

2019 Library Diversity and Residency Studies Conference

The **Library Diversity and Residency Studies** (LDRS) Conference will be held in Greensboro, NC on **August 26-27, 2019**. The 2019 LDRS Conference is focused on Diversity, Equity, and Inclusion in libraries, including but not restricted to Library Diversity Residency programs. This conference is being hosted by UNC Greensboro in collaboration with the ACRL Diversity Alliance and the Association of Southeastern Research Libraries (ASERL).

The opening keynote address will be given by by **Deena Hayes-Greene**, Founder of the nationally renowned Racial Equity Institute. The afternoon keynote speaker will be **DeEtta Jones**, Founder and Principal of DeEtta Jones and Associates consulting team. The closing keynote speaker will be **Jon Cawthorne**, President-Elect of ACRL and dean of the Wayne State University Library System and School of Information Sciences.

The conference website is available at:

<https://librarydiversity.institute/ldrs-conference/>

Registration link at:

<https://librarydiversity.institute/ldrs-registration/>

Registration cost includes attendance and meals for both conference days:

- \$75 for regular registrations
- \$25 for current students

Note that **Lightning Talks** will be accepted up until **August 1, 2019**.



2019 Library Diversity and Residency Studies CONFERENCE AGENDA

Note that all conference sessions will take place in the Caldwell Room of the O'Henry Hotel, located at 624 Green Valley Rd, Greensboro, NC 27408.

Sunday, August 25

5:30 pm – 7:00 pm	ASERL Reception: If you are able to attend, please join us for a reception with wine and heavy hors d'oeuvres, graciously sponsored by the Association of Southeastern Research Libraries.
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Monday, August 26

8:30 am – 8:45 am	Check in, logistics
8:45 am – 9:00 am	Welcome, overview of the day
9:00 am – 9:50 am	Deena Hayes-Green (Founder, REI) Opening Keynote, Q&A
9:50 am – 10:00 am	Break, transition to next panel
10:00 am – 10:50 am	<p>Session 1 Panel: Equity Diversity & Inclusion in Librarianship</p> <ul style="list-style-type: none"> Yasmeen Shorish (James Madison Univ.) “Getting to Inclusive and Equitable: Using the ACRL research agenda as a mechanism for change” Latesha Velez (UNCG) “Uncovering invisible norms and bias that may hinder the LIS profession from providing its highest level of service” Preethi Gorecki (Florida State Univ.) & Annie Belanger (Grand Valley State Univ.) “Kindly Hire Me: the process and impact of inclusive hiring”
10:50 am – 11:00 am	Break, transition to next panel
11:00 am – 11:50 pm	<p>Session 2 Panel: Best Practices in Establishing Library Diversity Residency Programs</p> <ul style="list-style-type: none"> Jason Alston (Univ. Missouri) “Success Factors for Residencies” Twanna Hodge & Jamia Williams (SUNY Upstate Medical) “Intent and Impact: Best Practices in Building Evidence-Based Diversity Residency Programs” Natalia Fernandez (Oregon State) “Developing and Implementing a Diversity Scholars Program at the Oregon State University Libraries”
12:00 pm – 1:00 pm	Lunch (provided with registration) Lightning Presentations

1:00 pm – 2:20 pm	DeEtta Jones (DJA Founder) Afternoon Keynote & Workshop
2:20 pm – 2:30 pm	Break, transition to next panel
2:30 pm – 3:20 pm	Session 3 Panel: New to Profession, but Not a New Professional <ul style="list-style-type: none"> Lorin Jackson (Swarthmore), Symphony Bruce (American Univ.), LaQuanda Onyemeh (Texas A&M), Willa Tavernier (Indiana University Bloomington), Jamia Williams (SUNY Upstate Medical) Jamia Williams (SUNY Upstate Medical), Laura Tadena (Univ. Texas) “New to the Profession, but Not a New Professional: Recognizing the Value of a Second Career Resident Librarian”
3:20 pm – 3:30 pm	Break, transition to next panel
3:30 pm – 4:20 pm	Session 4 Panel: Diversity in Librarianship <ul style="list-style-type: none"> Carrie Cooper, Tami Back, Tova Johnson, & Preston Neukirch (William & Mary) “Diversity in Librarianship: Strengthening the Pipeline”
4:20 pm – 4:30 pm	Break, set up for next session
4:30 pm – 4:50 pm	Session 5 Mini-Workshop: Diversity, Inclusion and Social Justice <ul style="list-style-type: none"> Alex Valencia (NCSU) “Diversity, Inclusion and Social Justice through DJing”
5:00 pm	Conclusion - Conference Day One
6:30 pm – 7:30 pm	Conference Dinner (if purchased a ticket when registered)

