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Diversity in Libraries of the North (DILON)

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Amy Campbell
Natalia Gordon
Northern Collaboration Conference, Lancaster 2018
“The classification based on physical characteristics into which human kind was divided. Today people would use the term ethnic group.”

Institute of Race Relations
“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 It is the way that most countries and peoples choose to delineate groups and has superseded the biological idea of race”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
“A right, advantage, or immunity granted to or enjoyed by an individual, corporation of 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

Employment level

Higher Education level

Library level

@libdiverse
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

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

<table>
<thead>
<tr>
<th>Percentages</th>
<th>All</th>
<th>White</th>
<th>Mixed/Multiple</th>
<th>Asian / Asian British</th>
<th>Black / African / Caribbean / Black British</th>
<th>Other ethnic group</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>72.7</td>
<td>74.7</td>
<td>63.4</td>
<td>61.7</td>
<td>60.6</td>
<td>56.7</td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th>Staff by Ethnicity 2016/17</th>
<th>Academic</th>
<th>% Academic</th>
<th>Non-academic</th>
<th>% non-academic</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>161,255</td>
<td>77.95%</td>
<td>179,510</td>
<td>84.34%</td>
<td>340,765</td>
</tr>
<tr>
<td>Black</td>
<td>3,445</td>
<td>1.67%</td>
<td>6,165</td>
<td>2.90%</td>
<td>9,615</td>
</tr>
<tr>
<td>Asian</td>
<td>17,595</td>
<td>8.51%</td>
<td>11,705</td>
<td>5.50%</td>
<td>29,300</td>
</tr>
<tr>
<td>Other (including mixed)</td>
<td>7,545</td>
<td>3.65%</td>
<td>5,070</td>
<td>2.38%</td>
<td>12,610</td>
</tr>
<tr>
<td>Unknown</td>
<td>17,030</td>
<td>8.23%</td>
<td>10,390</td>
<td>4.88%</td>
<td>27,420</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>206,870</strong></td>
<td><strong>87.23%</strong></td>
<td><strong>212,835</strong></td>
<td><strong>85.38%</strong></td>
<td><strong>419,710</strong></td>
</tr>
</tbody>
</table>

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

CILIP (2015) A study of the UK information workforce
Diversity in Libraries of the North (DILON)
Achievements so far
Hurdles

@libdiverse
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.
Your mistakes do not define you, but how you handle them does.
Representation matters. Why? It shows the organisation’s commitment to a diverse workforce and demonstrates that diversity isn’t just a tick box exercise.
Diversity in Libraries of the North (DILON)

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Any questions?

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