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Identifying the Visible Minority Librarians in Canada: A National Survey

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Abstract

Objective – This paper is based on a national survey conducted in late 2013 by the authors, then co-moderators of the Visible Minority Librarians of Canada (ViMLoC) Network of the Canadian Library Association (CLA). It is a first survey of its kind, aiming to capture a snapshot of the demographics of the visible minority librarians working in Canadian institutions. The authors hoped that the data collected from the survey and the analysis presented in this paper would help identify the needs, challenges and barriers of this group of librarians and set future directions for ViMLoC. The authors also hoped that the findings would be useful to library administrators, librarians, and researchers working on multicultural issues, diversity, recruitment and retention, leadership, library management, and other related areas.

Methods – An online survey questionnaire was created and the survey invitation was sent to visible minority librarians through relevant library association electronic mail lists and posted on ViMLoC's electronic mail list and website. The survey consisted of 12 questions: multiple-choice,

yes/no questions, and open-ended. The survey asked if the participants were visible minority librarians. If they responded “No,” the survey closed for them. Respondents who did not identify themselves as minority librarians were excluded from completing the survey.

Results – Of the 192 individuals that attempted, 120 who identified themselves as visible minority librarians completed the survey. Of these, 36% identified themselves as Chinese, followed by South Asian (20%) and Black (12%). There were 63% who identified themselves as first generation visible minorities and 28% who identified themselves as second generation. A total of 84% completed their library degree in Canada. Equal numbers (38% each) identified themselves as working in public and academic libraries, followed by 15% in special libraries. Although they are spread out all over Canada and beyond, a vast majority of them are in British Columbia (40%) and Ontario (26%). There were 38% who identified themselves as reference/information services librarians, followed by “other” (18%) and “liaison librarian” (17%). A total of 82% responded that they worked full time. The open-ended question at the end of the survey was answered by 42.5% of the respondents, with responses falling within the following broad themes: jobs, mentorship, professional development courses, workplace issues, general barriers, and success stories.

Conclusions – There are at least 120 first, second, and other generation minority librarians working in (or for) Canadian institutions across the country and beyond. They work in different kinds of libraries, are spread out all over Canada, and have had their library education in various countries or in Canada. They need a forum to discuss their issues and to have networking opportunities, and a mentorship program to seek advice from other librarians with similar backgrounds who have been in similar situations to themselves when finding jobs or re-pursuing their professional library degrees. Getting support from and working collaboratively with CLA, ViMLoC can be proactive in helping this group of visible minority librarians.

Introduction

In December 2011, the Visible Minority Librarians of Canada (ViMLoC) Network (<http://vimloc.wordpress.com/>) was established through the Canadian Library Association (CLA). The focus of the network was to create a forum for visible minority librarians in Canada. In January 2013, ViMLoC was invited to participate in a panel presentation at the Ontario Library Association (OLA) Super Conference. At the presentation, ViMLoC sought ideas from the attendees on future directions for ViMLoC. Based on the feedback, two future directions were identified and added to ViMLoC’s agenda: that ViMLoC 1) gather statistical information of visible minority librarians working in Canadian institutions; and 2) create a mentorship program for this group. In December 2013, the authors, then co-moderators of ViMLoC, distributed an

online survey to gather statistical information on visible minority librarians at Canadian institutions both in and outside of Canada.

The principal aim of the survey was to collect foundational data on the number of visible minority librarians working in Canadian institutions. The authors hoped that any additional information collected through this survey would help ViMLoC identify the needs, challenges and barriers of this group of librarians and set future directions for ViMLoC.

This is the first survey of its kind in Canada designed to learn directly from visible minority groups for such information as:

- Which ethnic groups these librarians belong to

- Whether they were first or second generation Canadians
- Their educational qualifications and experiences
- The types of institutions in which they are currently employed
- The types of positions they hold, and,
- Whether they are employed full-time or part-time.

The authors hope that the quantitative data and the qualitative analysis of the survey presented in this paper will be useful to library administrators, librarians, and researchers working on multicultural issues, diversity, recruitment and retention, leadership, library management, and other related areas.

Research background

The Canadian Employment Equity Act (Government of Canada, 2014) uses the term “Visible Minorities” and defines them as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour” (Statistics Canada, 2012a). Statistics Canada’s 2011 National Household Survey (2013) states that there are 13 categories that make up the visible minority variable - Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese, Korean, visible minority not included elsewhere, multiple visible minority, and not a visible minority. South Asian includes East Indian (from India), Pakistani, and Sri Lankan. Southeast Asian includes Vietnamese, Cambodian, Malaysian, Laotian, and others, and West Asian includes Iranian, Afghan, and others (Statistics Canada, 2013).

