

On Being Seen: *BAME LIS Professionals in the Workplace*

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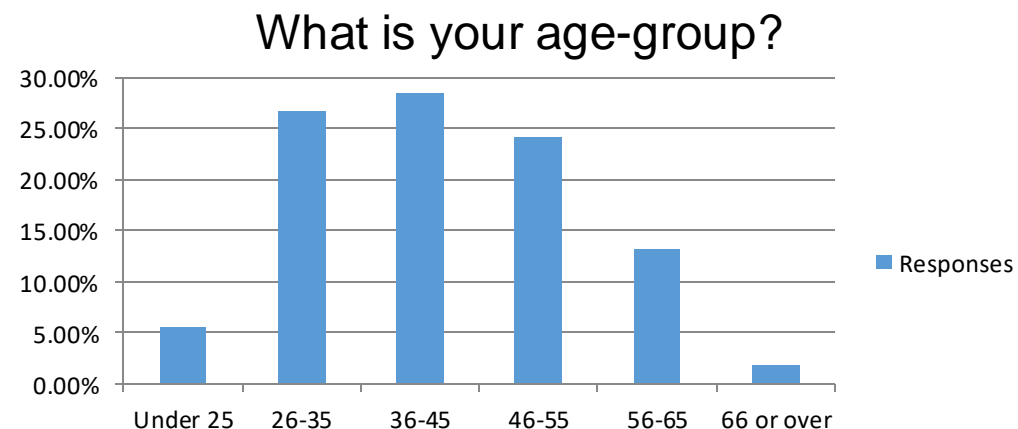
SCONUL Workforce Development Group

Programme on strategic workforce planning to support members in their own workforce planning, focusing on three key areas:

- **Supporting members to address the lack of ethnic diversity across the library workforce, starting by listening to BAME staff members' experiences of work**
- The pipeline for new talent, exploring how to foster and support new entrants to the profession
- Developing the current workforce, particularly in adapting to fast-paced changes in the profession and the requirements of our home institutions

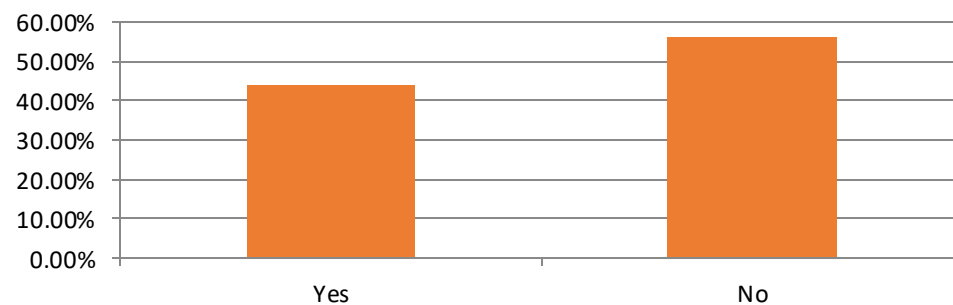
Research into BAME staff experience

- 69% female; 27% male; 4% other
- all regions represented but 58% from London; 17% from NW / NE / Yorkshire & Humber; 13% from SE / SW
- 52% with library related qualification; 42% with non-professional; 7% other

