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

Sue, D.W., Capodilupo, C. M., Torino, G. C., Bucceri, J. M., Holder, A. M. B., Nadal, K. L., & Esquilin, M. (2007). Racial microaggressions in everyday life: Implications for clinical practice. *American Psychologist*, 62, 271-286.

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.

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Methodology

- Online survey distributed via selected ACRL listservs: ILI-L, LES-L, and EBSS-L
- Largely based on Nadal's Racial and Ethnic Microaggressions Scale (REMS)
- Additional themes incorporated from literature
 - ♦ Solórzano, D., Ceja, M., & Yosso, T. (2000). Critical race theory, racial microaggressions, and campus racial climate: The experiences of African American college students. *Journal of Negro Education*, 69, 60-73.
 - ♦ Griffin, K. A., Pifer, M. J., Humphrey, J. R., & Hazelwood, A. M. (2011) (Re)Defining departure: Exploring Black professors' experiences with and responses to racism and racial climate. *American Journal of Education*, 117, 495-526.

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