The Immigration and Ethnocultural Diversity in Canada report (Statistics Canada, 2014) states that 20.6% of the total population is foreign born and that 19.1% are visible minorities. The three largest minority groups are South Asians, Chinese, and Blacks. Statistics Canada also projects that close to 30% of the nation’s

population will consist of visible minorities by 2031, including both foreign-born and Canada-born visible minorities (Statistics Canada, 2010). Does our profession reflect this current demographic? The 8Rs Study (Ingles et al., 2005) states that visible minorities “are under-represented across all types of libraries” and make up “only 7% of the library professional librarian labour force” (compared to 14% of Canada’s entire labour force).

It was ViMLoC’s intention to learn directly from visible minority librarians first, about the number of them working in Canadian institutions and second, through an open-ended question, their professional needs, challenges, and barriers, so that ViMLoC can partner with CLA and other interested entities and collaborate to assess, plan, and implement the needed frameworks to work with these librarians and address their concerns.

Knowing the number of librarians and their needs will help ViMLoC create pathways and partnerships to address their needs, find ways to eliminate barriers, provide ways to network, and create a mentorship program. Gathering statistical evidence was the first step towards achieving ViMLoC’s aims to help visible minority librarians receive professional support and network. Armed with this data, ViMLoC representatives can make a case to libraries and library schools in Canada to work with ViMLoC to design and initiate programs to help visible minority librarians achieve ALA accreditation, progress faster in their careers, and become employable sooner, and also work with professional organizations to request funding to support their education and enable them to attend conferences. If ViMLoC continues gathering these statistics every 3-5 years, the change in the data will help them understand the rate at which this population number is changing, the reasons for such a change, the immigration patterns of this group (where they come from), and how ViMLoC can help or support this particular group.

Literature review

A literature review was conducted to ascertain if there were any similar studies done among visible minority librarians. None were found. The literature review was expanded to find any material on visible minority librarians and their experiences. There is a dearth of literature in Canada that focuses on the challenges and barriers faced and overcome by visible minority librarians. A search in Library and Information Science Abstracts (LISA) and Library Literature and Information Science Full Text & Retrospective limited to Canadian publications retrieves very few results. There are career and demographic profiles of librarians that also feature minority librarian data (Fox, 2007; [Ingles et al., 2005](#); [McKenna, 2007](#)), papers on the importance of diversity among Canadian librarians ([Kandiuk, 2014](#); [Leong, 2013](#)), papers on multicultural populations, services, and collections ([Berry, 2008](#); [Chilana, 2001](#); [Cho & Con, 2012](#); [Dilevko & Dali, 2002](#); [Kumaran & Salt, 2010](#); Paola Picco, 2008), and articles on information seeking behaviour or information practices of immigrants ([Caidi, 2008](#); [Caidi & MacDonald, 2008](#); [Hakim Silvio, 2006](#)) and reading practices of Canadian immigrants ([Dali, 2012](#)).

There are very few scholarly works that speak directly about librarians who are visible minorities and their experiences as Canadian librarians, except for the recent publications on leadership (or lack thereof) among minority librarians ([Kumaran, 2012](#)) and the collection of chapters co-edited by Lee and Kumaran (2014), which includes papers on experiences of going through the tenure process ([Majekodunmi, 2014](#)); struggles and success stories of assimilating themselves into the Canadian library system ([Dakshinamurti, 2014](#); [Lau, 2014](#); [Li, 2014](#); [Maestro, 2014](#); [Shrivatsava, 2014](#)); challenges specifically as Chinese born or Chinese-Canadian librarians (Li, 2014; Cho, 2014); and struggles as new immigrants in this new country ([Gupta, 2014](#); Kumaran, 2014).

A major challenge in finding and accessing information about these librarians lies in the fact that there is no universally accepted terminology or subject heading by which these librarians can be identified ([Aspinall, 2002](#)). Various terms such as “ethnic minorities,” “visible minorities,” “diverse librarians,” and “librarians of colour” are used to identify this group of librarians. Adding to the confusion is the United Nations’ request to Canada to not use the term “visible minorities” as it is considered racist terminology ([Government of Canada, 2011](#); [National Post, 2007](#)).

