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Valuing Library and Archives Labor:

Assessing the Implications of Internships and Fellowships on the Library and Archives Community

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Valuing Library and Archives Labor Research Study

About The Project

A 3-year empirical investigation into the implications of internships for recruiting, training, developing, and retaining a diverse workforce that is prepared to engender social wellbeing through U.S. libraries and archives.

Motivation

Advance research on DEI and labor practices in library and information science (LIS).



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quantitative and qualitative mixed methods investigation

Data collecting methods include ethnographic data such as program documentation and individual interviews as well as a survey of larger practices in the field.

Partners / Case Studies

DEI internships and fellowships partners and case study examples including: **(1) Public Library Association's (PLA)** Inclusive Internship Initiative (III); **(2) Association of Research Libraries' (ARL)** Fellowship for Digital and Inclusive Excellence (FDIE) and (3) ARL Kaleidoscope program; and **(4) Association of Moving Image Archivists' (AMIA)** Pathways program.

About The Methods



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About The Outputs

Develop Field Labor Guidelines

Guidelines will be useful for DEI internship or fellowship program development, implementation, and assessment. Designed in collaboration with and applicable within a wide range of library and archival institutions and by professional organizations. Labor practices will heavily emphasize unique characteristics of underrepresented people and under resourced institutions.

Examples of Scholarly Outputs

1. open educational report (OER) for scholarly audiences on notable themes
2. white paper for employers, professional organizations, higher education institutions, and granting agencies outlining best practices



Program Documentation

Findings



Diversity, Equity, Inclusion, and Accessibility

Given the nature of the selected programs, most aim to center diversity with racial diversity being the prominent goal and geographic or level of experience being secondary goals for some. Equity and inclusion are rarely explicitly defined, but at times appear in conjunction with diversity. Accessibility is noted especially as it relates to technology access.



Benefits

These actually range from financial compensation to career exposure and professional experiences to community building and access to resources such as trainings or information relevant to future career options.



Challenges

Noted hurdles include both those present in the field that require interventions such as racial homogeneity in the profession or socio-economic resources as well program and time period specific challenges like COVID-19 or necessary heavy lifting for new and changing programs

Program Documentation

Findings



Program Assessment

A good portion of documentation touched on aspects of evaluation of the programs, the participants, as well as the state of the field.



Facilitator Support

Facilitators play a crucial role in all programs from being speakers, advisory group members to mentors and supervisor. Human labor and support serves as the bedrock of the programs.



Eligibility & Criteria

A few documents outlined specifics on what constitutes a “good” candidate ranging from demographics, to living status, education enrollment, or age.



Program Support

Touches on the various ways participants need and receive support from instructions on how to be a mentor to opportunities for additional technology, travel, or mediation.

THANK YOU

If you have questions or concerns, reach out to Itza at itzac@uw.edu

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