Equity, diversity and inclusion in UK librarianship

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Overview

- Context

- Library profession

- Library and information studies (LIS) education

- Options for UK LIS education

Department of Information Studies

- Committed to promoting the value of different identities and creating an organisational culture that is respectful and inclusive.

EDI Action plan

1. Hardwiring equity and inclusion into DIS
2. Delivering an equitable and inclusive educational environment
3. Empowering everyone to advance equity and inclusion.
4. Taking bold positive action to level-up opportunities
5. Creating a greater culture of accountability

Whiteness in librarianship

"Libraries and the library profession have constantly ignored the needs of black people"

- (Aman, 1972 in Josey, 1972: 150-161)

Whiteness in librarianship

Cultural competence

- *"… the ability to recognize the significance of culture in one's own life and in the lives of others; and to come to know and respect diverse cultural backgrounds and characteristics through interaction with individuals from diverse linguistic, cultural, and socioeconomic groups; and to fully integrate the culture of diverse groups into services, work, and institutions in order to enhance the lives of both those being served by the library profession and those engaged in service"* (Overall 2009: 189-190)

Libraries in UK Higher education

- Radical Librarians Collective
- Goldsmiths: Liberate our Library
- Bodleian Law Library
- UCL: Liberating the Collections

Library profession

- Chartered Institute of Library and Information Professionals (CILIP)

- Accreditation, Professional Knowledge and Skills Base (PKSB)

- CILIP Ethical Framework (2018)

Professional Knowledge and Skills Base (PKSB)

https://pksb.cilip.org.uk/

Ethical framework

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White LIS students / workforce in UK

