

LFOA Resolution, submitted 10/28/2020

Resolution Calling for Diversity, Equity, and Inclusion Practices in Hiring within the UO Libraries

The University of Oregon, the city of Eugene, the state of Oregon, and the whole of the United States continue to grapple with our past, its legacy of racism, and the consequences our history creates for our society today. Our antiracist values must drive forward antiracist policies as we learn from our legacy and strive to create a better, more equitable future for all who call UO home. We, the UO Libraries' faculty, officers of administration, classified staff, and Diversity Committee, have created a resolution with the following declarations as our cornerstones:

- The Mission Statement of the University of Oregon proclaims that “We value our diversity and seek to foster equity and inclusion in a welcoming, safe, and respectful community.”¹
- The University’s IDEAL framework includes “Developing and implementing equitable strategies for recruiting, retaining and advancing a cadre of student, faculty and staff, with a wide variety of backgrounds, talents, perspectives and experiences.”²
- The University of Oregon Libraries’ mission statement includes the values of transparency and diversity.³
- The University of Oregon Libraries released a Statement on Racism and Systemic Inequalities on June 22, 2020 which committed to “...changing our recruitment and hiring practices, ensuring direct outreach to candidates of color. As part of that commitment, going forward we will require search advocates for every search committee.”⁴
- Large racial disparities persist in all positions, and are even more acute in leadership positions, in U.S. academic libraries.⁵
- Gender inequities persist in academic library leadership, with a higher percentage of male librarians appointed to these positions than female librarians.⁶

¹ <https://www.uoregon.edu/our-mission>

² <https://inclusion.uoregon.edu/ideal-framework>

³ <https://library.uoregon.edu/general/about/mission>

⁴ <https://library.uoregon.edu/node/7354>

⁵ Schonfeld, R. C., & Sweeney, L. (2017, August 30). *Inclusion, Diversity, and Equity: Members of the Association of Research Libraries: Employee Demographics and Director Perspectives*. <https://doi.org/10.18665/sr.304524>

⁶ Rosa, K., & Henke, K. (2017). *2017 ALA Demographic Study*. American Library Association Office of Research and Statistics.

<http://www.ala.org/tools/sites/ala.org.tools/files/content/Draft%20of%20Member%20Demographics%20Survey%2001-11-2017.pdf>; “In 2011, men still held 40 percent of library head, dean, and director positions, while men made up only 17 percent of total positions in academic libraries” -- Marta Deyrup, “Academic Library Leadership, Second-Wave Feminism and Twenty-First Century Humanism: Reflections on a Changing Profession,” in *Leadership in Academic Libraries Today: Connecting Theory to Practice*, eds. Brad Eden and Jody Condit Fagan (Lanham, Md.: Rowman & Littlefield, 2014), 91–141.

- The state of Oregon has a long history of racist and exclusionary laws prohibiting people of color from residing in the state, owning property, or making contracts.⁷
- According to data from the U.S. Census Bureau, in 2019, the state of Oregon's population was 86.7% white, and Eugene, Oregon was 83.3% white.⁸

Therefore, the UO Libraries faculty, classified staff, officers of administration, and Library Diversity Committee call on Library Administration to conduct all hiring searches within the Libraries following the University's stated principles and values of diversity, equity, and inclusion in recruitment and hiring. We also call for hiring searches within the Libraries to follow the University's promise of including a Search Advocate for all non-student positions.

Furthermore, the UO Libraries should encourage all employees to be trained and participate in processes that support search equity like search advocacy.

We believe these are necessary steps for realizing the equitable, antiracist values of the University of Oregon and UO Libraries.

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⁷ Nokes, Greg. "Black Exclusion Laws in Oregon." *Oregon Encyclopedia*, https://www.oregonencyclopedia.org/articles/exclusion_laws/#.X24502hKjIU

⁸ U.S. Census Bureau. "Quick Facts, Eugene city, Oregon." 2019. <https://www.census.gov/quickfacts/fact/table/eugenecityoregon/PST040219>; Office of Economic Analysis, Department of Administrative Services, State of Oregon. "Oregon's Demographic Trends." July 2019. https://www.oregon.gov/das/OEA/Documents/OR_pop_trend2019.pdf