DEI, Recruitment
&
The Future of Law
Librarianship
KEYNOTE
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SCHOOL OF
INFORMATION

MY BACKGROUND & EXPERIENCES

My positionality

OVERVIEW

Small pool of positions

Lack of diverse individuals coming into the profession

Individuals are not staying

Diversity conversations expand beyond race or ethnicity

Lack of training & courses within educational programs

Workplace culture is the problem

HOW TO ADDRESS

RECRUITMENT

Aspects of attracting talent to work for your organization

HIRING

What happens when a role needs to be filled

RETENTION

Process to ensure employee stays

RECRUITMENT

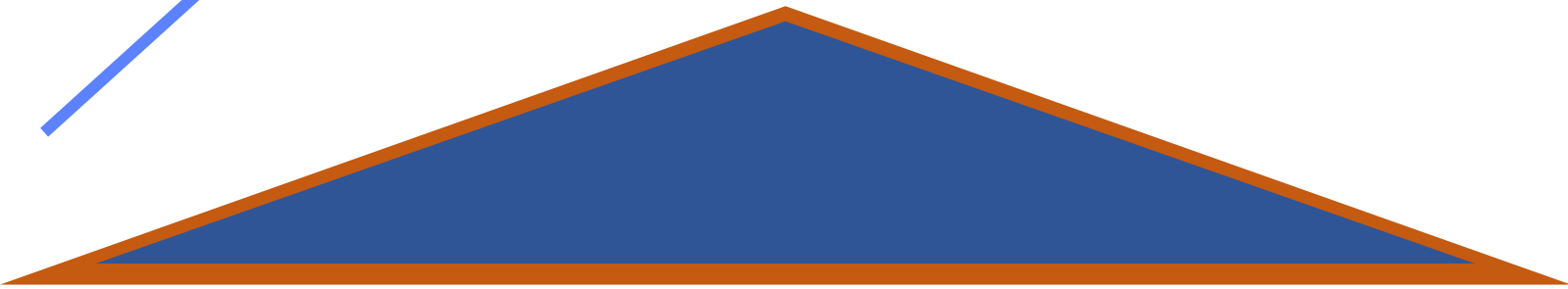
- Outreach
- Pipeline Initiatives
- Collaborations
- Scholarships
- Affinity groups
- Marketing
- Visibility

HIRING

- Unintentional bias built-in
- Diverse composition of committees
- Offer incentives
- Pipeline initiatives
- Mentoring
- Onboarding

RETENTION

- Shadowing
- Mentoring
- Awards
- Advancement ability
- Investment in your people
- DEIB integration
- Professional development
- Policy reviews



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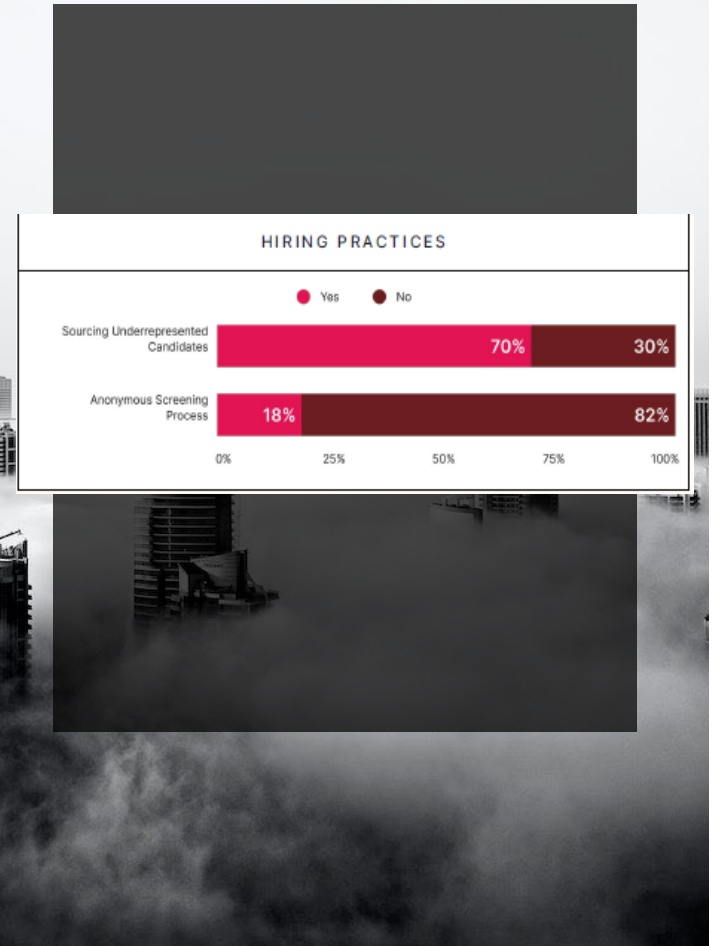