Lack of literature on and by minority librarians in Canada themselves could be due to many reasons: they are in positions that do not require them to publish; lack of training in writing academic papers, especially if they are first generation minority librarians; lack of support for writing for publication; lack of time or funding; not having a dedicated Canadian library journal that allows them to voice their thoughts; and perhaps fear of bringing attention to themselves by expressing their opinions.

Methodology

An online survey questionnaire was created using FluidSurvey (see Appendix 1: Questionnaire). After ethics approvals from the authors’ respective institutions, the survey was made available between December 9, 2013 and January 31, 2014. It was a nation-wide survey with participation from visible minority librarians working in Canadian institutions both within and outside of Canada. The online survey invitation was sent to visible minority librarians through relevant library association electronic mail lists, such as the Canadian Library Association, Canadian Medical Libraries Interest Group, and Special Libraries Association. The invitation was also posted on ViMLoC’s electronic mail list and website.

The survey consisted of 12 questions: multiple-choice, yes/no, and open-ended. The survey provided a definition of visible minorities as

defined by the Canadian Employment Equity Act ([Government of Canada, 2014](#)) and asked if the participant was a visible minority librarian. If the response was “No,” the survey closed. Respondents who did not identify themselves as minority librarians were excluded from completing the survey. The rest of the survey was divided into personal and professional questions.

Results

Of the 192 individuals that attempted, 120 who identified themselves as visible minority librarians were permitted by the system to complete the survey.

Once participants identified themselves as visible minorities, they were asked to identify which ethnic groups they belong to or which group fits them best, with options provided. Over 36% of the respondents identified themselves as Chinese, followed by South Asian and Black. While many of the respondents for

the “other” category identified themselves as “mixed race,” one respondent identified as “Canadian.” It is possible that this respondent is a second or third generation Canadian and does not identify with any other groups offered as options.

Question: What group do you belong to or which group fits you the best?

Participants were also asked if they were first or second generation Canadians. (First generation visible minority would mean that they were born elsewhere and moved to Canada at some point during their lives. Second generation would mean they were born in Canada to immigrant parents.) Of the librarians who completed the survey, 63% identified themselves as first generation visible minorities and 28% identified themselves as second generation. Another 9% of them identified themselves under the “other” category. Comments from “other” included “one parent was an immigrant to Canada,” “third

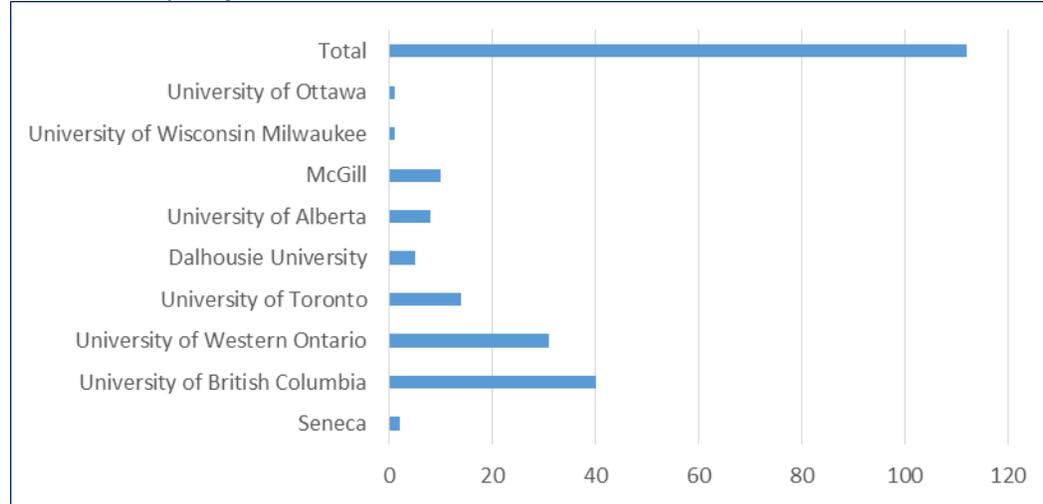
Table 1
Ethnic Groups

Chinese	36%	43
South Asian (includes Bangladeshi, Indian, Sri Lankan)	20%	24
Black	12%	15
Filipino	3%	4
Latin American	1%	1
South East Asian (includes Vietnamese, Cambodian, Malaysian and Laotian)	2%	3
Arab (includes Egyptian, Kuwaiti and Libyan)	2%	2
West Asian (includes Afghan, Assyrian and Iranian)	5%	6
Korean	1%	1
Japanese	6%	7
Other, please specify...	12%	14

Table 2
Generation

First generation	63%	76
Second generation	28%	33
Other	9%	11

Table 3
Where Library Degree Was Received



generation,” “yonsei” (fourth generation Japanese Canadian) and “US permanent resident born to second generation Americans.”

