

## **Diversity Recruitment and Retention: More to Do?**

Diversity recruitment and retention was and continues to be an important LAUC issue. In the 1992 LAUC Ad Hoc Committee on LAUC Regional Workshops on Cultural Diversity in Libraries "Many Voices of Diversity" report, recruitment advancement and retention was added as an area of concern because of its importance. Even at that time, UC librarians did not reflect California's racial and ethnic population.

For many years, the LAUC Cultural Diversity Committee, formed in 1992 from the Ad Hoc report's first recommendation and reflected in LAUC Bylaws Article VIII Section 1.f.3, reviewed and created action plans to implement many of the report's recommendations including those pertaining to recruitment advancement and retention.

In 1995/96, the LAUC President charged the Cultural Diversity Committee to "review the 'Many Voices' report for the possible need to create a new report that addresses gay and lesbian diversity with the University." An Ad Hoc Committee was formed to address this. In July 1996, the Ad Hoc Committee to Review the "Many Voices of Diversity Report" With Regards to Sexual Orientation Issues completed its charge - writing a report with 24 recommendations including one that addressed recruitment and retention. Eventually the LAUC Cultural Diversity Committee changed its name to the LAUC Committee on Diversity to broaden its scope to include social diversity through a Bylaws amendment approved by the Executive Board in 2000.

At the 2006 Fall Assembly, recruitment and retention came up again in the "Repositioning the UC Libraries as a Destination Place" discussion. From that discussion, the LAUC Executive Board asked the 2007/08 LAUC Committee on Diversity to investigate whether there were any issues with recruitment or retention. Attempts were made to survey campus Human Resources departments, but they were not successful since recruitment and retention were not yet officially part of the committee's charge.

Finally in an effort to align LAUC with the 2006 revision of the University of California's Diversity Statement and to reaffirm LAUC's commitment to diversity, LAUC Bylaws Article VIII Section 1.f.3 was amended in 2009 to incorporate "recruitment and retention" to the Committee on Diversity's duties. But despite years of effort and hard work, existing statistical figures do not reflect a changed librarian ethnic demographic.

The LAUC Committee on Diversity has come a long ways since 1992 and continues to work towards improving diversity in our UC Libraries. However, now might be the perfect time to expand the Committee's role to include Equity & Inclusion in addition to Diversity.

### Timeline:

1992 - "Many Voices of Diversity" report written by the LAUC Ad Hoc Committee on LAUC Regional Workshops on Cultural Diversity in Libraries

1992 – LAUC Cultural Diversity Committee formed due to a "Many Voices of Diversity" report recommendation

1995/1996 – LAUC Cultural Diversity Committee charged by LAUC president to review "Many Voices of Diversity" report for gay and lesbian diversity issues

1996 — Ad Hoc Committee to Review the "Many Voices of Diversity Report" With Regards to Sexual Orientation Issues releases their report with one recommendation addressing recruitment and retention

2000 – Cultural Diversity Committee’s scope is expanded and name changed to Committee on Diversity through a Bylaws amendment

2006 — Fall Assembly discussions of “Repositioning the UC Libraries as a Destination Place” touch on recruitment & retention concerns

2007/2008 – Committee on Diversity asked to investigate any recruitment or retention issues

2009 – Committee on Diversity scope is expanded through a Bylaws amendment to address recruitment and retention

**Librarians by Ethnic Origin (UCOP Payroll figures)**

	<b>AS</b>		<b>BL</b>		<b>HI</b>		<b>IN</b>		<b>WH</b>		<b>Total</b>	
<b>1990</b>	61	10.0%	16	2.6%	22	3.6%	2	0.3%	507	83.4%	<b>608</b>	
<b>1992</b>	66	11.2%	18	3.0%	26	4.4%	2	0.3%	479	81.0%	<b>591</b>	
<b>1993</b>	63	11.4%	19	3.4%	25	4.5%	2	0.4%	445	80.3%	<b>554</b>	

Extracted from the 1993/94 LAUC Committee on Cultural Diversity. Subcommittee on Recruitment, Retention and Promotion. Final Report

**UC HEADCOUNT OF ACADEMIC LIBRARIANS BY ETHNICITY**

	<b>Asian</b>		<b>Black</b>		<b>Hispanic</b>		<b>Indian</b>		<b>White</b>		<b>Blank</b>		<b>Total</b>
<b>November 2007*</b>	57	11.6%	20	4.1%	28	5.7%	2	0.4%	382	77.5%	4	0.8%	<b>493</b>
<b>April 2010 **</b>	59	12.6%	17	3.6%	31	6.6%	3	0.6%	353	75.1%	7	1.5%	<b>470</b>
<b>October 2010 ***</b>	59	12.9%	16	3.5%	31	6.8%	3	0.7%	341	74.3%	9	2.0%	<b>459</b>
<b>April 2011 ****</b>	56	12.9%	15	3.4%	30	6.9%	3	0.7%	323	74.3%	8	1.8%	<b>435</b>

\* Extracted from UC - HEADCOUNT OF ACADEMIC LIBRARIANS (CTO 621), BY CAMPUS, RANK, STEP, AND BY ETHNICITY. CPS--AS OF NOVEMBER 2007 PAYROLL FILE. RUN DATE--1/14/08--JA

\*\* Extracted from UC - HEADCOUNT OF ACADEMIC LIBRARIANS (CTO 621), BY CAMPUS, RANK, STEP, AND BY ETHNICITY. CPS--AS OF APRIL 2010 PAYROLL FILE

\*\*\* Extracted from UC - HEADCOUNT OF ACADEMIC LIBRARIANS (CTO 621), BY CAMPUS, RANK, STEP, AND BY ETHNICITY. CPS--AS OF OCTOBER 2010 PAYROLL FILE

\*\*\*\* Extracted from UC - HEADCOUNT OF ACADEMIC LIBRARIANS (CTO 621), BY CAMPUS, RANK, STEP, AND BY ETHNICITY. CPS--AS OF APRIL 2011 PAYROLL. FILE RUN DATE --08/08/11-- SH