

Racial Equity Task Force Survey

Start of Block: Informed Consent

We are Kristyn Caragher and Tatiana Bryant, two researchers from the University of Illinois at Chicago (UIC) and University of California Irvine (UCI). We are inviting public and academic library staff who are 18 years and older who work in academic or public libraries in the United States and Canada to participate in a survey that includes closed and open-ended questions, including demographic questions, on racial equity in public and academic libraries for a national research study. Survey results will be used to identify areas of improvement in regard to racial equity efforts in public and academic libraries and the research study will add to the existing literature that addresses race, racism, and racial equity efforts in public and academic libraries.

The national research study is also connected to the Building Cultural Proficiencies for Racial Equity Framework Task Force, a joint effort of the Association of College and Research Libraries (ACRL), the Association of Research Libraries (ARL), the American Library Association's Office for Diversity, Literacy and Outreach Services (ODLOS), and the Public Library Association (PLA). An aggregate data report of the survey will be used to help inform the development of the Building Cultural Proficiencies for Racial Equity Framework.

The survey is expected to take about 20 minutes to complete and it has been reviewed and has been determined to be (upon IRB approval, insert this language: exempt by the University of Illinois at Chicago IRB Office). You will not directly benefit from participating in this online survey today.

Participation in the survey is completely voluntary and no identifiable information will be collected during the study. If you decide to participate in the study, you are free to withdraw anytime while you are taking the survey. You have the right to not answer a particular question in addition to withdrawing from the survey. Please note that If you complete the anonymous survey and then submit it to us, we will be unable to extract the anonymous data should you wish it to be withdrawn.

All data collected will be anonymized and held in a password protected cloud-based storage system at UIC and only the principal investigator and co-investigator will have access to it. Confidentiality will be maintained to the degree permitted by the technology used. Your participation in this online survey involves risks similar to a person's everyday use of the Internet.

Thank you for your participation. If you have any concerns about the survey, please contact the UIC IRB Office at (312) 996-1711 or uicirb@uic.edu or contact the investigators below.

Principal Investigator:

Kristyn Caragher
Assistant Professor & Reference and Liaison Librarian (STEM)
Richard J Daley Library
University Library
801 S. Morgan St.
Chicago, IL 60607

(312) 996-2730
caraghe2@uic.edu

Co-Investigators:

Tatiana Bryant
Associate Librarian, Digital Humanities and History
University of California Irvine
The UCI Libraries - Zot 8200
PO BOX 19557
Irvine, CA 92623-9557
(949) 824-1640
tatianab@uci.edu

Please indicate your willingness to participate in this research.

- ☐ I have read the consent form and agree to participate. (1)
- ☐ I have read the consent form and do not wish to participate. (2)

Skip To: End of Survey If QID1 = I have read the consent form and do not wish to participate.

End of Block: Informed Consent

Start of Block: Demographics

Q1 Are you from a library in the United States or Canada?

- ☐ Yes, I am currently working in a library (1)
- ☐ Yes, I worked in a library in the past 5 years (2)
- ☐ Yes, but I am currently between jobs (3)
- ☐ No (4)

Skip To: End of Survey If Q1 = No

Q2 Which type of library best describes your current or last workplace?

- ☐ Public library (1)
- ☐ Public university or college library (2)
- ☐ Private university or college library (3)
- ☐ Community college or equivalent (4)
- ☐ School K-12 library (5)
- ☐ Special non-academic library (6)

Skip To: End of Survey If Q2 = School K-12 library

Skip To: End of Survey If Q2 = Special non-academic library

Q3 I identify as...

- ☐ American Indian, Alaska Native, Indigenous, or Native (1)
 - ☐ Asian (2)
 - ☐ Black or African American (3)
 - ☐ Native Hawaiian or Pacific Islander (4)
 - ☐ White (5)
 - ☐ Hispanic or Latinx (6)
 - ☐ Western Asian or North African (7)
 - ☐ Prefer to self-describe: (8) _____
-

Q4 I identify my gender as...

- ☐ Man (1)
 - ☐ Woman (2)
 - ☐ Non-Binary (3)
 - ☐ Prefer to self-describe: (4) _____
-

Q5 Do you identify as transgender?

- ☐ Yes (1)
 - ☐ No (2)
-

Q6 How long have you worked in libraries?