Space was provided for respondents to provide further information if they wanted to: the year in which they came to Canada or their age when they came to Canada. There were a few who came to Canada in or after 2000 (N=7), a few who came in the 70s, 80s and 90s (N=7), some who came before they were 11 years old (N=6), and the rest identified themselves as second, third or fourth generation Canadians.

The next questions focused on educational and professional accomplishments and status, particularly where participants received their professional library degree; whether it was ALA accredited; the province where they currently work; number of hours they work per week; and the type of institution where they work.

When asked if they completed their library degree in Canada, 84% responded “Yes” and 19% responded “No.” When asked to reveal from which university or college they received their library professional degree, only 101 out of 120 responded. It is possible that some respondents were still in library school or simply did not want to identify where they received their degrees for unknown reasons. Almost 40% of the 101 respondents stated that they had graduated from the University of British Columbia, Vancouver, British Columbia, followed by the University of Western Ontario, London, Ontario, at 31%. Of the 19 respondents who indicated that they had foreign degrees, 7 respondents had received their degrees in Africa and Asia (outside of United Kingdom and United States), but only 3 identified their degrees as non-ALA accredited.

When asked what types of library they were employed in, an equal number of respondents

identified themselves as working in public and academic libraries (38% each), followed by special libraries (15%). Those who chose “other” identified themselves as “unemployed,” “library consultant with provincial government,” “federal agency,” or “federal government.”

The authors wanted to know how widely these minority librarians were spread across Canada and beyond. The table below indicates that although they are spread out all over Canada and beyond, a vast majority of them are in British Columbia and Ontario.

This is not surprising because these two provinces have the highest numbers of immigrant populations, as illustrated in the table below ([Statistics Canada, 2009](#)).

The authors used a list of job categories from the American Library Association’s (ALA) website (accessible only to its members) with some modifications for the creation of the next question about types of jobs in which these librarians were employed. When asked to identify themselves to the closest job

Table 4
Employment by Library Type

Public Library	38%	46
Regional Library	1%	1
Academic Library	38%	45
Special Library	15%	18
School Library	1%	1
In Library school	2%	2
Other - please specify	6%	7

Table 5
Geographic Distribution

Alberta	8%	10
British Columbia	40%	48
Manitoba	6%	7
New Brunswick	2%	2
Newfoundland and Labrador	1%	1
Nova Scotia	5%	6
Nunavut	1%	1
Ontario	27%	32
Quebec	4%	5
Saskatchewan	6%	7
Other (if you are working for a Canadian Library outside of the country)	1%	1

Table 6
Visible Minority population, by province and territory (2006 Census)

	Canada	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Total Population	31,241,030	7,435,900	12,028,895	1,133,515	953,850	3,256,355	4,074,380
Total visible minority population	5,068,095	654,350	2,745,205	109,100	33,895	454,200	1,008,855
South Asian	1,262,865	72,850	794,170	16,565	5,130	103,885	262,290
Chinese	1,216,565	79,825	576,980	13,705	9,505	120,270	407,225
Black	783,795	188,070	473,765	15,660	5,090	47,075	28,315
Filipino	410,700	24,200	203,220	37,785	3,770	51,090	88,075
Latin American	304,245	89,510	147,135	6,275	2,520	27,265	28,960
Arab	265,550	109,020	111,405	2,320	1,710	26,180	8,635
Southeast Asian	239,935	50,460	110,045	5,670	2,555	28,605	40,690
West Asian	156,695	16,115	96,615	1,960	1,020	9,655	29,810
Korean	141,890	5,310	69,540	2,190	735	12,045	50,490
Multiple visible minority	133,120	11,310	77,405	3,265	810	13,250	25,415
Japanese	81,300	3,540	28,080	2,010	645	11,030	35,060
Visible minority, not included elsewhere	71,420	4,155	56,845	1,690	405	3,850	3,880

category(ies), 38 % identified themselves as reference/information services librarians, followed by "other" (18%) and "administration" (15%). The authors did not ask what "other" meant in this category and it is also not clear what types of administrative positions these respondents hold.

When asked if they worked part-time (less than 30 hours/week), full-time (30 or more hours/week) or casual hours, an overwhelming 82% responded that they worked full time. The

number of hours for part-time and full-time were derived from Statistics Canada (2012b).

Those who chose "other" responded that they were "unemployed," "volunteering," "part time contract," or "casual."

