



Priming the Pipeline: From High School to Professional Employment

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11:00 am - 12:30 pm

Presenters

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Inclusion Initiatives at the University of Virginia Library

Purpose: To enrich the profession by introducing new perspectives; encourage local youth to learn about and consider careers within library and information science; create an atmosphere where respectful, inclusive conversations as well as collaborations amongst librarians from diverse backgrounds can occur; and to ultimately transform the culture of the profession.

1. **High School Internship Program:** The UVA Library is committed to helping the field of library and information science (LIS) become diverse, inclusive, and equitable. As a public research institution, we are also committed to giving back to the community. Last summer we launched our inaugural high school internship program geared towards providing local high school students from underrepresented backgrounds with insights into rewarding careers in LIS.
2. **North Carolina Central University Outreach:** We are committed to diversifying the profession through thoughtful partnerships with minority serving institutions (MSIs) with LIS programs. The only Historically Black College and University (HBCU) that currently has degree granting programs within LIS is North Carolina Central University (NCCU). We have collaborated with NCCU librarians and administrators in an effort to connect with current students and alumni to inform them of employment opportunities within the UVA Libraries.
3. **ACRL Diversity Resident Librarian Program:** We are dedicated to recruiting, retaining, and supporting talented LIS professions from diverse backgrounds through our newly formed three-year resident librarian program, which will begin on July 1, 2018. Two resident librarians will jumpstart their careers and receive support from mentors throughout the program.

Key Takeaways

1. Even as U.S. demographics become less White, the library and information science profession has not. It will take long-term effort and commitment to change the culture and diversify the workforce.
2. Marketing matters. We broadened our outreach in 2018 to niche groups for the UVA Library's High School Internship Program, which resulted in three times as many applications.
3. All of the candidate presentations for the ACRL Diversity Resident Library Program were very well-attended by our colleagues. We think this indicates a heightened interest in diversifying staff and perhaps the beginning of a cultural shift within the UVA Library.

Resources

ACRL General Resources Selected Residency Readings:

<http://acrl.ala.org/residency/research/general-resources/>

Association of College & Research Libraries (ACRL) Diversity Alliance:

<http://www.ala.org/acrl/issues/diversityalliance>

Directory of American Library Association (ALA)-Accredited and Candidate Programs in Library and Information Studies: http://www.ala.org/CFApps/lisdir/directory_pdf.cfm

North Carolina Central University (NCCU) School of Library and Information Science Students:

<http://nccuslis.org/students/orgs/category/librarians/>

The North Carolina Central University's School of Library and Information Sciences:

<http://nccuslis.org/about/>

UVA Library High School Internship Blog Posts:

https://pages.shanti.virginia.edu/Lib_High_School_Internshp/

UVA Library High School Student Internship Reflection:

<http://wahslibinterns.weebly.com/blog/uva-summer-library-internship>

Books and Journal Articles

Asher, C., & Alexander J.O. (2006). The Library Internship and Expo as a Pathway to Diversity: A Case Study. *Journal of Education for Library & Information Science*, 47(1), 17-26.

Hankins, R., & Juárez, M. (Eds.). (2016). *Where Are All the Librarians of Color?: The Experiences of People of Color in Academia*. Sacramento, CA: Library Juice Press.

Pickens, C. & Coren, A. (2017). Diversity Residency Programs: Strategies for a Collaborative Approach to Development. *Collaborative Librarianship*, 9(2), 104-108.

Speller, B. F., Jr., & North Carolina Central University School of Library and Information Sciences (1991). *Educating Black Librarians: Papers from the 50th Anniversary Celebration of the School of Library and Information Sciences, North Carolina Central University*. Jefferson, N.C: McFarland & Co.