Tuesday, August 27

8:45 am – 9:00 am	Welcome back, overview of the day
9:00 am – 9:50 am	Session 6 Panel: Mentorship, Equity, Diversity, & Inclusion <ul style="list-style-type: none"> Amanda McLellan (East Carolina University) “More than Mentorship: How the Sponsorship Model Can Improve Diversity and Inclusion” Kelsa Bartley (Univ. Miami) & Twanna Hodge (SUNY Upstate Medical) “Mentorship beyond Spectrum: Leveraging connections from the Spectrum Scholarship Program for professional and personal development”
9:50 am – 10:00 am	Break, transition to next panel
10:00 am – 10:50 am	Session 7 Panel: Diversity and Inclusion Initiatives that Focus on Student Success <ul style="list-style-type: none"> Irene Owens (NC Central, Emeritus) Robert Canida (UNC Pembroke) Lori Special, James “Rod” Wyatt (UNC Greensboro)
10:50 am – 11:00 am	Break

11:00 am – 11:50 am	<p>Session 8 Panel: Library Diversity and Residency Studies</p> <ul style="list-style-type: none"> • Hanni Nabahe & Lauren Work (Univ. Virginia) “Beyond Great Ideas: Implementation Strategies for Realizing the Promise of Library Residencies” • Gerald Holmes (UNCG) “Evolution of the UNCG Diversity Program” • Martin Halbert (UNCG) “The Library Diversity and Residency Studies Journal”
11:50 am – 12:30 pm	Lunch (provided with registration)
12:30 pm – 1:20 pm	<p>Jon Cawthorne (ACRL President Elect, Wayne State ULS/SIS Dean) Concluding Keynote</p>
1:20 pm – 1:30 pm	Instructions and transition to afternoon BOF Breakout Sessions
1:30 pm – 3:30 pm	Birds-of-a-Feather Team Breakout Working Sessions
3:30 pm – 4:00 pm	Conference conclusion

Keynote Bios and Presentation Abstracts

Deena Hayes-Green (Founder, REI) **Opening Keynote, Q&A**

Deena Hayes-Greene is founder and Managing Director of the Racial Equity Institute (REI). Deena brings over 15 years of experience as a community and institutional organizer. She is currently training with several anti-racist organizations, where she provides in-depth analysis of systemic and historically constructed racism and its impact on contemporary systems and institutions across the United States. Deena has worked extensively across the country, including in Alaska. Her institutional work has been primarily in the areas of Social Services / Health and Human Services, public and private education, Higher Education, Judicial / Disproportionate Minority Contact initiatives, public health and non-profits. She was initially elected to the Guilford County Board of Education in 2002 and was re-elected in 2006, 2010 2014 and 2016. She currently chairs the Achievement Gap, School Safety, and the Historically Underutilized Business Advisory Committees for Guilford County Schools. She also serves on the Ole Asheboro Street Neighborhood Association, the Guilford County Gang Commission, and as board chair at the International Civil Rights Center & Museum. Deena is a former Human Relations Commissioner for the City of Greensboro and has received numerous awards and citations for outstanding leadership. She lives with her family in Greensboro, N.C.



Session 1 Presentations

Yasmeen Shorish (James Madison Univ.) “Getting to Inclusive and Equitable: Using the ACRL research agenda as a mechanism for change” Abstract: In June, ACRL released “Open and Equitable Scholarly Communications: Creating a More Inclusive Future,” a research agenda designed to help accelerate the transition to more open and equitable systems of scholarship. A significant portion of the report concerns topics related to the diversity of the profession and recommendations for more inclusive practices. Sections like “Enhancing representation in academic libraries” and “Understanding the costs of un(der)recognized and un(der)compensated labor” speak directly to many of the lived realities of residents and underrepresented peoples in libraries. This presentation will highlight these areas of engagement and detail how hiring practices, retention strategies, and diversity programs affect scholarly communication and larger practices across the academy. The presentation will also include information about research grants that ACRL is making available. The presenter hopes to identify barriers and opportunities to this work through discussion with the audience.

