

## **LAUC Committee on Diversity Report on the 2019 Diversity Survey**

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### **PART I: BACKGROUND and INTRODUCTION**

In 2017, the LAUC (statewide) President charged the Committee on Diversity with the following: "...review and discuss previous LAUC diversity surveys, and make a recommendation as to whether a diversity survey should be conducted again, or if there are other ways of assessing diversity and inclusion efforts among UC librarians."

Given that the last two LAUC surveys were done in 2011 and 2013, the Committee recommended conducting a new survey and started working on survey questions. Due to other activities, however, that committee was not able to complete the task during its term. Subsequently, the 2018/19 Committee on Diversity was given the same assignment. Building on the work done by the previous committee, the 2018/19 Committee designed and released a survey [Appendix A] to the LAUC general membership in July 2019.

To encourage participation and in anticipation of possible concerns regarding privacy, the Committee included the following statements in the survey document:

- No identifying information will be collected, and your responses to the survey will remain anonymous.
- Any data for which the Committee cannot provide full anonymity will be excluded from the report.

In addition, the Committee eliminated a previous survey question that had asked respondents to identify their campus, and added the following statement to clarify the intention of the new survey: "The data gathered will be used to create a report for the LAUC Executive Board so that we can provide the University and Library Administration with the most complete and representative picture to date of librarianship at the University of California."

It is worth emphasizing that in developing the survey questionnaire, the Committee reviewed previous LAUC survey questions in order to conduct comparative longitudinal analysis in particular data sets and to determine trends related to racial, ethnic, gender and other aspects of diversity. Further, the Committee compared survey results with those of the 2017 Ithaka S+R national survey in corresponding categories.

### **Part II: SUMMARY of SURVEY RESULTS**

Participation in the 2019 survey is lower than in the previous two surveys but the 2019 completion rate is the highest. People at the Librarian rank constitute the largest group of respondents. 70% of respondents have worked less than 16 years in the UC System and over 90% of respondents hold a permanent full-time position. Respondents are fairly evenly clustered around three central age groups: 35-44; 45-54; 55-64. Age distribution relative to rank indicates that the higher the rank, the older are its occupants; and vice versa. White, female, and heterosexual comprise the largest categories of respondents. Compared with the previous surveys, very little change is observed for race, gender and sexual orientation, and these results

are similar to the 2017 Ithaka S+R national survey results. No significant correlation is observed between female/male genders and ranks. Furthermore, as Figure 11 shows, there is over-representation of whites among the administrative ranks of Associate University Librarian and University Librarian that mirrors the findings of the 2017 Ithaka S+R report and may be proportionate to the racial/ethnic composition of LAUC. Asian/Pacific-Islanders are also represented in these categories. Majority of respondents report no disabilities that impact their work, indicating a downward trend from the previous surveys.

Approximately 84.5% of respondents hold a MLIS or similar masters degree, including roughly 34.5% who also hold another masters and/or doctoral degree. About 8.5% do not hold the MLIS but have earned a different masters or doctoral degree in other disciplines, perhaps reflecting an emphasis on subject expertise among academic librarians. Although the occurrence of foreign language skills is lower than in 2013, the global scope of the 30 languages represented in the 2019 survey is quite impressive compared to previous data.

### **PART III: ANALYSIS OF SURVEY RESULTS**

267 out of 469 LAUC members participated in the 2019 survey. This would place the response rate at 57%, which is noticeably lower than for the 2011 survey (82%) but is on par with the 2013 survey (58%). However, the 2019 survey received the highest completion rate (percent of those starting who finished), which is 100%, while the rates for the other two surveys were 95% (2011) and 78% (2013).

The analysis below is based on the responses from 267 respondents. The comparison with previous LAUC survey results<sup>1</sup> as well as with the 2017 Ithaka S+R research report on inclusion, diversity, and equity<sup>2</sup> is provided wherever comparable data are available.

#### **Question 1: Rank**

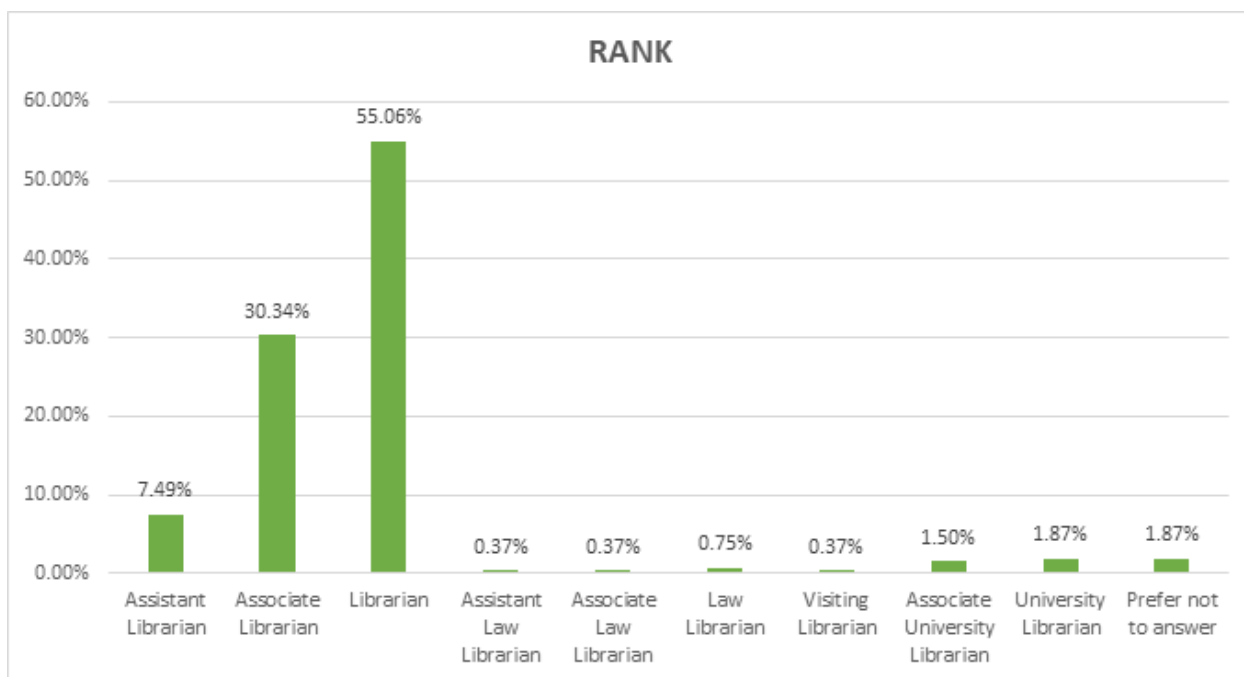
Of the three ranks in the librarian series, the librarian rank comprises the largest group of the respondents – 147 (55.06%). Associate librarians come in second (30.34%). These proportions are fairly similar to the 2011 survey results, in which 60.69% of respondents were librarians and 27.16% were associate librarians. The assistant librarians' group in the 2019 survey is in third position at 7.49%, which is higher than the 2011 survey data (4.33%). The answers to this question in the 2013 survey were “virtually identical” to the 2011 survey results.<sup>1</sup> A comparison between the 2011 and 2019 results reveals that the participation of senior library administrators dropped from 17 respondents in the former to 9.

