

Early Recruitment + Diversity = Access?



a literature review by Ayoola White



Why recruit early?



- ❖ Planting the seed
- ❖ Focus: high school students and undergraduate students

Why focus on underrepresented populations?



- ❖ “Diversity is not *important*. Diversity is *reality*. Human beings are not all the same. We come from many different places and have many different identities and experiences.” – Malinda Lo, Young Adult Fiction Author
- ❖ Subjectivity of archival appraisal, description, arrangement

Dimensions of Diversity



- ❖ Main focus: racial and ethnic diversity
- ❖ Some mentions of age and gender
- ❖ Lack of intersectionality

What's that got to do with access?



- ❧ Authors rarely make the connection between diverse hiring and access
- ❧ Approachability
- ❧ Greater knowledge of archives can lead to increased use of archives

Case Studies



- ❖ Cornell University Library (CUL) Junior Fellows Program
- ❖ Rutgers University Hunterdon Central Regional High School (HCRHS) archives project
- ❖ Yale University Family and Community Archives Project (FCAP)

The Importance of Community Engagement

- ❖ Funding
- ❖ Incorporating local knowledge
- ❖ Connecting archives to school curricula

Limitations of the Literature



- ❧ Did the recruitment programs increase students' interest in archives/LIS? Who knows?
- ❧ Apparent lack of sustainability
- ❧ Lack of specific focus on archives field

A Call to Action



- ❧ Make the connection between archival access and recruitment of students from underrepresented backgrounds more explicit
- ❧ Expand definition of diversity
- ❧ Develop strategies for measuring impact of recruitment programs
- ❧ Determine methods for maintaining longevity of recruitment programs
- ❧ More specific focus on archives

Thank You

