

Stop Talking! Start Doing!

*Attracting
People
of Color
to the
Library
Profession*

Gregory L. Reese
& Ernestine L. Hawkins

Stop Talking Start Doing Attracting People Of Color To The Library Profession

Gregory L. Reese, Ernestine L. Hawkins



Stop Talking Start Doing Attracting People Of Color To The Library Profession:

Stop Talking, Start Doing! Gregory L. Reese, Ernestine L. Hawkins, 1999 As librarians enhance their commitment to the ideals of multicultural service their recognition of the rich diversity of U S society the single largest obstacle to realizing this commitment is the profession s failure to recruit train a diversified work force Kathleen de la Pena McCook Stop Talking Start Doing Recruiting Minorities to the Library Profession is a practical guide to finding nurturing retaining a diversified workforce for libraries that reflects attracts the communities they serve Minorities now make up around 26% of the U S population by 2000 are expected to make up one third However the library profession is not keeping pace with these changes The profession has for the most part failed to attract new members from the very populations that can benefit most from library services people who are younger non white from a variety of ethnic social backgrounds The number of minorities entering or already working in the library profession is minute compared to the populations served by libraries Minorities including African Americans Hispanics American Indians Asians make up only 10% of new LIS graduates The total number of minority librarians working in academic public libraries is less than 12% It has become imperative to recruit a diverse workforce for the library profession Authors Reese Hawkins provide clear workable solutions to attracting new faces to add diversity to the profession The authors provide practical ways to attract recruit mentor minorities to the library including Marketing strategies geared to the tastes perspectives of minorities young people Practical methods for mentoring minorities Guidelines on the role of library schools in minority recruitment Gregory L Reese is one of a handful of African American Directors of public libraries in the United States He is the Director of the East Cleveland Public Library He was the 1998 president of the Black Caucus of the American Library Association Mr Reese regularly gives presentations to library professionals on recruiting retaining young people minorities In 1996 he was named one of the Seven Most Powerful Black Men in America by Ebony Man Ernestine Hawkins is the Deputy Director of the East Cleveland Public Library She was the first President of the Cleveland Area African American Library Association is currently serving on several national committees of the American Library Association Information and Liberation Shiraz Durrani, 2008 A collection of the writings of Shiraz Durrani British Kenyan library science professor and political activist Provided by publisher **Diversity, Equity, and Inclusion in Action** Christine Bombaro, 2020-10-27 All too often in a hurried attempt to catch up diversity training can create division among staff or place undue burdens on a handful of employees Instead academic libraries need approaches to diversity equity and inclusion DEI that position these priorities as ongoing institutional and professional goals This book s model programs will help academic libraries do exactly that sharing a variety of initiatives that possess clear goals demonstrable outcomes and reproducible strategies Librarians administrators and directors will all benefit from the programs detailed inside which include such topics as a university library s community of practice for interactions and learning around DEI cultural competency training to create more welcoming instruction spaces student workshops on

literature searches that mitigate bias overcoming the historic tendency to marginalize LGBTQ representation in archives a curriculum and design workshop that moved from discussing social values to embedding them in actions the founding of a library led LGBT club for students at a rural community college a liberal arts college s retention boosting program for first generation students tailoring a collection and library services to the unique needs of student veterans and a framework for moving from diversity to equity and inclusion toward a goal of social justice

Recruitment, Development, and Retention of Information Professionals: Trends in Human Resources and Knowledge Management Pankl, Elisabeth, Theiss-White, Danielle, Bushing, Mary C., 2010-02-28 This book offers disparate yet important perspectives of various information professionals pertaining to recruitment retention and career development of individuals within organizations Provided by publisher Human Resource Management in Today's Academic Library Janice Simmons-Welburn, Beth McNeil, 2004-01-30 This book provides a comprehensive look at issues that shape the nature of Human Resources in academic libraries Libraries in varying academic environments have undergone tremendous change during the last two decades of the 20th century as they have sought redefinition as learning organizations As organizations they have experienced significant changes in the role and definition of professionalism along with challenges from such shifting workplace demographics as age and ethnicity and technological issues which have also had direct impact on the recruitment and retention of staff Much of the attention of human resources administrators in academic libraries has focused on an array of issues that mirrors concerns across campuses affirmative action and diversity the rights of employees with disabilities under the Americans with Disabilities Act the impact of the Family Medical Leave Act and other directives on employee benefits salary equity and a desire among employees for flexible work schedules Celebrating the James Partridge Award Diane L. Barlow, Paul T. Jaeger, 2016-12-22 Winners of the James A Partridge Outstanding African American Information Professional Award examine issues of race inclusion diversity and justice Their insights are complimented by the writings of other scholars educators and practitioners who study teach about and experience issues of race in the field firsthand *The Black Librarian in America* Shauntee Burns-Simpson, Nichelle M. Hayes, Ana Ndumu, Shaundra Walker, 2022-02-18 The Black Librarian in America Reflections Resistance and Reawakening is the latest in the powerful line of The Black Librarian in America volumes While previous editions we organized around library types this edition is organized in four thematic sections A Rich Heritage Black Librarian History Celebrating Collective and Individual Identity Black Librarians across Settings Moving Forward Activism Anti Racism and Allyship Issues pertaining to Black librarians intersectional identities capacities and contributions take center stage The Black Librarian in America Reflections Resistance and Reawakening is not only the first edition to be edited entirely by Black women but it is officially produced by BCALA members in commemoration of the organization s 50th anniversary Dr Carla Hayden 14th Librarian of Congress and Julius Jefferson Jr president of the American Library Association for the 2020 2021 term contribute moving foreword and