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<sup>1</sup> Conner, Matt. “LAUC Diversity Committee Report 2012-2013.” Web. 20 April 2020.

[https://lauc.ucop.edu/sites/default/files/attached-files/8-21-13\\_lauc\\_diversity\\_survey\\_results.docx](https://lauc.ucop.edu/sites/default/files/attached-files/8-21-13_lauc_diversity_survey_results.docx)

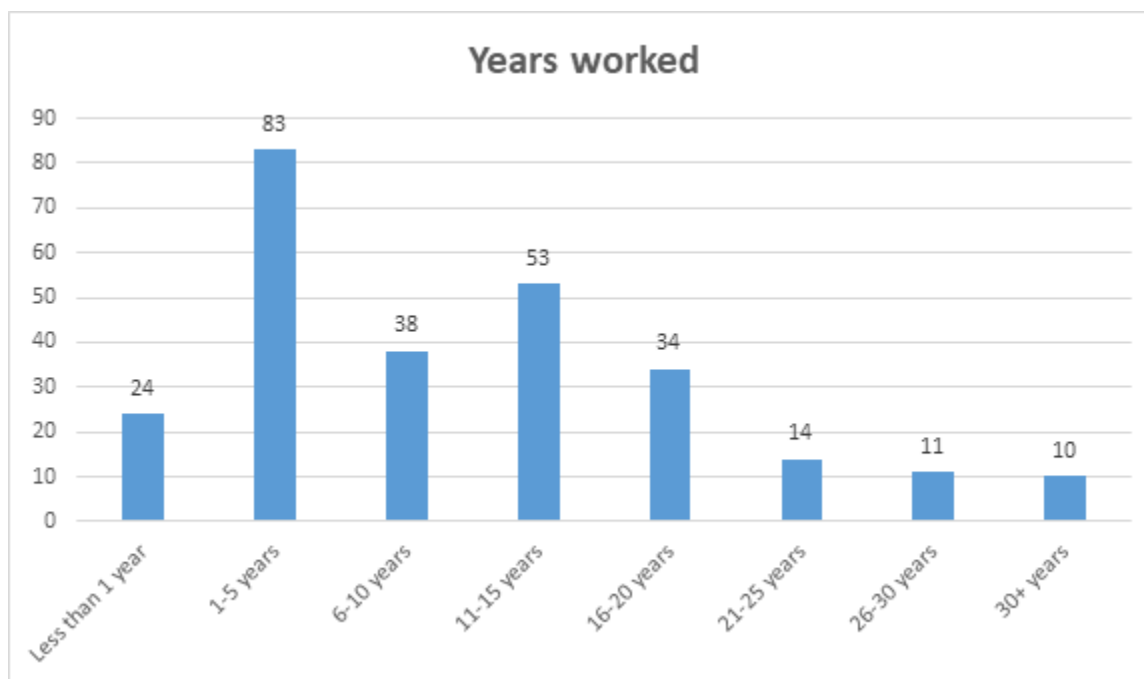
<sup>2</sup> Schonfeld, Roger C., and Liam Sweeney. "Inclusion, Diversity, and Equity: Members of the Association of Research Libraries: Employee Demographics and Director Perspectives." Ithaka S+R. 30 August 2017. Web. 20 April 2020. <https://doi.org/10.18665/sr.304524>



**Figure 1: 2019 Survey - Rank by Percentage of Total Participants**

Question 2: How many years have you worked as a librarian in the UC system? Please include time at more than one campus, if applicable.

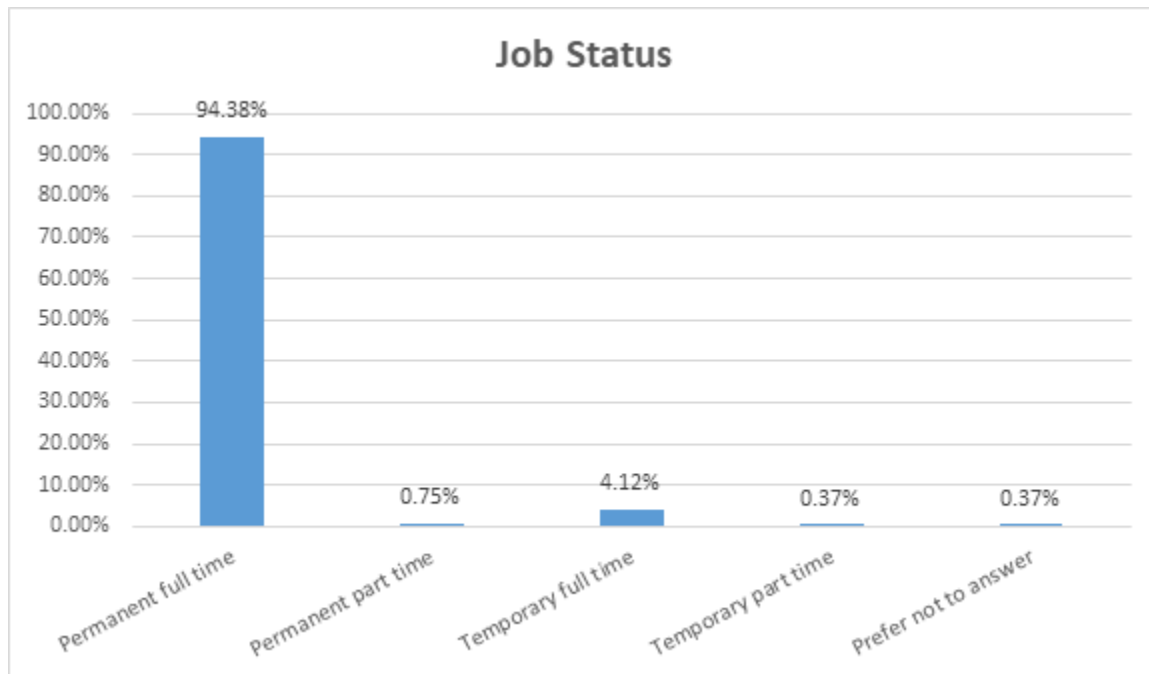
The largest group responding to the 2019 survey is made up of those who have worked in the librarian series less than 6 years in the UC system, as shown in figure 2. The 11-15 years and 6-10 years categories are 2<sup>nd</sup> and 3<sup>rd</sup>, respectively. This is similar to the previous two surveys (2011 and 2013) in which the lowest (0-15 years) tenure accounted for over 70% of respondents.



