



Racism in Academic Libraries:

Preliminary Findings from the 2021 ViMLoC Redux Survey

Presented at CAPAL21 Conference by Yanli Li, Maha Kumaran, Allan Cho

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Agenda

- A reminder of the 2013 ViMLoC survey data
- Overview of 2021 ViMLoC redux survey
- Experiences in workplaces and racial microaggressions
- Discussions about the findings
- Conclusions

Findings from 2013 Survey

Questions	Results
Chinese librarians	36%
First generation	63%
Library degree in Canada	84% (40% UBC; 31% Western ON)
Library degree abroad	19%
Academic Librarians	38%
Highest geographic distribution	BC = 40%; ON = 27%; AB = 8%
Roles	46% Reference & information services

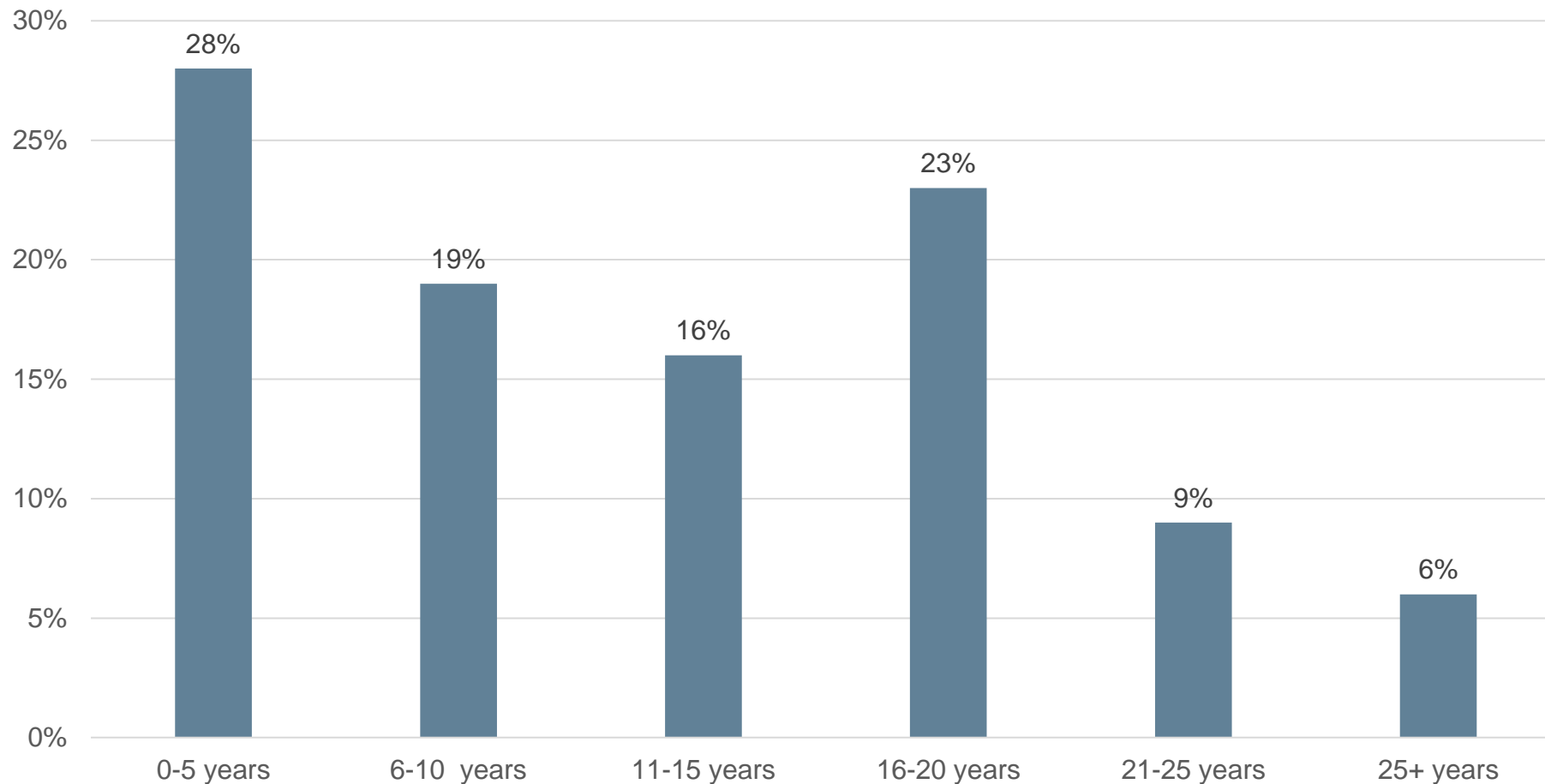


2021 Survey Redux

Examine changes in the library landscape

Employment Information

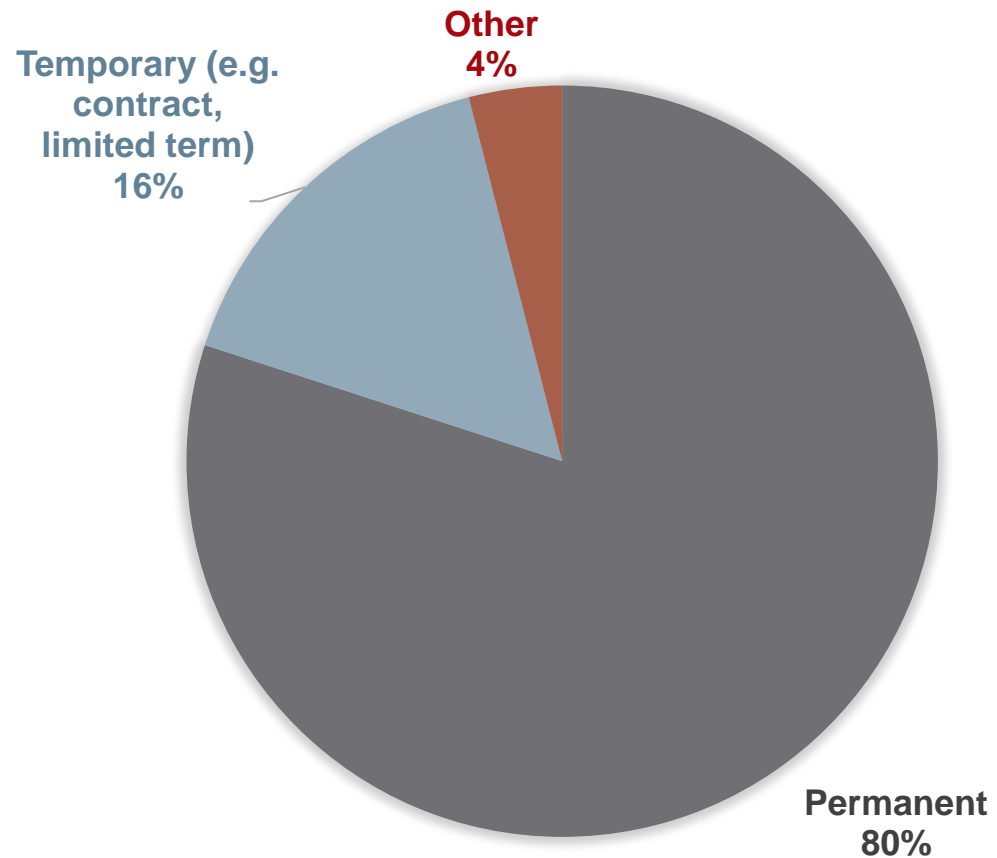
How many total years have you worked as a librarian?



(N=69)

Employment Information

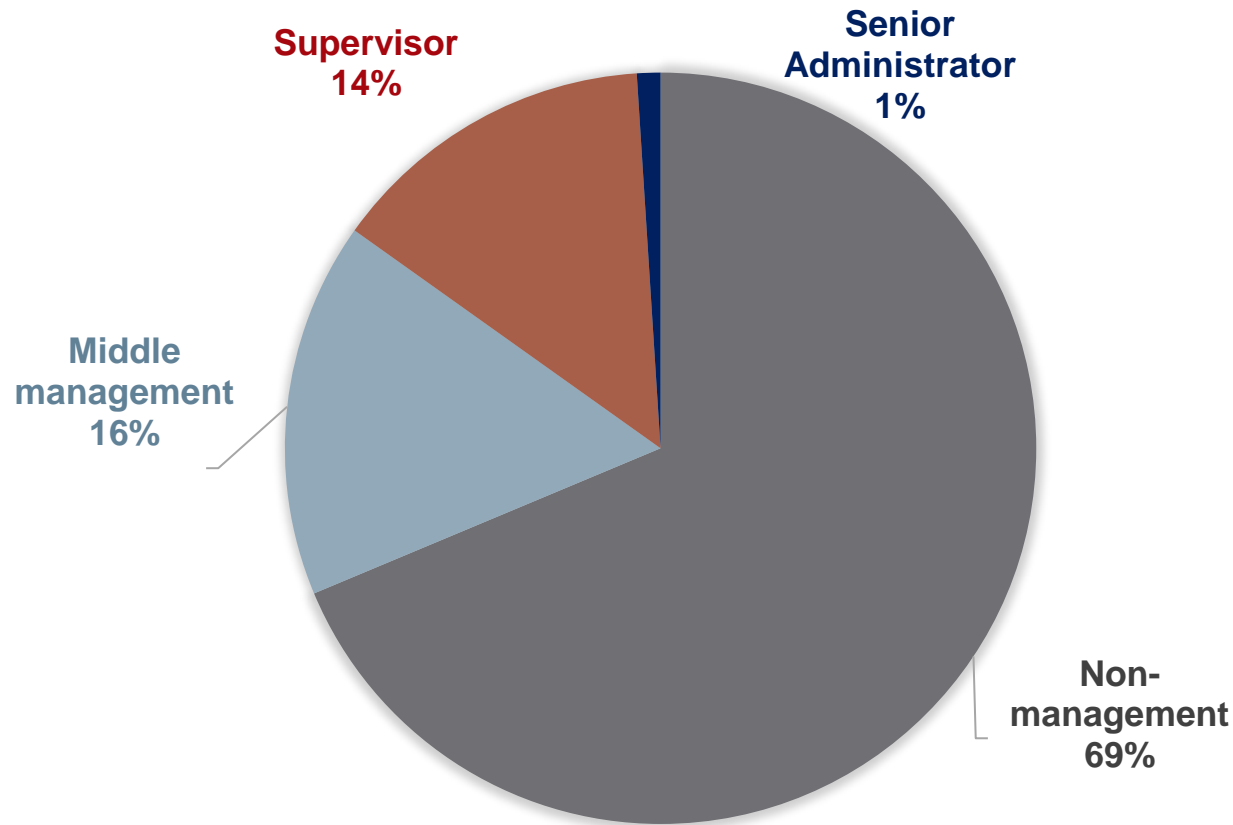
What type of appointment do you have?



(N=69)

Employment Information

What level is your current position?