- ☐ Less than a year (1)
 - ☐ 1-4 years (2)
 - ☐ 5-9 years (3)
 - ☐ 10-19 years (4)
 - ☐ 20 or more years (5)
-

Q7 What is your current role?

- ☐ Paraprofessional/Library staff (1)
 - ☐ Librarian (2)
 - ☐ Administrator (3)
 - ☐ Faculty (4)
 - ☐ Library and Information Science (LIS) Student (5)
 - ☐ Please specify: (6) _____
-

Q8 Do you have supervisory responsibilities?

- ☐ Yes (1)
- ☐ No (2)

End of Block: Demographics

Start of Block: Personal Thoughts and Experiences with Racial Equity in the Workplace

Please answer the following questions based on your experience at your current library or the last library you worked at if you are currently unemployed or retired. Please indicate your level of agreement with each of the following statements.



Q9 I am comfortable talking about race in my library with people of my same race

- ☐ Strongly agree (5)
 - ☐ Agree (4)
 - ☐ Neither agree nor disagree (3)
 - ☐ Disagree (2)
 - ☐ Strongly disagree (1)
-



Q10 I am comfortable talking about race in my library with people of different racial backgrounds from my own

- ☐ Strongly agree (5)
 - ☐ Agree (4)
 - ☐ Neither agree nor disagree (3)
 - ☐ Disagree (2)
 - ☐ Strongly disagree (1)
-



Q11 I can identify examples of institutional racism. Please refer to the definition below. **Institutional racism** refers to organizational policies and practices — based on

explicit and/or implicit biases — that produce outcomes which consistently advantage or disadvantage one or more racial group(s).

- ☐ Strongly agree (5)
 - ☐ Agree (4)
 - ☐ Neither agree nor disagree (3)
 - ☐ Disagree (2)
 - ☐ Strongly disagree (1)
-



Q12 I can identify examples of interpersonal/individual racism. Please refer to definition below. **Individual racism** refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what is being done.

- ☐ Strongly agree (5)
 - ☐ Agree (4)
 - ☐ Neither agree nor disagree (3)
 - ☐ Disagree (2)
 - ☐ Strongly disagree (1)
-



Q13 I feel my voice matters within the workplace

- ☐ Strongly agree (5)
 - ☐ Agree (4)
 - ☐ Neither agree nor disagree (3)
 - ☐ Disagree (2)
 - ☐ Strongly disagree (1)
-



Q14 I believe my race influences the degree to which my voice matters within the workplace

- ☐ Strongly agree (5)
 - ☐ Agree (4)
 - ☐ Neither agree nor disagree (3)
 - ☐ Disagree (2)
 - ☐ Strongly disagree (1)
-



Q15 I can speak up about the racism I experience or witness in the workplace

- ☐ Strongly agree (5)
 - ☐ Agree (4)
 - ☐ Neither agree nor disagree (3)
 - ☐ Disagree (2)
 - ☐ Strongly disagree (1)
-



Q16 I trust that my job security is not at risk when I address the racism I experience or witness in the workplace

- ☐ Strongly agree (5)
- ☐ Agree (4)
- ☐ Neither agree nor disagree (3)
- ☐ Disagree (2)
- ☐ Strongly disagree (1)

End of Block: Personal Thoughts and Experiences with Racial Equity in the Workplace

Start of Block: Workplace Experiences with Racial Equity



Q17 I believe my workplace has a responsibility to address racial equity

- ☐ Strongly agree (5)
- ☐ Agree (4)
- ☐ Neither agree nor disagree (3)
- ☐ Disagree (2)
- ☐ Strongly disagree (1)



Q18 My library has made a formalized commitment to addressing and eliminating racial inequities

- ☐ Strongly agree (5)
- ☐ Agree (4)
- ☐ Neither agree nor disagree (3)
- ☐ Strongly disagree (2)
- ☐ Disagree (1)

Skip To: Q19 If Q18 = Neither agree nor disagree

Skip To: Q19 If Q18 = Strongly disagree

Skip To: Q19 If Q18 = Disagree

Display This Question:

If Q18 = Strongly agree

And Q18 = Agree

Q18.1 If strongly agree or agree, what does that commitment look like? Select all that apply.