**Figure 2: 2019 Survey – Number of Respondents by Years Worked as a Librarian in the UC System**

Question 3: Status of your current position

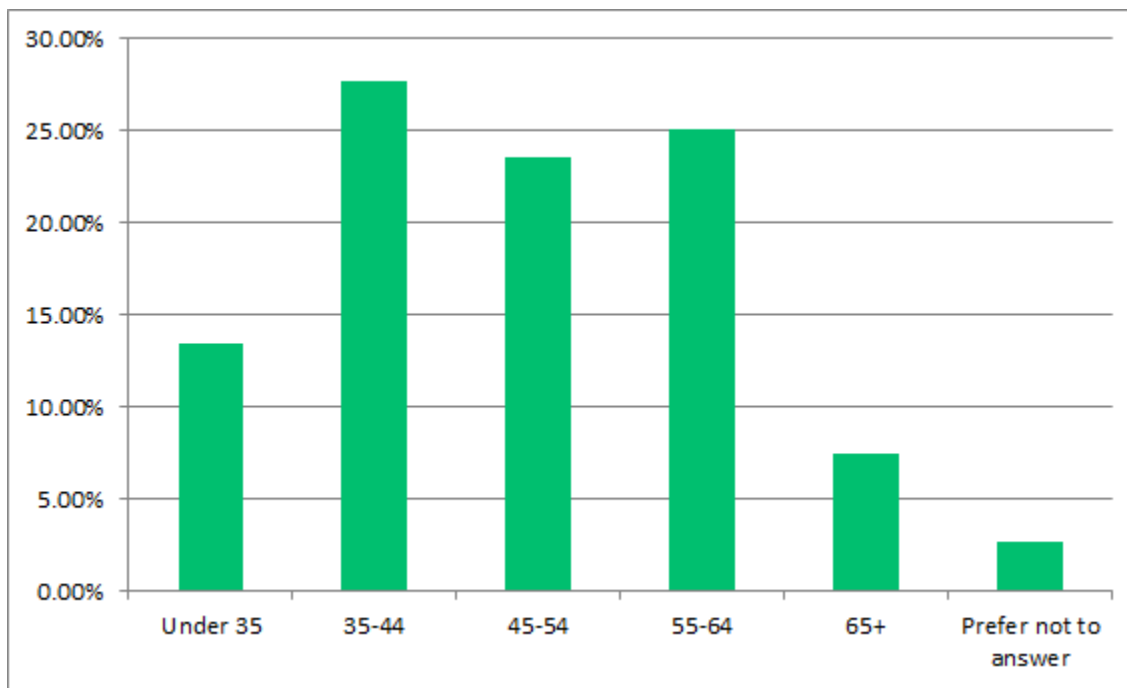
Similar to the previous two surveys, over 90% of respondents to the 2019 survey hold a permanent full-time position.



**Figure 3: 2019 Survey - Status of Your Current Position**

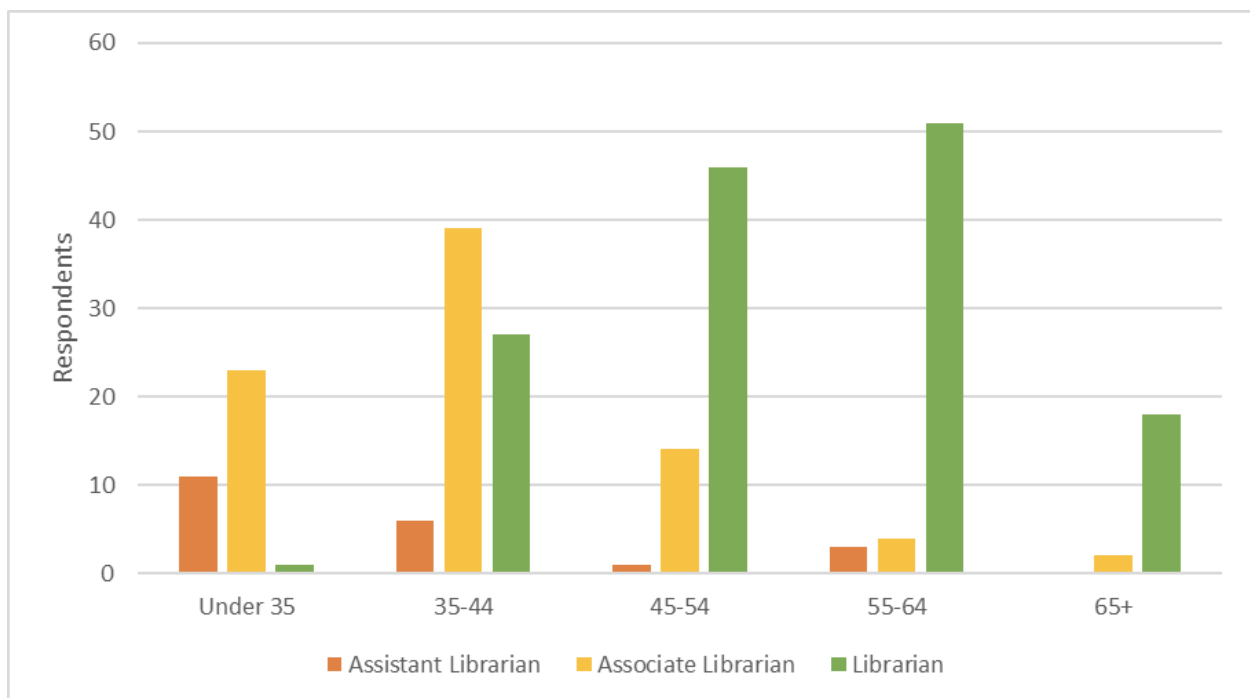
Question 4: Age

Representation by age appears to be mostly balanced based on 10-year age groupings. The three largest groups collectively range in age from 35 through 64 and are within less than five percentage points of one another, at 27.72%, 23.60% and 25.09%, respectively. These values contrast sharply with 2011 and 2013 results, which uniformly showed a steady increase in survey participation by age, with only 9% at age 34 years and under, while peaking at 34% in the 55-64 age range. In 2019, by contrast, the 55-64 age group represents only 25% while the younger 35-44 block is the largest at 27.7%. Even more remarkable is the fact that those 44-years old and under constitute 41% of 2019 respondents, compared to 31% in 2013. Figure 4 illustrates the current distribution of respondents by age.



