

**2017-2018 ALA CD#37\_21218\_INF  
2018 ALA Midwinter Meeting**

**On Tuesday, February 13, 2018, the ALA Council *REFERRED* this resolution to the  
Budget Analysis and Review Committee and the Committee on Diversity**

**RESOLUTION ON ADDRESSING ROADBLOCKS TO DIVERSITY  
IN THE LEADERSHIP PIPELINE**

Whereas, the American Library Association has proclaimed diversity as one of its strategic priorities for more than fifteen years;

Whereas, the United States is projected to become a “minority-majority” country by 2040, ten years earlier than initially predicted by the US Census Bureau;

Whereas, the American Library Association has invested significant financial and human resources into developing a diverse talent pool through efforts such as the Spectrum Scholarship fund and the ACRL Diversity Alliance;

Whereas various libraries across the US have independently created diversity fellowship programs to cultivate and increase compositional diversity within librarianship;

Whereas, in spite of these important efforts, librarianship generally remains more than 85% white with few people of color<sup>1 2</sup> reaching the managerial ranks in libraries of all kinds;

Whereas, development of a “leadership pipeline” of people of color encouraged and prepared to lead is ineffective without data to inform and a strategy to support, retain, and promote people of color into middle management and senior managerial ranks;

Whereas, research shows compositional diversity sends critical non-verbal cues about the importance of diversity to community members whether they be the community-at-large or campus members at colleges and universities;

Whereas, further research is needed to understand workplace structural and systemic barriers that produce challenges for people of color to succeed in librarianship; and

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<sup>1</sup> For example, the *ARL Annual Salary Survey 2015-2016* shows that in ARL libraries: 11 of 95 Directors, 25 of 280 Associate Directors, and 34 of 317 branch heads are people of color. See Tables 32 and 33 in. <http://publications.arl.org/ARL-Annual-Salary-Survey-2015-2016/>

<sup>2</sup> ALA produced a diversity in libraries report *Diversity Counts* in 2007.  
<http://www.ala.org/tools/research/librariystaffstats/diversity>

## **RESOLUTION ON ADDRESSING ROADBLOCKS TO DIVERSITY IN THE LEADERSHIP PIPELINE/2**

Whereas, it appears highly unlikely that we will produce a compositionally diverse leadership pool for the hundreds of anticipated retirements in the leadership ranks in the next five to ten years; now therefore be it

*Resolved*, that the American Library Association, on behalf of its members:

- 1) Commissions a research study to determine barriers to producing a diverse leadership pipeline within the field of librarianship,
- 2) Explores external opportunities for funding such a study, and
- 3) Communicates strategies and best practices for breaking down said barriers in effective and timely ways.

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