

INTRODUCING THE OLA CULTURAL DIVERSITY & INCLUSION COMMITTEE

7 simple steps to foster

MULTICULTURAL LIBRARIANSHIP



1 GET INVOLVED

Get involved in, host and attend events by various cultural associations near you.



2 TAKE INITIATIVE

Start a division or committee on cultural diversity and inclusion in your workplace.



3 SUPPORT

Support co-workers on issues of cultural diversity and inclusion.



4 STRIVE

Strive to incorporate cultural diversity and inclusion in hiring practices.



5 BECOME A MENTOR

Become a mentor through OLA's Mentorship Program or apply to be mentored.



6 PROMOTE

Promote careers in libraries to underrepresented ethnic groups.



7 NETWORK

Network and stay connected with culturally diverse colleagues.

WHAT DO WE DO?

The OLA Cultural Diversity and Inclusion Committee initiates, advises and mobilizes support for action plans related to issues of cultural diversity in libraries within Ontario including recruitment, advancement and retention of underrepresented groups in libraries.

WHAT ARE OUR GOALS?

A recent survey by the Visible Minority Librarians of Canada (2013) found that "there are at least 120 first, second, and other generation minority librarians working in (or for) Canadian institutions across the country and beyond" who need a forum to discuss their issues and to have networking opportunities, and a mentorship program. This committee looks to fill this role within Ontario. We present recommendations to members to encourage inclusion of culturally diverse groups of persons within their libraries.

PURPOSE

To share our goals, knowledge and experiences in the Ontario Library community as well as foster discussion, increase awareness and encourage more inclusion of culturally diverse groups of persons within their libraries.

WHAT CAN WE DO?

- Networking initiatives
- Mentoring opportunities
- Conduct a needs assessment within the library profession

CURRENT ISSUES & VALUABLE OUTCOMES

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A major concern in library and information science for many years has been developing ways to address diversity within the profession.”

- Gulati, 2010

“

Diversity is an essential component of any civil society. It is more than a moral imperative; it is a global necessity. Everyone can benefit from diversity, and diverse population need to be supported so they can reach their full potential for themselves and their communities.”

- A.C.R.L., 2012

“

It is important to have enough librarians of colour so that all the users, regardless of their ethnic and cultural background, can see authority figures (such as librarians, teachers) who look like them, and that the users feel comfortable and affirmed that they are in a place that is right for them.”

- Kim, 2009

REFERENCES

Gulati, A. (2010). Diversity in librarianship: the United States perspective. *International Federation of Library Associations*. 36(4):288-293.
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Kim, K. (2009). *Diversity research: Ethnic & cultural diversity in library & information studies*. Retrieved from: <http://slisweb.lis.wisc.edu/~kskim/diversity.html>

COMMITTEE MEMBERSHIP

2016-2018 Executive Members:
Rashed Ahmad, Michelle Ryu, Rhea Smith, Sarala Uttangi, May Yan, Tara Zarrin

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