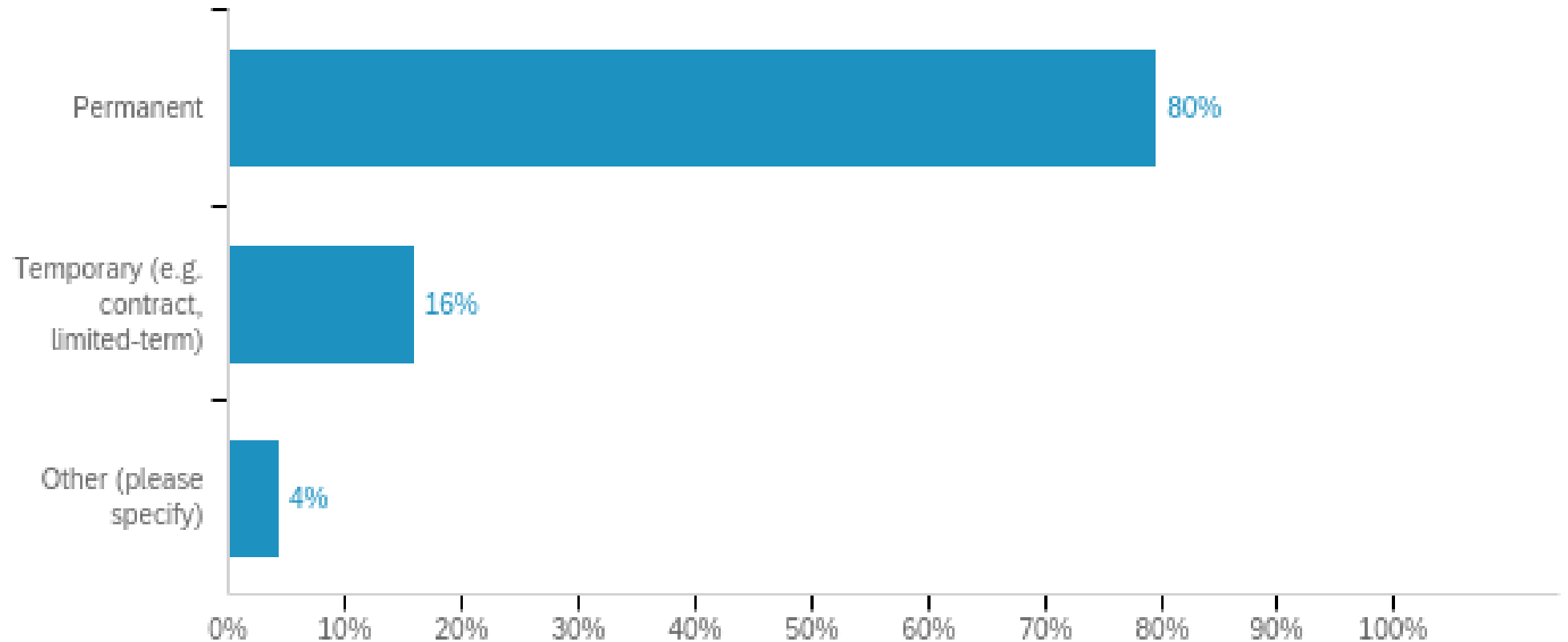
How many total years have you worked as a librarian?



(N=69)

Employment Information

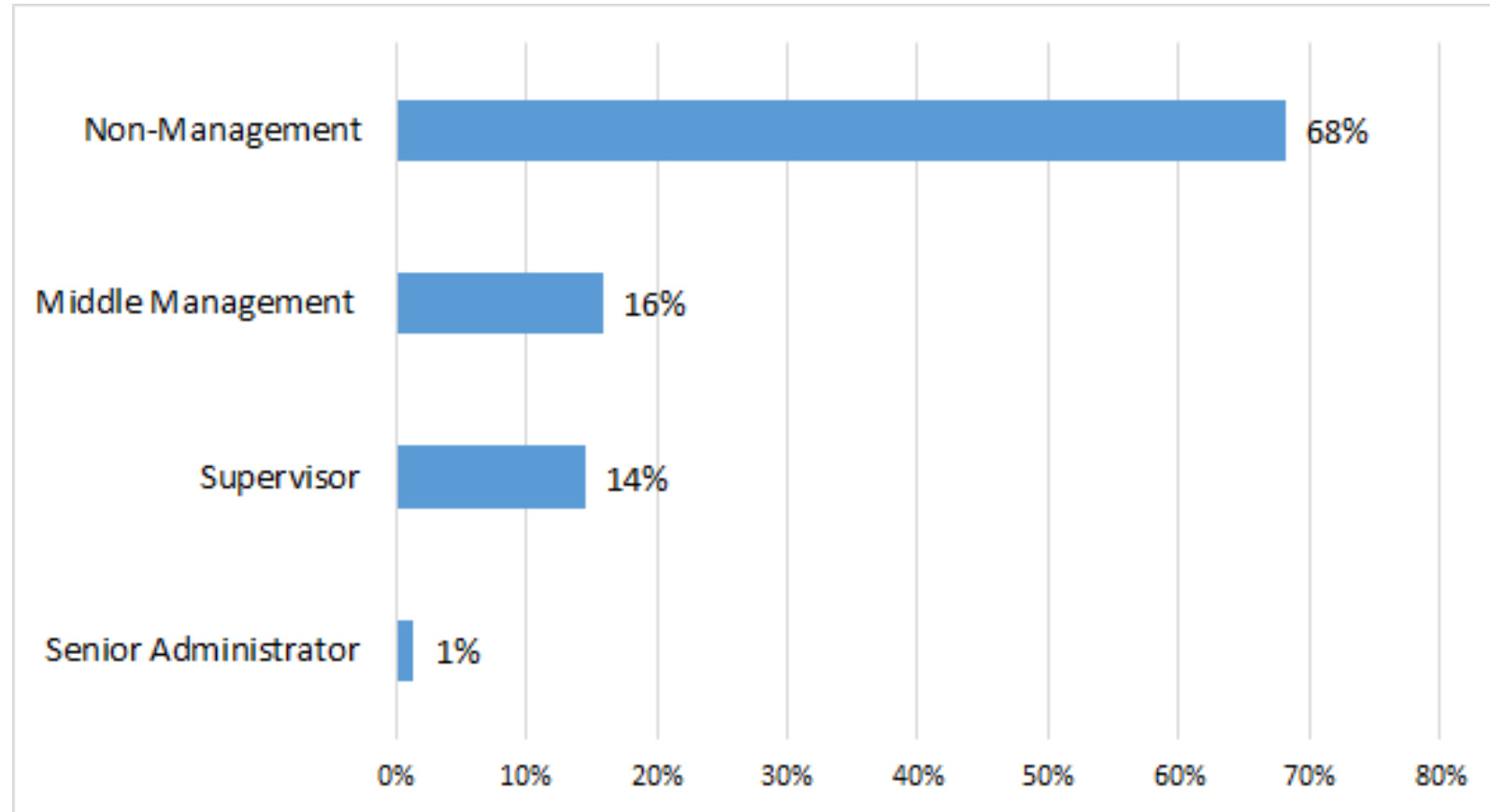
What type of appointment do you have?



