

The University of North Carolina at Greensboro (UNCG, lead applicant), in collaboration with the Association of College and Research Libraries (ACRL) Diversity Alliance propose a two-year project to pilot a national Library Diversity Institute program that will address the needs of professionally underrepresented racial and ethnic groups and broadly advance diversity in U.S. academic libraries. The Library Diversity Institutes (LDI) pilot project will conduct two institutes for incoming ACRL diversity residents, as well as an ACRL diversity pre-conference for all interested parties. With guidance from a national committee of residency coordinators and experts on diversity issues, the project will design a program and curriculum to orient diversity residents to maximize their experiences as residents in the diverse organizations that make up the ACRL Diversity Alliance, as well as enabling a national network of colleagues comprising the relevant cohort of librarian residents for the institute year in which they participate. This pilot program will study and document the needs of new diversity residents who attend the institute, identify key elements that will accelerate success for these new librarians, and analyze options for long-term continuance and sustainability of this institute and workshop program. This project will take the form of a two-year continuing education project grant in the IMLS category of community anchors. The amount of IMLS funds requested for this project is \$218,091 to cover the costs of preparation, institute hosting expenses, and post institute review.

STATEMENT OF NATIONAL NEED

The benefits of library post-master's degree residency programs for both new professionals and institutions are now well understood.¹ The broad participation of the dozens of university libraries in such residency programs as part of the ACRL Diversity Alliance is an indicator of the recognized value of such programs. One notable element that has been missing in these programs is a cohort system for residents. The benefit of the cohort model for professional development is also well-established now.² Participants in cohort programs for professional learning gain a professional network of colleagues and knowledge of best practices for maximizing the benefits of experiential learning specific to their specialized residencies. The most effective way to implement a cohort system for diversity residents is to hold an annual institute for incoming residents.

Additionally, there is a need for diversity program coordinators and library administrators to come together to discuss the most successful aspects of residency programs and national trends and strategies for improving diversity in librarianship. A focused event for interested coordinators and administrators addressing this need could be held as a pre-conference before the biannual ACRL conference.

PROJECT DESIGN

Key project groups will include: 1) the *Project Administrative Team*, which will include the UNCG project principal investigator, the UNCG diversity coordinator, and the administrative staff hired for the project, 2) the *Project Advisory Committee*, which will include relevant officials from ACRL, major national figures in equity and diversity programs, former diversity residents, and the project administrative team, and c) the *Annual Residents Cohorts*, which will be made up of incoming residents each of the two years of the pilot project. The LDI pilot project will advance the aims of library diversity residency programs through three inter-related goals:

A. Conduct two Library Diversity Institutes for incoming ACRL diversity residents. Because most residencies begin in the Fall semester of the academic calendar, these institutes will be held in September of 2018 and 2019 so that diversity residents will be able to attend near the start of their residencies. The institutes will feature presentations by experts in diversity programs who will advise residents on strategies to make the most of residency programs, as well as providing residency best practice information³ to their host institutions in advance

¹ Brewer, Julie. "Understanding the Organizational Value of Post-Master's Degree Residency Programs." *Research Library Issues*, no. 272 (October 2010), pp. 23-27.

² Witteveen, April. "Better Together: The Cohort Model of Professional Development." *Library Journal*, 2015, vol.140:20, pp. 42-44.

³ Pickens, Chanelle, and Ashleigh Coren. "Diversity Residency Programs: Strategies for a Collaborative Approach to Development." *Collaborative Librarianship*, 2017, Vol. 9, Issue 2, pp. 104-108.

of the institute. Facilitated sessions will also be provided for the attending residents to get to know one another, share perspectives, and ask questions. Residents' lodging costs will be covered by the grant, as well as the costs associated with meals, ground transportation, and other hotel expenses. Costs to bring two diversity program presenters to the institutes will be included. Host libraries will be expected to pay for residents' airfare to attend.

B. Hold an ACRL diversity pre-conference. This event will bring together diversity program coordinators and library administrators to make presentations on successful residency programs, and other topics related to improving diversity in librarianship, especially in academic settings. It will be held as a pre-conference on Tuesday, April 9, 2019 in Cleveland, OH immediately before the biennial 2019 ACRL main conference. A call for proposals will be distributed in 2018 to solicit different kinds of active presentations and facilitated sessions. The pre-conference will also include a debrief on the first institute held the previous September 2018, together with planning activities for the upcoming institute in September 2019.

C. Perform a needs analysis for the Library Diversity Institutes. A series of research activities will comprise an analysis of the various needs associated with this program, as follows: a) a carefully crafted curriculum for the institutes will be prepared based on interviews with notable diversity residency program leaders and published reports of best practices, b) a gap analysis of needs in the Diversity Alliance institutions, and c) a follow-up study of the impacts of the institutes on diversity residents' experiences in their residencies. The various recommendations and components of this needs analysis will be written up and included in the final report.

DIVERSITY PLAN

The proposed institutes and workshops are directly aimed at advancing the role of underrepresented minorities in academic libraries nationally. In addition, a diversity plan for the project will be utilized to ensure the maximum variety in institute and workshop attendees, communities served, and institutional types. The project advisory committee will be charged with broadly considering diversity issues in the design and conduct of the program itself.

NATIONAL IMPACT

The LDI pilot project will provide residents attending the two institutes a broad range of orientation, training, evaluation and other preparation in order to make their residency programs more successful. A follow-up assessment of all resident attendees will be conducted to gauge the effectiveness of the curriculum and program provided to them for their residencies. The ACRL diversity pre-conference will provide focused opportunities for national experts in diversity issues to present best practices, findings, and reports on diversity programs nationally. The ACRL Diversity Alliance program unites academic libraries who share a commitment to increase the hiring pipeline of qualified, talented individuals from underrepresented racial and ethnic groups. By thinking bigger and broader, across all academic libraries, we will introduce and welcome to the job market underrepresented racial and ethnic groups with work experiences that advance academic/research libraries.

SCHEDULE OF COMPLETION

The project will take place from May 1, 2018 through April 30, 2020. The institutes will be held in September 2018 and 2019 in Greensboro, NC. The Pre-Conference will be held on Tuesday, April 9, 2019 in Cleveland, OH. Project advisory committee meetings will be held in June 2018 at ALA Annual in New Orleans, in January 2019 at ALA Mid-Winter in Seattle, in June 2019 at ALA Annual in Washington, D.C., and in January 2020 at ALA Mid-Winter in Philadelphia, PA. A final project report will be issued before April 2020.

PROJECT BUDGET

IMLS funds of \$218,091 are requested for this project. This budget will cover \$77,447 for two years of event costs, presenter expenses, and subventions for registration costs attending residents, \$67,872 for salary and fringe for project coordinator staffing to support the program, \$4,572 for project reporting presentations, and the remainder for federally negotiated institutional indirect costs.