

1B—Whiteness and Academic Librarianship

Whiteness, Diversity, and the Academic Library Workforce: An Anti-Racist Approach to Recruitment, Hiring, and Retention, Freeda Brook (Roosevelt University).

Drawing on critical race theory, social psychology, and human resource management theory, this paper employs critical discourse analysis to explore the ways in which a culture of Whiteness contributes to the lack of diversity in the academic library workforce. This plays out in the recruitment and hiring of new library staff and the organizational culture of libraries. As evidence, this paper examines the professional standards for recruitment, hiring, and staffing. Based on these theoretical and practical critiques, library workers can examine their own organizational culture and begin to construct an anti-racist approach to hiring, recruitment, and retention in their libraries.