afterword segments Pathways to Progress John L. Ayala, Salvador Güereña, 2011-11-18 Supplying contributions from Latino librarian practitioners across the nation this anthology provides broad coverage of the subject of Latino Spanish speaking library service in the United States Emphasizing public school and academic libraries Pathways to Progress Issues and Advances in Latino Librarianship taps the leading minds of the Latino library world to provide expert discourse on a wide spectrum of library services to Latino patrons in the United States This collection of articles provides an accurate insightful discussion of the issues and advances in Latino library service Coverage of library service to the Latino community includes subjects such as special collections recruitment and mentoring leadership collection development reference services to gays and lesbians children services and special library populations Contributors include library practitioners who are of Mexican Chilean Peruvian Nicaraguan Puerto Rican and Cuban descent Best practices are presented and explained in depth with practical examples and documented citations **Librarians Serving Diverse Populations** Lori Mestre, 2010 A qualitative and quantitative assessment and research study of the paths and experiences of librarians whose duties include serving diverse cultures Through surveys interviews and evaluation of documents the author explores issues and challenges raised by the results of the research study Mestre provides recommendations for improvements to curricula and training at Library Schools for libraries seeking someone to fill positions such as diversity librarian positions for follow up training and support after librarians are hired and for how to strengthen diversity efforts Also included are two chapters that provide guidance for getting started as a liaison for diversity and cross cultural efforts in academic libraries This book is the first such research study in academic librarianship **Developing a Residency Program** Lorelei Rutledge, Jay L. Colbert, Anastasia Chiu, Jason Alston, 2019-04-15 Library residency programs can be a great opportunity for early career librarians to learn on the job skills determine their interests in librarianship and develop a valuable career network Likewise such programs benefit the profession the hosting organizations and other organizational stakeholders Developing a Residency Program A Practical Guide for Librarians draws together scholarly literature best practices and the experiences of the authors and their contributors to provide practical advice about how to develop and manage a library residency program The first two chapters of this book offer a brief overview of library residency programs and illustrate the benefits that such programs can provide Chapters 3 describes strategies for building support for such a program while Chapters 4 and 5 provide insight on best practices for structuring a residency program Chapter 6 focuses on the recruitment and hiring process emphasizing the need for a reasoned and objective approach to selecting a candidate Chapters 7 and 8 offer best practices for preparing for new resident s arrival and onboarding the resident successfully Chapter 9 offers ideas for how to assess and evaluate multiple aspects of the residency program while Chapter 10 focuses on supporting the resident after the residency is over In each chapter the authors include practical tips and tools to make each part of the planning and management process easier

Becoming a Digital Library Susan J. Barnes, 2003-11-04 This excellent reference traces the construction and

maintenance of the digital collections and services that have been available day in and day out to users worldwide for more than a decade It examines applicable guidelines for any library looking to build and manage systems conduct and evaluate projects and scout new directions for mainstreaming and hybridizing the building of a digital library Including contributions from seasoned experts in specializations such as staffing collection development and technology project management for digital libraries Becoming a Digital Library discusses the techniques for finding and training the right people to build a digital library

Recruiting, Training, and Retention of Science and Technology Librarians Patricia A. Kreitz, JoAnn DeVries, 2013-04-03 Since the 1950s there has been a persistent shortage of sci tech librarians and as more librarians retire or change positions the prospect looms that the profession will only depopulate further Tackling this difficult challenge Recruiting Training and Retention of Science and Technology Librarians gathers together into one source the perspectives of top library administrators and managers as well as front line librarians who present the latest research and practical strategies to find train and keep those valuable specialized professionals This book explores in depth timely issues and presents creative perspectives and innovative solutions to this persistent problem in subject specialized libraries As the baby boom generation of science and technology librarians begins to retire training and keeping sci tech librarians will become even more crucial Recruiting Training and Retention of Science and Technology Librarians discusses the replacement gap problem in libraries including who should be recruited how they should be trained and how to retain them once hired Several authors address the field s long standing specialist vs generalist debate bringing new data and experience driven perspectives to this challenging issue Topics in Recruiting Training and Retention of Science and Technology Librarians include updating the cultural image of librarians to make the profession more appealing a comprehensive literature review how to cultivate candidates who are dedicated to service and love research and learning practical approaches to improve the visibility and attractiveness of science librarianship the skills and support needed to become a successful science librarian an innovative program to recruit undergraduates an in depth survey of practicing science and technology librarians the challenges of science librarianship in Africa library and information science educators as recruiters for sci tech librarians creative strategies to recruit and retain librarians adapting aspects of first year student retention programs as a model for library retention programs how professional competencies can be used for recruitment training and retention and more Recruiting Training and Retention of Science and Technology Librarians is a timely important resource for college and university administrators and public special academic and government librarians