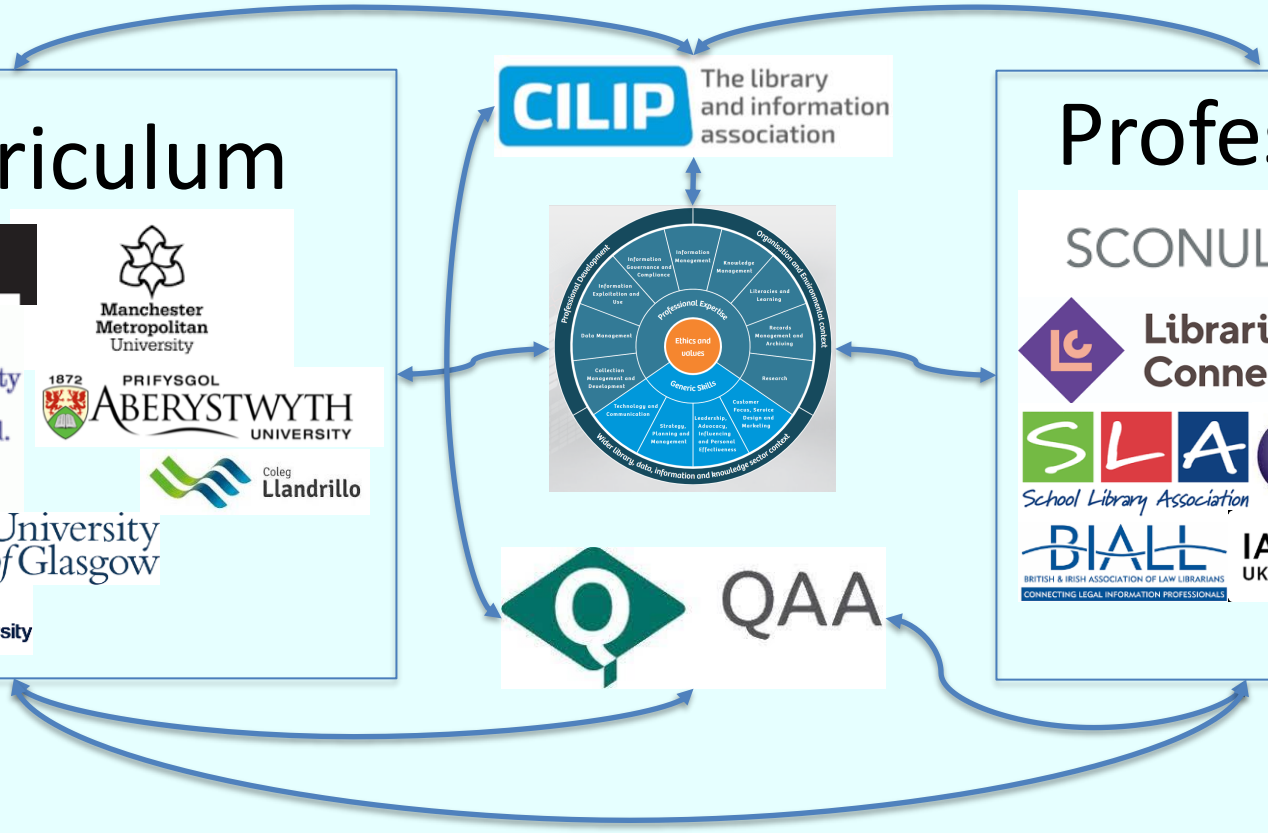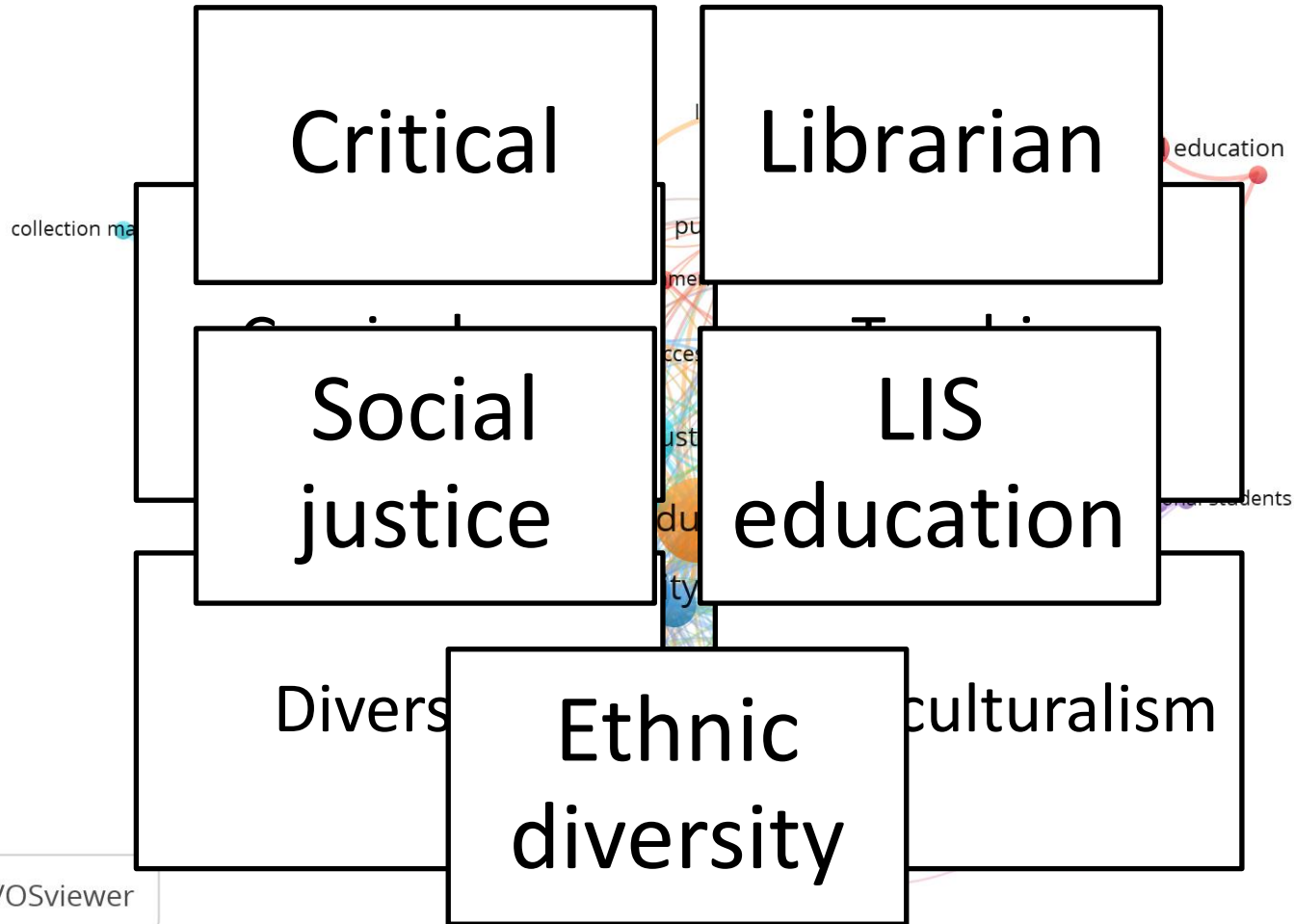| 2011	UK population, white	86%		
2012	UK workforce, white	90.10%	UK library staff, white	93.40%
2015	UK workforce, white	87.50%	UK library staff, white	96.70%
2021	UK students, white	73%	UK Information services students, white	84%