- ☐ Equity, Diversity, and Inclusion (EDI) Committee (1)
 - ☐ Racial equity or EDI mission statement (2)
 - ☐ Racial equity audit (3)
 - ☐ Racial equity trainings (4)
 - ☐ Racial equity statement of support (5)
 - ☐ Commitment to be an anti-racist organization (6)
 - ☐ Racial Equity/EDI officer (7)
 - ☐ Designated EDI HR representative (8)
 - ☐ Other (please specify): (9)
-

Q19 Does your library promote EDI principles and practices to library staff?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Skip To: Q20 If Q19 = No

Skip To: Q20 If Q19 = Unsure

Display This Question:

If Q19 = Yes

Q19.1 If yes, select all that apply

- ☐ Assign personal librarians as liaisons to programs devoted to Black, Indigenous, people of color (BIPOC) or marginalized groups (1)
 - ☐ Allow library staff to attend library programming and/or events related to EDI on work time (2)
 - ☐ Charge one or more library committees to focus on EDI issues and initiatives (3)
 - ☐ Collect and preserve materials related to BIPOC and marginalized groups (4)
 - ☐ Collect materials related to teaching and/or research in EDI (5)
 - ☐ Participate in and/or lead research related to EDI (6)
 - ☐ Serve on campus committee(s) focused on EDI (7)
 - ☐ Support staff participation in professional development for EDI (8)
 - ☐ Conduct ClimateQUAL surveys to assess for racial equity within the library (9)
 - ☐ Has supports for BIPOC library staff, such as racial healing circles or affinity groups (10)
 - ☐ Other (please specify): (11)
-

Q20 My library addresses racial inequities by hiring Black, Indigenous, and People of Color (BIPOC) employees

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Skip To: Q20.2 If Q20 = No

Skip To: Q20.2 If Q20 = Unsure

Display This Question:

If Q20 = Yes

Q20.1 If yes, select all that apply:

- ☐ Action plans for recruiting BIPOC candidates (1)
- ☐ Uses a hiring rubric when evaluating potential candidates (2)
- ☐ Conducts anonymous peer review of resumes and other application materials (3)
- ☐ Analyzes the numbers of applicants, finalists, and hires for BIPOC candidates (4)
- ☐ Includes an explicit EDI statement in job postings (5)
- ☐ Offers implicit bias training for library hiring manager and search committee (6)
- ☐ Dedicates staff to help integrate EDI principles into each state of the hiring process (7)
- ☐ Agrees upon in advance as a hiring committee what an ideal answer looks like to an interview question before conducting interviews (8)
- ☐ Ensures that hiring committees are racially diverse (9)
- ☐ Trains search committee on best practices for inclusive searches (10)
- ☐ Other (please specify): (11)

Display This Question:

If Q20 = No

And Q20 = Unsure

Q20.2 If no or unsure, please explain:

Q21 My library addresses racial inequities by retaining BIPOC employees?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Skip To: Q21.2 If Q21 = No

Skip To: Q21.2 If Q21 = Unsure

Display This Question:

If Q21 = Yes

Q21.1 If yes, select all that apply:

- ☐ Regularly assesses the organizational culture to ensure that BIPOC are hired into an inclusive organization (1)
- ☐ Generates solidarity statements (2)
- ☐ Provides EDI training for library staff (3)
- ☐ Provides formal mentorship for new hires (4)
- ☐ Pay BIPOC equitable wages (5)
- ☐ Compensates BIPOC employees when asking them to take on EDI responsibilities (6)

Display This Question:

If Q21 = No

And Q21 = Unsure

Q21.2 If no or unsure, please explain:

Q22 My library addresses racial inequities by promoting BIPOC employees:

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Skip To: Q22.2 If Q22 = No

Skip To: Q22.2 If Q22 = Unsure

Display This Question:

If Q22 = Yes

Q22.1 If yes, select all that apply:

- ☐ Has BIPOC employees in management and administrative positions (1)
- ☐ Has leadership training for BIPOC employees (2)
- ☐ Formal mentorship for future BIPOC leaders (3)
- ☐ Other (please specify): (4)

Display This Question:

If Q22 = No

And Q22 = Unsure

Q22.2 If no or unsure, please explain:

Q23 Select all of the support structures that your workplace has set up for employees to address the racial inequities they experience or witness:

- ☐ Human resources process (1)
 - ☐ Supervisor or administrative support (2)
 - ☐ Formalized accountability process (3)
 - ☐ Town halls (4)
 - ☐ Bias incident reporting system (5)
 - ☐ Ombudsman office (6)
 - ☐ Union representation (7)
 - ☐ Mediators (8)
 - ☐ Other (please specify): (9)
-

Q24 Have there been employee trainings on racial equity or EDI principles?

