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Diversity in Libraries of the North (DILON)

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Northern Collaboration Conference,
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Race

“The classification based on physical characteristics into which human kind was divided. Today people would use the term ethnic group.”

Institute of Race Relations

Ethnicity

“A group of people whose members identify with each other through a common heritage, often consisting of a common language, common culture (which can include a religion). It is the way that most countries and peoples choose to delineate groups and has superseded the biological idea of race”

Institute of Race Relations

Privilege

“A right, advantage, or immunity granted to or enjoyed by an individual, corporation or individuals, etc., beyond the usual rights or advantages of others”

e.g. white privilege, western privilege, male privilege...

Oxford English Dictionary

Approaching diversity empirically: What if there aren't many non-white people to hire for libraries?



Population Level – Ethnic Diversity at a National Level

Using the last Census data from 2011, we can understand how diverse our region is in terms of overall population

% Ethnic groups by English regions, 2011

[2011 Census analysis: Ethnicity and the Labour Market, England and Wales](#)

	Other Ethnic Groups	Black/ African/ Caribbean/ Black British	Asian/Asian British	Mixed/ Multiple Ethnic Groups	White
England and Wales	1	3.3	7.5	2.2	86
North East	0.4	0.5	2.9	0.9	95.3
North West	0.6	1.4	6.2	1.6	90.2
Yorkshire and the Humber	0.8	1.5	7.3	1.6	88.8

Employment Level - What proportion of people are currently employed and what is their ethnicity?

Employment rates by ethnic group, England and Wales (people aged 16 to 64)

	Percentages					
	All	White	Mixed/ Multiple	Asian / Asian British	Black / African / Caribbean / Black British	Other ethnic group
2014	72.7	74.7	63.4	61.7	60.6	56.7

Whilst the employment rate is high overall, non-white people are less likely to be in employment.

Higher Education level – How diverse is the sector?

Staff by Ethnicity 2016/17	Academic	% Academic	Non-academic	% non-academic	Total
White	161,255	77.95%	179,510	84.34%	340,765
Black	3,445	1.67%	6,165	2.90%	9,615
Asian	17,595	8.51%	11,705	5.50%	29,300
Other (including mixed)	7,545	3.65%	5,070	2.38%	12,610
Unknown	17,030	8.23%	10,390	4.88%	27,420
Total	206,870		212,835		419,710

The HE sector is more diverse than the population and those in employment as a whole. However, non-academic roles (incl. library jobs) are less ethnically diverse than academic roles.

Library Level – Is our profession diverse?


Libraries as a sector are less diverse than the population as a whole.

There is a lack of detail to understand differences between library sectors (public, academic etc)

The data does suggest that libraries have a particular lack of diversity

Table 12: Stated ethnicity by work domain

Ethnicity	Libraries
English, Welsh, Scottish, Northern Irish, British	6002
Irish	212
Gypsy or Irish Traveller	2
Ethnicity white: any other white background	421
White and Black Caribbean	15
White and Black African	5
White and Asian	27
Any other mixed or multiple ethnic background	29
Indian	47
Pakistani	10
Bangladeshi	3
Chinese	21
Any other Asian background	14
African	11
Caribbean	12
Any other Black, African, Caribbean background	7
Arab	5
Any other ethnic group	24
% White (Including: 'English, Welsh, Scottish, Northern Irish, British' 'Irish' and 'Any other white background'.	96.6%
Total N	6867



Diversity in Libraries of the North (DILON)

Achievements so far





Hurdles



How to be a good ally

1. Listen

“Being a good ally often means not being included in the conversation, because the conversation isn’t about you.”

2. Don't ask - do

By asking people of colour how to be a better ally then you are implying that someone else should do all the emotional labour for you.

3. Amplify

Amplifying the opinions and ideas of other people is a way to participate without taking up space.

4. Speak up

If you spot discrimination at work or hear derogatory comments, say something, or talk to HR.

This is about creating a safe environment for everyone.

5. It's a verb, not a noun

Being an ally is an active not passive role.

You also do not get credit for past acts of solidarity (also known as 'virtue signalling') without regard for current behaviour.

6. Mistakes

Your mistakes do not define you, but how you handle them does.

7. Represent

Representation matters. Why? It shows the organisation's commitment to a diverse workforce and demonstrates that diversity isn't just a tick box exercise.

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**Any
questions?**



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