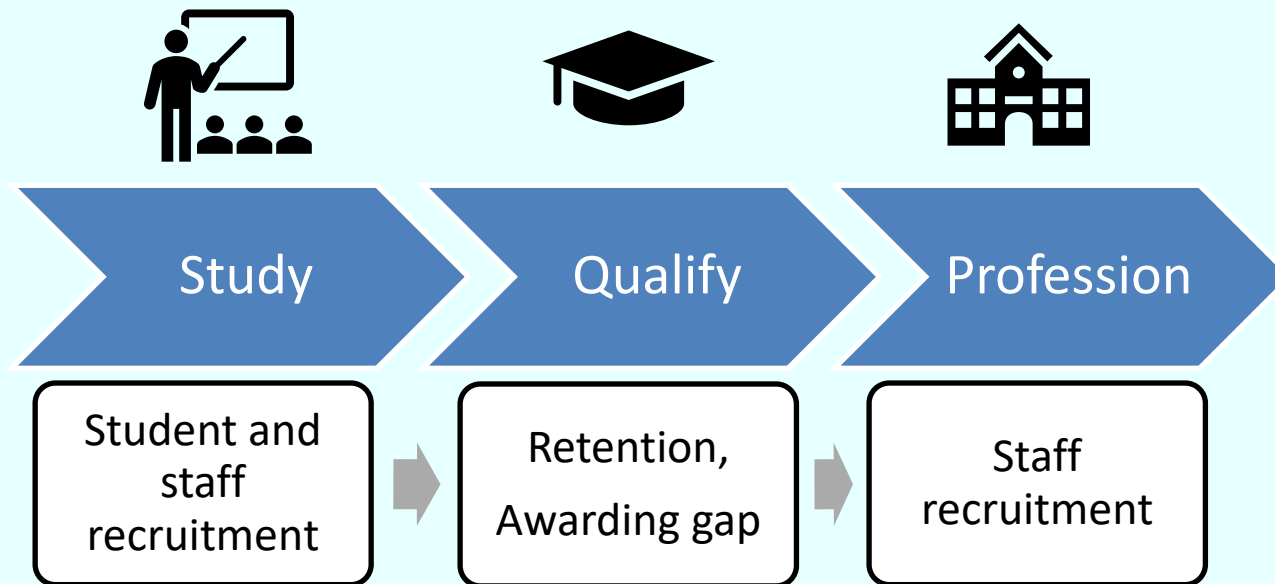LIS curriculum

CILIP — The library and information association

Profession

Critical

Librarian

education

collection ma

Social justice

LIS education

student

Diversi Ethnic diversity culturalism

VOSviewer

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Professional pathway

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         Study              Qualify            Profession
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| Student and staff recruitment | → | Retention, Awarding gap | → | Staff recruitment |

- *'Know the issues, the history of the field, and the community; build students' theoretical, practical, and ethical foundations; amplify voices of the marginalised; engage in public discourse'* (Gibson and Hughes-Hassell, 2017:322–323)

Options for LIS education reform

- Wider protected characteristics
- Diversity by design
- Engage with local communities
- Encompass (Spectrum) project

Options for LIS education reform

- Fees
- Birdi's three-step
- Jimenez' decolonial lens
- Critical theory

Options for LIS education reform

- New skills – decolonisation – collection management, cataloguing
- Social justice approach
- 'Soft skills' in curriculum
- Recruitment strategies

Next steps

- Matsuno, S., Drewry, C., Hicks, A., Inskip, C. "How could the Library and Information Studies curriculum better prepare graduates to address equity, diversity and inclusion issues in their workplace?" Journal of Information Science. https://doi.org/10.1177/01655515241245960

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Conclusions

Thank you

Do you have any questions or suggestions?

References

For a full list of references and more detail please see my paper:

- Inskip, C. (2023). What are the options for library and information studies education reform in addressing racial inequity in the library profession in the UK? Journal of Librarianship and Information Science, 55(4), 972-998. https://doi.org/10.1177/09610006221114483