



Fall Forum
October 7, 2021

Building Up, Reaching Out: Talent Management in Academic Libraries through Diversity, Equity, Inclusion, and Belonging

The following resources were provided by the Fall Forum attendees. With a special thank you to Twanna Hodges, diversity, equity and inclusion librarian at George A. Smathers Libraries, University of Florida, for providing many of the suggested readings and other citations.

2021 Redux Survey Summary Results (Visible Minority Librarians of Color)

<https://vimloc.wordpress.com/2021/10/05/2021-redux-survey-summary-results/>

ACRL Residency Interest Group (RIG) - <https://acrl.ala.org/residency/> To learn more about residencies and fellowships.

Advancing Strategy through Staffing Diversity, Equity, and Inclusion Library Leadership Roles

<https://sr.ithaka.org/blog/advancing-strategy-through-staffing/>

Alabi, J. (2018). From Hostile to Inclusive: Strategies for Improving the Racial Climate of Academic Libraries. *Library Trends* 67(1), 131-146. doi:10.1353/lib.2018.0029.

AMA: Racism is a threat to public health - <https://www.ama-assn.org/delivering-care/health-equity/ama-racism-threat-public-health>

"An Open Letter to Corporate America, Philanthropy, Academia, etc.: What Now?" June 1, 2020 URL:

<https://aikobethea.medium.com/an-open-letter-to-corporate-america-philanthropy-academia-etc-what-now-8b2d3a310f22>

Antiracism Toolkit for Organizations <https://c4disc.pubpub.org/antiracism-toolkit-for-organizations>

Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination - <https://www.nber.org/papers/w9873>

ARL's Association of Research Libraries Condemns Racism and Violence against Black Communities, Supports Protests against Police Brutality <https://www.arl.org/news/association-of-research-libraries-condemns-racism-and-violence-against-black-communities-supports-protests-against-police-brutality/>

As The Pandemic Recedes, Millions Of Workers Are Saying 'I Quit'

<https://www.npr.org/2021/06/24/1007914455/as-the-pandemic-recedes-millions-of-workers-are-saying-i-quit>

Awake to Woke to Work <https://equityinthecenter.org/aww/>

Black Excellence in LIS Syllabus

https://docs.google.com/spreadsheets/d/1vV0j2RrAszGulihZPstj_8Rc2PCURYSpYqYQxFc6Yeg/edit#gid=674562782

Brené with Charles Duhigg on Habits and Productivity <https://brenebrown.com/transcript/brene-with-charles-duhigg-on-habits-and-productivity/>

Brené with Kevin Oakes on Cultural Renovation <https://brenebrown.com/podcast/brene-with-kevin-oakes-on-cultural-renovation/>

CARL Releases Strategies and Practices for Hiring and Retaining Diverse Talent (December 9, 2020)

<https://www.carl-abrc.ca/news/26950/>

Challenging the 'Good Fit' Narrative: Creating Inclusive Recruitment Practices in Academic Libraries

<https://scholarship.richmond.edu/university-libraries-publications/42/>

The Color of Law <https://www.amazon.com/Color-Law-Forgotten-Government-Segregated-ebook/dp/B01M8IWJT2>

CORE Best Practices for Interviews DRAFT (September 17, 2021)

<https://docs.google.com/document/d/1i2zIP-qgwivZfV5kVRZZEXPIAVfo70BBzj5gFi5EsQY/edit>

Creating Diversity in Libraries: Management Perspectives

<https://journals.tdl.org/llm/index.php/llm/article/view/7446/6544>

Delgado, Richard and Jean Stefancic. Critical Race Theory: An Introduction (Critical America, 20) 3rd Edition. New York University Press, 2017.

Cunningham, Guss, and Stout:

<https://www.ala.org/acrl/sites/ala.org.acrl/files/content/conferences/confsandpreconfs/2019/ChallengingtheGoodFitNarrative.pdf>

Damasco, I. T., & Hodges, D. (2012). Tenure and promotion experiences of academic librarians of color. *College & Research Libraries*, 73(3), 279-301.