Preethi Gorecki (Florida State Univ.) & Annie Belanger (Grand Valley State Univ.) “Kindly Hire Me: the process and impact of inclusive hiring” Abstract: This presentation will explore perspectives on inclusive hiring practices from both sides of the table. Grand Valley State University Libraries conducted its first diversity residency search in the summer of 2018,

which integrated recently developed inclusive recruitment and high-empathy hiring practices. The search committee chair, Annie Bélanger, and one of the successful residency candidates, Preethi Gorecki, team up to dissect the hiring process from both of their perspectives. Annie Bélanger discusses the work behind critically examining the existing hiring process, designing an inclusive recruitment plan, and implementing a new structure in order to ensure empathy to applicants going through the process. Preethi Gorecki then discusses the impact of inclusive hiring on perceptions of the work environment, satisfaction with the search, and overall experience of the hiring process.

Latesha Velez (UNCG) "Uncovering invisible norms and bias that may hinder the LIS profession from providing its highest level of service" Abstract forthcoming.

Session 2 Presentations

Twanna Hodge & Jamia Williams (SUNY Upstate Medical) "Intent and Impact: Best Practices in Building Evidence-Based Diversity Residency Programs" Abstract: Residency and fellowship programs in academic libraries have traditionally served as post-degree work experience for recent graduates and those who are switching careers or areas within librarianship, preparing them to become competitive candidates in the job market upon the conclusion of their residencies/fellowships. Among the various residencies established in libraries, diversity residencies have been in existence for many years; however, the Association of College and Research Libraries' (ACRL) Diversity Alliance has greatly expanded the number of diversity residencies/fellowships, with the stated goal of increasing the pipeline of individuals from underrepresented racial and ethnic groups. Diversity Residencies/ Fellowships present unique challenges and opportunities in the library profession. While they provide stable employment for up to three years and may be well funded, they also require the institution to address issues of representation and equity not only within the library but their campus and the profession at large. Hosted by the Residency Interest Group and presented by current and past residents and non-residents of the Diversity Alliance, this will discuss key issues and best practices in building, implementing and assessing a successful evidence-based diversity residency/fellowship programs for both residents/fellows and participating institutions. The proliferation of diversity residency and fellowship programs in recent years presents unique challenges and opportunities for the library profession, particularly in regards to the hiring and retention of individuals from traditionally underrepresented groups. Hosted by the Residency Interest Group, this will discuss key issues and best practices in building evidence-based diversity residency programs.

Natalia Fernandez (Oregon State) "Developing and Implementing a Diversity Scholars Program at the Oregon State University Libraries" Abstract: The Oregon State University Libraries' Diversity Scholars Program (DSP) aims to actively create a more diverse and inclusive Library Sciences field by providing extensive support and mentorship for students of color who are pursuing their master of library and information science (MLIS) degree online while additionally providing a paid, hands-on experience within the profession to broaden their opportunities after completion of the graduate degree. Established in 2015 and implemented in 2018, the DSP provides the scholars with experiences in the areas of professional identity development, time management, scholarship, service within an academic library setting, and more. The purpose of presentation will be to provide a brief overview of our program, with

lessons learned. I will incorporate not only my perspective as the program coordinator and scholars' supervisor, but will also feature the perspectives of the DSP's first two Diversity Scholars, as well as the OSU University Librarian. The combination of these three perspectives will create a more robust and thorough accounting of the work required to create and launch such a program as well as the myriad benefits to the library, librarians, scholars, and the communities they serve. Attendees will learn about how the program functions and the barriers we have faced thus far. To learn more about the program, see the OSULP Diversity Scholars Program website <https://guides.library.oregonstate.edu/diversity-scholars-program>

Jason Alston (Univ. Missouri) "Success Factors for Residencies"

DeEtta Jones (DJA Founder)
Afternoon Keynote & Workshop

DeEtta Jones has twenty-five years of experience guiding people and organizations through the process of fundamental transformation. She has been a leading voice in shaping contemporary thinking and practice around integrated and sustainable approaches to workplace culture, diversity and inclusion. Her years of experience as a management consultant, diversity and inclusion educator, organization development and training professionals have led to her being one of the most sought-after speakers and consultants in her field.



DeEtta's work began with her research on power and the presence of oppression in social systems, which became the foundation upon which she approached her work as a diversity educator. Her early experience includes positions as Director of Multicultural Education at Colorado State University and Director of Human Rights Advocacy and Education for the City of Fort Collins. While in Colorado, DeEtta was instrumental in piloting the Multicultural Community Retreat and the passage of a city ordinance to make illegal discrimination against citizens based on LGBTQ status.

DeEtta's has also served for 10 years as Director of Diversity and then Director of the Office of Leadership and Management Services at the Association of Research Libraries, an international not-for-profit representing the largest research institutions in North America.