Unfinished Business Maurice B. Wheeler, 2005 Unfinished Business points to all of the spokes on the wheel of library and information science education from racial issues in the financial aid process to the impact of technology on LIS students of color and from the recruitment of minority students to faculty development Beyond showing where LIS programs have fallen short the contributors to this volume reinvigorate the discourse regarding the future Unfinished Business is a catalyst for hope and strength in meeting

the challenges of fully realizing the promise of the Brown v Board of Education decision **BOOK JACKET** *Bulletin of the Medical Library Association* Medical Library Association, 2000 **Newsletter of the Black Caucus of the American Library Association** , 1999 *Sailing Into the Future* Association of College and Research Libraries. National Conference, 2007 A collection of the invited and contributed papers for the ACRL 13th National Conference in Baltimore MD March 29 April 1 2007 *American Reference Books Annual* , 2001 1970 issued in 2 vols v 1 General reference social sciences history economics business v 2 Fine arts humanities science and engineering **The Bowker Annual Library and Book Trade Almanac 2000** R R Bowker Publishing, Bowker, 2000-05 As an on the job answer book a statistical information resource a planning and research guide and a directory and calendar The Bowker Annual Library and Book Trade Almanac 2000 delivers the hard to find industry news and information you need all year long This acclaimed must have resource provides Expert reviews of the key trends events and developments that will influence your work in 2000 and the years to come Plain English explanations of new legislation and changes in funding programs and how it will affect libraries Definitive statistics on book prices numbers of books published library expenditures average salaries and other budget crunching assistance A full calendar of events key organizations names and numbers of important individuals including e mail addresses and fax numbers and much more This fully updated reference tool makes it easy to stay on top of the developments that affect libraries booksellers and publishers alike and to find fast answers to the countless on the job questions you encounter You ll use it to Keep informed on the latest trends in networking the Internet and other advances Locate information on industry events and organizations Find lists of best books literary prizes winners and bestsellers Prepare budgets and justify requests Review recent legislation and regulations affecting your industry Learn about emerging trends needs problems and opportunities And that s just the beginning With The Bowker Annual 2000 on hand you won t spend hours or even days tracking down needed library or book trade data because the information you need is right at your fingertips *Achieving Diversity* Barbara I. Dewey, Loretta Parham, 2006 Barbara Dewey and Loretta Parham join 50 other librarians including Tracie Hall Emma Bradford Perry and Hannelore B Rader to explore one of the major issues facing the profession diversity This innovative guide explores how librarians can ensure that their services staff and collections truly reflect our multicultural society Chapters cover strategic planning recruiting and retaining minorities reaching out to new users marketing to underrepresented populations building collections for marginalized groups overcoming the digital divide assessment and other important topics The contributors provide numerous forms and documents including library diversity plans residency and intern job descriptions recruitment materials programming plans and documents and web resources With guidance drawn from real experience in public and academic libraries this unique guide will help to make diversity a reality in libraries Library & Information Science Abstracts , 2004

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Table of Contents Stop Talking Start Doing Attracting People Of Color To The Library Profession

1. Understanding the eBook Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - The Rise of Digital Reading Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Advantages of eBooks Over Traditional Books
2. Identifying Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - User-Friendly Interface
4. Exploring eBook Recommendations from Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Personalized Recommendations
 - Stop Talking Start Doing Attracting People Of Color To The Library Profession User Reviews and Ratings
 - Stop Talking Start Doing Attracting People Of Color To The Library Profession and Bestseller Lists
5. Accessing Stop Talking Start Doing Attracting People Of Color To The Library Profession Free and Paid eBooks
 - Stop Talking Start Doing Attracting People Of Color To The Library Profession Public Domain eBooks
 - Stop Talking Start Doing Attracting People Of Color To The Library Profession eBook Subscription Services
 - Stop Talking Start Doing Attracting People Of Color To The Library Profession Budget-Friendly Options

6. Navigating Stop Talking Start Doing Attracting People Of Color To The Library Profession eBook Formats
 - ePub, PDF, MOBI, and More
 - Stop Talking Start Doing Attracting People Of Color To The Library Profession Compatibility with Devices
 - Stop Talking Start Doing Attracting People Of Color To The Library Profession Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Highlighting and Note-Taking Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Interactive Elements Stop Talking Start Doing Attracting People Of Color To The Library Profession
8. Staying Engaged with Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Stop Talking Start Doing Attracting People Of Color To The Library Profession
9. Balancing eBooks and Physical Books Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Stop Talking Start Doing Attracting People Of Color To The Library Profession
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Setting Reading Goals Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Fact-Checking eBook Content of Stop Talking Start Doing Attracting People Of Color To The Library Profession
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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