Diversity in Research and Practice: 
What Have We Learned and How Do We Move Forward? 
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**Discussion Questions**

- Are diversity concerns the same across all types of librarianship?

- How effective can our grassroots diversity efforts be, especially in terms of retention and advancement, without concurrent changes, in terms of diversity in the management and leadership of our organizations?

- If we expand the ways that we define diversity, e.g. to include age, gender, and physical disability, does it water down traditional notions of diversity? What do we gain, what do we lose?

- Regional differences in demographic patterns suggest that it may be time to move beyond a one-size-fits-all approach in our diversity thinking. Neely and Peterson (2007) suggest that making the profession reflect the population may be an unrealistic goal. If that’s true, what are some alternative benchmarks to guide our efforts?

- Have the national recruitment efforts, residency and fellowship programs been effective in practice?

- If not, how should they be improved? What does the model initiative look like?

- Should diversity considerations be foundational to the MLIS curriculum?

- What are the relative advantages and disadvantages of the different approaches to incorporating diversity into MLIS curricula?

- What type of research is most needed to support curricular efforts?

- WHAT DO WE NEED TO DO (what are the priorities) IN ORDER TO MOVE FORWARD?

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Suggested Readings


