

## **2:00pm - 2:40pm - Breakout Session 1A - Notes**

LAUC's efforts for anti-racist work

(maybe split this into multiple breakout rooms within the session?)

Moderator 1: Gary Colmenar

Moderator 2:

**Zoom link:** <https://ucsb.zoom.us/j/94915316378?pwd=WUFuNThyRHIHTy8zQjRCV3dkTFIqQT09>

**Meeting ID: 949 1531 6378**

**Password: 174983**

### [LAUC Statement on Racism](#)

Discussion prompts:

- Ask for a notekeeper, use designated google doc for capturing high level notes
- What questions do you have about this topic?
  - and/or What are some of the biggest challenges/most pressing issues.
- What end goals would you like to see us (LAUC/libraries) strive for?
- What practical approaches have worked in other organizations or situations that we might draw upon to get there?
- What practical approaches would you like to see LAUC take in the near term to get started toward these goals?

### Breakout Room 1

Questions/Challenges:

- What types of interventions can/should LAUC take, whether @ statewide and/or division level?
- Given this is a profession-wide problem, what can we do here, within UCs? And what can we do to contribute to/learn from broader professional efforts?
- Need to break down structures, but knowing what are effective methods of bringing about change, from the LAUC position...challenge.

End goals

- improvement in recruitment AND retention
- Break down structures
- Keep the foot on the pedal, and not make this about reactions to the current wave of uprisings.
  - RATHER, we need to build in this work into LAUC work, including our advisory work

- And, as LAUC we need to build in ways to continually support librarians, in their own

### Practical Approaches

- Fellowship program
- Data gathering
  - What data do we/UC/libraries already gather that we can make use of
  - If we gather new data, need to be clear about what we intend to do with it
  - pushing for more consistent exit interview practices was one suggestion to help identify problem areas (or managers, etc.), but we definitely don't want to wait until we've lost people to try to affect change, so this would need to be last resort data gathering, paired with other steps
  - Look to places (within UC and/or beyond) that are more successful, existing research and models
- Programming and support for programming
- Things to consider: R&PD grants, presidents' funds

### Breakout Room 2

- Discussion revolved around action items and initiatives our campus libraries have been creating and doing recently
  - Taskforces, workshops,
- We also discussed library-wide EDI committees and their relationship and communication with LAUC committees
  - All these committees have different charges, membership make-up, initiatives, advisory power, etc

### Breakout Room 3

- What questions do you have about this topic?
  - and/or What are some of the biggest challenges/most pressing issues.

Getting a diverse pool of candidates - recent searches have not been successful in recruiting a diverse pool

Moving past performative equity -- how do we make it happen?

Writing job descriptions, retention, assignment of tasks, assignments to committees ...

At some campuses, CAP(A) can review descriptions, others not

At some campuses, CAP(A) constitutes the search committee, others not

Some flexibility for hiring supervisor to comment on search committee members

Member of Diversity committee to be part of each search committee? Not uniform practice, in fact, rare.

Same group of people on search committees  
Small number of diverse campus members to do all this work

Who's on the search committee? How are they constituted?  
Temporary, contract positions - structural problems in hiring/retention

- What end goals would you like to see us (LAUC/libraries) strive for?

Systemwide implementation of some kind of structure for hiring - to include levels of diversity in search committee structure - guidelines to address wide disparity among campuses

Require CAP(A) involvement? Avoid overwhelming few diverse librarians with committee work

Diversity, equity and anti-racist work are three different things  
Goals to overcome systemic racism in our library community  
Dismantle white supremacy  
Adopt anti-racist work

Work continuously toward dismantling white supremacy  
A statement without followup by concrete action is only performative

Strengthen LAUC's role in communicating our goals

- What practical approaches have worked in other organizations or situations that we might draw upon to get there?

Not sure what we can point to since we are in the situation we're in

- What practical approaches would you like to see LAUC take in the near term to get started toward these goals?

Make job postings less overwhelming, more inclusive, equivalent degrees, broadening pools, broadening where jobs are posted.

