

# AN ASSESSMENT OF SUSTAINABLE RECRUITMENT PRACTICES AT CANADIAN RESEARCH LIBRARIES

## BACKGROUND

The Canadian Association of Research Libraries (CARL) Equity, Diversity, and Inclusion (EDI) Working Group released a document in December 2020 called “Strategies and Practices for Hiring and Retaining Diverse Talent” to address the lack of diversity in the profession and limit barriers to recruitment and hiring. Nearly four years after the document was released, this assessment of CARL member librarian postings will determine whether simple and feasible recruitment practices are being implemented.

## METHODS

Librarian job postings for CARL member institutions were found using job boards, listservs, and institutional career sites, in combination with the Internet Archives Wayback Machine. One job posting from before and after December 2020 from each institution were analyzed for the following:

### 1. Education criteria requirements

### 2. Promoting institute as inclusive

- Presence of equity statement
- Availability of accommodations
- Presence of land acknowledgement
- EDI expectations within the responsibilities or qualifications

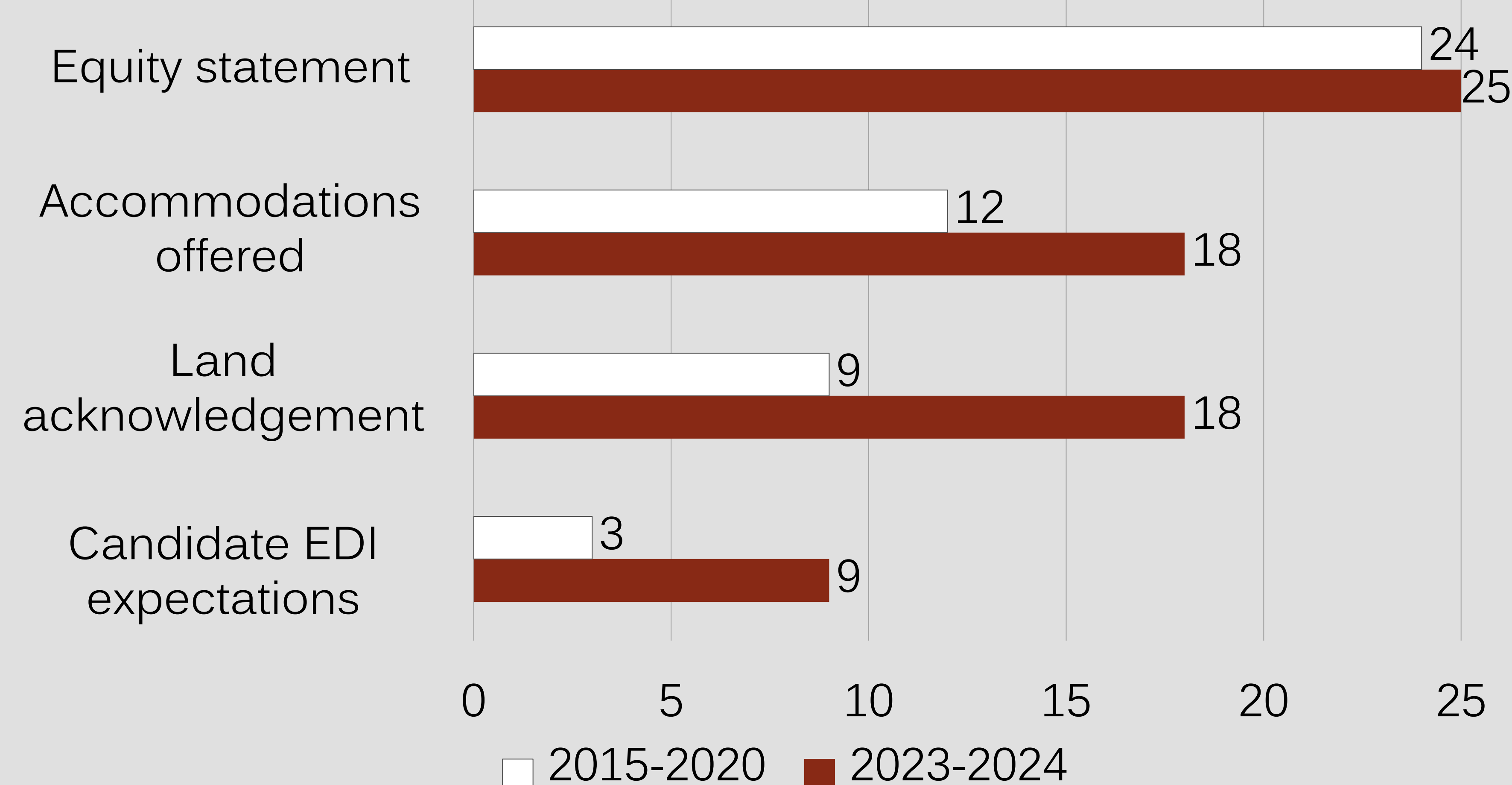
### 3. Advertising on targeted job boards

- Presence of CARL member postings on the ViMLoC job board (from inception) and We Here job board (from July 2023) were documented.