<https://crl.acrl.org/index.php/crl/article/download/16231/17677>

Dealing with our vocational awe. VOCATIONAL AWE AND LIBRARIANSHIP: THE LIES WE TELL OURSELVES

- <http://www.inthelibrarywiththeleadpipe.org/2018/vocational-awe/>

Dear HR: This Is Why People Hate You (September 29, 2021) <http://www.evilhrlady.org/2021/09/dear-hr-this-is-why-people-hate-you.html>

The Disproportionate Impact of the Pandemic on Women and Caregivers in Academia
<https://sr.ithaka.org/publications/the-disproportionate-impact-of-the-pandemic-on-women-and-caregivers-in-academia/>

Diversity and Inclusion in Libraries: A Call to Action and Strategies for Success. Shannon D. Jones and Beverly Murphy, eds. Lanham, MD: Rowman & Littlefield, 2019. 210p. (ISBN 978-1-5381-1439-1).
<https://rowman.com/ISBN/9781538114384/Diversity-and-Inclusion-in-Libraries-A-Call-to-Action-and-Strategies-for-Success>

Diversity Standards: Cultural Competency for Academic Libraries (2012) -
<https://www.ala.org/acrl/standards/diversity>

Diversity and Inclusion Survey <https://www.carl-abrc.ca/diversity-and-inclusion-survey/>

Equality, Diversity and Inclusion Statements in Recruitment
<https://www.york.ac.uk/admin/hr/recruitment/preparation/equality-and-inclusion/introduction/>

The Feeling Wheel https://cdn.gottman.com/wp-content/uploads/2020/12/The-Gottman-Institute_The-Feeling-Wheel_v2.pdf

Institutional Betrayal and Institutional Courage <https://dynamic.uoregon.edu/jjf/institutionalbetrayal/>

Kendrick, K.D. (2021). Leaving the low-morale experience: A qualitative study. *Alki*, 37(2): 9–24.

Kendrick, K.D. & Damasco, I.T. (2019). Low morale in ethnic and racial minority academic librarians: An experiential study. *Library Trends*, 68(2): 174-212. <https://muse.jhu.edu/article/746745>

The lowest-paid workers in higher education are suffering the highest job losses (November 17, 2020)
<https://www.washingtonpost.com/education/2020/11/17/higher-ed-job-loss/>

Moving Beyond a Culture of Niceness in Faculty Hiring to Advance Racial Equity -
<https://journals.sagepub.com/doi/abs/10.3102/0002831219888624>

Nap Ministry - <https://thenapministry.wordpress.com/about/>

Nataraj, Lalitha, Holly Hampton, Talitha R. Matlin, and Yvonne Nalani Meulemans. 2020. “Nice White Meetings’: Unpacking Absurd Library Bureaucracy through a Critical Race Theory Lens.” *Canadian Journal of Academic Librarianship* 6: 1–15.
<https://cjal.ca/index.php/capal/article/download/34340/27009/>

NC State University Fellows, 2022–2025. <https://www.lib.ncsu.edu/jobs/ehra/nc-state-university-libraries-fellows-2022-2025>

Northwestern University & Get Smarter Leading EDI in higher ed

<https://www.getsmarter.com/products/northwestern-university-leading-diversity-equity-and-inclusion-online-program>

University of Notre Dame: A campus wide endeavor sponsored by Human Resources:

<https://hr.nd.edu/well-being-culture/diversity-and-inclusion/>

Organizational Planning for DEIA: A 100 Level Course -

<https://www.niso.org/events/2021/09/organizational-planning-deia-100-level-course>

Podcast with Brené Brown and Aiko Bethea <https://brenebrown.com/podcast/brene-with-aiko-bethea-on-inclusivity-at-work-the-heart-of-hard-conversations/>

Practicing mindfulness in LIS <https://linktr.ee/mindfulinlis>

Pushing the Margins: Women of Color and Intersectionality in LIS

<https://litwinbooks.com/books/pushing-the-margins/>

Racelighting. Racelighting is “the process whereby People of Color question their own thoughts and actions due to systematically delivered racialized messages that make the second guess their own lived experiences [and realities] with racism” (Wood & Harris III, 2021, para.

