

An Overview of ARL Diversity Programs

The ARL Diversity Programs are a suite of initiatives that recruit people from underrepresented racial and ethnic groups into careers in research libraries (the Initiative to Recruit a Diverse Workforce and the Career Enhancement Program) and that prepare and advance minority librarians into leadership positions in ARL libraries (the Leadership and Career Development Program).

Initiative to Recruit a Diverse Workforce (IRDW)

<http://www.arl.org/diversity/init/>

The IRDW offers leadership development and a stipend of up to \$10,000 over two years to MLS students from underrepresented groups who are interested in careers in research libraries. The initiative is funded by the Institute of Museum and Library Services (IMLS) and by voluntary contributions from 52 ARL member libraries. In addition to receiving the stipend to help defray the cost of graduate school, the IRDW Diversity Scholars participate in ARL's annual Leadership Institute, visit an ARL member library to learn more about research library operations, are matched with professional mentors, and receive paid membership in a major professional association and in the American Library Association's five ethnic caucuses. In December, the ARL Diversity Initiatives Working Group selected 17 MLS students to participate in the 2008–10 IRDW.

Career Enhancement Program (CEP)

<http://www.arl.org/diversity/cep/>

The CEP, funded in 2008 by IMLS and eight ARL member libraries, gives MLS students from underrepresented groups an opportunity to jump-start their careers in research libraries by providing a robust fellowship experience in an ARL member library. The program has four main components: a six- to twelve-week fellowship experience in an ARL library host institution, a mentoring relationship with a professional librarian throughout the fellowship, participation in the ARL Leadership Institute, and career placement assistance. In January, the CEP Coordinating Committee selected 18 fellows to participate in the inaugural offering of the program. ARL libraries serving as host institutions for the CEP are: University at Albany, State University of New York; University of Arizona; University of California, San Diego; Columbia University; University of Kentucky; National Library of Medicine; North Carolina State University; and University of Washington.

Leadership and Career Development Program (LCDP)

<http://www.arl.org/diversity/lcdp/>

The LCDP prepares midcareer librarians from underrepresented racial and ethnic groups to take on increasingly demanding leadership roles in ARL libraries. The 18-month program includes: two LCDP Institutes, an opening and closing event held in conjunction with national professional meetings, a career-coaching relationship with an ARL library director or staff member, and a personalized visit to an ARL member library. The LCDP celebrated its 10th anniversary in 2008. To date, 100 librarians have participated in the LCDP. The 2009–10 class of 10 fellows was selected in November.

For more information about ARL Diversity Programs, contact Mark A. Puente, Director of Diversity Programs, mpuente@arl.org.