**Figure 4: 2019 Survey - Percentage of Member Population by Age**

Figure 5 shows that age generally increases by rank, as might be expected. For instance, the highest number of assistant librarians is in the 34-and-under group, while the smallest number is in the 45-54 range. By contrast, the librarian rank is most represented in the 45-64 age groups.

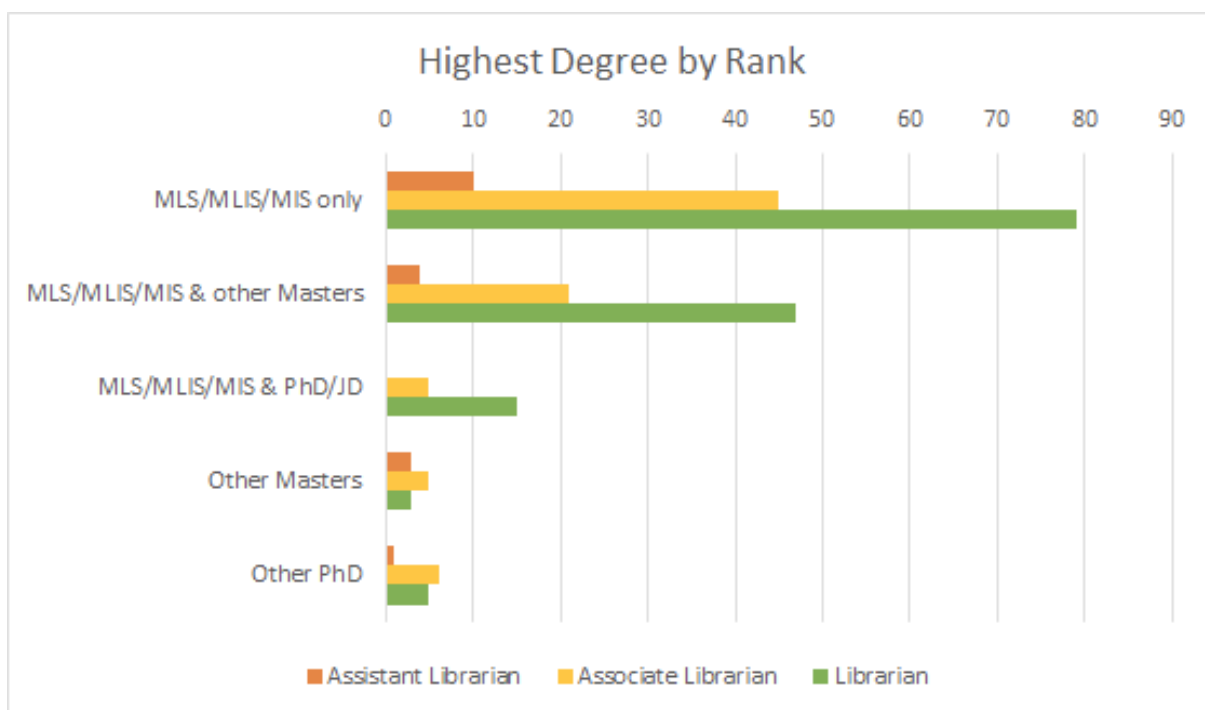


**Figure 5: 2019 Survey - Age by Rank**  
Question 5: Highest degree(s) earned

It is no surprise that the master in library and information science/studies (MLIS) along with its equivalents-- MLS, MIS --constitute by far the prevalent graduate degree held by LAUC members, as shown in Figure 6. Approximately 50% of respondents (134 out of 267) report one of these as their sole post-graduate degree. Next in line at 27% total, and reflected proportionately across the ranks, are those who hold an additional masters degree. 7.5% of members-- none in the assistant librarian rank --have a combination of the professional masters and a doctoral (e.g. PhD or JD) degree.

The above three groups collectively dominate LAUC membership, demonstrating that the MLIS and equivalent degrees appear to be fundamental, but also often occur in combination with other post-graduate degrees. However, about 8.5% of respondents do not hold the MLIS but instead have a different masters (4%) or other doctoral (4.5%) degree. These may relate to specific job requirements, although it would be impossible to draw any definitive conclusion since the survey did not address the relationship between degree and job responsibility.

One comment on the survey response suggests dropping the superlative “highest” (as in “highest degree”), arguing that it could be subjective. The Committee agrees and would like to recommend that change in any future survey.



**Figure 6: Graduate Degrees Held, by Rank**

Question 6: Language: Do you speak, read, write, or comprehend languages other than English with sufficient accuracy and vocabulary to have effective formal and informal communications within or outside work?

This question was designed to measure the range of languages in which UC librarians are able to communicate, either at work or in other forms of interaction with campus and outside communities. Language and cultural diversity among UC librarians could advance the

university's mission to serve a diverse population as well as support global research and scholarship. While the 2013 language question focused on a select list of 14 languages, the 2019 language question is open-ended, allowing respondents to name any language in which they are skilled. This results in 30 identified languages, of which French and Spanish have the highest numbers of speakers (Figure 8). 40.8% of respondents report skills in languages other than English (Figure 7), much lower than the 52.9% from 2013. This apparent decline may be partly due to the 2019 survey's emphasis on "effective" communication skills, a deviation from previous surveys.