Note:

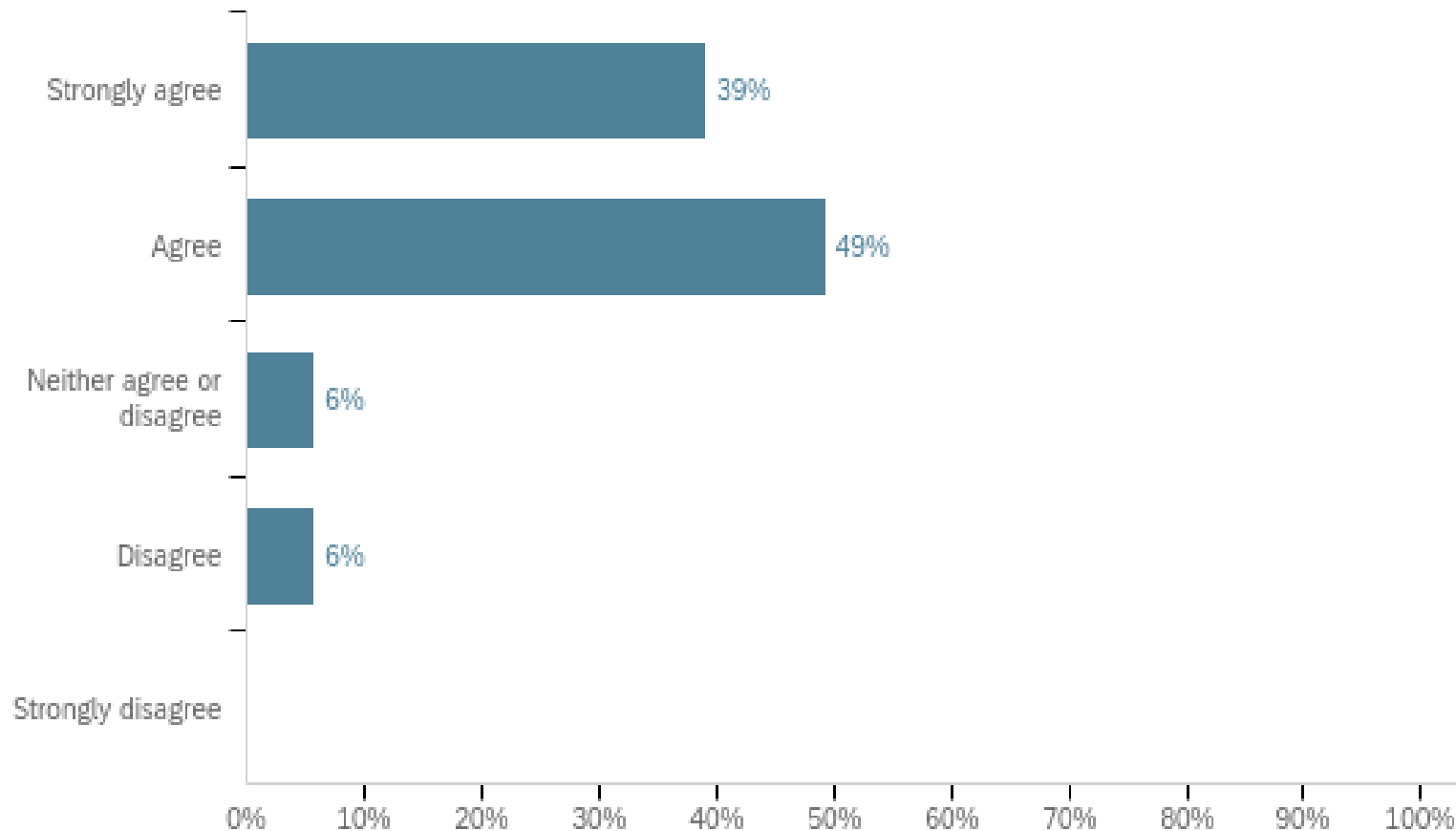
Senior Administrator (e.g. Head / Chief Librarian, Director, or Deputy / Assistant Head, Chief, Director)

Middle Management (e.g. Branch Head, Department Head)

(N=69)

