

Creating a Diverse Workforce

Sejong Academy Workshop Day



Agenda for the Workshop

- Introduction
- Diverse Workforce Examples
 - PricewaterhouseCooper Firm (PwC)
 - Sodexo
 - Objectives learned
- Librarian Statistics
 - Librarian Demographics
 - Diversity Counts Report
- Librarians Action Steps
 - Minnesota Institute for Early Career Librarians
 - MLIS Education
 - Incorporate Diversity and Inclusion into the culture

Scope of this Presentation

Defining “Diverse” for presentation: This presentation will be highlighting the disparity between race, age and sex the most.



Why is a diverse workforce important?



- Representative of the patrons you serve
- Cumulate different experiences and backgrounds to broaden your work
- Establish balanced views for growth and opportunity within the profession
- Important for the future

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Examples of Diversity Projects

Let's start with looking at some examples of companies integrating diversity well.



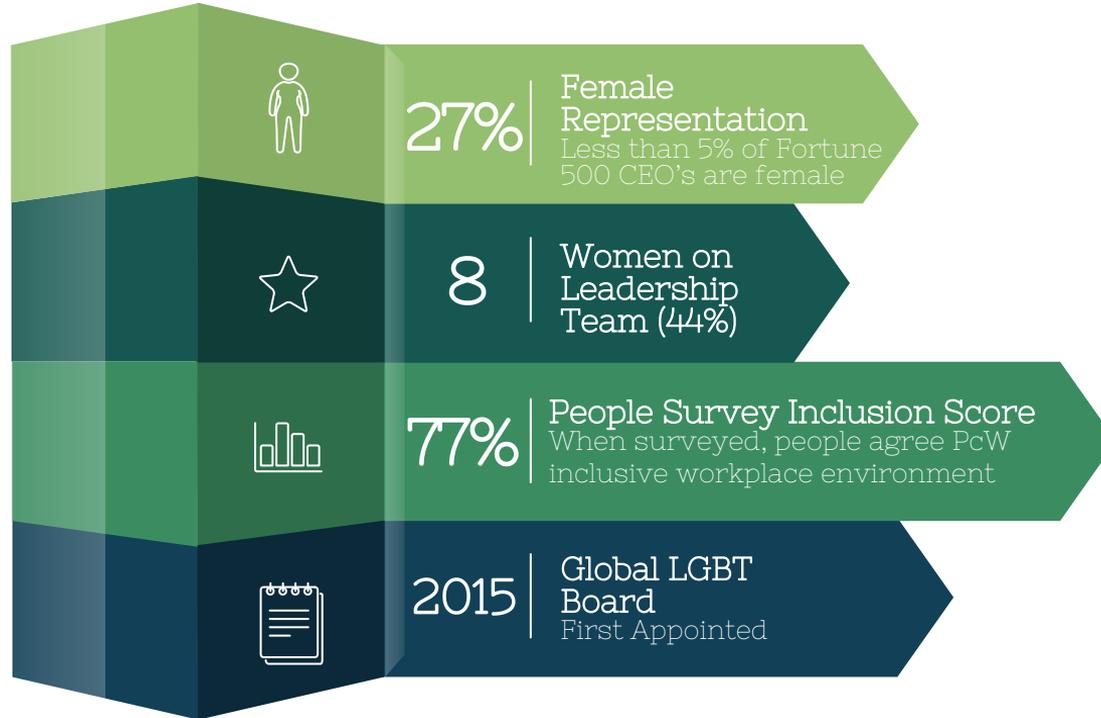
At PwC, we respect and value differences. We know that when people from different backgrounds and with different points of view work together, we create the most value – for our clients, our people and society.



PwC Approach

- Developed a consistent approach of diversity as a business necessary and made sure it had the resources for their strategy.
- They created a Blog: The gender agenda
- Created a PwC Diversity Journey report (“PwC Diversity Journey”, n.d.)

PcW Results





At Sodexo, diversity and inclusion is a business imperative, grounded in our core values of team spirit and the spirit of service and progress



Sodexo Approach

- Diversity and Inclusion Business Advisory Board
- Sodexo Market Diversity Council
- Training and Development: Spirit of Inclusion session focuses on building awareness and skills around diversity and inclusion (“Sodexo Diversity & Inclusion”, n.d.)

Objectives Learned

What are PwC and
Sodexo doing well?





Library Workforce





ALA Governance

“Libraries can and should play a crucial role in empowering diverse populations for full participation in a democratic society...In the library workforce, concrete programs of recruitment, training, development, advancement and promotion are needed in order to increase and retain diverse library personnel who are reflective of the society we serve.”
 (“ALA B.3 Diversity (Old Number 60)”, 2013)

Table A-1: Number of Credentialed Librarians by Characteristic, 2009-2010

		Total	Non-Latino					Latino
			White	African American	API	Native American inc. Alaskan	Two or more races	
Total		118,666	104,392	6,160	3,260	185	1,008	3,661
Gender	Male	20,393	18,285	563	787	8	181	522
	Female	98,273	86,107	5,597	2,473	177	827	3,139
Age	Under 35	15,335	13,132	591	390	34	140	1,048
	35-45	25,439	22,215	859	716	63	414	1,172
	45-55	30,326	26,224	1,896	1,171	22	288	724
	55-64	41,343	37,192	2,534	761	58	114	684
	65 or older	6,222	5,629	279	222	8	51	33
Work Disability Status	Limited	4,439	3,867	154	104	18	122	172
	Not limited	114,227	100,524	6,005	3,156	167	885	3,488