(N=69)

Employment Information

What level is your current position?

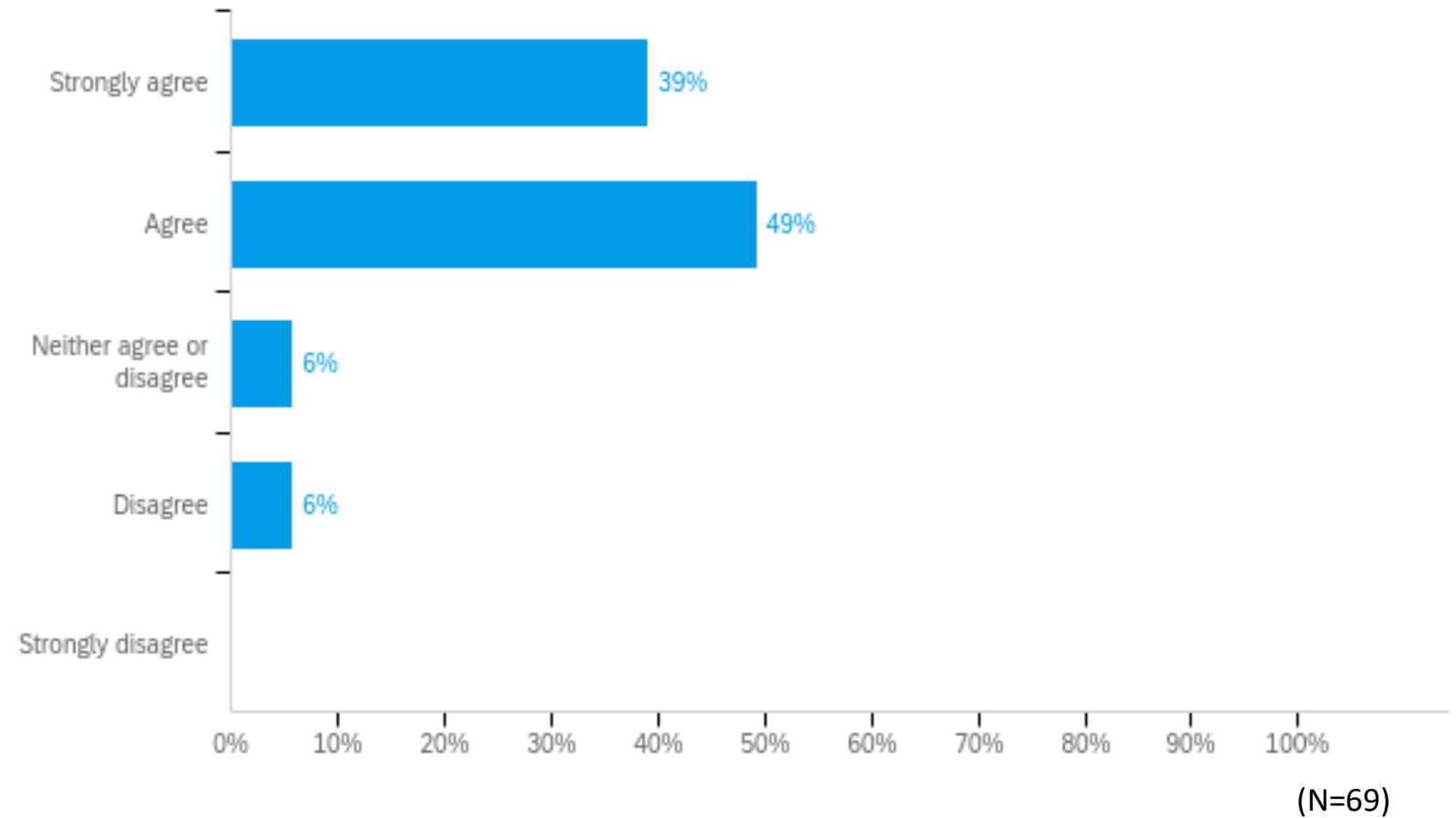


(N=69)

