

ENHANCING DIVERSITY THROUGH DISCUSSION: ADAPTING THE ARL LEADERSHIP SYMPOSIUM EXPERIENCE

Archives 2013

Session 506

CoSA and SAA Joint Annual Meeting

New Orleans

ARL



ASSOCIATION OF RESEARCH LIBRARIES



INSTITUTE of
Museum and Library
SERVICES

INTRODUCTION

Chair

Mark A. Puente

Director of Diversity and Leadership Programs
Association of Research Libraries

Panelists

Sofía Becerra-Licha, *Berklee College of Music*

Aaisha Haykal, *Chicago State University*

Eugenia Kim, *New York Public Library*

THE DISCUSSION

THREE ROUNDS, THREE TABLES

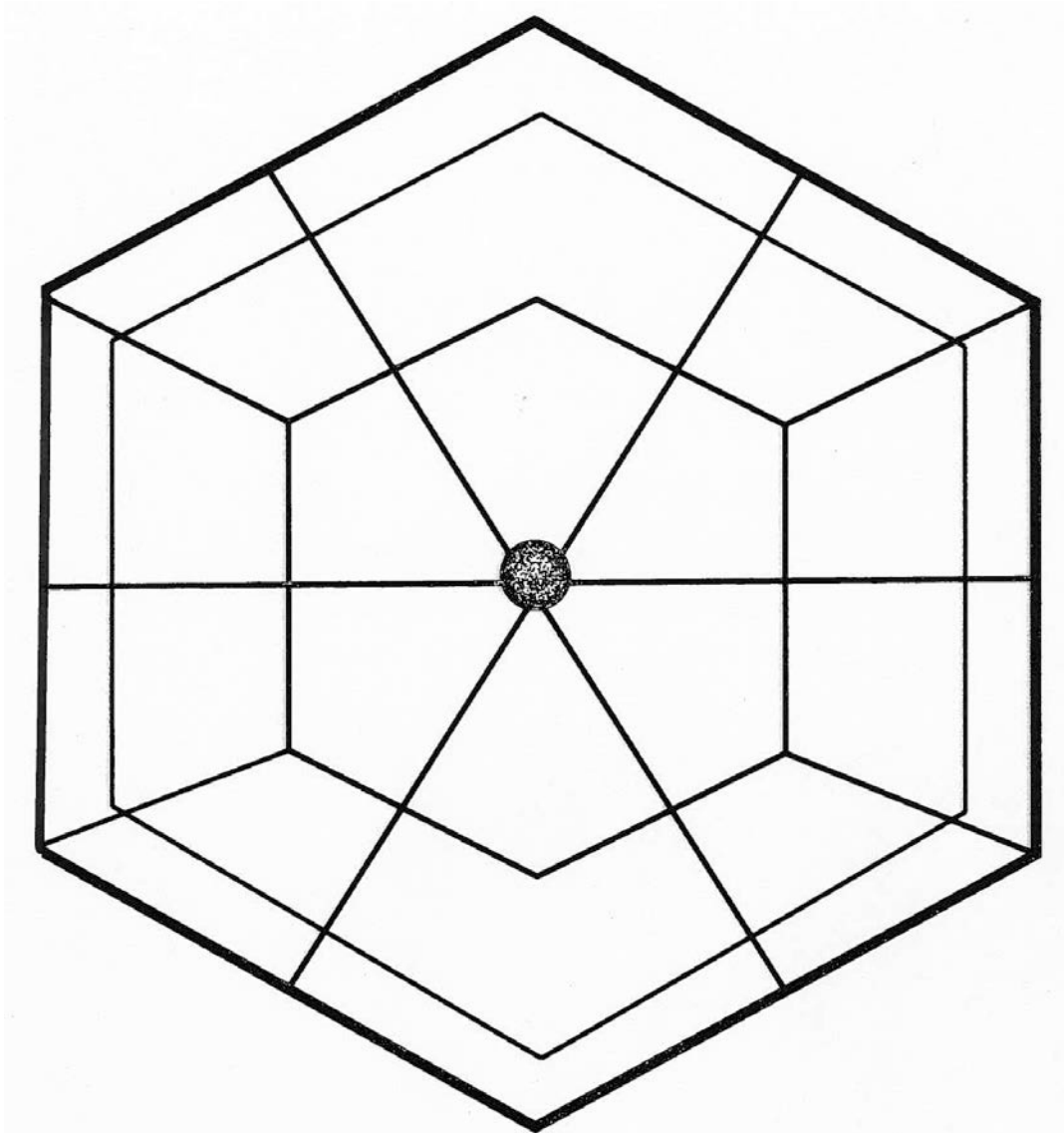
- **First round: Mosaic of Diversity**
- **Second round: Question Set #1**
- **Third round: Question Set #2**
- Each table discusses a different question from each question set
- Each discussion is led by one of the panelists
- Findings are shared at the end

STRATEGIES

- You can switch tables between Rounds Two and Three
- You only have 10 minutes per round, so don't hold back with your thoughts!

HERE WE GO!!!

MOSAIC OF DIVERSITY



QUESTION SET #1

- Question A: *What are some of the strengths that professional or regional organizations have that can be leveraged to ensure growing diversity?*
- Question B: *What are some of your personal experiences of diversity-related issues on the job or as a student?*
- Question C: *What are some challenges to increasing diversity within archives and archive education programs?*

QUESTION SET #2

- Question A: *Where are the "diverse" personnel that have been recruited into the profession over the last ten years?*
- Question B: *How does diversity affect or promote archives leadership?*
- Question C: *What are potential mentorship models for connecting current professionals with students?*

NEXT STEPS

Association of Research Libraries/ Society of American Archivists' Mosaic Program

- Deadline-Friday, August 23rd
- Provides financial support, practical work experience, mentoring, career placement assistance, and leadership development to emerging professionals from underrepresented racial and ethnic minority groups.
- <http://www.arl.org/news/arl-news/2823-arl-saa-mosaic-program-call-for-applications-deadline-august-23-2013>

CLOSERS

- General Themes
- Strategies
 - Accountability
 - Goals
- Networking

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