At the panel presentation at the Ontario Library Association Super Conference, attending visible minority librarians mentioned that they faced various challenges. In light of this, our final question was an open-ended question that asked them to provide information on anything they

deemed relevant to visible minority librarians. Of the 120 participants, 50 (47%) responded to this question.

The open-ended question at the end of the survey helped elicit more information on these challenges. The question was "Please use the box below to comment on anything else - topics could be on the challenges of finding the right job, the need for another degree, lack of support

through mentorship or networking possibilities, etc." Below is a list of selected open-ended responses:

"Networking and mentoring among minorities is lacking in the field but something is needed."

"There is definitely a lack of support and lack of any access to information on how to succeed as a visible minority librarian in Canada. Am glad that VimLoC is changing that."

Table 7
Type of Work

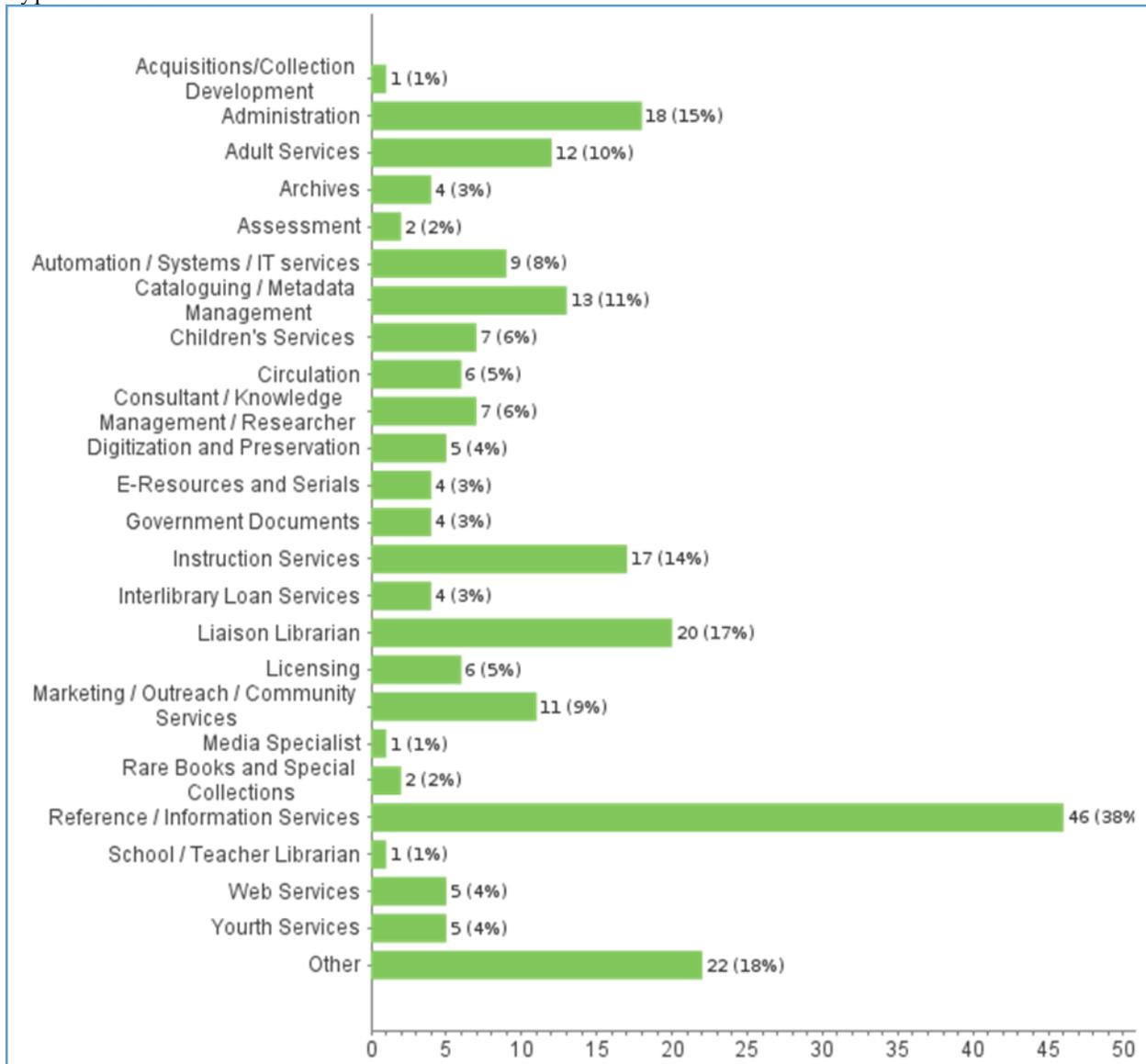


Table 8
Hours Worked

Part time	9%	11
Full time	82%	99
Casual hours	5%	6
Other	3%	4

"Looking forward to a time when upper management reflects the diversity of Canada."

