Julie Hannaford is deputy chief librarian at the University of Toronto Libraries (UTL), a position she has held since 2011. One of her key roles is supporting recruitment and retention. She has a deep interest in supporting the professional development, growth, and mentoring of staff. She has been a member of UTL’s Inclusion, Diversity, Equity, and Anti-racism (IDEAR) Committee since 2018 and plays an active role in coordinating IDEAR professional development activities, including for herself, recognizing that there is much learning and unlearning to be done.