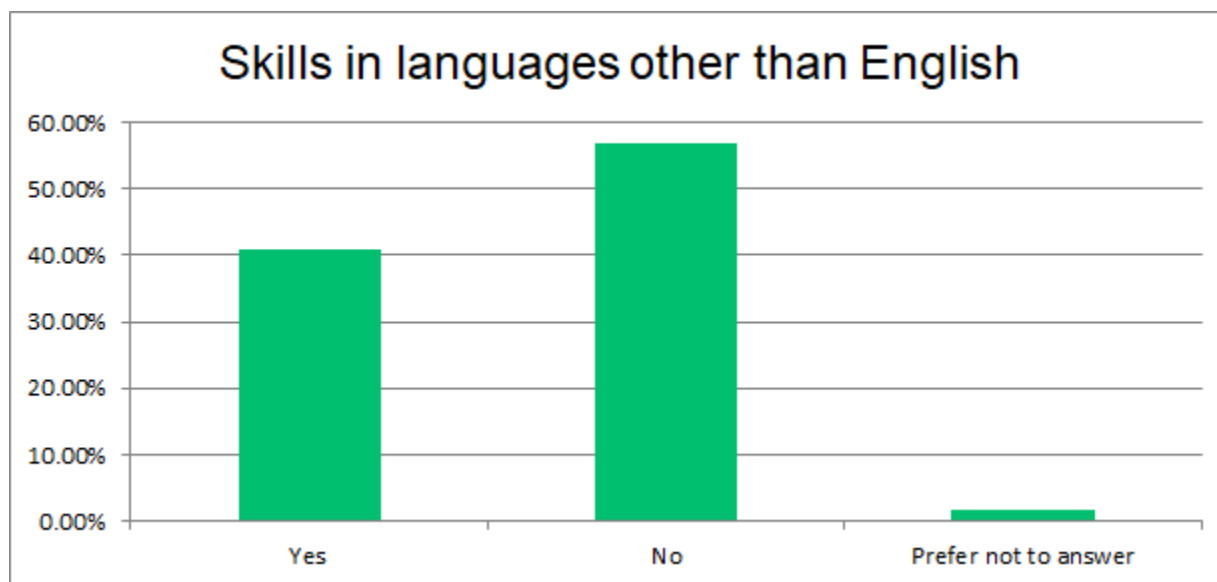


Figure 7: Respondents with Foreign Language Skills (Yes) vs. English-Only Skills (No)

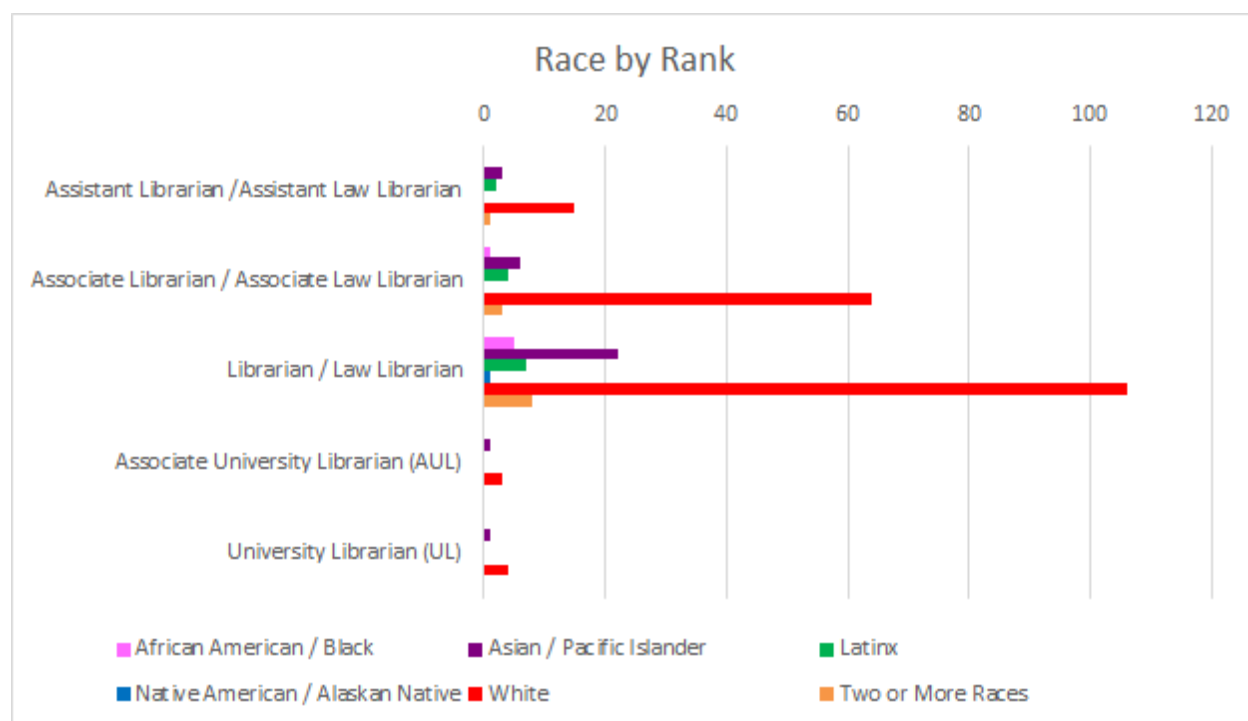
#### Diversity and Prevalence of Foreign Language Skills



Figure 8: Font size depicts comparative size of population with related language skills

Question 7: Which race/ethnic groups do you identify with? (Select all that apply).

The results of the questions on race and rank provide comparative data with the 2013 survey results and analysis on the same questions. The data for the 2019 survey show that the racial category white represents by far the largest number of LAUC members, with 72.6%, similar to the 2013 survey (72.4%). The next largest group is Asian/Pacific Islanders (API) with 12.5%, showing an increase from the 2013 survey (10.3%). The data for the remaining racial and ethnic categories show similar low results respectively: Latinx 4.9%; African American/Black 2.6%; Native American 0.37%. Several respondents self-identify as belonging to more than one race or ethnicity, reflected in the following categories: White/Latinx 2.6%; White/API 1.1%. It is worth noting other individual responses to this question, which are not statistically significant: Ashkenazi Jew; Jew; Filipino; Caucasian/Turkic Tribes/Central Asian; and Spanish American. Figure 9 illustrates the racial/ethnic-group distribution of 2019 respondents by rank.



**Figure 9: Racial/Ethnic Distribution by Rank**

When compared nationally the data show similarities with small percentage differences across racial/ethnic categories. The data from the 2017 Ithaca S+R research report shows the following: White 71%; African American/Black 8%; Asian 8%; Hispanic 6%; American Indian /Alaskan Native <1%; Native Hawaiian or Pacific Islander <1%; No Response 5%. Similarities continue in the higher rank positions such that as positions approach the senior levels they also become increasingly white.