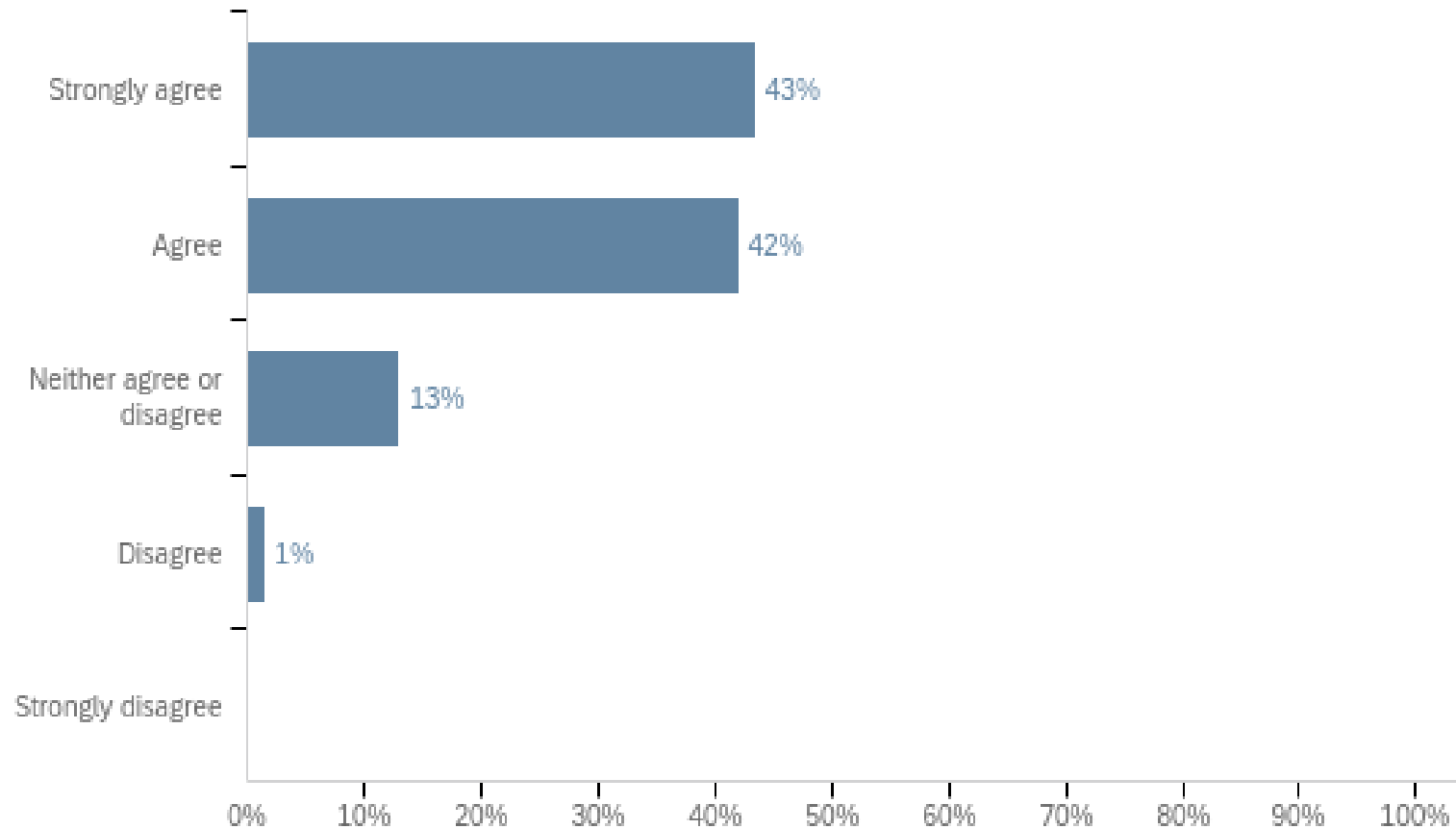
Experiences in Workplaces

I am treated with respect and accepted as an equal member by colleagues in my department.



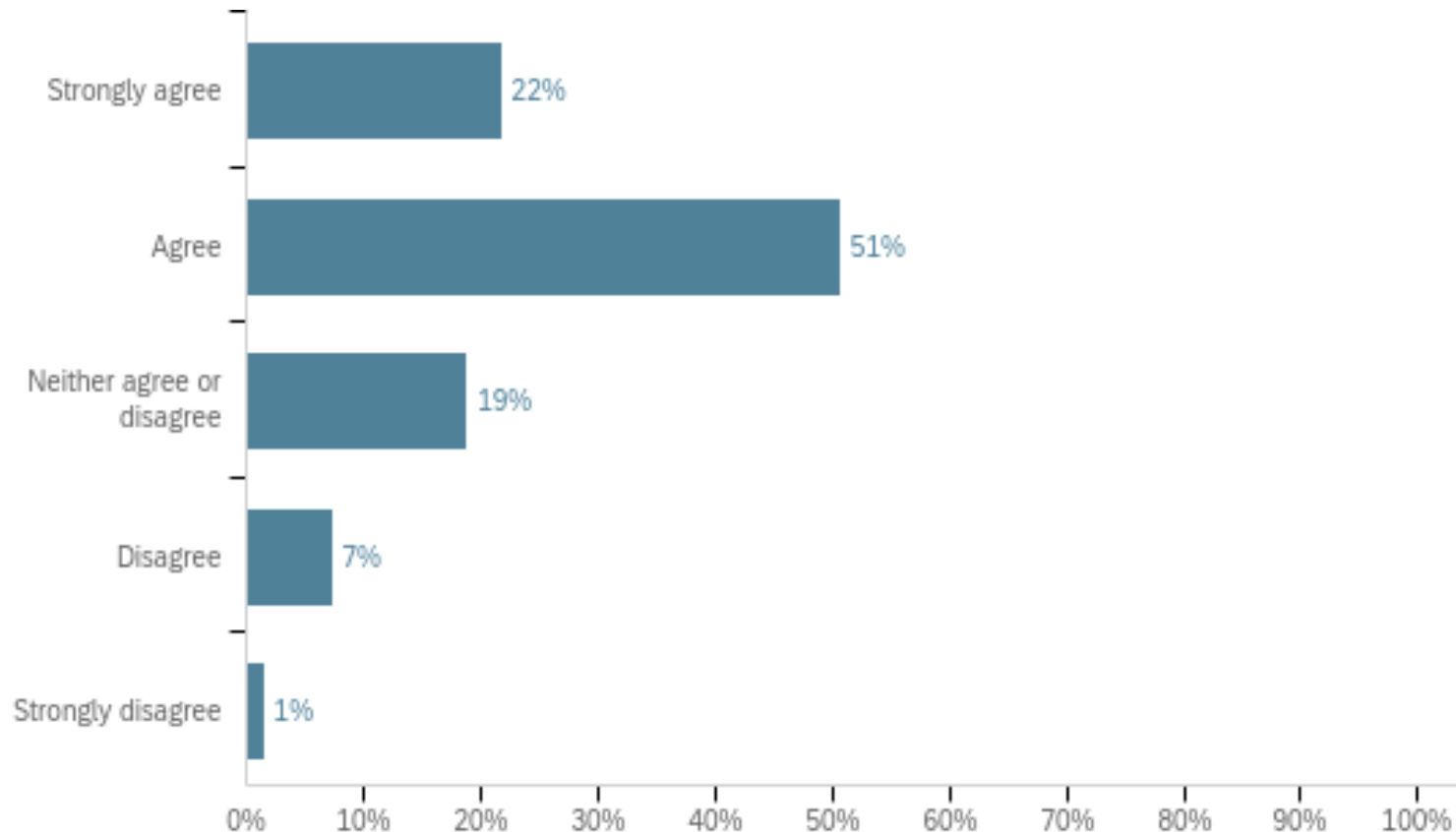
Experiences in Workplaces

My knowledge and work contributions are valued by colleagues in my department.



Experiences in Workplaces

I feel free to speak my mind and express my views openly amongst colleagues in my department.