Keep stats on candidates' qualifications - who's called to campus for interview - if the applicant pool was diverse but those candidates weren't brought in

Anti-racism check-in as an agenda item in each LAUC meeting

Breakout room 4

**What questions do you have about this topic**

Q: what do we need before praxis can take place? How to quickly get people all on the same page? How long will it take for us to get there?

Q: core readings and shared values we call agree on

Q: foundational documents on a website? Like an MOU of how we're interacting with one another; lot of other examples on white accountability groups

## Breakout Room 5

What questions do you have about this topic and/or What are some of the biggest challenges/most pressing issues.

- What framework is anti-racist as a term referencing? Built on a framework of equity, diversity & inclusion, but more explicitly anti-racist praxis - e.g., how do our hiring & promotion practices undergird white supremacist culture. Implies more pro-active work, action-oriented work.
- Challenging Google & types of discussions like this being brought more to the forefront - Safia Nobel's prompt, "Why don't you start by being nice to me?" research v. practicality of starting with a collegial environment instead of "recently woke" people asking others what to do next
- Changing recruitment, retention & library culture
- How do you scaffold learning & practice across the organization composed of people with varying degrees of learning on the issue but all have a sense of urgency? Who does this labor?
- How do we understand who does this labor? Committees who aren't given authority to change policy? What about the power in that? Why isn't the UL on this committee?
- When it comes from our own beliefs about diversity, it's a two way street - not just administration but also library's culture as created by the individual colleagues; committees can create safe spaces to talk about issues and create solutions as a learning organization to help everyone move forward

## **What end goals would you like to see us (LAUC/libraries) strive for?**

- increase representation of librarians of color, especially at higher levels/management/administration
- Increasing culture of inclusivity in LAUC
  - What are some measures of culture of inclusivity? Can we develop some measures
  - Encourage leadership, Research & development grants,
  - Working with LAUC Diversity about making data available; identify measures of success

- Work collaboratively to improve LCSH
- Collaborate and share critical pedagogy strategies and tools
- Every campus should have a position dedicated to diversity-related issues; coordinating work with campus diversity and communities
- Look at the whiteness inherent in the organization - white accountability; current embedded structure implicit
  - What's the library equivalent of defund the police? What should we dismantle? (gatekeeping can also create barriers)

**What end goals would you like to see us (LAUC/libraries) strive for?**

- LAUC Diversity Committee report suggestions laid out with data support - LAUC as an advisory body bring those issues to CoUL
- Longer term goal - how are we thinking about peer review documentation? what gets counted and valued? Where does anti-racism work go? This work is core not extra.
- Yes, and peer Review equity - can there be some consistency across campuses? Promotion and advancement

**What practical approaches have worked in other organizations or situations that we might draw upon to get there?**

- 2 UC campuses with residency programs; Univ of Illinois at Chicago; very successful; supported them (?) in getting doctorates
- Initiative to promote librarianship as a profession via campus career centers
- Libraries can provide financial support and time release for LIS education
- Internships esp for library students of color
- Also target undergraduate students and high schools (library schools aren't that diverse);

**What practical approaches would you like to see LAUC take in the near term to get started toward these goals?**

- Share on LAUC statewide diversity site what all LAUC diversity committees are doing (got started a few years ago, keep it up)
  - Invest in LAUC members to take these kind of trainings - similar to research grants, invest in anti-racist goals
  - Take R&PD funds and dedicate a percentage to this topic for the year - to help people reformulate what they think about the research they are doing in this area or conferences they are presenting at

- Push for people to integrate this into your primary work - make this a strategic direction, like it is for staff. Push administration to make this a strategic direction and then librarians can formulate their own goals around this.
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  - Financial donations from LAUC presidential funds to support partner organizations that are in need related to anti-racist work
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#### Breakout Room 6

- Changes via diversity fellowships
- Retention--once BIPOC get hired, how can we support them in a white supremacist organization that was not built for them or their culture?
- Do internal work versus just externally--look at our own organizations and how they perpetuate the status quo and disenfranchise BIPOC
- Is there a venue for BIPOC to talk about issues they face within LAUC or libraries themselves?
- Mandatory training on what it means to be an ally or anti-racist

- Message from UL recently on willingness to make efforts to think about racism and diversity issues more systematically (UCLA?)
- AT UCLA: Book group for upper management --White Fragility
- EDI Officer for the Library--where this is their full job and not just an “added on” extra duty
- Past surveys have not resulted in any concrete actions
- Can LAUC set basic diversity standards for professionals?