Notes: Senior Administrator (e.g. Head / Chief Librarian, Director, or Deputy / Assistant Head, Chief, Director)

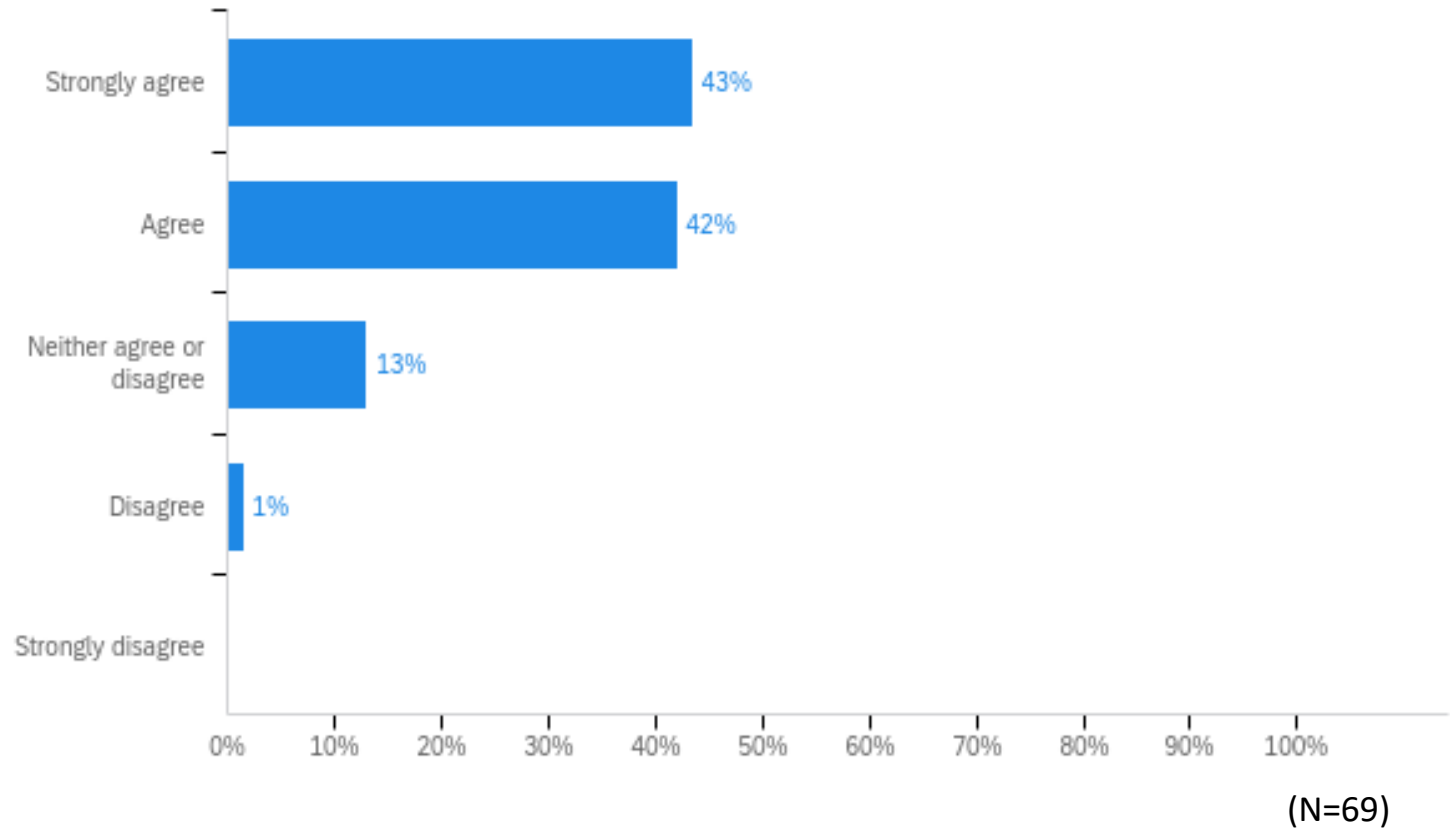
Middle Management (e.g. Branch Head, Department Head)