Experiences of Racial Microaggressions

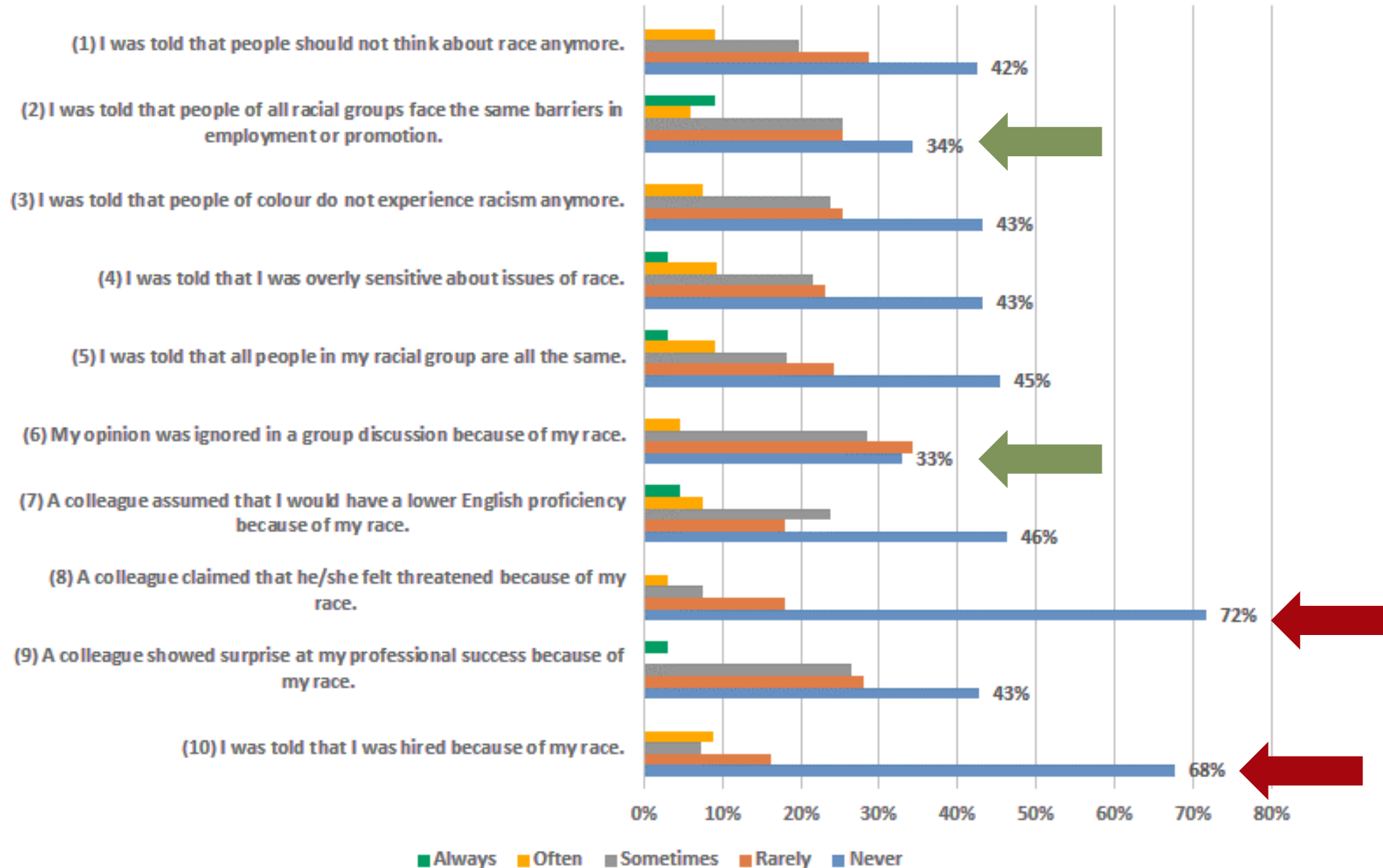
Definition

Subtle hostile, derogatory, or negative slights and insults (verbal, nonverbal, and/or visual) directed toward people of colour, whether intentional or unintentional.