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Number of inclusive components within job descriptions (n=25)

### Promoting Inclusion in Job Descriptions



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Number of each type of education criteria (n=25)

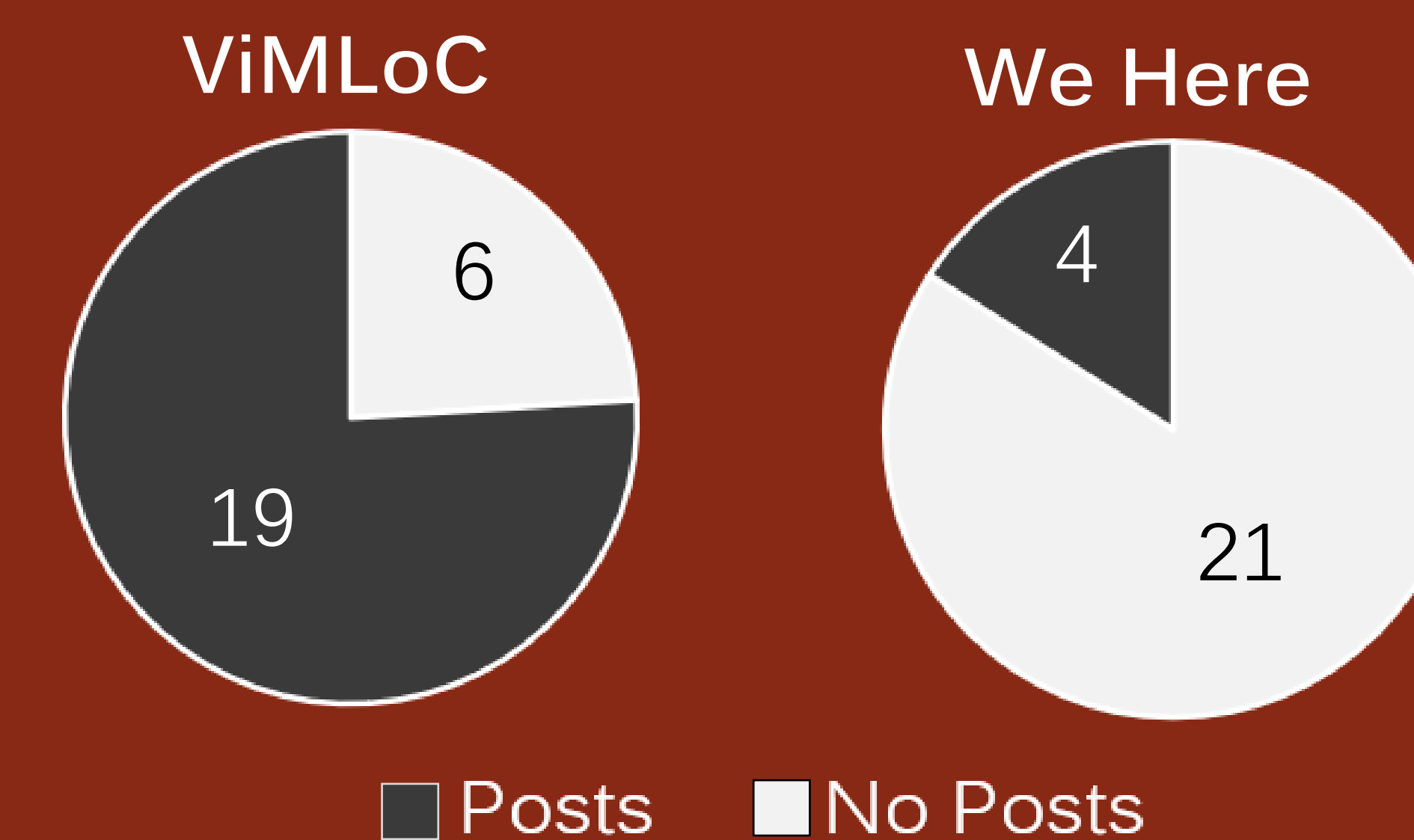
Education Requirements	2015-2020	2023-2024
ALA MLIS only	4	2
ALA MLIS or equivalent	17	18
ALA MLIS or equivalent / LIS PhD or equivalent	1	1
Accredited MLIS	1	2
MLIS or equivalent	1	1
Accredited MLIS / masters or higher and willing to get an accredited MLIS	1	1

## RESULTS

Of 31 CARL members, job postings for 4 universities and 2 federal government libraries could not be located; 25 institutions were included in the analysis. Job postings from 2015-2020, prior to the release of CARL’s document, and those from 2023-2024 were compared.

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Number of CARL members posting on targeted job boards (n=25)



## CONCLUSIONS

When comparing job postings prior to December 2020 and those afterwards:

1. Minor changes to broadening of education requirement eligibility, since the majority use broader wording.
2. Job descriptions have improved in promoting inclusion, with more offering accommodations, including land acknowledgements, and listing candidate EDI responsibilities or qualifications to highlight importance of EDI in the role.
3. The majority of CARL institutions are posting on ViMLoC’s job board, targeted for underrepresented librarians, but there is less targeting of international audiences.

Small changes in recruitment practices are occurring, but CARL members should reassess job descriptions to include as many strategies as possible to advertise and hire for diversity, and ensure it’s consistently applied in job postings.

## LIMITATIONS

Availability of job postings was limited. Depending on where the posting was found, the description may differ from what is posted on the institution’s website.

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