Experiences in Workplaces



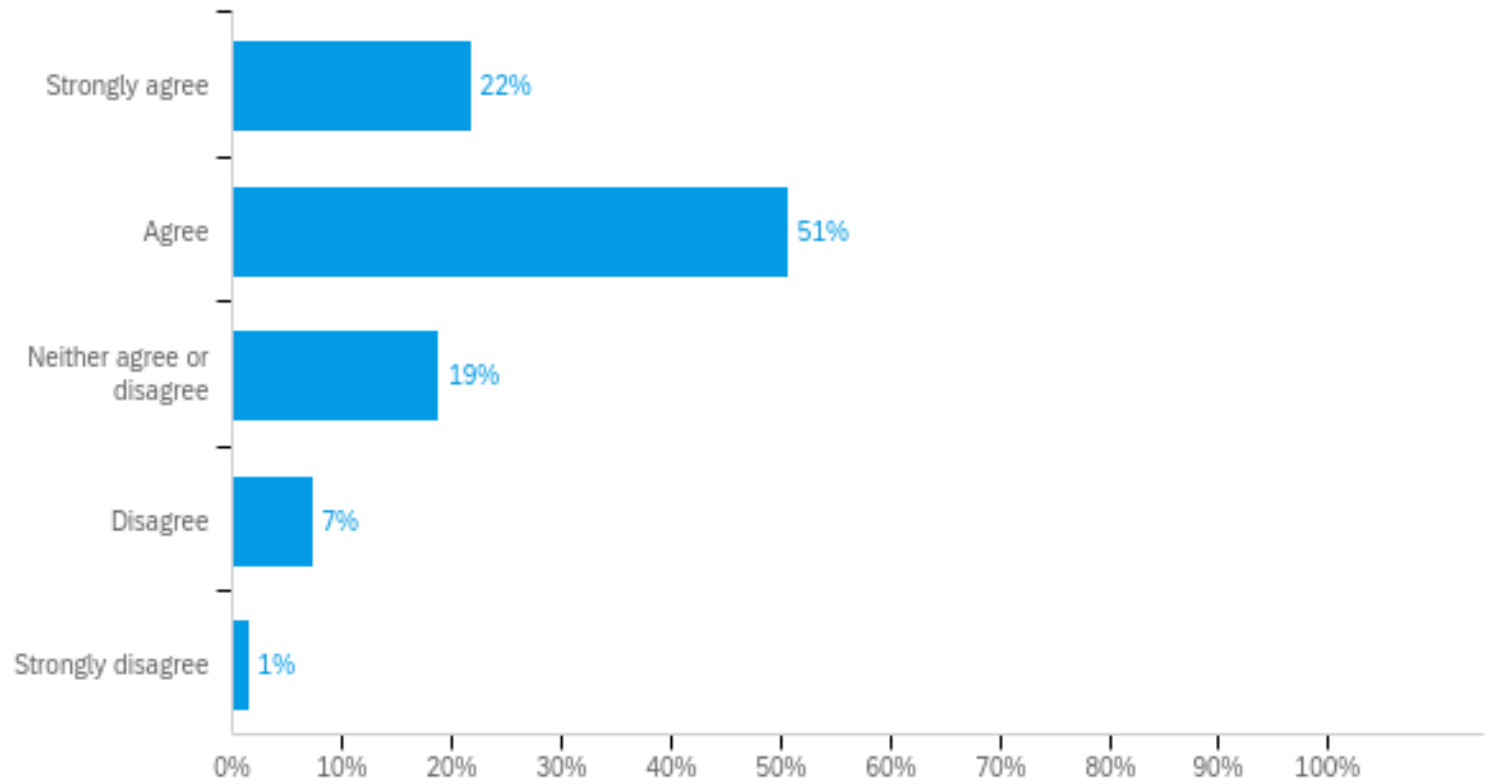
I am treated with respect and accepted as an equal member by colleagues in my department.

Experiences in Workplaces



My knowledge and work contributions are valued by colleagues in my department.

Experiences in Workplaces



(N=69)