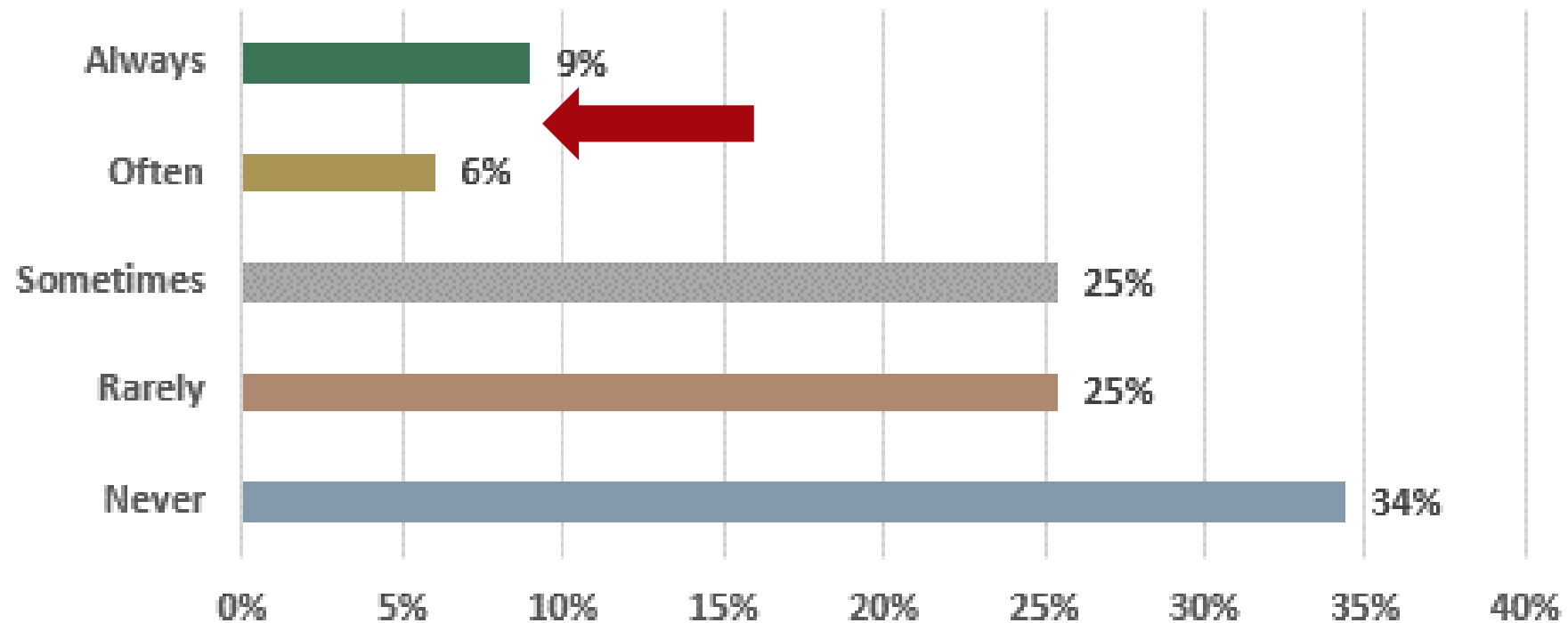
Question

Please rate how frequently you have experienced each of the 10 forms of racial microaggressions throughout your career.