## Question 8: Which gender do you identify with?

For the gender question, more options were added to the 2019 survey reflecting the current awareness of gender diversity. In addition to Female, Male, and Prefer Not to Answer, the options include Gender Queer, Trans Female, and Trans Male. Out of 267 responses, 68.91% chose Female, 28.09% Male, 0.75% Genderqueer, 0.37% Trans Male, 0.37% Trans Female, 1.12% Prefer not to answer, and 0.37% chose Other. In the comments section, respondents suggest that other options such as Tranny, Cisgender Female and Cisgender Male should be included. There is also some concern about the constitutionality of the question itself. However, the Committee affirms that, gender being one of the protected categories under California Law and UC policy, this question is a necessary component to gauge the university climate<sup>3</sup>.

Overwhelmingly more librarians identify themselves as Female. The Female:Male ratio is greater than 2:1, which is similar to the previous LAUC survey results. Compared with the 2017 Ithaka S+R research report, the result is similar except that the UC has an even greater percentage of females as illustrated in Figure 10 below.

### Gender UC/ARL Comparison

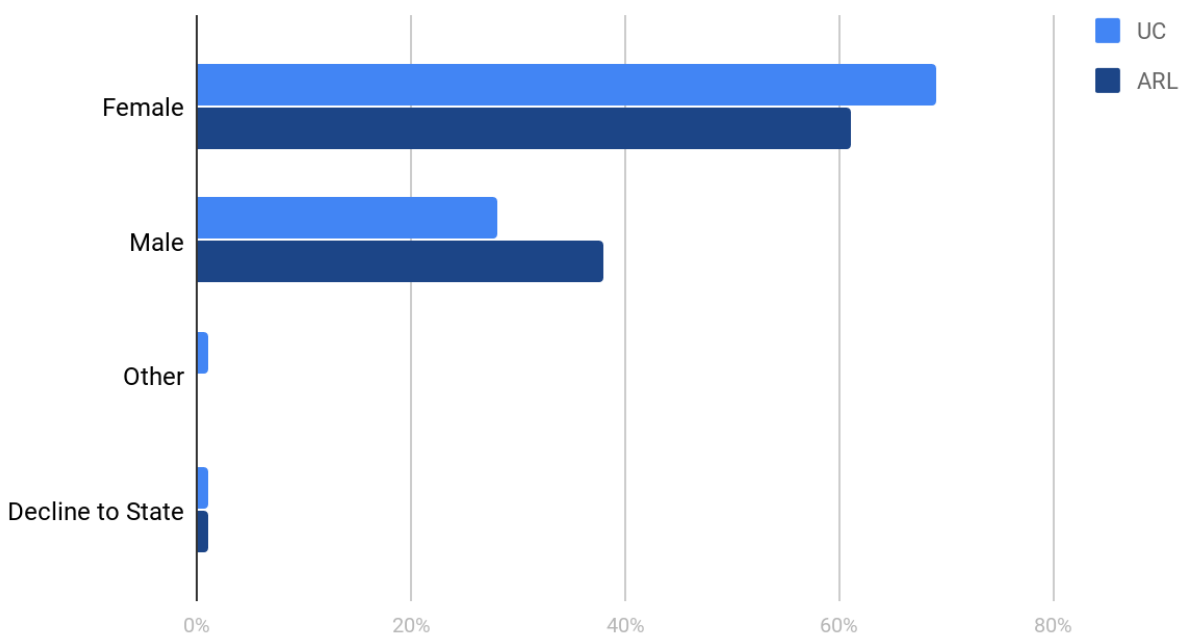


Figure 10: Gender (UC vs. ARL. For comparison purpose, “Genderqueer,” “Trans Female,” and “Trans Male” in the UC survey were combined as “Other”)

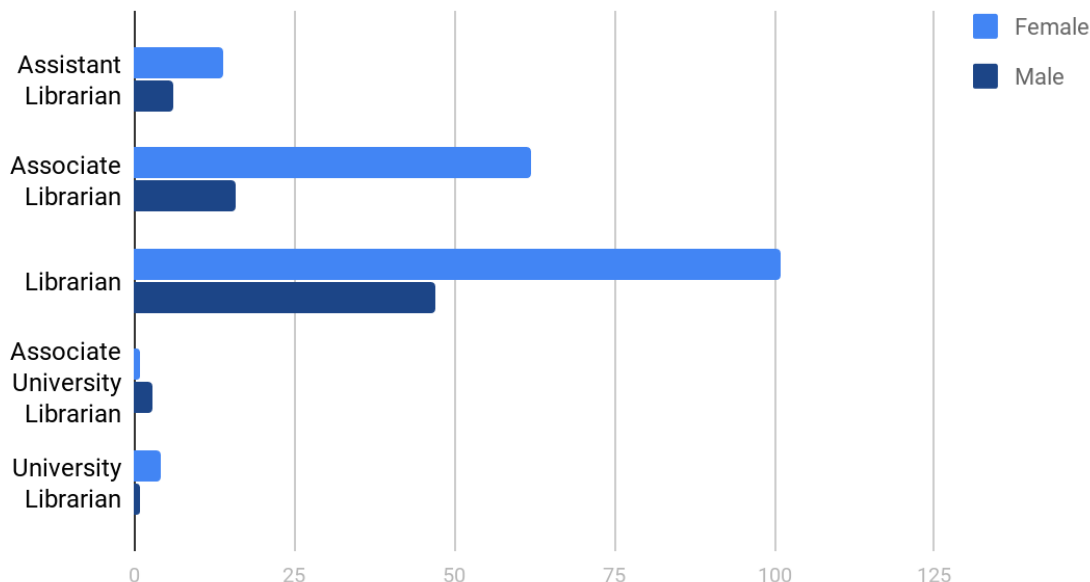
### Rank-Female/Male Correlation

As in the 2013 survey, no significant correlation is observed between female/male genders and ranks (see Figure 11). The number of males increases relative to females at the level of Associate

<sup>3</sup> “University of California Policy: Discrimination, Harrassment and Affirmative Action in the Work Place.” Web. 20 April 2020. <https://policy.ucop.edu/doc/4000376/DiscHarassAffirmAction>

University Librarian. But since there are very few people at the administrative ranks who participated in the survey, it is hard to reach any conclusion based on this observation.