**I feel free to speak my mind and express my views
openly amongst colleagues in my department.**

Experiences of Racial Microaggressions

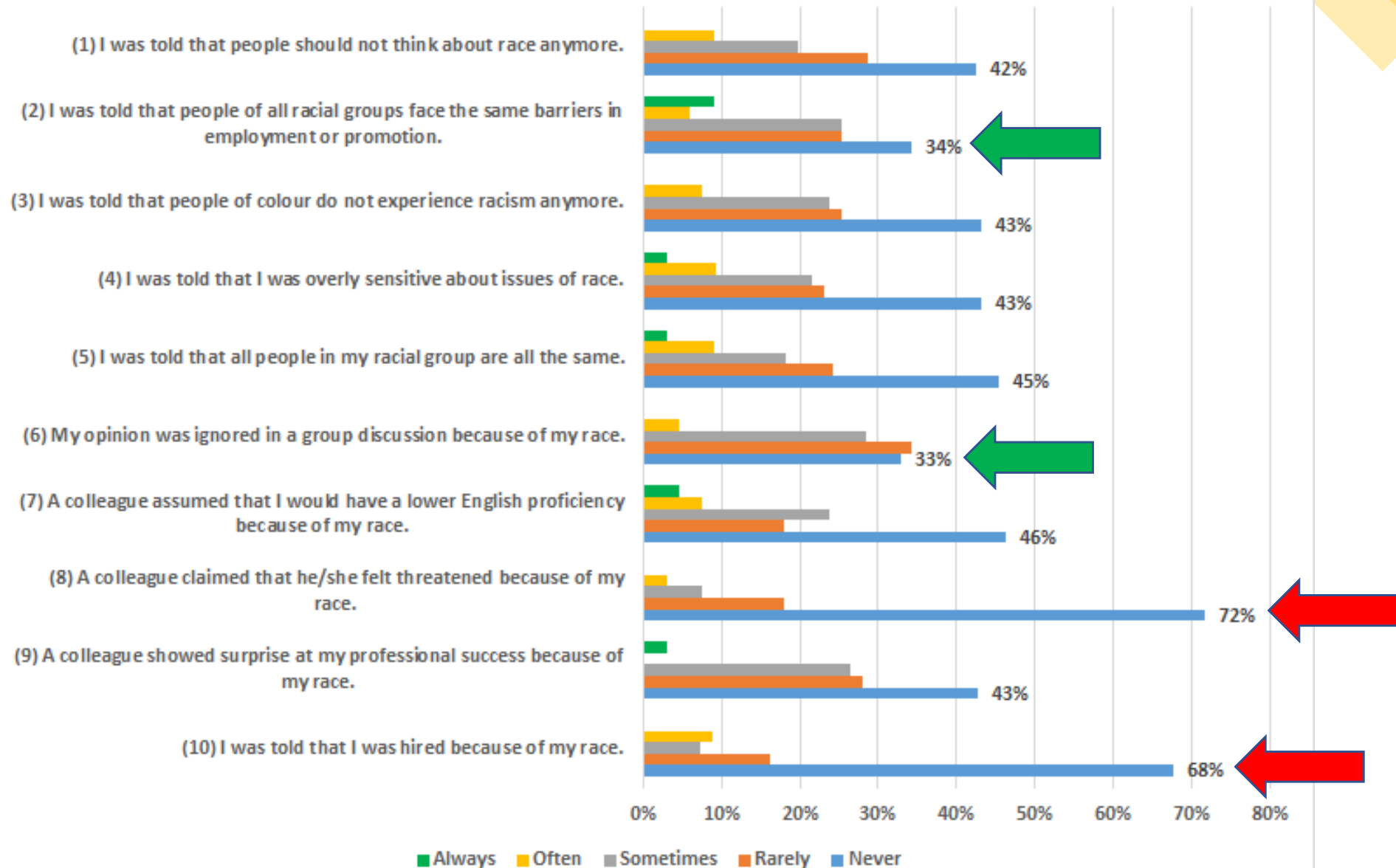
Definition

- Subtle hostile, derogatory, or negative slights and insults (verbal, nonverbal, and/or visual) directed toward people of colour, whether intentional or unintentional.

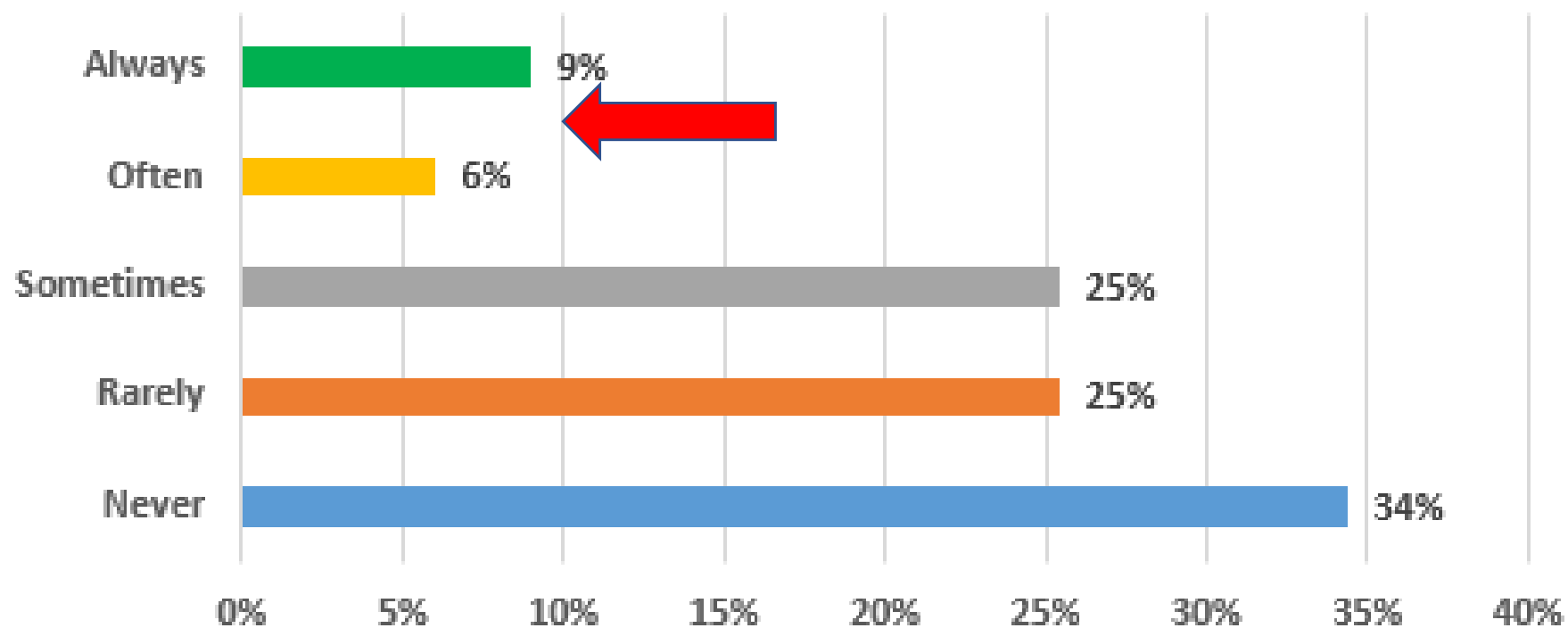
Question

- Please rate how frequently you have experienced each of the 10 forms of racial microaggressions throughout your career.