"There is definite lack of mentoring for new and early career librarians, for both those of minority status and non-minorities."

"I think that having a professional group within CLA dedicated to visible minorities is quite important as it gives us an opportunity to discuss issues not often confronted by our majority counterparts. "

"Lack of cultural diversity and inclusive practices in the workplace, particularly at the leadership levels."

"No programs encouraging/assisting minorities in Library studies."

"Lack of leadership opportunities."

The challenge of moving up the career ladder."

"I think the profession as a whole lacks visible minority presence at all levels of the organization."

"My working experience in Canada has been rewarding. There was great support but I would certainly advocate for a stronger presence of minority librarians in all aspects of the library communities in Canada."

"It's important for librarians new to Canada to learn the culture and norms here. Their experience and qualifications do not always translate easily and the onus is on them to get up to speed. Employers should also recognize talent and potential and be willing to take a chance on librarians new to the country."

"Lack of experience and opportunities to gain library experience is one of the biggest challenges."

Some of the broad themes that evolved through the qualitative analysis of the open-ended question are: jobs, mentorship, professional development courses, workplace issues, general barriers, and success stories.

In the job category, respondents stated that they don't believe visible minorities are being hired in considerable numbers in spite of being encouraged to apply. Some have problems designing their CV or resume according to Canadian standards. Finding the first job was often the biggest challenge. When speaking of their own workplaces, there were positive and negative comments. There was mention of lack of diversity at their own workplaces, where subtle ways of stereotyping and alienating exist. They speak of being passed over for promotions and being told that they do not have Canadian work experience. There are cases where patrons ignore the visible minority librarian and seek out a Caucasian librarian. There are others who have not experienced any of these issues and continue to have successful careers.

In the mentorship category, responses reiterated the lack of mentorship and networking opportunities with other minorities in Canada. Participants stated that they use the American networking opportunities.

There were suggestions that visible minority librarians take courses on client engagement, customer service skills, writing reports, special

collections (unique language collections), project management, social media tools, human resources, and budgeting or financial management.

Minority librarians in managerial or supervisory roles have identified some issues they perceive as barriers among other minority librarians in order to succeed in their careers. The barriers they have observed among fellow minority librarians are lack of communication skills, lack of customer service skills, and lack of knowledge of the Canadian work environment. It was also noted that some of these minority librarians are not willing to accept feedback.

Other barriers that respondents noted are lack of an initiative to recruit more minority students at library schools, evaluation of credentials, lack of role models, and lack of leadership courses for minorities.

Key Findings and Conclusions

This is a landmark study capturing a snapshot of the demographics of visible minority librarians working for Canadian institutions. The authors hope that the findings of this study will help set future strategic directions of ViMLoC.

As evidence from our survey suggests, there are at least 120 first, second and other generation minority librarians working in (or for) Canadian institutions across the country and beyond. They work in different kinds of libraries, are spread out all over Canada, and have had their library education in various countries or in Canada. Many of the respondents have reiterated what ViMLoC learned at OLA in 2013 – that they need a forum to discuss their issues, a mentorship program to seek advice from other librarians with similar backgrounds who have been in similar situations to themselves when finding jobs or re-pursuing their professional library degrees, and to have networking opportunities.

It was interesting to note that a majority of the respondents graduated from either the

University of British Columbia (UBC) or the University of Western Ontario (UWO). There may be many reasons for this: more immigrants living in these two provinces, easier admission requirements, larger cohort sizes, higher intake per year, the option to earn a degree faster through a one year program, and others. It would be beneficial for ViMLoC to explore this further in future iterations of a similar survey to see if there is consistency in this data. If the trend to enroll at UBC or UWO continues to stay higher, this will be an opportunity for ViMLoC to partner with CLA to initiate conversations with these schools encouraging them to work with ALA and minority librarians to find ways to accredit their foreign degrees, so these librarians can be employable sooner than later.

The ViMLoC mentoring program is already underway, and ViMLoC hopes to work with the CLA and ViMLoC members to address scholarship and leadership training possibilities. CLA needs to consider offering many of these training sessions free of charge through their online forum, the Educational Institute. These topics are often covered in library schools, but for first generation librarians who did not attend library schools in Canada and are not yet employed in a library, these free workshops will be particularly beneficial.

