Do You See What I See?

Academic Librarians’ Experiences of Racism

Jaena Alabi, Auburn University

Racial microaggressions

- Brief, everyday exchanges
- Convey denigrating messages
- Often unconsciously delivered
- Racial minority groups targeted
- Detrimental to persons of color

Methodology

- Online survey distributed via selected ACRL listservs: IIL-L, LES-L, and EBSS-L
- Largely based on Nadal’s Racial and Ethnic Microaggressions Scale (REMS)
- Additional themes incorporated from literature

Purposes of this study

1. Investigate the prevalence of racial microaggressions in the academic library environment.
2. Determine whether non-minority librarians are conscious of racial microaggressions their minority colleagues may be experiencing.

Special thanks to Pambanisha Whaley at Auburn University, Deborah Lilton at Vanderbilt University, Basirat O. Alabi at UCLA, and Kasia Leousis at Auburn University.


Graphs display mean responses to 30 items

Comparison: Observations & Experiences

Observations

Experiences

Preliminary Results & Analysis

- Responses
  - 96 non-minority
  - 38 minority
- Frequency scale
  - 1: not applicable
  - 7: frequently
- Mean score for each respondent calculated for 5 of 6 REMS subscale categories
- Graphs display mean responses to 30 items