### Rank-Female/Male Correlation



**Figure 11: Rank: UC 2019 Female/Male Correlation**

#### Question 9: Which sexual orientation do you identify with?

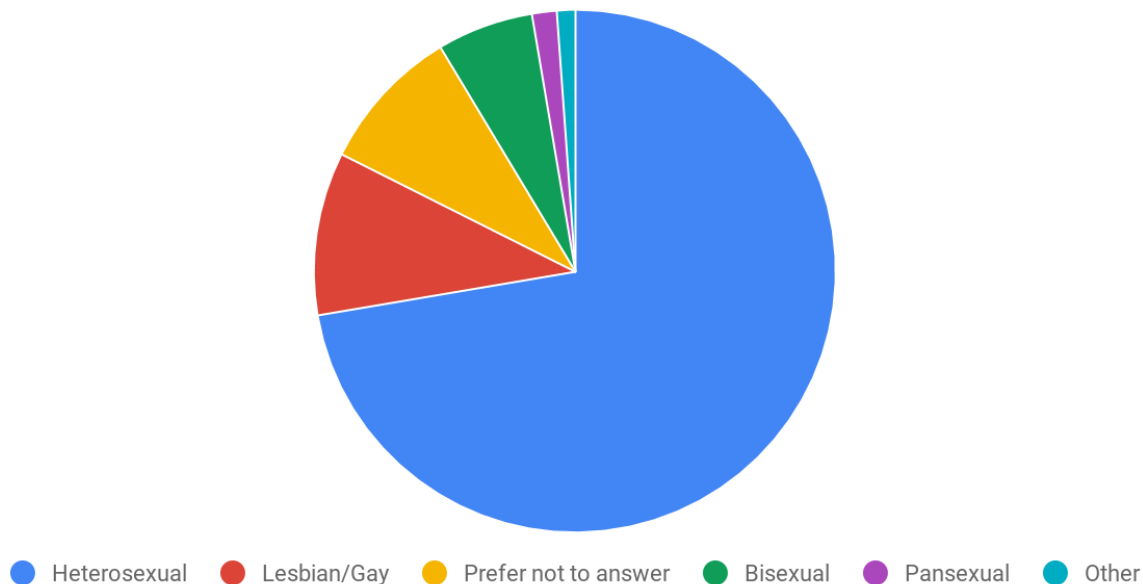
Asexual and Pansexual were added as options to the 2019 survey question, while Lesbian and Gay were combined. Out of 266 respondents (1 skipped), 72.56% selected Heterosexual/Straight, Lesbian or Gay 10.15%, Bisexual 6.02%, Pansexual 1.50%, Asexual 0%, while 8.27% preferred not to answer. Of all the questions, this one received the most “prefer not to answer” responses.

In the comment section, several respondents self identify as Queer. There is a suggestion to separate ‘Lesbian or Gay’ into two options. In addition, some consider the entire question inappropriate. However, given the UC’s Policy on Nondiscrimination on Basis of Sexual Orientation,<sup>4</sup> the Committee believes that this question is important to help gauge the university climate.

Heterosexual is still overwhelmingly the prevalent category at 72.56%, but it is slightly declined from the 2013 survey (80%).

<sup>4</sup> “Regents Policy 4402: Policy on Nondiscrimination on Basis of Sexual Orientation.” Web. 20 April 2020. <https://regents.universityofcalifornia.edu/governance/policies/4402.html>

## Sexual orientation



**Figure 12 - Sexual Orientation**

### Question 10: Current worker disability status

This repeats a question from the two previous surveys. To clarify this question, the definition of disability was provided as follows:

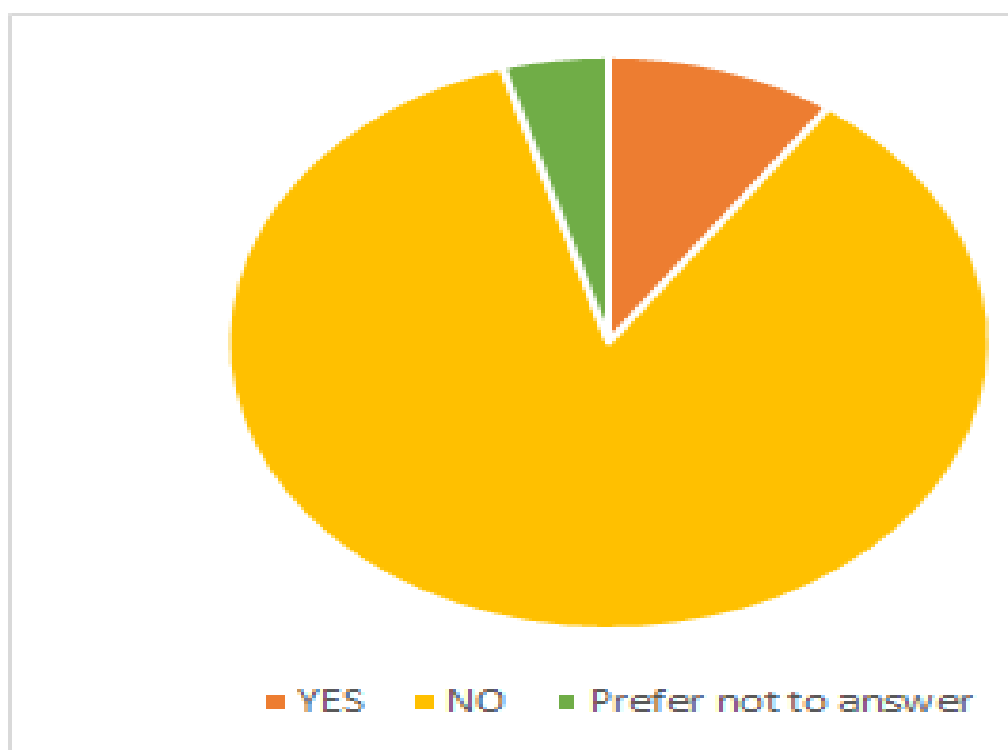
*“You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.”*

The definition, which is from the diversity survey used by UC Riverside for its academic personnel recruitments, is similar to the one issued by UCOP<sup>5</sup>.

As in past surveys, an overwhelming number of respondents (85.8%) report no disabilities that impact their work. However, the number is slightly lower than those of the two previous surveys which were 90.6% (2011) and 87.8% (2013). There are no additional comments from respondents on this question.

