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# ACRL Diversity Alliance

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## Purpose

The ACRL Diversity Alliance program unites academic libraries who share a commitment to increase the hiring pipeline of qualified, talented individuals from underrepresented racial and ethnic groups. By thinking bigger and broader, across all academic libraries, we will introduce and welcome to the job market underrepresented racial and ethnic groups with work experiences that advance academic/research libraries.



The commitment of each library leader to create one or more residency positions will increase the numbers of opportunities for professionally underrepresented racial and ethnic groups to gain the knowledge, skills and competencies to thrive in an academic context. Participation in the ACRL Diversity Alliance requires a deep commitment on the part of library leaders to open doors, share their networks, connect people at conferences, etc., to facilitate deeper understanding of the profession and prepare them to participate in the wider higher education community and for success in scholarship, professional service, and leadership. In addition to the network of library leaders, residents will have access to a cohort and/or network that allows for sharing of ideas, resources, best practices, etc.

## ACRL Diversity Alliance Principles

Libraries wishing to participate in the Diversity Alliance program to increase the pipeline of professionally underrepresented racial and ethnic groups make the following commitments:

1. Establish a residency program for at least one individual that lasts a minimum of two years (three years preferred).
2. Commit to designing experiences at the local level to expand the residents' interests and skills, e.g., mentorships, rotation through other library units, etc.
3. Agree to serve as a resource, i.e., advisors and guides, to those institutions

participating in the ACRL Diversity Alliance.

4. Provide at a minimum the same level of professional development support provided other library faculty/staff/employees.
5. Provide a salary for the resident commensurate with the salaries of equivalent entry-level library professionals.

Commitments to the ACRL Diversity Alliance are renewed annually to ensure these principles continue to be a priority.

## Benefits to Institutions

- A digital badge is provided annually to each institution committing to the ACRL Diversity Alliance principles. This badge may be placed on the institution's website.
- Institutions that participate in the ACRL Diversity Alliance may include language in their job postings that they are part of the ACRL Diversity Alliance.

## Fees

Fees for the Diversity Alliance are set by the ACRL Board of Directors as recommended by the Diversity Alliance Steering Committee/Task Force. Fees are \$500 annually and partially offset administrative costs for the program. The ACRL Diversity Alliance Program requires an annual commitment by individual institutions and consortial pricing is not available.

## How Do I Join the ACRL Diversity Alliance?

Joining the ACRL Diversity Alliance requires just two things:

1. An annual commitment to the principles of the program as noted above, signed by the library director/dean. Any institutions whose library dean/director signs a letter committing to these principles are eligible for participation/membership in the ACRL Diversity Alliance.
2. A \$500 fee to support the program.

To join, download the [ACRL Diversity Alliance Letter of Commitment](#) (fillable PDF), complete, and return to ACRL at the address below.

Payment should be sent to:

ACRL Diversity Alliance  
Attn: Sophie Skinner  
50 E. Huron St.  
Chicago, IL 60611

ACRL Diversity Alliance badges will be delivered to participating institutions upon receipt of the letter of commitment and payment of annual fees.

Note: All commitments and annual fees received by December 31, 2016, will remain in effect until December 31, 2017.

## **Diversity Alliance Member Institutions**

### **Founding Members**

The Founding Members of the Diversity Alliance are American University, University of Iowa, Virginia Tech, and West Virginia University.

### **2016-2017 Members**

American University  
Bowling Green State University  
Emory University  
Gulf Coast State College  
Harvard University  
Massachusetts Institute of Technology  
North Carolina State University  
The Ohio State University  
Pennsylvania State University  
Swarthmore College  
Syracuse University  
Temple University  
Towson University  
University of Delaware  
University of Illinois at Urbana-Champaign  
University of Iowa  
University of Michigan  
University of Tennessee, Knoxville  
University of Utah  
Virginia Tech  
West Virginia University

## **More Information/ Additional Resources**

[ACRL Diversity Alliance Task Force](#): Oversees the Diversity Alliance, serves as a champion of the program, builds relationships and investigates partnerships with appropriate ACRL and ALA groups, and proposes future directions, including governance, to the ACRL Board of Directors.

[ACRL Residency Interest Group](#): Supports the creation, implementation, management, and promotion of library residency programs.

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