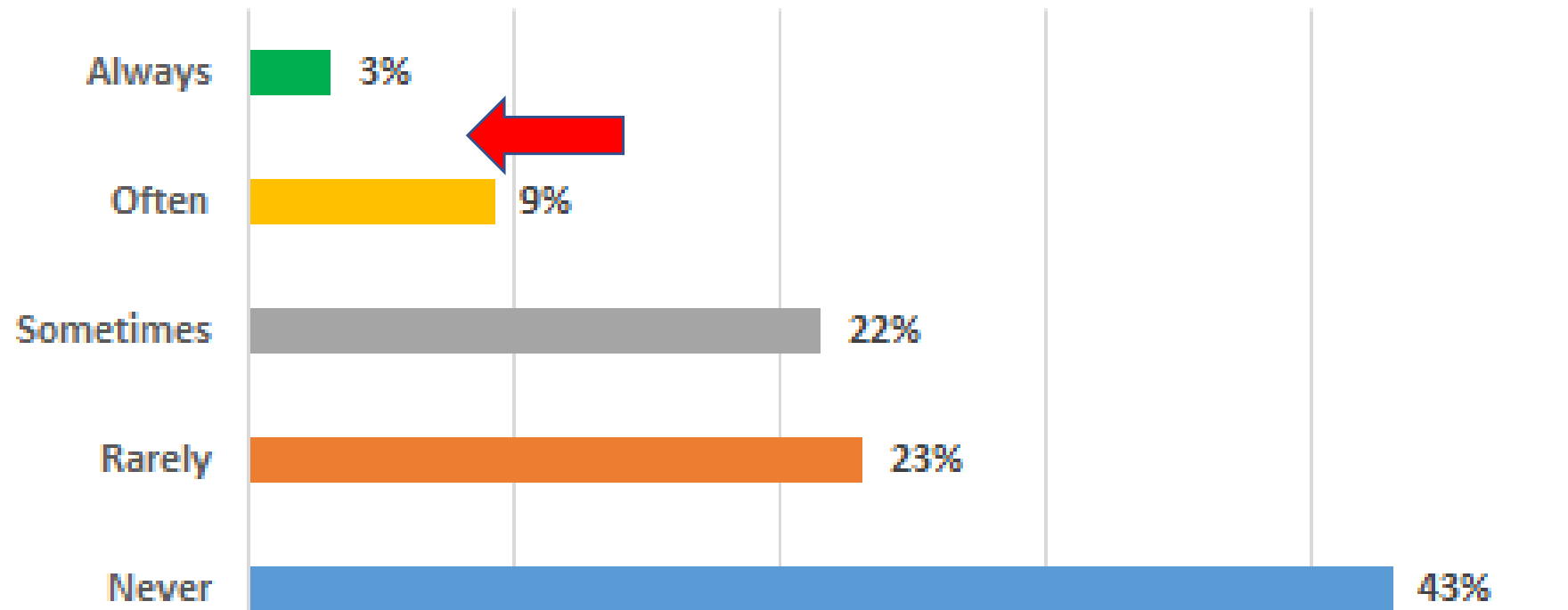
Experiences of Racial Microaggressions



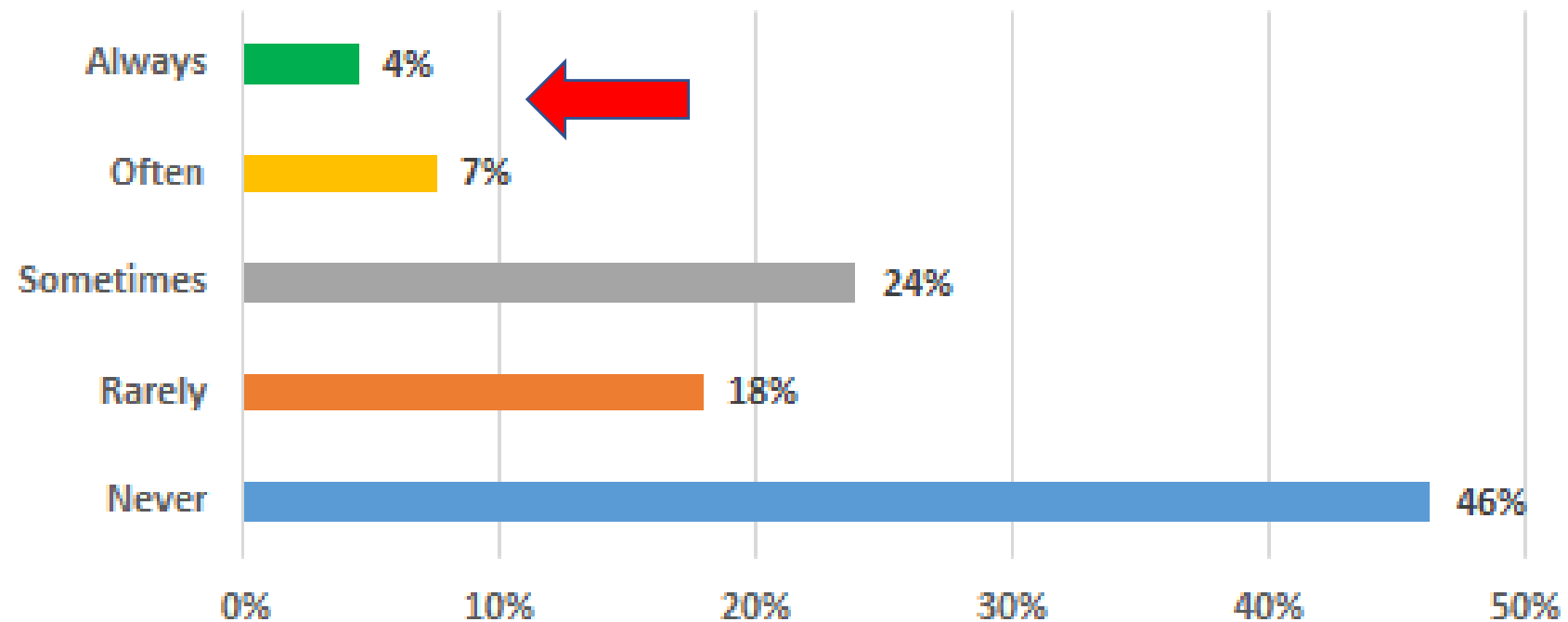
**(2) I was told that people of all racial groups face the same barriers in employment or promotion
(N=67)**