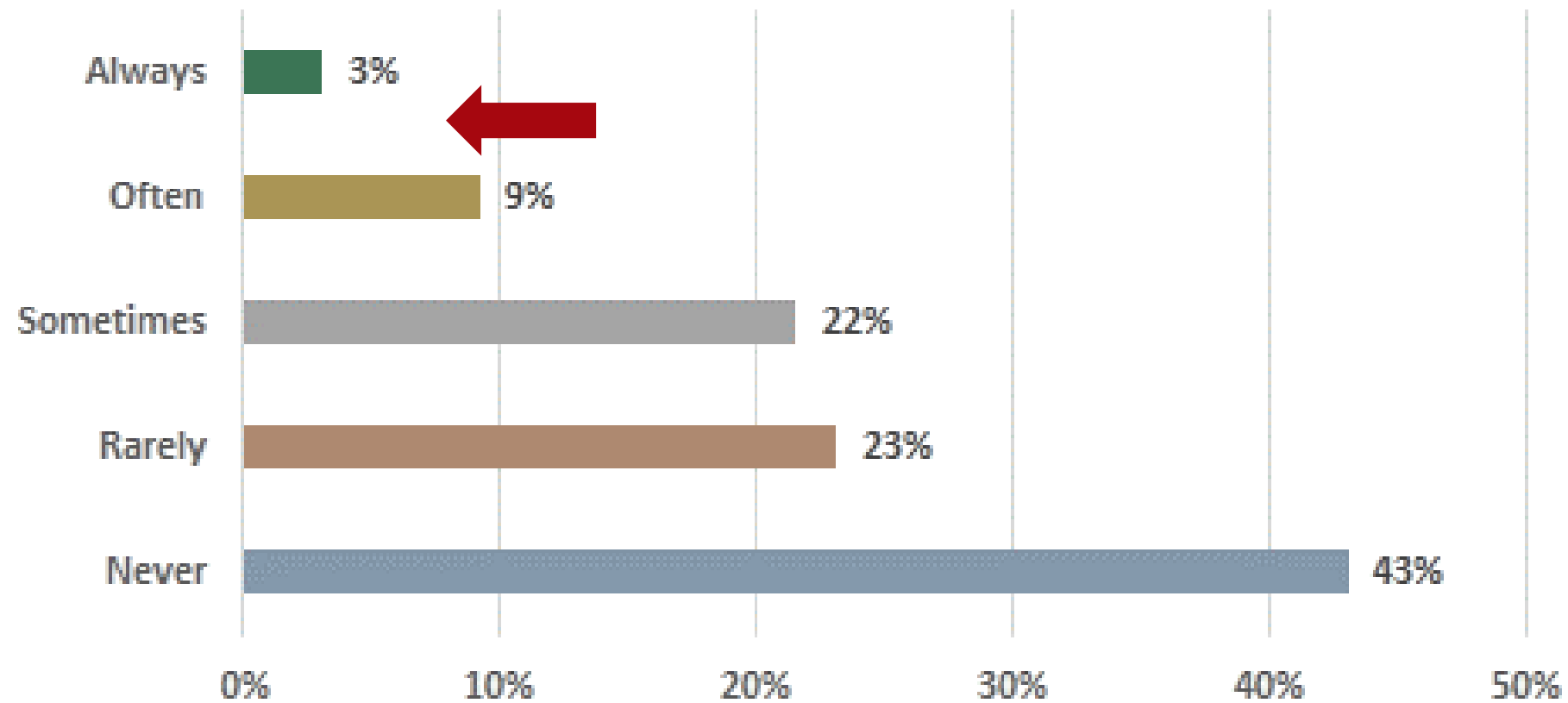
Experiences of Racial Microaggressions



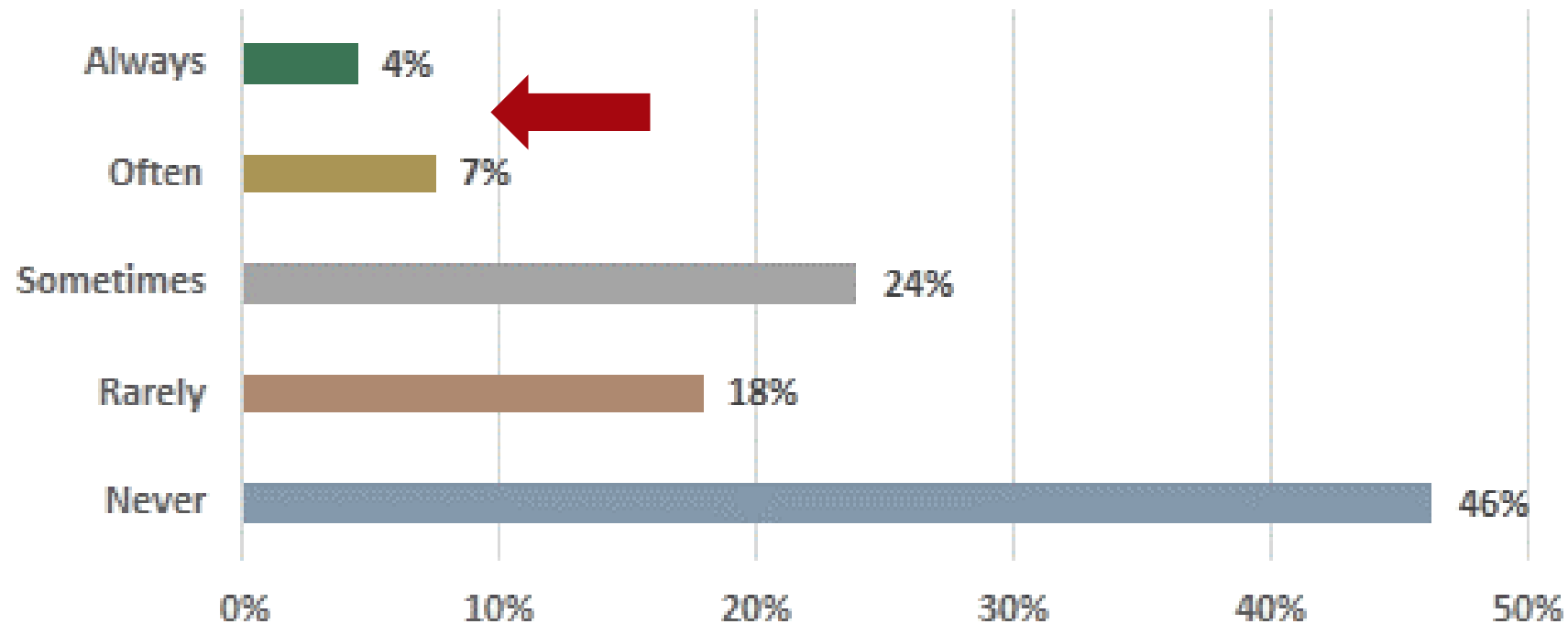
**(2) I was told that people of all racial groups face
the same barriers in employment or promotion
(N=67)**



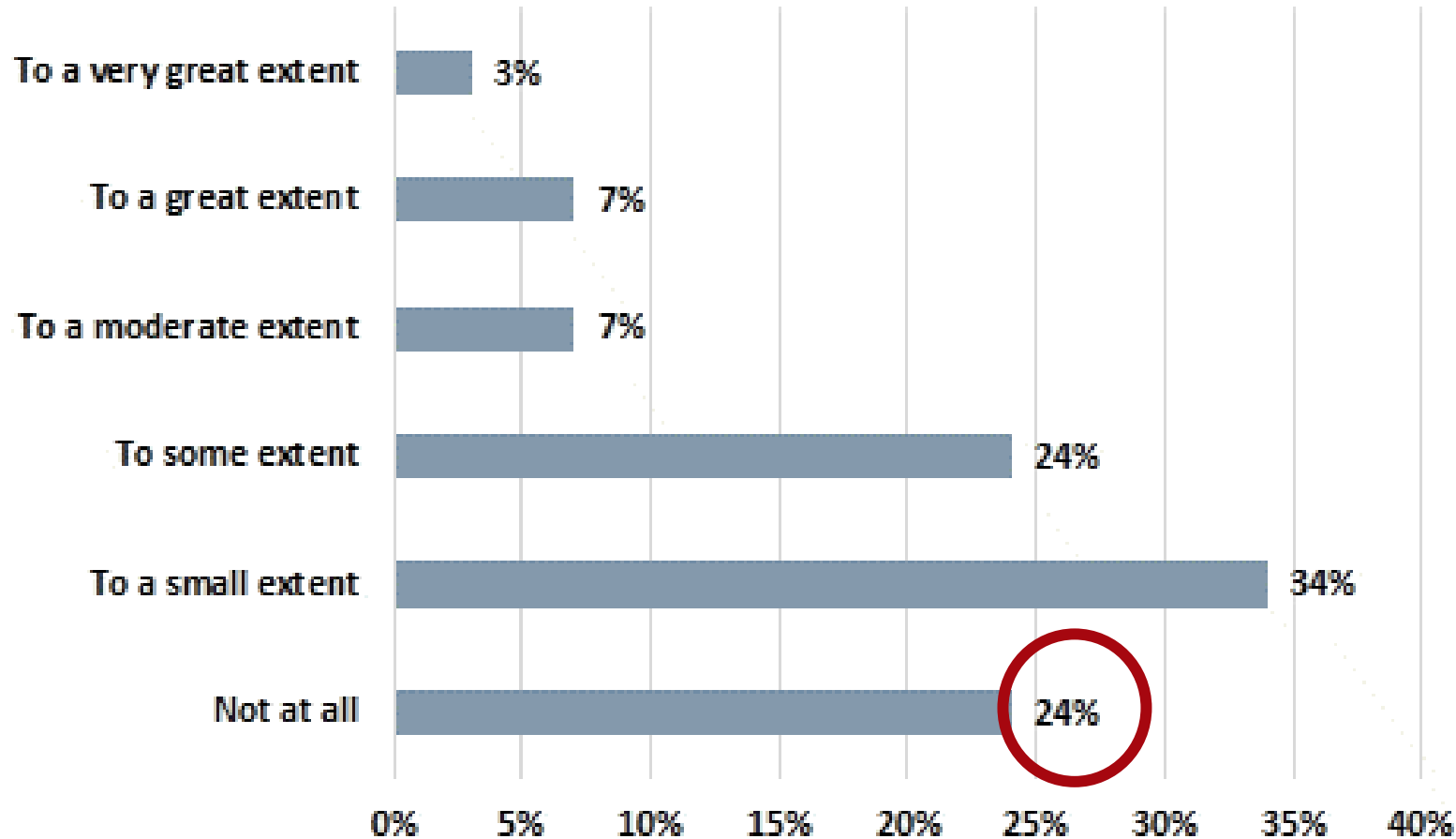
**(4) I was told that I was overly sensitive about
issues of race (N=65)**



