

Residency Interest Group's (RIG)

Diversity Residency Toolkit & Resident-Centered Framework

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RIG SUBGROUP ON DIVERSITY RESIDENCIES

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ACRL RIG Subgroup on Diversity Residencies

The ACRL RIG Subgroup on Diversity Residencies will identify, critically examine, and assess current ACRL Diversity Alliance Member Residency Programs to establish the efficacy of current programs and develop Diversity Residence best practices.

Goals:

- Conduct an environmental analysis of ACRL Diversity Alliance Residencies onboarding practices and procedures
- Develop guidelines for assessing the preparedness of potential ACRL Diversity Alliance Residency host institutions
- Create best practices for onboarding residents

Developing the Toolkit

Projects/Activities:

- Landscape analysis – literature review, review of ACRL Diversity Alliance
- Develop recommendations

Two Takeaways:

- Residency viewed as addressing a pipeline (but not retention) issue
- Benefit to institution (not resident)

Resident-Centered Framework (RCF)

- ACRL Diversity Alliance benefits the institutions and not the resident
In principle, the Diversity Alliance asks members to make commitments to support residents.
- In practice?:
 - Literature review suggests that residents do not feel supported
 - Our personal experiences as past residents
- Principles of RCF:
 - Centering the resident's perspective and honoring their experience
 - Upholding the resident as the primary audience and beneficiary
 - Committing to transparency

Diversity Resident Toolkit

- View the Diversity Resident Toolkit on the ACRL Residency Interest Group website by visiting <https://bit.ly/DRT2022>.
- **Licensing** : The Diversity Residency Toolkit is under a **Attribution-NonCommercial-ShareAlike 4.0 International (CC BY-NC-SA 4.0) license**.
- **4 main components of the toolkit:**
 - Guidelines for establishing residency planning and steering committees
 - Pre-residency checklist for institutions
 - Guidelines for establishing a mentorship program
 - Residency Support Survey

Guidelines to Establishing Residency Planning and Steering Committees

Residency Planning Committee:

- Developing the residency program, which includes creating a planning document
- At least one member from the planning committee should be appointed to the search committee

Residency Steering Committee

- Serve as a group of peers/library workers that the resident may go to that exists outside of their reporting structure
- Identify and propose opportunities for the resident based on the learning plan and/or resident goals

Pre-residency Checklist for Institutions

Why this tool is needed

Overview of features

How the checklist is set up

How we envision this benefiting the resident and institution

Pre-residency Checklist for Institutions

Categories

- Administrative actions
- Residency operations
- Institutional training
- Mentorship
- Resident professional development and leadership training
- Emotional impact on resident and prospects of retention in the field

Pre-residency Checklist - Example questions

1. Are there any culture, climate, or staff/faculty issues that need to be addressed and planned for prior to the arrival of the resident?
2. Is there a plan or procedure in place for how to address employees or patrons making racial or other microaggressions to the resident?
3. Has there been reflection and communication about what intentions or expectations (both implicit and explicit) the institution will be putting on the resident?

Guidelines for Establishing a Mentorship Program

Purpose: To create guidelines for the development of a mentorship program for residency programs. The guidelines are meant for resident(s), residency coordinator(s), and the residency steering committee and will serve to develop and build resident(s)' professional and interpersonal skills.

Audience: Resident(s), residency coordinator(s)/resident supervisor(s), and residency steering committee/residency stakeholders.

Scope: Guidelines to inform the development or revision of a mentorship program. The creation of an actual residency mentorship program is out of scope. Ongoing support for resident(s), resident coordinator(s), and the residency program is out of scope for this project.

Outline of Mentorship Section:

- Suggested Timeline for mentorship program for Residency Coordinator(s)/Residency supervisor(s)
- Mentorship Program Guidelines - Residency Coordinator(s)/ Resident Supervisor(s)
- Mentorship Program Guidelines - Resident(s)
- Mentorship Program Guidelines - Mentor(s)
- Additional resources for mentorship and leadership development

Guidelines for Establishing a Mentorship Program

Suggested Timeline for mentorship program for Residency Coordinator(s)/Residency supervisor(s)

Suggested Timeline	Residency coordinator(s)/ Residency supervisor(s)
Year 1 of Residency Mentorship Program	
Months 0-3 of residency	Setup resident mentorship program: <ul style="list-style-type: none"> ● Meet with resident(s) to discuss their expectations of the mentorship program. ● Establish mentorship program expectations. ● Identify and survey potential mentors to match with resident(s). ● Setup times to meet with potential mentor(s) to discuss expectations of the mentorship program.
	Connect mentor(s) and resident(s): <ul style="list-style-type: none"> ● Set up times for mentor(s) and resident(s) to meet. ● Follow up with both mentor(s) and resident(s) to ensure they agree to their match. ● Officially connect mentor(s) and resident(s). ● Identify and share resources about mentorship with mentor(s) and resident(s). ● Provide suggested mentorship topics to mentor(s) based on professional development plan or learning goals of resident(s). <ul style="list-style-type: none"> ○ Topics could include: <ul style="list-style-type: none"> ■ Leadership development