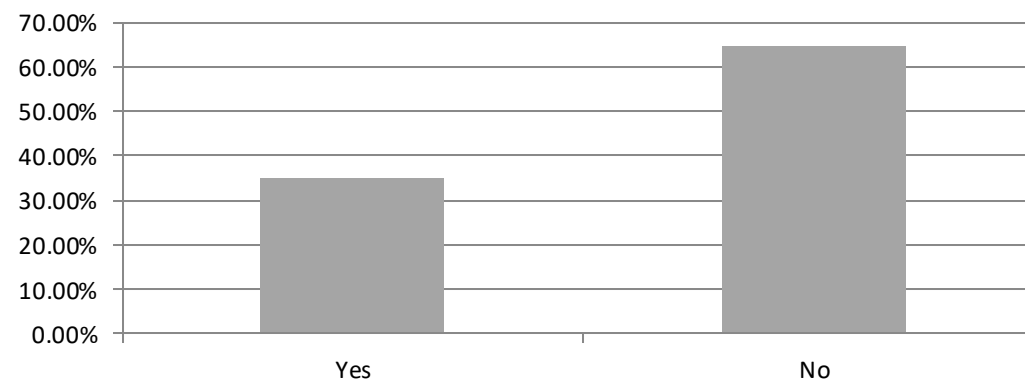


Research into BAME staff experience

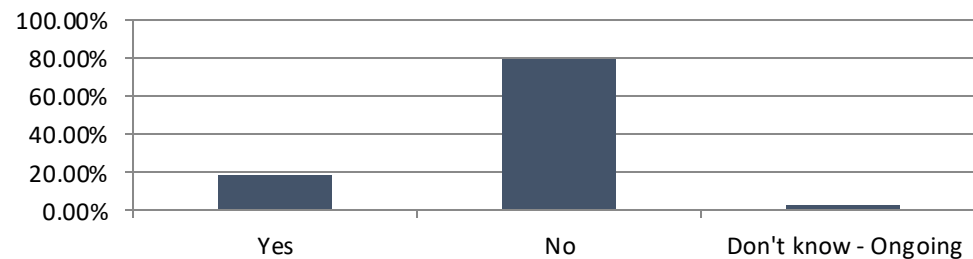
Have you ever experienced racial discrimination at work either from a co-worker or service user or both?



If yes, did you report it?



If yes, was it resolved to your satisfaction?



On being monitored:

“I think it kind of puts a lot of pressure on you ...if there [are] very few ethnic minorities represented in the staff because ... I feel that I have to try that bit harder....I feel that not only am I representing myself as a member of staff and doing things to the best of my ability, I’m also in some way representing how white people are gonna see every [person of my race].... So, you do feel that extra, you know, pressure of representing not just your profession but your race as well.” (Focus group participant 4)

On workplace racism:

“You have, you may have a sense of the fact that somebody is not treating you or treating someone else in a way that they ought to or that they’re not giving people perhaps the opportunity that they ought to give them. But it’s often at times difficult to pin that, that is exactly what is happening and to prove it.”

On union support:

“The unions, unions are helping you to do it yourself....before you were the underdog and you felt you had a bigger voice. Unions aren’t doing that any more. They’re now trying to allow you to be your self-advocate. So they will then perhaps be behind you but they will never be in front of you anymore. So people certainly will not stick your neck out.” (Focus group participant 3)

On promotion:

“So it was a bit disappointing, felt I was always being overlooked because of this idea of bringing in fresh people. All cases of senior positions being filled were by white men.” (Interviewee I)

“...At some restructuring meetings UNISON representatives who were running these meetings said they had evidence they were beginning to gather evidence about the fact that throughout that restructure there were larger numbers of ethnic and minority members of staff leaving and the members of staff that were being promoted tended to be white.” (Interviewee N)

From research participants to senior managers

- Make diversity a strategic priority
- Educate yourself
- Create more opportunities for progression
- Seek HR advice on EDI issues
- Monitor workforce diversity to provide a baseline
- Consider a BAME mentorship programme

From CILIP BAME Network members

- Advocacy for BAME workers
- Legal advice for those facing issues at work
- Provide list of contacts for support
- Assist with talking with managers who do not understand the issues faced by BAME staff
- More compulsory diversity and inclusion courses in the workplace
- Create shadowing opportunities (internally/externally)
- Establish models/examples of BAME staff in leadership positions
- Infuse self-confidence amongst new entrants to the profession
- Invite BAME staff to speak at big conferences to be highly visible
- Collect monitoring data
- Have workshops that develop key traits/skills for success (in getting senior roles)
- Celebrate BAME success
- Invite BAME staff to Directors/Assistant Directors meetings
- Widen the network of recruitment
- Establish trainee scholarship
- Appoint Black library directors

From M25 Consortium of Libraries Conference participants

- Positive action
- Empower staff to challenge senior leaders
- Mentoring/budding/shadowing/sponsorship
- Talk about racism
- Talk about white fragility
- Progress existing staff



CONFERENCES AND WORKSHOPS

Talent Untapped: BAME

Academic Librarians'

KnowledgeX



Talent Untapped: BAME Academic Librarians' KnowledgeX

Friday, 8 November 2019

9:30 am - 4:30 pm

Stratford Campus Computer Centre Lecture Theatre

Friday, 8 November 2019

9:30-16:30

University of East London Stratford Campus

[See map](#)





**Equality, diversity
and inclusion at universities:
the power of
a systemic approach**

LERU position paper
September 2019





Provocations

- Where is this issue in your institution/service priorities?
- Have you considered the report in/with your management team; if so what was your team's response?
- Where is the BAME talent within your institution?
- Have you taken any action locally in response to the issues raised in the report?
- What support do you need in order to take action?
- How do you develop and embed a culture that challenges perceptions that unfairly disadvantage BAME talent?

Questions and further discussion...