- ☐ Yes (1)
- ☐ No (2)

Skip To: Q25 If Q24 = No

Display This Question:

If Q24 = Yes

Q24.1 If yes, how frequently has your organization provided trainings on racial equity or EDI in the past year?

- ☐ Once (1)
- ☐ 2-3 times (2)
- ☐ More than 3 times (3)
- ☐ Unsure (4)

Display This Question:

If Q24 = Yes

Q24.2 Have they been mandatory for all employees?

- ☐ Yes, for all (1)
- ☐ Yes, for some (2)
- ☐ No (3)
- ☐ Unsure (4)

Display This Question:

If Q24 = Yes

Q24.3 Did you attend these trainings?

- ☐ Yes (1)
- ☐ No (2)

Skip To: Q25 If Q24.3 = No

Display This Question:

If Q24.3 = Yes

Q24.4 Who conducted the training?

- ☐ Library personnel (1)
- ☐ Human Resources (2)
- ☐ External presenter (3)
- ☐ Campus or administrative personnel (4)
- ☐ Equity, Diversity, and Inclusion Office (5)
- ☐ Unsure (6)
- ☐ Other (please specify) (7) _____

Display This Question:

If Q24.3 = Yes

Q24.5 What content was covered in the training? Select all that apply:

- ☐ Recruitment and retention of Black, Indigenous, and people of color (BIPOC) employees (1)
- ☐ How to be an anti-racist organization (2)
- ☐ Implicit bias (3)
- ☐ Microaggressions (4)
- ☐ Alternatives to calling the police (5)
- ☐ How to restructure decision making so that power is shared within the library (6)
- ☐ Other (please specify) (7) _____

Display This Question:

If Q24.3 = Yes



Q24.6 Did you find the training useful in your professional practice?

- ☐ Very useful (3)
- ☐ Somewhat useful (2)
- ☐ Not at all useful (1)

Display This Question:

If Q24.3 = Yes

Q24.7 Why or why not?

Display This Question:

If Q24.3 = Yes

Q24.8 Did the trainings lead to any changes in library procedures or policies?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Skip To: Q25 If Q24.8 = No

Skip To: Q25 If Q24.8 = Unsure

Display This Question:

If Q24.8 = Yes

Q24.9 If yes, please explain more.

Q25 Does management acknowledge when racist actions and comments take place in your library?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Skip To: Q26 If Q25 = No

Skip To: Q26 If Q25 = Unsure

Display This Question:

If Q25 = Yes

Q25.1 If yes, how do they communicate this? Select all that apply:

- ☐ Publicly (1)
- ☐ Privately (2)
- ☐ Other (please specify): (3) _____

Q26 There is a management and leadership protocol for acknowledging and apologizing for racist actions and comments in my library

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)



Q27 When racist actions or comments have occurred in your workplace, management and leadership are proactive in addressing the situation and requiring accountability?

- ☐ Strongly agree (5)
 - ☐ Agree (4)
 - ☐ Neither agree nor disagree (3)
 - ☐ Disagree (2)
 - ☐ Strongly disagree (1)
-



Q28 Power is shared within my library to enact changes around racial equity in regard to policies, practices, and procedures:

- ☐ Strongly agree (5)
 - ☐ Agree (4)
 - ☐ Neither agree nor disagree (3)
 - ☐ Disagree (2)
 - ☐ Strongly disagree (1)
-

Q29 Are racial equity commitments within your library subject to specific accountability measures?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Skip To: Q30 If Q29 = No

Skip To: Q30 If Q29 = Unsure

Display This Question:

If Q29 = Yes

Q29.1 If yes, what are they?

Q30 Is there anything else you would like us to know? Please share below.

References

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End of Block: Workplace Experiences with Racial Equity