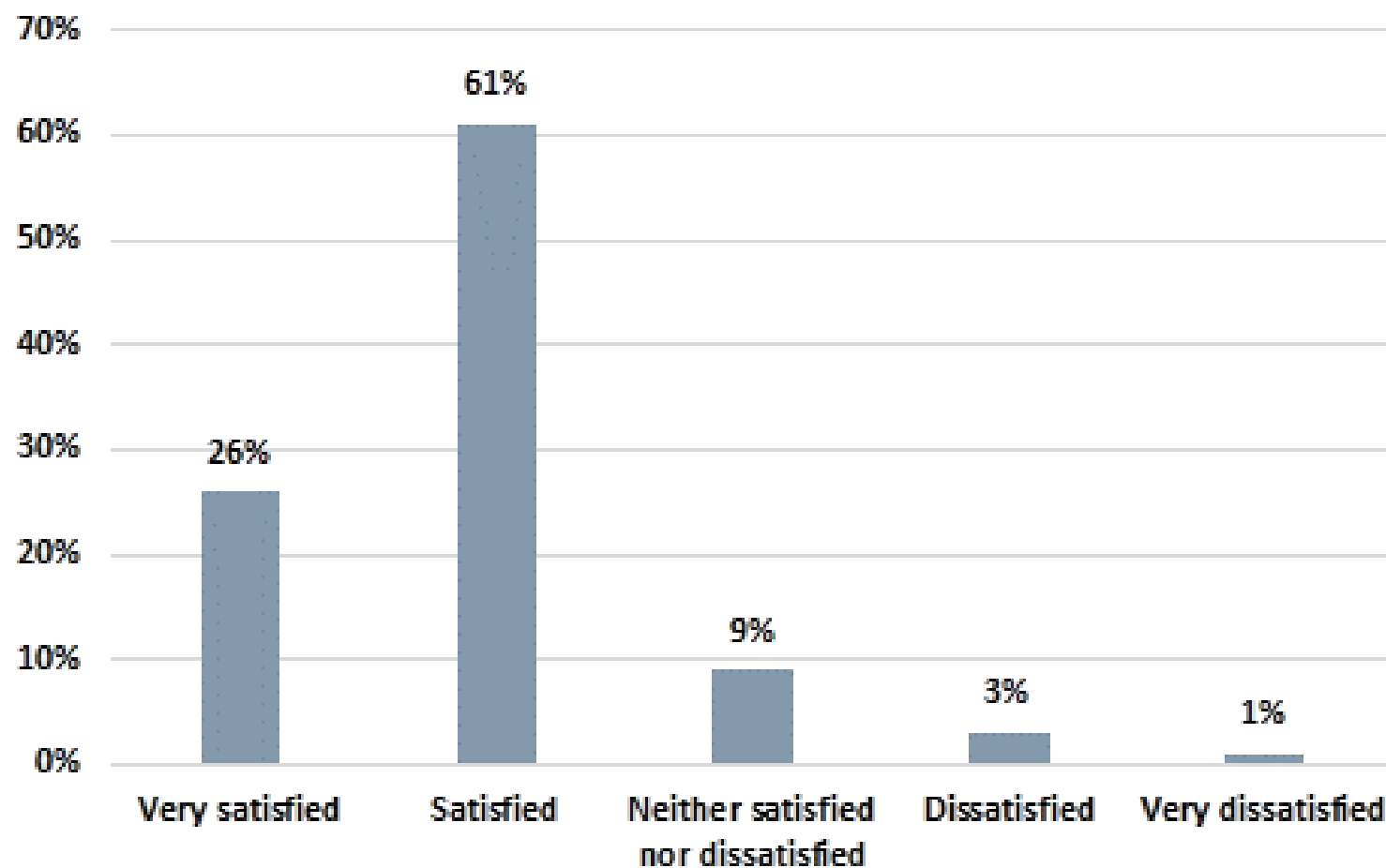
(7) A colleague assumed that I would have a lower English proficiency because of my race (N=67)



Please indicate the extent to which race/ethnicity is a barrier to your library career aspirations?



How satisfied are you with your current job?



Mentorship is a
key theme

Senior
Management

Microaggressions

Discussion

"I mentored a library student during the summer of 2020 and continued to help them after the program with job applications and interview prep. I am happy to report they have two job offers so the program is a success! I am looking forward in helping out the next generation of visible minority student librarians with their job applications for Summer 2021"

Discussion

Conclusion

2021



Questions	Results
Chinese librarians	27%
First generation	52%
Library degree in Canada	88% (29% UofT; 27% UBC; 26% Western ON)
Library degree abroad	3%
Academic Librarians	52%
Highest geographic distribution	ON = 53%; BC = 26%; AB = 8%
Roles	10% Reference & information services; 8% Instruction services

2013

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2021

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Visible Minority Librarians of Canada (ViMLoC)

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- Twitter @ViMLoC_CA
- LinkedIn group
- Facebook group



References

- Alabi, J. (2015). Racial microaggressions in academic libraries: Results of a survey of minority and non-minority librarians. *Journal of Academic Librarianship*, 41 (1), 47-53. <https://doi.org/10.1016/j.acalib.2014.10.008>
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