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<sup>5</sup> “University of California Resources for Academic Appointees with Disabilities.” Web. 20 April 2020. [https://www.ucop.edu/academic-personnel-programs/\\_files/apm/apm711.pdf](https://www.ucop.edu/academic-personnel-programs/_files/apm/apm711.pdf)



**Figure 13: 2019 Survey - Disability**

#### **Part IV: RECOMMENDATIONS**

Based on the free-text feedback and the analysis of the survey data, the Committee lists the following recommendations for the consideration of any future LAUC diversity surveys:

- Include a statement in the introduction of the survey to indicate who has access to survey raw data in order to address some members' concerns about privacy;
- Add socio-economic questions to capture information that reflects different types of diversity. This would also reflect the expanded scope of the committee's focus from "diversity" to "diversity, equity and inclusion;"
- Use neutral and inclusive words to avoid possible bias in selection of options (e.g., if Trans is one of the options, Cisgender should also be included);
- Add *Deputy University Librarian* to the question related to *Rank* since several campuses have this type of position;
- Add more choices to the question related to foreign language proficiency, such as native speakers of English, English as second-language, foreign-born or experience living or schooling in another country;
- Align categories of race and ethnic groups used in LAUC surveys with Census categories as well as national surveys, e.g. ARL, etc. for consistency and justification;
- Drop the subjective word "highest" from the question related to degree(s) earned;

- Be aware of the subtle difference between "identify with" and "identify as" when referring to questions of gender, sexual orientation, and race/ethnic group;
- Add *Queer* as a response option to the question related to sexual orientation.

There are concerns expressed about the appropriateness of some questions, e.g., gender and sexual orientation. These comments are not anomalies, given that the same concerns were raised in the previous surveys. Some respondents question the usefulness of this type of survey, citing, for instance, that there is not a single African American librarian on one of the campuses, and that there are few racial minorities in leadership positions on some campuses.

The Committee believes that in order to advance diversity, equity and inclusion in the workplace, demographic data from this type of survey are essential. With several UC campuses having been recognized as Hispanic- and API-serving institutions-- UCSB is a case in point --such surveys could inform library administration's strategic planning to help fulfill the UC mission of serving a diverse population. The data collected could very well support and provide justification for diversity initiatives at UC libraries such as the newly established Diversity Fellow program at UC Davis and the Evolving Workforce Fellowship (formerly called Diversity Internship Program) at UCSB.

Future committees may consider encouraging member participation by organizing LAUC statewide and division discussions of survey questions prior to distribution, or seek to address members' concerns more proactively by consulting with them about their diversity, equity and inclusion priorities during the survey design process.

In addition, the Committee recommends that LAUC conduct similar surveys more frequently and at regular intervals to obtain longitudinal data for comparative analysis. The Committee also recommends that the LAUC Executive Board establish a process to discuss the survey results with the University Librarians and Library Administration teams to address policies related to diversity, equity, and inclusion.

## **Appendix A - 2019 Survey Questions:**

### **LAUC Membership Diversity Survey 2019**

The LAUC Statewide Committee on Diversity was charged by LAUC President Roger Smith to “review and discuss previous LAUC diversity surveys, and make a recommendation as to whether a diversity survey should be conducted again, or if there are other ways of assessing diversity and inclusion efforts among UC librarians.” The Committee discussed and recommended to conduct a survey since the last one was done in 2011. The LAUC Executive Board has approved the Committee's recommendation.

The Committee developed the following survey which was based on the 2011 version. Utilizing a set of similar questions would allow the Committee to compare the data and identify trends. By participating in this survey, you will help LAUC create a more accurate representation of the demographics of our members. The survey is being sent to all LAUC members across all UC campuses.

It should take no more than 5 minutes to complete. Participation is voluntary, though strongly encouraged in order to provide the most complete picture of UC librarians. No identifying information will be collected, and your responses to the survey will remain anonymous.

The data gathered will be used to create a report for the LAUC Executive Board so that we can provide the University and Library Administration with the most complete and representative picture to date of librarianship at the University of California. Any data for which the Committee cannot provide full anonymity will be excluded from the report.

Please complete this survey by Monday, July 15, 2019. Thank you for your participation.

1. Rank:

- |   |  |
|---|--|
| <input type="radio"/> Assistant Librarian     | <input type="radio"/> Visiting Librarian             |
| <input type="radio"/> Associate Librarian     | <input type="radio"/> Assistant University Librarian |
| <input type="radio"/> Librarian               | <input type="radio"/> Associate University Librarian |
| <input type="radio"/> Assistant Law Librarian | <input type="radio"/> University Librarian           |
| <input type="radio"/> Associate Law Librarian | <input type="radio"/> Prefer not to answer           |
| <input type="radio"/> Law Librarian           |  |

Other (please specify)

2. How many years have you worked as a librarian in the UC system? Please include time at more than one campus, if applicable.

- |  |  |
|--|--|
| <input type="radio"/> Less than 1 year | <input type="radio"/> 21-25                |
| <input type="radio"/> 1-5              | <input type="radio"/> 26-30                |
| <input type="radio"/> 6-10             | <input type="radio"/> 30+                  |
| <input type="radio"/> 11-15            | <input type="radio"/> Prefer not to answer |
| <input type="radio"/> 16-20            |  |

3. Status of your current position:

- |   |  |
|---|--|
| <input type="radio"/> Permanent full time | <input type="radio"/> Temporary part time  |
| <input type="radio"/> Permanent part time | <input type="radio"/> Prefer not to answer |
| <input type="radio"/> Temporary full time |  |

Other (please specify)

4. Age:

- |                                |  |
|--------------------------------|--|
| <input type="radio"/> Under 35 | <input type="radio"/> 55-64                |
| <input type="radio"/> 35-44    | <input type="radio"/> 65+                  |
| <input type="radio"/> 45-54    | <input type="radio"/> Prefer not to answer |

5. Highest degree(s) earned (select all that apply)

☐ MLS/MLIS/MIS

☐ JD

☐ PhD in Library/Information Science

☐ MD

☐ Other Masters Degree

☐ EdD

☐ Other PhD

☐ Prefer not to answer

Other (please specify)

6. Do you speak, read, write, or comprehend language(s) other than English with sufficient accuracy and vocabulary to have effective formal and informal communications within or outside of work?

☐ Yes (please specify below)

☐ No

☐ Prefer not to answer

Please list languages here

7. Which race/ethnic group(s) do you identify with? (select all that apply)

☐ African American/Black

☐ Asian/Pacific Islander

☐ Latinx

☐ Native American/Alaskan native

☐ White

☐ Prefer not to answer

Other (please specify)

☐ Asexual

☐ Lesbian or Gay

☐ Bisexual

☐ Pansexual

☐ Heterosexual or Straight

☐ Prefer not to answer

Other (please specify)

8. Which gender do you identify with?



☐ Male

☐ Trans Male

☐ Female

☐ Trans Female

☐ Genderqueer

☐ Prefer not to answer

Other (please specify)

9. Which sexual orientation do you identify with?

10. Current worker disability status:

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

☐ Yes, I have/had a disability

☐ No, I do not have a disability

☐ Prefer not to answer

11. Use the space below to include comments/concerns you have about this survey