For Residency Coordinator(s)/ Resident Supervisor(s)

Mentorship Program Guidelines - Residency Coordinator(s)/ Resident Supervisor(s)		
Pre-mentorship program		
Have you put out a call for volunteer mentors?	Yes / No	Notes:
Have you conducted informational interviews with resident(s) to identify needs for mentorship programs?	Yes / No	Notes:
Have you conducted informational interviews with potential mentor(s) to identify potential matches for resident(s)?	Yes / No	Notes:
Have you discussed the expectations of the mentorship program with leadership and resident(s) stakeholders?	Yes / No	Notes:

Guidelines for Establishing a Mentorship Program

For Resident(s)

Mentorship Program Guidelines - Resident(s)		
0-3 months into mentorship program		
Has a formal mentor(s) been assigned to you?	Yes / No	Notes:
Were expectations of the mentorship program established/defined?	Yes / No	Notes:
Do you feel comfortable speaking with your mentor(s)?	Yes / No	Notes:
Have recurring meetings been set up for you and your mentor(s) to meet?	Yes / No	Notes:
Were you asked about topics you would like to learn more about or have you expressed topics you would like to discuss/learn more about?	Yes / No	Notes:
Has your resident coordinator(s) checked in with you about the mentorship program?	Yes / No	Notes:
Months 4-12 of mentorship program		

For Mentor(s)

Mentorship Program Guidelines - Mentor(s)		
0-3 months into mentorship program		
Has a formal mentee been assigned to you?	Yes / No	Notes:
Were expectations of the mentorship program established/defined?	Yes / No	Notes:
Do you feel comfortable speaking with your mentee?	Yes / No	Notes:
Have you set up recurring meetings for you and your mentee to meet?	Yes / No	Notes:
Have you identified topics to discuss with your mentee or have you asked your mentee what topics they would like to discuss/learn more about?	Yes / No	Notes:
Do you feel you have clear communication with the resident(s) coordinator?	Yes / No	Notes:
Has the resident coordinator checked in with you about the mentorship program?	Yes / No	Notes:
Months 4-9 of mentorship program		

Guidelines for Establishing a Mentorship Program

Items to consider when developing mentorship programs for Diversity Resident Librarians

- Leadership Development
- Career Coaching
- Networking - local, state, and national
- Sponsorship Models
- Consider identifying learning topics and developing professional development plans for residents

Residency Support Survey

- Literature review identified 4 important factors in a resident's experience.
- The survey measures these 4 factors -
 - **Mentorship**
 - **Professional Development**
 - **Career Advancement**
 - **Inclusion,**
- across 4 dimensions -
 - **Existence**
 - **Agency**
 - **Institutional Support/Funding**
 - the resident librarian's **Engagement/Satisfaction**
- Take at least 2 times during residency
- While it is designed for primarily for residents, can also be taken by a supervisor or coordinator.

Residency Support Survey

RESIDENCY SUPPORT EVALUATION

Residency Interest Group
An interest group of the Association of College and Research Libraries

Please rate the level of support/your level of satisfaction. For numerical ratings, a rating of 1 represents the least favorable response. A rating of 5 represents the most favorable response.
For YES/NO questions, if your answer is NO, do not enter a rating for the remaining dimensions of the facet - these will automatically be calculated at zero.

MENTORSHIP

Have you had an opportunity to participate in mentorship whether formal or informal?	Yes	5	5
How satisfied are you with your ability to be involved in selecting a mentor		2	2
How supportive of your work, culture and values is/was the mentorship experience		5	5
How satisfied are you with the mentorship experience?		3	3

PROFESSIONAL DEVELOPMENT

Did you have the opportunity, formally or informally, for professional development	Yes	5	5
How much choice do you have in selecting professional development experiences?		4	4
Is the level of funding for professional development activities sufficient?		4	4
How satisfied are you with your access to professional development so far?		4	4

CAREER ADVANCEMENT

Is there any institutional support for your career goals through specific work experiences?	Yes	5	5
How much input do you have in selecting work experiences?		5	5
To what extent do your work experiences support your career goals?		5	5
How enthusiastic do you feel about your work assignments?		5	5

INCLUSION

Do you get any type of professional support from your colleagues e.g. providing constructive feedback, including you in critical projects, providing opportunities to contribute your expertise?	Yes	5	5
Do you feel yourself as a valued member of the internal community of the library?		4	4
Do your colleagues offer collaboration opportunities that support your work, culture or values?		5	5
To what extent do you feel persons at your institution are prepared to work with a resident from an underrepresented group?		4	4

THANK YOU FOR YOUR PARTICIPATION
[CLICK HERE FOR YOUR RESULTS](#)

Mentorship

- How satisfied are you with your ability to be involved in selecting a mentor?

Professional Development

- How much choice do you have in selecting professional development experiences?
- Is the level of funding for professional development activities sufficient?

Career Advancement

- How much input do you have in selecting work experiences?
- To what extent do your work experiences support your career goals?

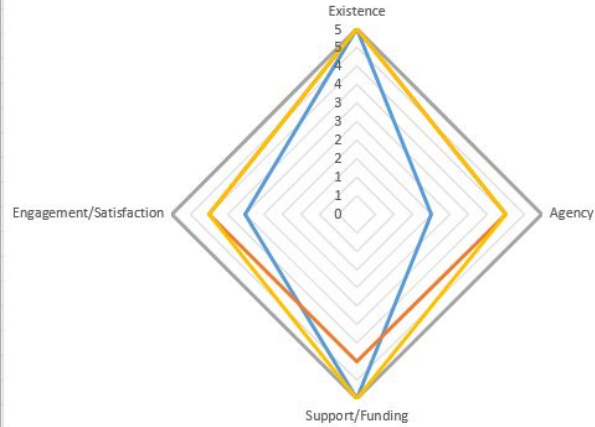
Inclusion

- Do you get any type of professional support from your colleagues e.g. providing constructive feedback, including you in critical projects, providing opportunities to contribute your expertise?
- To what extent are you able to find a place for or position yourself as a valued member of the internal community of the library?

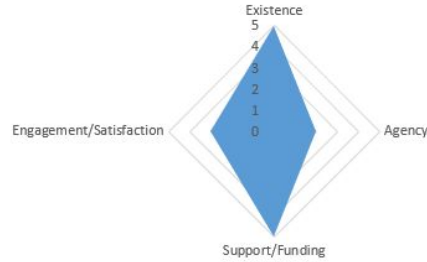
Residency Support Survey

Resident Support Evaluation

— Mentorship — Professional Development — Career advancement — Inclusion



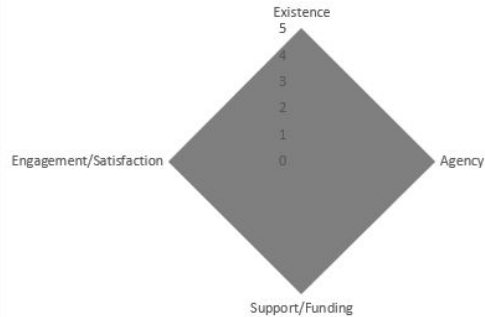
Mentorship



Professional Development



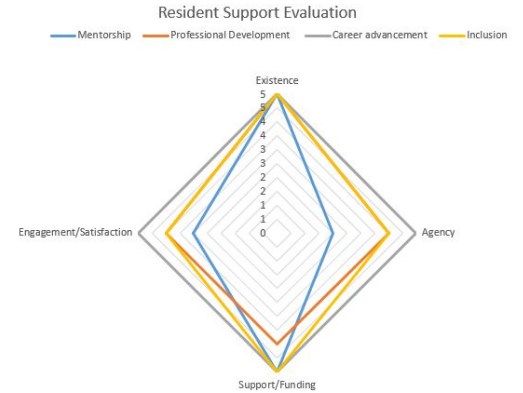
Career advancement



Inclusion



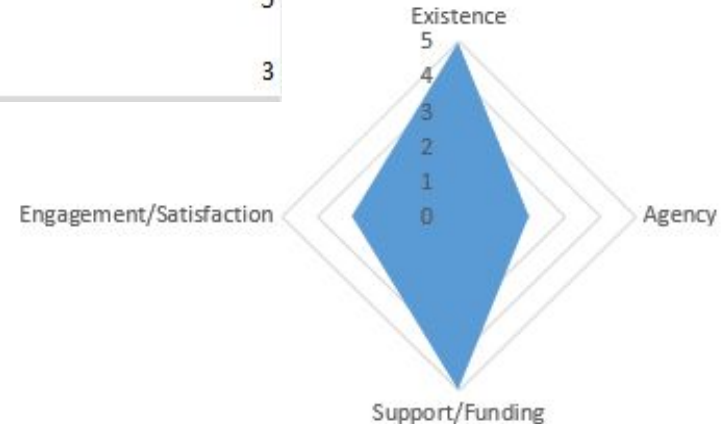
Residency Support Survey



MENTORSHIP

Have you had an opportunity to participate in mentorship whether formal or informal?	Yes	5	5
How satisfied are you with your ability to be involved in selecting a mentor?		2	2
How supportive of your work, culture and values is/was the mentorship experience?		5	5
How satisfied are you with the mentorship experience?		3	3

Mentorship



Beta-testing and Next Steps

<https://bit.ly/DivToolkit>

- Rolling enrolment through June 2022
- Feedback framework consists of interim reports submitted via a Qualtrics form. These are simply the checklists, and Survey that form part of the Toolkit
- Qualtrics form includes informed consent
- Baseline report 30 days after start of residency/start of beta testing
- Interim reports after 6, 12, & where applicable 18 months; Final reflection 30 days before end of residency
- Community call for residents & Community call for residency supervisors Spring 2023
- The Residencies Subgroup will report out in Summer 2023 and Summer 2024
- If you would like to meet with our subgroup to discuss this further or if you have any questions, we'd be happy to set this up for you

Thank You / Contact Us

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Q&A