Many librarians have expressed a need for networking opportunities. Although ViMLoC has been active in professional conferences, such as CLA and OLA, and has a website, Facebook page, LinkedIn page and a Google electronic mail list, through which members can interact with each other, an interest in creating other networking opportunities still remains.

Limitations and Recommendations

Although the survey was sent out to various electronic mail lists, it is possible that there were librarians who did not take the time to complete the survey. Due to financial constraints some minority librarians may not be members of any of the library associations, and due to lack of

awareness first generation librarians may not be part of library electronic mail lists. These members may have been missed in the survey. Unfortunately, there is no way to know the number of visible minority librarians that did not take the survey.

This survey is also only a snapshot in time and these demographics are likely to change with changes in government policies on immigration. ViMLoC should aim to conduct these surveys every 3-5 years to compare statistics and learn more about demographic changes, the needs of this population, their challenges and barriers, and their continuous evolution in the library field. Data from this survey will help ViMLoC to find and implement ways to create better networking opportunities for visible minority librarians to connect, collaborate, and create a sense of community.

It will also be beneficial for ViMLoC to learn from this group of librarians the types of administrative positions they hold and what "other" positions they hold in their libraries, as well as to learn more about their leadership experiences, trials, and successes.

ViMLoC should consider collaborating with CLA and its Education Institute more closely so both entities can be proactive in helping this group of visible minority librarians.

Another initiative for ViMLoC to consider is establishing connections with Canadian library schools and partnering with them to identify and recruit minorities in the community to join their schools.

While ViMLoC has initiated and worked on various projects, funding is always an issue for this group of librarians, especially if they are first generation immigrants from Asian and African countries. All ViMLoC representatives are volunteers interested in this topic and have worked hard on many of the initiatives mentioned. Funding help from CLA will go a long way in supporting this network that can

help these librarians, particularly those not yet employed. Apart from helping ViMLoC to offer free web-based workshops on various topics addressed previously, CLA funding can be used to attract visible minorities to join library schools and attend library conferences.

Future surveys undertaken by ViMLoC should not only collect quantitative data, but also gather more qualitative responses. These qualitative responses will assist in setting further strategic directions for ViMLoC.

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Appendix

Survey of Visible Minority Librarians Statistics in Canada

Page 1

Project Title: Collecting Statistics of Visible Minority Librarians in Canada

Researcher(s): Maha Kumaran (Liaison, McGill University) are current co-moderators and founding members of the Visible Minority Librarians of Canada (ViMLoC) Network, Canadian Library Association (2011-2013).

Compensation: This survey will take about 5 minutes to complete. By participating in the survey you will have a chance to win a one-year free personal membership to CLA. If you would like to enter your name for this draw, please make sure you enter the information as necessary when redirected at the end of the survey. Your chance of winning is estimated at approximately 1%, depending on the actual number of participants who entered their names into the draw.

Purpose and Objective: Currently there is no data on the number of visible minority librarians working in Canadian libraries. The Visible Minority Librarians of Canada (ViMLoC) Network wants to gather statistics on the number of visible minority librarians working in or for Canadian Libraries. The results of this survey will serve as foundational data that will help ViMLoC identify the needs of visible minority

librarians and propose projects or initiatives to empower them in their current positions or their future career development initiatives.

Research Background: According to Statistics Canada, the current visible minority population in Canada is over 6 million. This is 19.1% of Canada's total population¹. Statistics Canada also projects that close to 30% of the nation's population will consist of visible minorities by 2031 that will include both foreign-born and Canadian born visible minorities². Does our current profession reflect this demographic? The 8Rs Study states that visible minorities "are under-represented across all types of libraries" and make up "only 7% library professional librarian labour force (compared to 14% of Canada's entire labour force)³. With this survey, ViMLoC intends to determine the number of visible minority librarians in Canadian libraries. The information collected through this survey will serve as foundational data that enables ViMLoC to identify the needs of this particular group of librarians.

The Canadian Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour."⁴ The visible minority population consists mainly of the following groups: Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese and Korean.

Confidentiality: All data collected will be maintained, managed and stored by the two researchers. After you complete the survey, you will be redirected to another form to provide your personal information for the draw to win a personal one-year CLA membership. The survey is set up so that researchers will not be able to associate the personal information with the rest of the data.

