You’re Welcome: How We’re Inviting Folks into Arts Librarianship

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March 29, 2019
Find Yourself: Developing a Professional Identity in Art Librarianship Interactive Panel
ARLIS Salt Lake City
Who has the same birthday?

What just happened?
How did you end up doing what you are doing?
In thinking about who gets welcomed...

In 2007, the Diversity Counts report from ALA stated “credentialed librarians are predominantly women, ages 45-54, and white. They are not limited by disability and work full-time” (Davis and Hall, quoted in Vinopal (2016))
Some initiatives designed to welcome:

- ALA Spectrum Scholarship Program
- ARL’s Kaleidoscope Program (formerly Initiative to Recruit a Diverse Workforce)
- ACRL Diversity Residency Programs
- Kress Fellowships
- ARL/Society of American Archivists Mosaic Program
- REFORMA
- ALA Round Tables (New Members, GLBTQ+)
- ARLIS Yearlong Mentorship Program
- Banff Centre Library Practicum
- ARLISNAP
“The library staffing pipeline is rooted in the discrepancies in socioeconomic status based on race and ethnicity, discrepancies which are inherited generationally” (Vinopal 2016)
The privilege of mobility and choosing where to live is still largely limited to white people in the United States (Vinopal 2016)
With great opportunities should come great support.
Housing and relocation allowances
How are new folks welcomed into your institution?
Meet Leyla

Recruiting outside of the humanities
Think about the mission, data, and follow through of your institution
Folks don’t stay where they don’t feel welcome
Expanding your personal network + community