## Breakout Room 7

- Demographics: collect systematically outside of survey instruments
- Mentorship and leadership opportunities for BIPOC, e.g. “Buddy system”
- Meaningful trainings that focus on specific outcomes rather than participant comfort. Can there be a LAUC shared experience that offers systemwide training?
- BIPOC retention issues; pipeline to not only recruit but retain BIPOC librarians gained through fellowships and residencies
- Leverage LAUC’s meeting w/ COUL to also raise these issues (e.g. report out on diverse hires and retention by campus from year to year)

H: Question on survey: a lot of data on the survey responses included rank and demographic info. Can this be obtained directly from HR? Respondent information may not be truly reflective of the demographics of librarians.

C: Survey first to have been conducted in 6 years. Feedback received included concerns related to demographic data collection. Now that the Regents may once again consider affirmative action, future demographic data may be more readily available.

and/or What are some of the biggest challenges/most pressing issues.

S: Retention of BIPOC librarians at UCLA. Is this common to the other UC libraries?

R: Berkeley economics at lowest ranking cannot support cost of living anywhere near campus

G: Lack of diversity in library administration

S: All of Cabinet positions are White. No BIPOC finalists.

Colmenar:

UCSD has added diversity statement requirement in job application for librarian positions. Job ads are now being shared to ALA ethnic caucuses, DiversityJobs.com, AfricanAmericanHires.com, AsianHires.com, WeHireWomen.com, VeteranJobs.net, AllHispanicjobs.com, LatinoJobs.org, DisabilityJobs.net, AllLGBTJobs.com. Participated in diff. Fellowship programs to diversify workforce. No long term pipeline constructed so fellows leave. Implicit bias training has begun for search committees. Perceived “glass ceiling” for underrepresented staff. No role models and lack of upward mobility. “Buddy system” to assist BIPOC in gaining leadership roles.

University infrastructure to ensure BIPOC success is lacking across UC.

SD offers an unpaid internship.

UCSD has section in review forms for EDI activities, but not sure how that gets considered for librarians that do not have activities in that section

Establishing a fellowship program that includes pipeline to long term position.

Redacting of identifying information in applications may result in certain types of erasure that could undermine intentions of removing bias.

Any chance of reviving work of the earlier cttes of the 1990s- review for progress/regression

LAUC's meetings with COUL: how can we highlight issues to COUL?

How can we conduct anti-racism training? What are methods of systematic implementation?

Shared LAUC experience?

What are the consequences for not following through on goals? How can we avoid preaching to the choir? Can there be training for BIPOC who encounter issues in the workplace? Is there a safe space for BIPOC?

Concerns about filtering through HR-- perceived as not a helpful partner.

Meaningful trainings that focus on results and not participant comfort.

What end goals would you like to see us (LAUC/libraries) strive for?

What practical approaches have worked in other organizations or situations that we might draw upon to get there?

What practical approaches would you like to see LAUC take in the near term to get started toward these goals?



## Summary of Breakout Session

Recruitment and Retention Predicated on demographic data (e.g. LAUC Surveys, HR information)

Practical terms, Fellowship Idea

Exit Interviews (LAUC, Union)

Need to keep foot in the pedal

Check-in advisory groups.

LAUC's Role:

LAUC taking lead information gathering Senior administrations.

LAUC's meeting with CoUL on these issues.

Standing topic related to anti-racism

Structurally break down problems where does LAUC fit in.

Inconsistency in campus how LAUC is involved in job descriptions

Anti-racism agenda in each meeting

Inclusivity Whiteness in Organization dismantle (e.g. LCSH, critical pedagogy, across campuses, residency)

Change work culture.

Long term goals hiring recommendations

Short term goals,

Ways to do retention calling out institutions as white supremacist.

Participant comfort over meaningful outcomes.

Need to keep foot in the pedal

LAUC meeting with COUL to includes