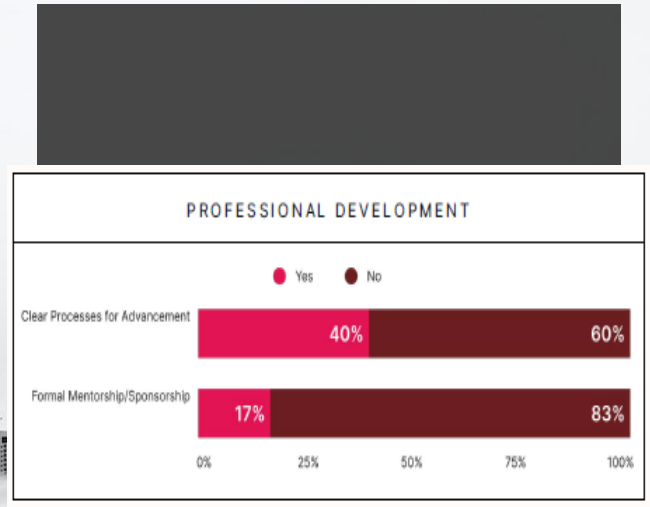
Hiring Practices

The world is changing, but what about your hiring practices?

Are your hiring practices equitable?

Do they involve sourcing diverse leaders, librarians, and library workers?

Where do you see bias in your talent acquisition and hiring?

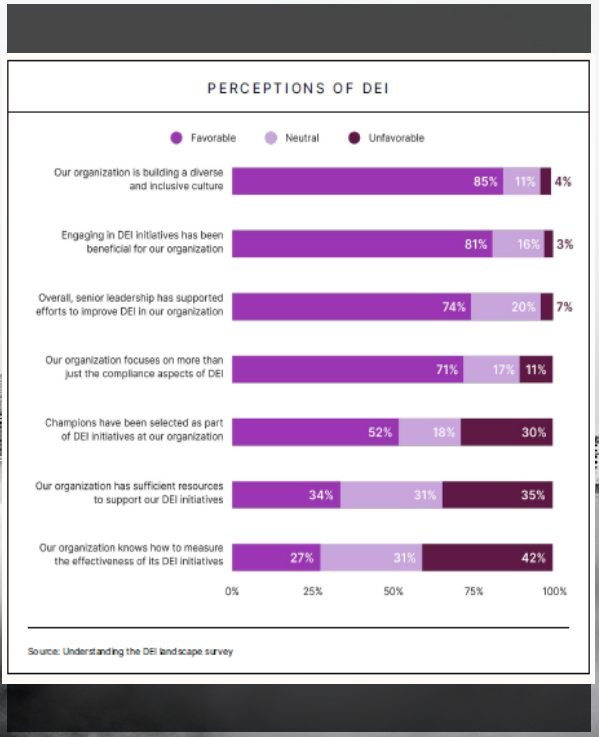


Employee Development

The world is changing, but what about developing your employees?

Do you have clear processes in place for career advancement?

Do you have a formal mentorship program for employees?



DEI Perceptions

The world is changing, but what about DEI perceptions?

Do you believe your institution is building a diverse and inclusive culture?

What has been your actual DEI progress?

Do you have sufficient resources to support DEI efforts?

What about the “B” – belonging?

THE FUTURE

What does the future look like?

Being mindful of the disparity of opportunities / safety among different types of people

Role evolution

Developing talent; Invest in your people

Belonging at work

- Affects retention
- Boosts productivity
- Helps with recruitment

Photo by Shane Rounce on Unsplash

Source: https://youtu.be/ibrDZrUxm1w?t=10

CALL TO ACTION

Commit now

What?

Why?

How?

Be held accountable

THANK YOU

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