**(4) I was told that I was overly sensitive about
issues of race (N=65)**

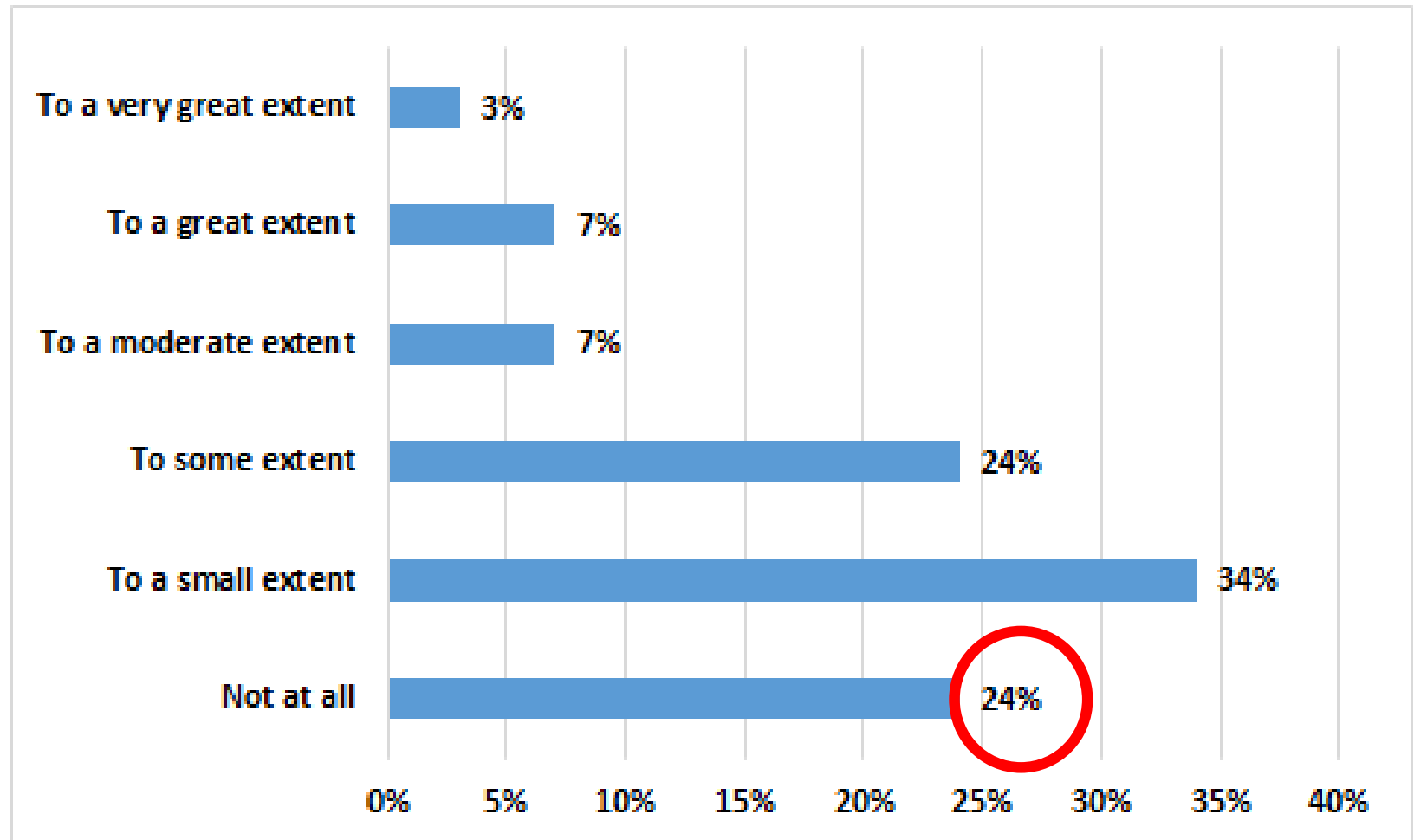


(7) A colleague assumed that I would have a lower English proficiency because of my race (N=67)