4). <http://bmmcoalition.com/racelighting/>

Racial Equity Institute Groundwater Approach

<https://www.raciaequityinstitute.com/groundwaterapproach>

Racial Battle Fatigue: What is it and What are the Symptoms? <https://medium.com/racial-battle-fatigue/racial-battle-fatigue-what-is-it-and-what-are-the-symptoms-84f79f49ee1e>

Recruitment and retention strategies of LIS students and professionals from underrepresented groups in the United State <https://www.emerald.com/insight/content/doi/10.1108/LM-07-2019-0044/full/html>

Residencies Revisited, Reflections on Library Residency Programs from the Past and Present -

<https://litwinbooks.com/books/residencies-revisited/>

Rubric for Assessing Candidate Contributions to Diversity, Equity, Inclusion, and Belonging

<https://ofew.berkeley.edu/recruitment/contributions-diversity/rubric-assessing-candidate-contributions-diversity-equity>

SMARTIE Goals Worksheet (The Management Center)

<https://www.managementcenter.org/resources/smartie-goals-worksheet/>

Statement Against White Appropriation of Black, Indigenous, and People of Color’s Labor
<https://www.wocandlib.org/features/2021/9/3/statement-against-white-appropriation-of-black-indigenous-and-people-of-colors-labor>

Statements From Libraries and Library Organizations Re: Racism, Black Lives Matter, and Increased Violence
<https://www.infodocket.com/2020/06/01/statements-from-library-organizations-re-racism-and-increased-violence/?fbclid=IwAR20Uqy3sv8tqMM6Jp9rZzLGXGYbITCzix9LINDFI2RGGVkJ3eJ3aJ0EbU>

Tenure denial, and how early-career researchers can survive it
<https://www.nature.com/articles/d41586-019-00219-5>

Trauma-Informed Librarianship: Interview with Healing Coach Nisha Mody
<https://www.infobase.com/blog/featured/trauma-informed-librarianship-interview-with-healing-coach-nisha-mody/>

A Trauma-Informed Approach to Library Services - <https://www.alastore.ala.org/content/trauma-informed-approach-library-services>

Trippin’ Over the Color Line: The Invisibility of Race in Library and Information Studies
<https://escholarship.org/uc/item/4nj0w1mp>

“We Are All for Diversity, but . . .”: How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change
<https://robindiangelo.com/wp-content/uploads/2018/03/Sensoy-DiAngelo-HER-2017.pdf>

White Librarianship in Blackface: Diversity Initiatives in LIS (October 7, 2015)
<https://www.inthelibrarywiththeleadpipe.org/2015/lis-diversity/>

White Supremacy Culture Characteristics <https://www.whitesupremacyculture.info/characteristics.html>

White Supremacy Culture in Organizations- <https://coco-net.org/wp-content/uploads/2019/11/Coco-WhiteSupCulture-ENG4.pdf>

Why Are So Many Knowledge Workers Quitting? <https://www.newyorker.com/culture/office-space/why-are-so-many-knowledge-workers-quitting>

Working from Home While Black <https://hbr.org/2020/06/working-from-home-while-black>

Organizations:

- National Associations of Librarians of Color (NALCo)
- American Indian Library Association (AILA)
- Asian/Pacific American Librarians Association (APALA)

- The Black Caucus of the American Library Association (BCALA)
- Chinese American Library Association (CALA)
- REFORMA The National Association to Promote Library and Information Services to Latinos and the Spanish-Speaking (REFORMA National Conference VII is coming up. November 4-7, 2021)
- The Joint Council of Librarians of Color



Sarah Goone, Ink Factory, Illustration "Creating An Equitable Workplace"

<https://www.sarahgooneart.com/about>

Reference: Creating an Equitable Workplace, ARL Fall Forum 2021. Created by Ink Factory.