Session 3 Presentations

Lorin Jackson (Swarthmore), Symphony Bruce (American Univ.), LaQuanda Onyemeh (Texas A&M), Willa Tavernier (Indiana University Bloomington), Jamia Williams (SUNY Upstate Medical) Jamia Williams (SUNY Upstate Medical), Laura Tadena (Univ. Texas)
“New to the Profession, but Not a New Professional: Recognizing the Value of a Second Career Resident Librarian”

Abstract: Many librarians enter the field as a second career professional. Having a wide variety of backgrounds, librarians are able to harness previous knowledge and apply it to their new work responsibilities. At the same time, librarians who pursue employment in academic libraries are plagued by the often unspoken expectation that applicants have some academic library experience or previous experience working in academia. For second career librarians, this may often not be the case. Resident librarian positions are often used to help bridge the gap between education and experience in academic libraries to those new to the field. What is often ignored is that resident librarians, like others in the profession, might also come from having spent time in other careers. Since resident librarians are often viewed as new professionals, resident librarians with previous career backgrounds might need different supervisory support, mentorship, and development experiences. This panel will bring together several second career resident librarians to discuss their experiences, provide insight into their unique needs, and provide suggestions for support.

Session 4 Presentations

Carrie Cooper, Tami Back, Tova Johnson, & Preston Neukirch (William & Mary) “Diversity in Librarianship: Strengthening the Pipeline”

Abstract: The field of librarianship is stronger when it fully represents our diverse society and library users feel represented by the staff who serve them. At William & Mary Libraries, we've developed a number of initiatives aimed at strengthening diversity in the profession, including an internship/fellowship program for students and recent graduates from underrepresented backgrounds. Launched in summer 2017, the W&M Libraries Mosaic Diversity Program provides valuable (paid) library work experience and mentorship. In this panel discussion, you will hear from library leadership, program coordinators, and a program participant. We'll share program goals, unexpected challenges, successes and lessons learned as we enter our third cycle of this program.

Session 5 Mini-Workshop: Diversity, Inclusion and Social Justice through DJing

Alex Valencia (NCSU) Abstract: The purpose of this mini-workshop is to showcase how vital it is for librarians of color to create and run their own workshops as well as the importance of representation during the workshop. It will touch on how workshops can engage with different parts of the library, but also within the university as well. It will speak on how programs like this can help recruit people of color to primarily white institutions. This will be done through experiential learning as participants will also have a chance to play with turntables and go through a version of the “Intro to DJing” workshop itself.

I developed an “Intro to DJing” workshop late last year and I have been pleasantly surprised at how diverse the participants have been. I believe that myself being a librarian of color as well as the subject matter plays a role in this. Additionally, during the workshop, I make it a

point to highlight the individuals of minority decent that had influential roles in developing the craft. More and more is being discovered about how representation is increasingly correlated to student success and I would like to discuss how the libraries can actively pursue this goal. There are also subtle ways I have found, and would like to share, about implementing social justice into instruction, whether it be DJing or “How to Find Scholarly Sources”. I will bring some of our equipment and run through a portion of the DJing workshop. It will be informative and a lot of fun.

Session 6 Presentations

Amanda McLellan (East Carolina University) “More than Mentorship: How the Sponsorship Model Can Improve Diversity and Inclusion” Abstract: Focused primarily on women in science, engineering, and technology fields, the Athena 2.0 Report finds that sponsorship, more so than mentorship, is instrumental to retention. Sponsors go beyond the mentor to leverage their influence to assign work, make connections, offer constructive feedback, and empower their protégés to grow professionally (Hewlett & Sherbin, 2014). This talk will discuss the findings of the Athena 2.0 report and how to apply the concept of sponsorship to libraries, including covering the concept of sponsorship, how to be a sponsor, how to find a sponsor, and pitfalls of the sponsorship model to avoid. Hewlett, S. A., & Sherbin, L. (2014). Athena 2.0: Accelerating female talent in science, engineering and technology. Retrieved from Center for Talent Innovation website:
<http://www.talentinnovation.org/publication.cfm?publication=1420>

Kelsa Bartley (Univ. Miami) & Twanna Hodge (SUNY Upstate Medical) “Mentorship beyond Spectrum: Leveraging connections from the Spectrum Scholarship Program for professional and personal development” Abstract: This presentation will highlight the Spectrum Program as one avenue for new under-represented librarians to build peer and formal professional networks. It will identify other avenues for finding mentorship and networking, provide components that create a successful mentoring relationship, strategies on how to cultivate a supportive network, and understanding the impact that mentoring has on the recruitment and retention of underrepresented librarians.

