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 2018 ALA Midwinter Meeting

RESOLUTION ON ADDRESSING ROADBLOCKS TO DIVERSITY

IN THE LEADERSHIP PIPELINE

Whereas, the American Library Association has proclaimed diversity as one of its strategic priorities for more than fifteen years;

Whereas, the United States is projected to become a “minority-majority” country by 2040, ten years earlier than initially predicted by the US Census Bureau;

Whereas, the American Library Association has invested significant financial and human resources into developing a diverse talent pool through efforts such as the Spectrum Scholarship fund and the ACRL Diversity Alliance;

Whereas various libraries across the US have independently created diversity fellowship programs to cultivate and increase compositional diversity within librarianship;

Whereas, in spite of these important efforts, librarianship generally remains more than 85% white with few people of color[[1]](#footnote-1) [[2]](#footnote-2) reaching the managerial ranks in libraries of all kinds;

Whereas, development of a “leadership pipeline” of people of color encouraged and prepared to lead is ineffective without data to inform and a strategy to support, retain, and promote people of color into middle management and senior managerial ranks;

Whereas, research shows compositional diversity sends critical non-verbal cues about the importance of diversity to community members whether they be the community-at-large or campus members at colleges and universities;

Whereas, further research is needed to understand workplace structural and systemic barriers that produce challenges for people of color to succeed in librarianship; and

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Whereas, it appears highly unlikely that we will produce a compositionally diverse leadership pool for the hundreds of anticipated retirements in the leadership ranks in the next five to ten years; now therefore be it

*Resolved*, that the American Library Association:

1. Commission a research study to determine barriers to producing a diverse leadership pipeline within the field of librarianship,
2. Explore external opportunities for funding such a study, and
3. Communicate strategies and best practices for breaking down said barriers in effective and timely ways.

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1. For example, the *ARL Annual Salary Survey 2015-2016* shows that in ARL libraries: 11 of 95 Directors, 25 of 280 Associate Directors, and 34 of 317 branch heads are people of color. See Tables 32 and 33 in*.* http://publications.arl.org/ARL-Annual-Salary-Survey-2015-2016/ [↑](#footnote-ref-1)
2. ALA produced a diversity in libraries report *Diversity Counts* in 2007. http://www.ala.org/tools/research/librarystaffstats/diversity [↑](#footnote-ref-2)