Right to Withdraw: Your participation in this survey is voluntary. You may withdraw from this survey any time by closing the browser. Once all the information is entered and submitted, the data is anonymous and withdrawal will not be possible.

Follow up: The researchers intend to publish the survey results of this study through a Canadian open access journal, such as The Partnership Journal, and if you are interested, you will be sent a link to this publication. If you would like to know the results of the study prior to publication, please contact either one of the researchers.

Questions or Concerns: This project has been approved on ethical grounds by the University of Saskatchewan and McGill University. If you have any questions or concerns regarding your rights or welfare as a participant in this research study, please contact the University of Saskatchewan Research Ethics Office at 306-966-2084 or ethics.office@usask.ca or the Manager, Research Ethics, McGill University at 514-398-6831 or lynda.mcneil@mcgill.ca. By completing and submitting this survey, YOUR FREE AND INFORMED CONSENT is implied.

If you have any questions, please contact: Maha at maha.kumaran@usask.ca or Heather at heather.cai@mcgill.ca.

¹ <http://www12.statcan.gc.ca/nhs-enm/2011/as-sa/99-010-x/99-010-x2011001-eng.cfm#a4>

² <http://www.statcan.gc.ca/pub/12-581-x/2012000/pop-eng.htm#c01>

³ <http://www.ls.ualberta.ca/8rs/8RsFutureofHRLibraries.pdf>

⁴ <http://laws-lois.justice.gc.ca/eng/acts/E-5.401/page-1.html>

On the next page, you will see a PDF/Word icon. Please use this icon to print and save a copy of the consent form if you need it for your records.

Page 2

The Canadian Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour." The visible minority population consists mainly of the following groups: Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese and Korean. Are you a visible minority librarian currently working in Canada?

Yes

No

What group do you belong to or which group fits you the best?

Chinese

South Asian (Includes Bangladeshi, Indian, Pakistani, SriLankan)

Black

Filipino

Latin American

South East Asian (includes Vietnamese, Cambodian, Malaysian, and Laotian)

Arab (includes Egyptian, Kuwaiti and Libyan)

West Asian (Includes Afghan, Assyrian and Iranian)

Korean

Japanese

Other (please specify) _____

Tell us if you are a first generation minority librarian or not. First generation would mean that you were born else where but moved to Canada at some point in your life. Second generation would mean you were born in Canada to immigrant parents. If you would like to add an explanation about this, please use the text box beside, such as your age or the year when you came to Canada.

- First generation _____
Second Generation _____
Other _____
- Second generation _____
- Other _____

Did you complete your professional library degree in Canada?

Yes

No

If no, tell us which country you completed your professional degree?

Was the professional library degree considered ALA accredited?

If yes, tell us which University /College you received your ALA accredited library degree.

What type of library are you currently working at? If you are at a special library, please specify the type of library - Government, Religious Organization, etc.

Public Library

Regional Library

Academic Library

College Library

Special Library _____

School Library

Other (please specify)

Which province / territory do you currently work in?

Alberta

British Columbia

Manitoba

New Brunswick

Newfoundland and Labrador

Northwest Territories

Nova Scotia

Nunavut

Ontario

Prince Edward Island

Quebec

Saskatchewan

Yukon

Other (if you are working for a Canadian Library outside of Canada) _____

Select the job category(ies) that matches your current job responsibilities

Acquisitions / Collection Development

Administration

Adult Services

Archives

Assessment

Automation / Systems / IT Services

Cataloging / Metadata Management

Children's Services

Circulation

Consultant / Knowledge Management/ Researchers

Digitization and Preservation

E-Resources and Serials

Government Documents

- Instruction Services
- Interlibrary Loan Services
- Liaison Librarian
- Licensing
- Marketing/Outreach/Community Services
- Media Specialist
- Rare Books and Special Collections
- Reference / Information Services
- School / Teacher Librarian
- Web Services
- Youth Services
- Other (Please Specify) _____

**Do you work part-time (less than 30 hours/week), full-time (30 or more hours/week), or casual hours?
Please indicate below:**

- Part Time
- Full Time
- Casual Hours
- Other _____

Please use the box below to comment on anything else: topics could be on the challenges of finding the right job, the need for another degree, lack of support through mentorship or networking possibilities, etc.

If you would like to save a copy of the survey for your own records please click on the PDF/Word icon below now.

CLA one year personal membership draw: This is optional, if you do not want to enter the information click Submit.

Your full name:

Your institution:

Your mailing address with postal code:

Your email:

Your day time phone number:

Thank you for taking the time to complete this survey.