Graph from

<http://www.ala.org/offices/sites/ala.org.offices/files/content/diversity/diversitycounts/diversitycountstables2012.pdf>

Table 4: ALA Member Demographics, September 2006

ALA Member Characteristics	September, 2006 (response 9,137, about 14%)
Gender	80% Female 19% Male
Age	54% of membership was born between 1940–1959; 38.5% between 1960–1979
Race/Ethnicity	89% White 4.5% Black/African American 3% Hispanic or Latino 1.4% Native American 2.7% API
Degrees Earned	74% ALA-MLS 2.7% non ALA-MLS 29 % Master's in addition to the ALA-MLS 2% Ph.D.
Disability status	3.5% reported a disability

Graph from

http://www.ala.org/offices/sites/ala.org.offices/files/content/diversity/diversitycounts/diversitycounts_rev0.pdf



Diversity Counts Report Findings

- The Census data would indicate that the profession does not align proportionally with U.S. population.
- Libraries are not integrating MLIS graduates into library employment, even though there are a large number of older Librarians. This is due to upper and mid-level staff are not moving up or out, thereby stifling vacancies at many levels of library employment.
- Graduates of MLIS programs are typically white and female.
- The persistent lag in diversity in LIS schools, the number of librarians and library assistants leaving the profession prematurely, the aging of racial and ethnic minority library workers, and the continued underrepresentation of workers with disabilities, suggests a proportionally less diverse library workforce on the horizon.



Librarians Action Steps





Opportunities Offered Now

- Minnesota Institute for Early Career Librarians
 - This institute provides an effective example of retainment of Librarians of color by providing leadership skills to foster Librarians for the long run.
- Diversity and Outreach Roundtable Committee of the Minnesota Library Association (DORT)



Increase minority MLIS graduate students



- Encourage people of minority and men to apply for MLIS degrees. Someone may not have even thought of an MLIS degree until a suggestion from you prompts them to think about it.
- Initiate minority internships that could bring diverse students into the library who may pursue further education from their experience.



Incorporate Diversity and Inclusion into the culture

- Does your library have a hiring committee you could be on?
 - Post positions outside of “normal” avenues
 - Be conscious during the interview for ways the interviewer could bring diversity to your workplace
- Review your library’s mission statement and have dialogue among staff about ways your library could be more inclusive.
- Start/continue to improve your Libraries Diversity Task Force
- Create a standalone diversity plan (Vinopal, 2016)

Research



“...an increased focus on research about diversity, inclusion, and under-representation in LIS also is important for increasing the diversity of LIS students, LIS faculty, and professional librarians and administrators.”
(Jaeger, Bertot, & Franklin, 2010)

THANKS!

Any questions?

You can find me at @username & user@mail.me

References

ALA B.3 Diversity (Old Number 60). (2013). Retrieved November 8, 2016, from <http://www.ala.org/aboutala/governance/policymanual/updatedpolicymanual/section2/diversity>

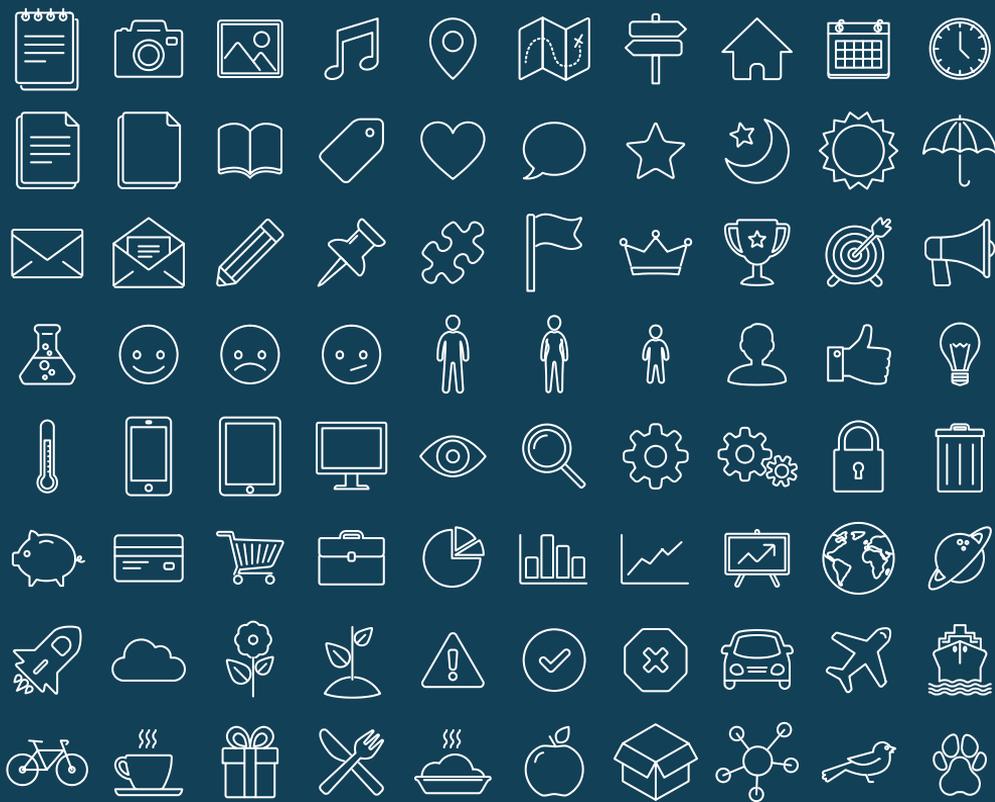
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- Resize them without losing quality.
- Change line color, width and style.

Isn't that nice? :)

Examples:

