



DECONSTRUCTING DIVERSITY MENTORSHIP

Ivan Aguirre, Patty Alvarado, Veronica Boswell, Alysa Cua, Jaimee Hugo, Molly Milazzo, Jesse Nachem

BIPOC
CENTERED
MENTORSHIP

OBJECTIVES DEFINED

EQUITY

Support: Acknowledging differences in cultural and lived experiences by creating spaces that address inequities in the workplace.

INCLUSION

Retain/Retention: Retaining minoritized persons in the workspace(s) by advocating for their professional success and support.

DIVERSITY

Promote: Allowing for upward mobility to both provide a representative workforce and to dismantle power imbalances.



DIVERSITY INITIATIVES FAIL

Current
Mentorship
Models

Anti-Racist Lens:
Colonizer
Tool(s)

Assimilation

Assimilation

Loss in
retention &
cultural
identities

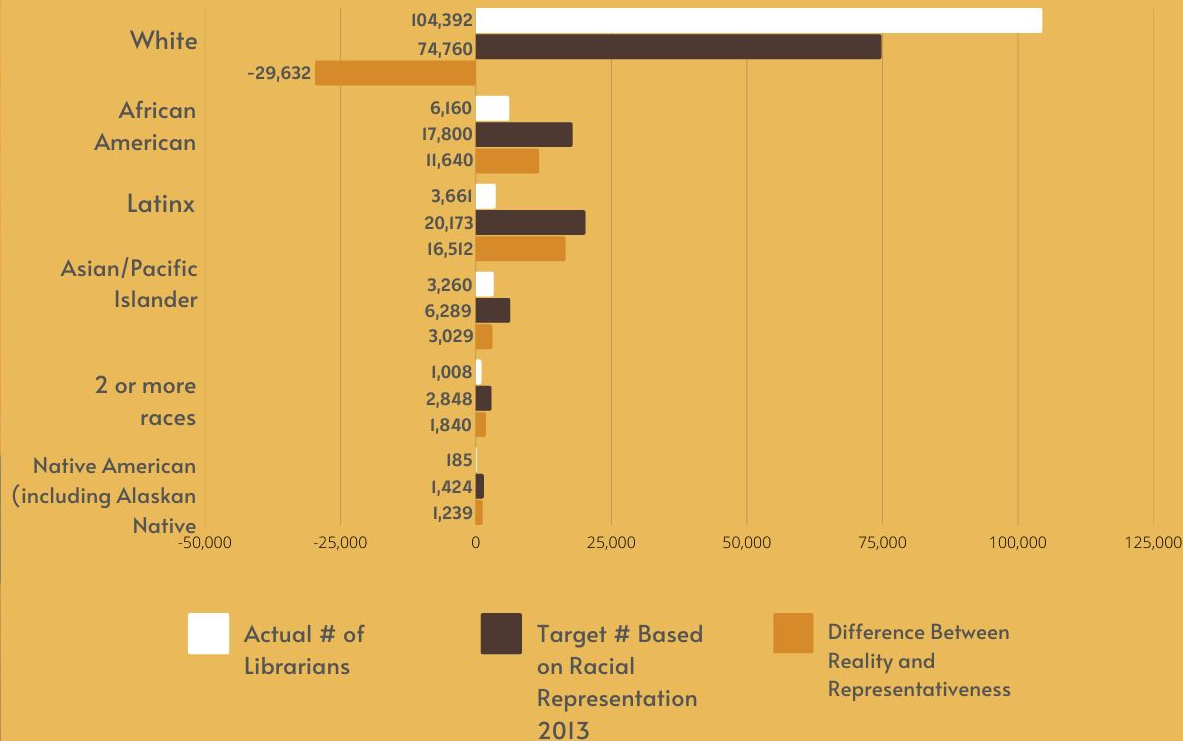
White Supremacy
Structures Upheld

Hathcock, A., & Hathcock, A. (2015, October 7). White Librarianship in Blackface: Diversity Initiatives in LIS – In the Library with the Lead Pipe. In the Library with the Lead Pipe. <http://www.inthelibrarywiththeleadpipe.org/2015/lis-diversity/>

Hinsdale, M. J., & Peters, M. A. (2016). Mentoring and decolonization. Encyclopedia of educational philosophy and theory, 1 -7.

Target Racial Demographic for LIS

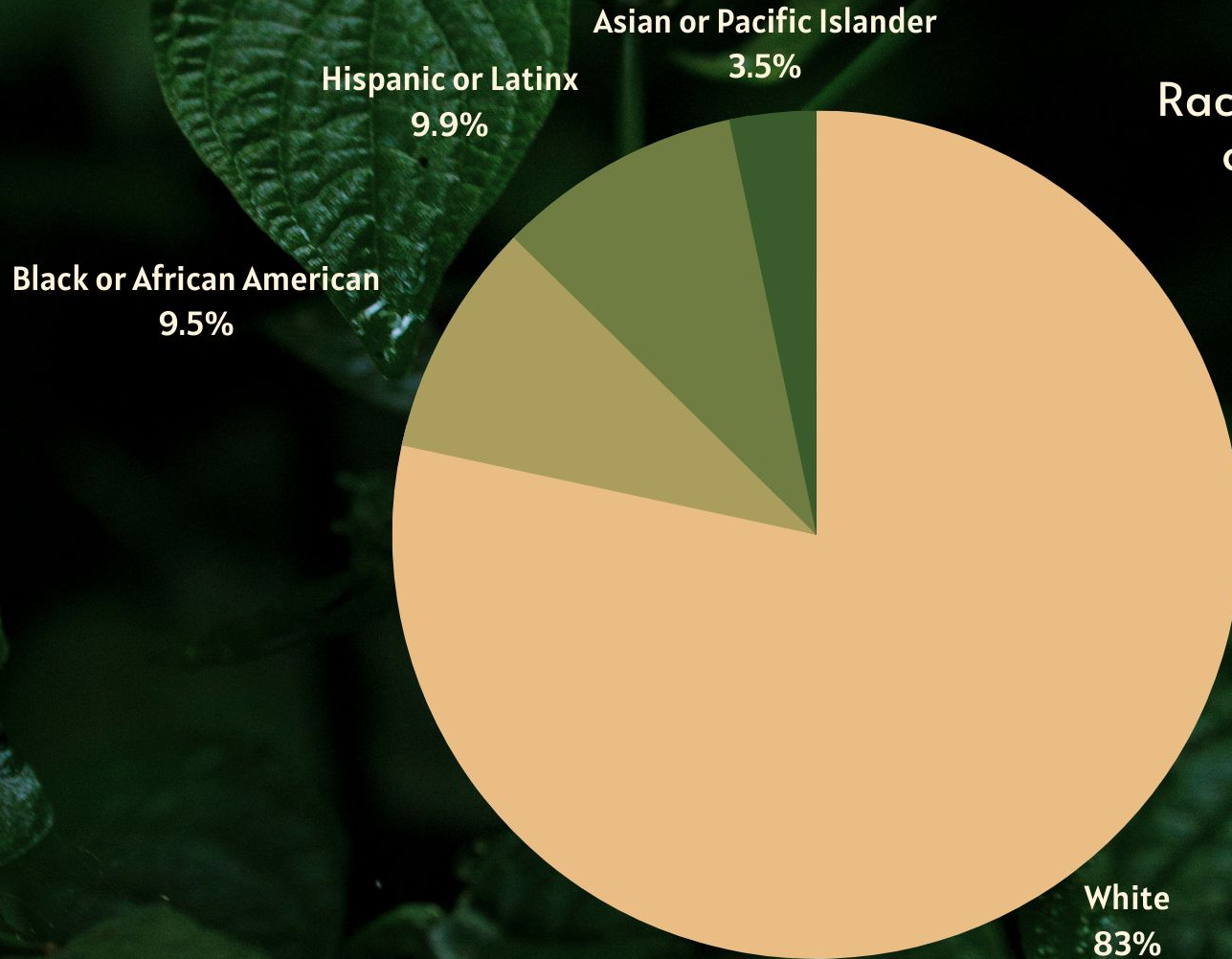
Comparing racial composition in 2014 with a hypothetical reflection of the nation's diversity in 2013 with the number of librarians needed to properly represent the population.



Target racial demographics for LIS (Bourg 2014).

Racial and Ethnic Breakdown of Librarians in the United States, 2020

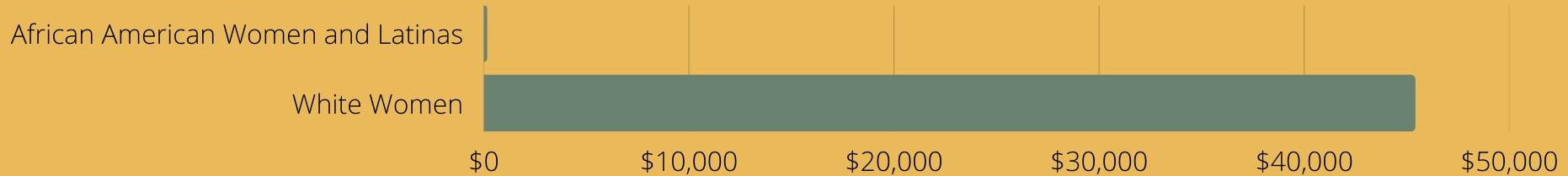
Librarians are unrepresentative of our communities



Median Wealth in Women

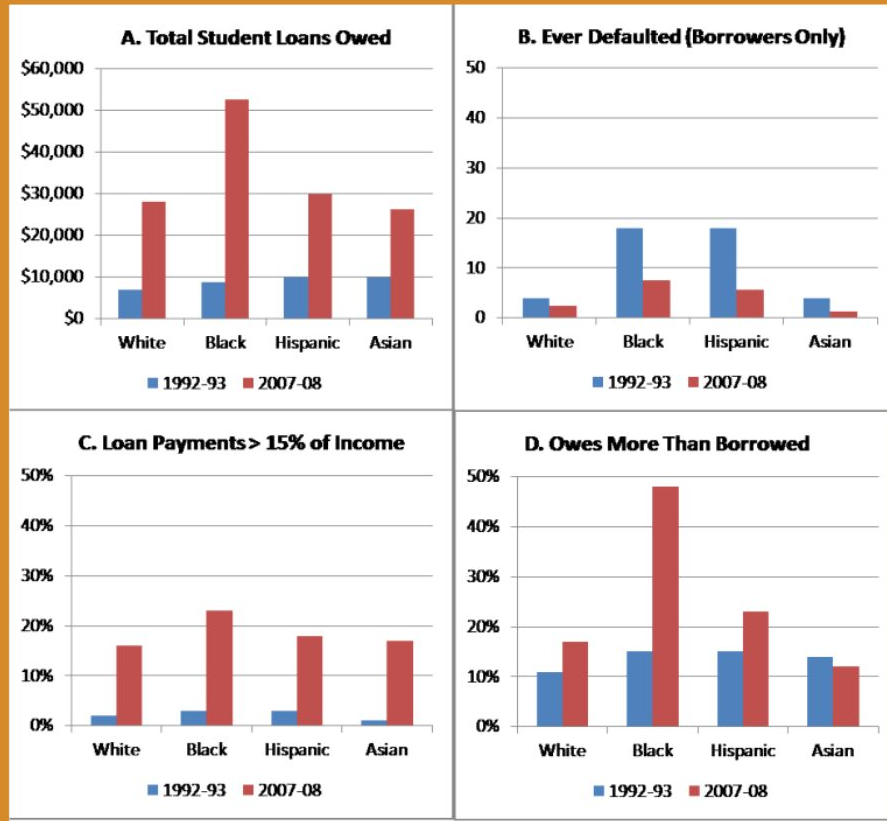
Levels of wealth (not same as income) limits women the ability to build wealth overtime creating a barrier in obtaining advanced degrees. LIS has been long dominated by women.

Race-based
disparities in
wages

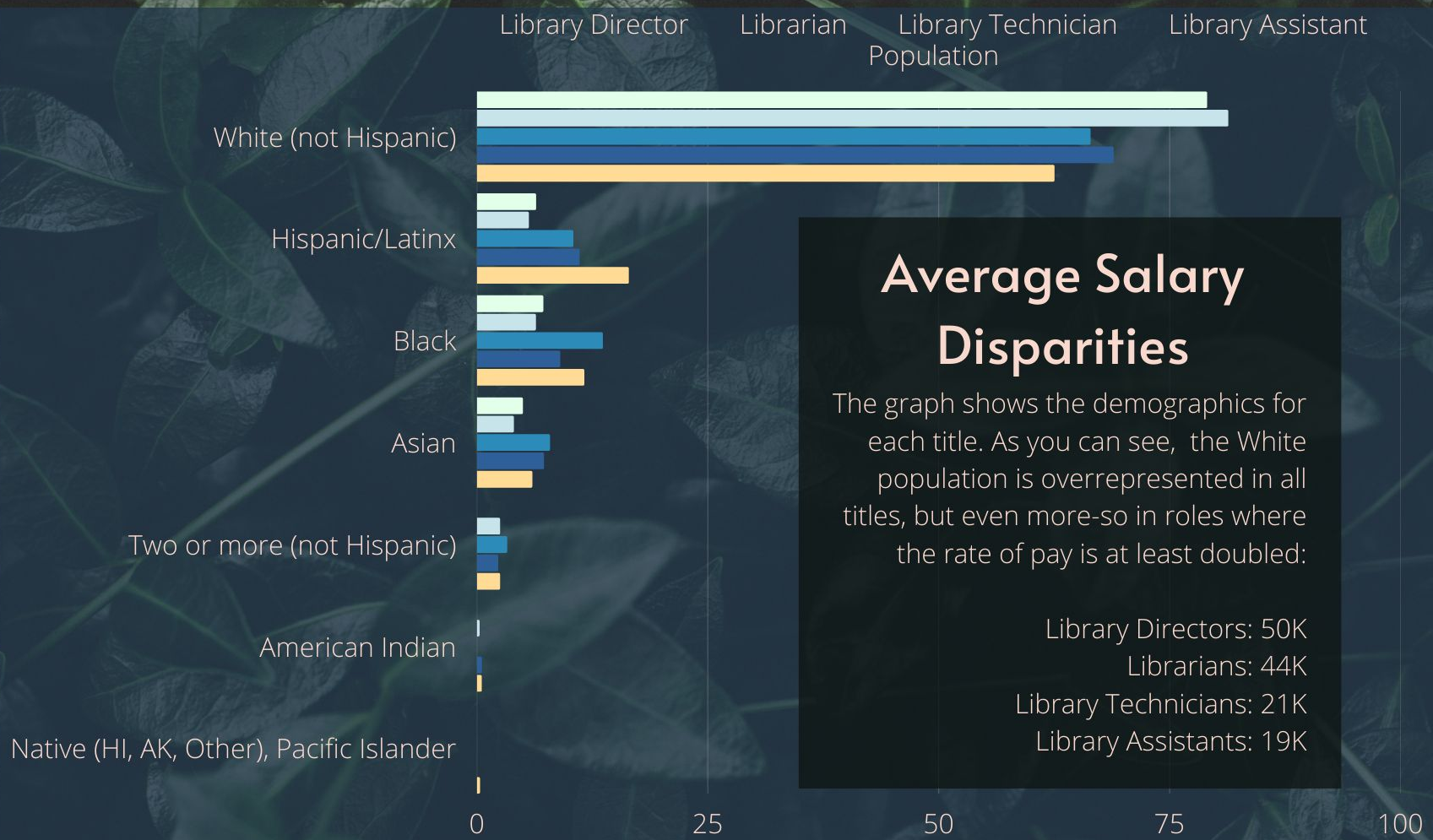


The wealth gap for women of color (Richard 2014).

Racial Disparities in Student Loan Debt



Student loan debt is higher for BIPOC who have historically been prevented from accumulating wealth. These circumstances impact BIPOC from obtaining MLIS degrees or pursuing careers in LIS



Average Salary Disparities

The graph shows the demographics for each title. As you can see, the White population is overrepresented in all titles, but even more-so in roles where the rate of pay is at least doubled:

Library Directors: 50K

Librarians: 44K

Library Technicians: 21K

Library Assistants: 19K



HARM+LABOR REDUCTION

- Mentors perform majority application process work
- Mediators act as advocates
- Stipend for mentees
- Therapy services

MENTORSHIP PROGRAM

The Phases and Participants

MENTORS

MEDIATORS

MENTEES

PHASE 1

15 CHARACTERISTICS
OF WHITE SUPREMACY

PHASE 2

MIXED-SPACE WORKSHOPS
AND LIBRARY AUDITS

PHASE 3

MIXED-SPACE WORKSHOPS
AND HEALING

CONTACTS

Alysa Cua

Access Services Assistant
University of California, Riverside
alysa.cua@ucr.edu

Ivan Aguirre

Norco Library Manager
ivan.aguirre@rivlib.net

Veronica Boswell

veroland8@gmail.com

Patty Alvarado

Adult Librarian II -
Benjamin Franklin Branch
Los Angeles Public Library
palvarado@lapl.org

Jesse Nachem

Children's Room Manager,
Main Library
Oakland Public Library
jnachem@oaklandlibrary.org

Jaimee Hugo

Librarian III - Support Services Manager
Beverly Hills Public Library
jhugo@beverlyhills.org

Molly Milazzo

Librarian
Sacramento Public Library
mmilazzo@saclibrary.org