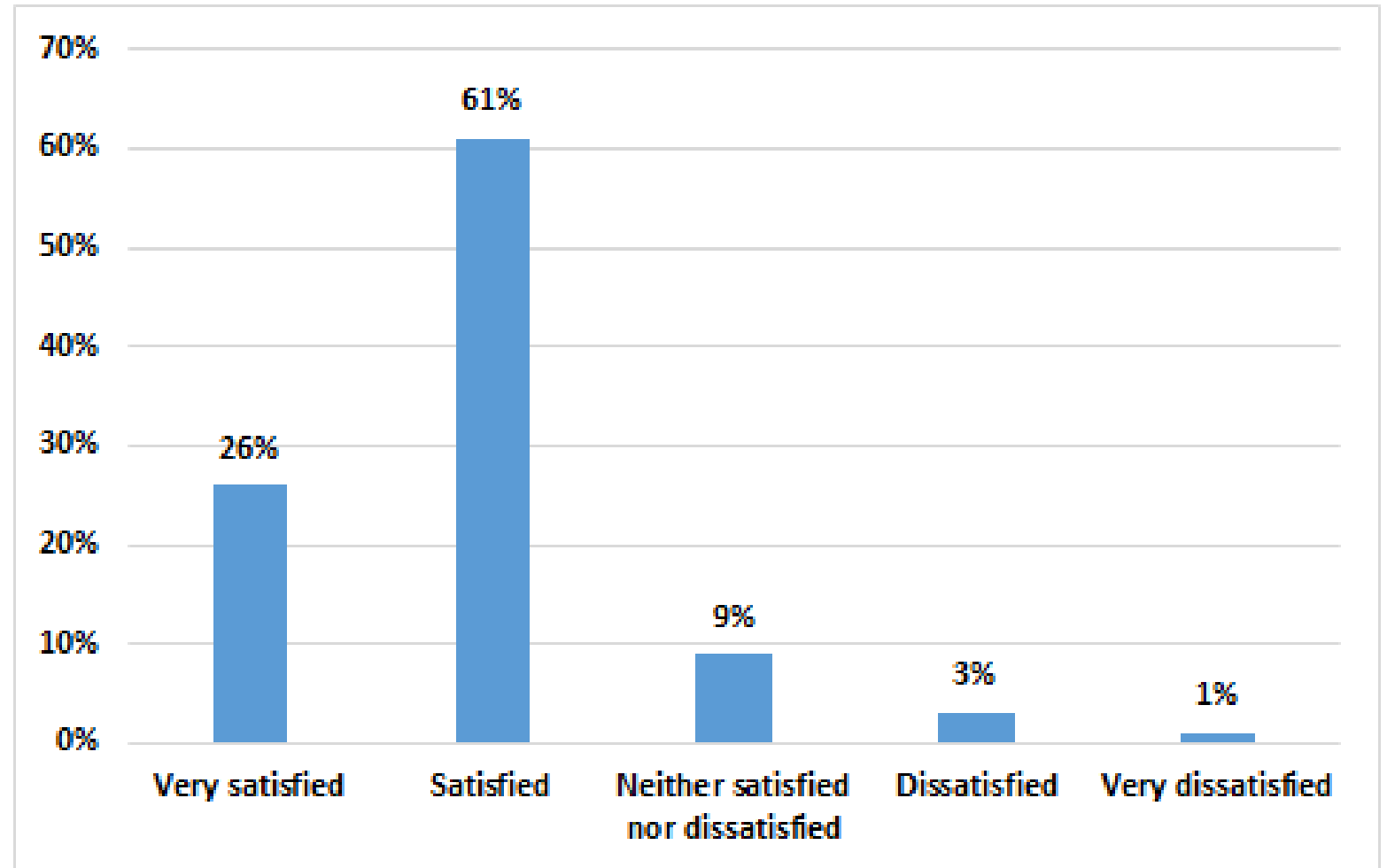


Please indicate the extent to which race/ethnicity is a barrier to your library career aspirations?

(N=67)



How satisfied
are you with
your current
job?



(N=69)

Discussion



ViMLoC mentorship.pptx



Discussion

Mentorship

Senior Management

Microaggressions



Discussion

"I mentored a library student during the summer of 2020 and continued to help them after the program with job applications and interview prep. I am happy to report they have two job offers so the program is a success! I am looking forward in helping out the next generation of visible minority student librarians with their job applications for Summer 2021"

Conclusion



2021

Questions	Results
Chinese Librarians	27%
First Generation	52%
Library Degree in Canada	88%; U of T = 29%; UBC = 27%; Western 26%
Foreign MLIS Degrees	3%
Academic Librarians	52%
Highest geographic distribution of visible minority librarians	ON = 53%; BC = 26%; AB = 8%
Roles	10% Reference and Information Services; followed by Instruction services at 8%

2013

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Chinese librarians	36%
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Contact

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Visible Minority Librarians of Canada (ViMLoC)

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- Twitter @ViMLoC_CA
- LinkedIn group
- Facebook group



References

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