Session 7 Panel

Irene Owens (NC Central, Emeritus), Robert Canida (UNC Pembroke) Lori Special, James “Rod” Wyatt (UNC Greensboro) “Diversity and Inclusion Initiatives that Focus on Student Success”

Abstract: The CHANCE program is a university-sponsored partnership with the Bill and Melinda Gates Foundation that provides North Carolina Latinx and Hispanic high schoolers with early access to college entrance resources including the Library. Talking about Diversity at the State Library level and in the public library level. Addressing the importance of diversity in academe, the workplace, cultural competency and organizational change. This panel will bring together voices to discuss and share their experiences, provide insight into their unique perspectives, and provide suggestions towards ways to approach Diversity and Inclusion initiatives.

Session 8 Presentations

Hanni Nabahe & Lauren Work (Univ. Virginia) “Beyond Great Ideas: Implementation Strategies for Realizing the Promise of Library Residencies” Abstract: Having a well-thought out plan for your residency program is step one; next comes translating your vision into reality. You understand that managing on the fly is unlikely to yield sustainable results, but what actionable measures and safeguards are most conducive to positive outcomes year after year? This workshop will explore the challenges of getting things done, consider the elements required for replication of successful residency experiences in varied environments, discuss the importance of program documentation and feedback, and provide an opportunity for reflection and discussion. Join us to learn from others’ experience, choose from a series of strategies to customize your implementation approach, and leave with a set of templates and ideas for infrastructural action to get you started on the journey ahead.

Gerald Holmes (UNCG) “Evolution of the UNCG Diversity Program” Abstract: This presentation will review the fifteen-year history of Diversity Residencies and programming at UNC Greensboro. The aims, accomplishments, and overall arc of the program will be discussed. UNCG is now preparing to develop a new strategic plan for its Diversity Program; the anticipated directions and EDI outcomes for this plan will be discussed.

Martin Halbert (UNCG) “The Library Diversity and Residency Studies Journal” Abstract: The Library Diversity Institute project at UNC Greensboro was funded by IMLS to create not only an ongoing institute series for diversity residents nationally, but also a peer-reviewed journal for Library Diversity and Residency Studies. The current status and upcoming publication of initial issues will be discussed, as well as the values and principles of the journal.

**Jon Cawthorne (ACRL President Elect, Wayne State
ULS/SIS Dean)**

Concluding Keynote

Jon E. Cawthorne, Ph.D. was elected ACRL vice-president/president-elect in 2019. He will become president-elect following the 2019 ALA Annual Conference in Washington, D.C., and assume the presidency in July 2020 for a one-year term. Jon became dean of the Wayne State University Library System and the University's School of Information Sciences on Aug. 1, 2017. The WSU Library System is headquarters for the Detroit Area Library Network, a consortium of 19 academic, public, school and special libraries; and information organizations committed to sharing resources and expertise toward greater efficiency and return on investment. Also operating under the Library System enterprise is the University's School of Information Sciences, which offers three graduate degrees and five certificate credentials, including a Top 25, American Library Association-accredited library science program. Cawthorne is currently a member of the ACRL 2019 Conference Colleagues Committee (2017–present). During his 24 years of ACRL membership, he has served as chair of the ACRL Diversity Alliance Steering Committee (2016–present) and as a member of the ACRL President's Program Committee (2015–17). Previously, he was a member of the ACRL New Publications Advisory Board (2015), the ACRL Friends' Fundraising Committee (2007–10), the ACRL Publications Coordinating Committee (2006–08), and the ACRL President's Program Planning Committee (2002–04). Before joining Wayne State University, Cawthorne was privileged to lead West Virginia University Libraries as dean. At WVU, he extended digital knowledge resources to seven regional campus libraries to create a virtually integrated library system.



Afternoon Birds-of-a-Feather Team Breakout Working Sessions

These team working sessions will bring together groups of conference attendees interested in working on policies, committee documents, and other targeted projects. These sessions will be convened based on pre-conference preparatory efforts and during the conference in response to identified interests and needs. These sessions will incorporate special activities designed to maximize the value of your time at the conference. The Birds-of-a-Feather Break Out Sessions are informal gatherings of persons interested in a particular topic.

Anticipated Birds-of-a-Feather Break Out Sessions will include Diversity and Inclusion Initiatives such as: 1) OnBoarding New Librarians and Staff, 2) Executing a Diversity Audit of your Library, 3) Creating a Diversity Statement, 4) Steps to Consider in starting a Diversity Residency Program and 5) Identifying Best Practices in stepping up your Library Diversity Committee.