OLA Board, Councils & Committees Census 2022
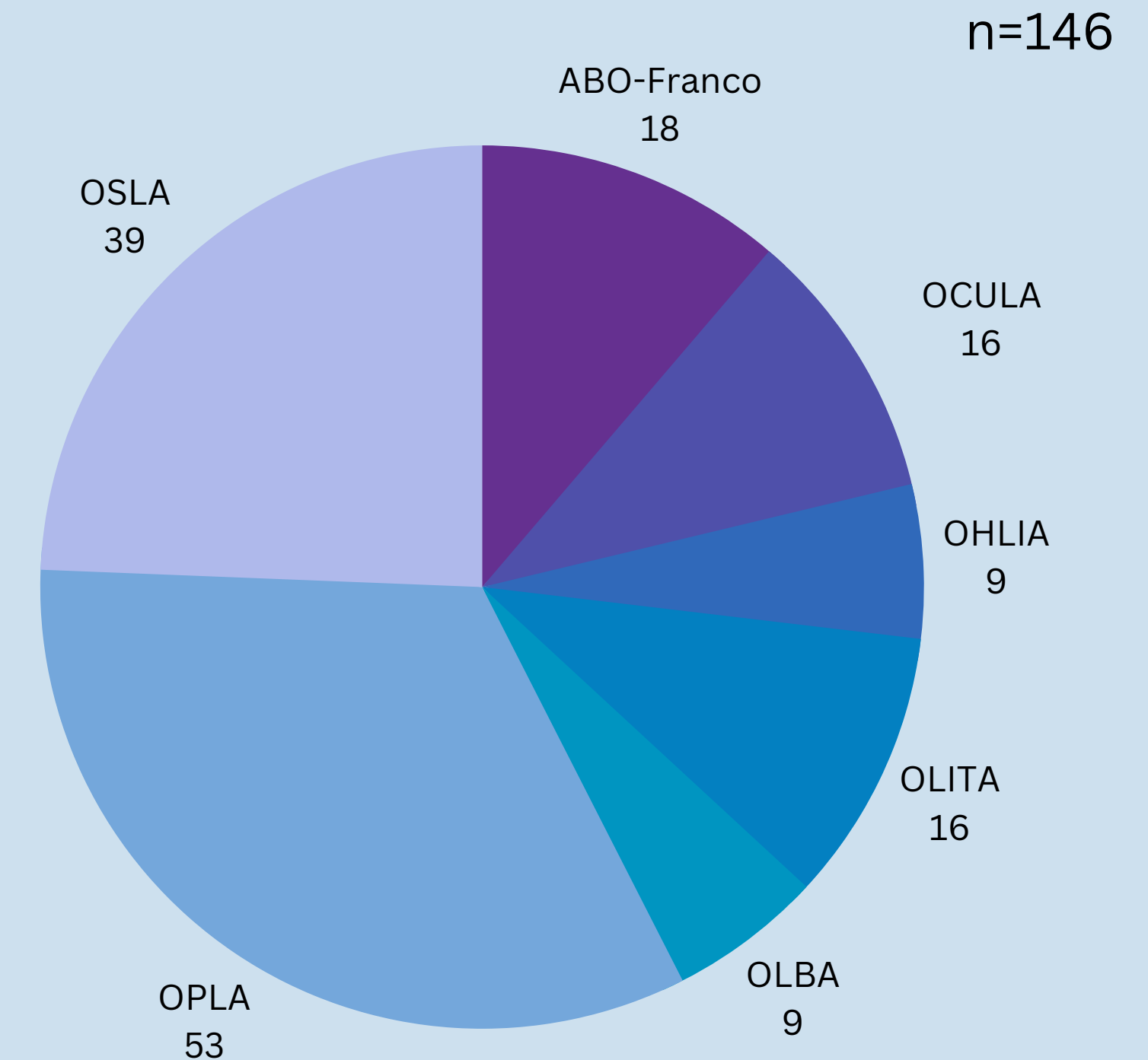
Demographics & Volunteer Experiences

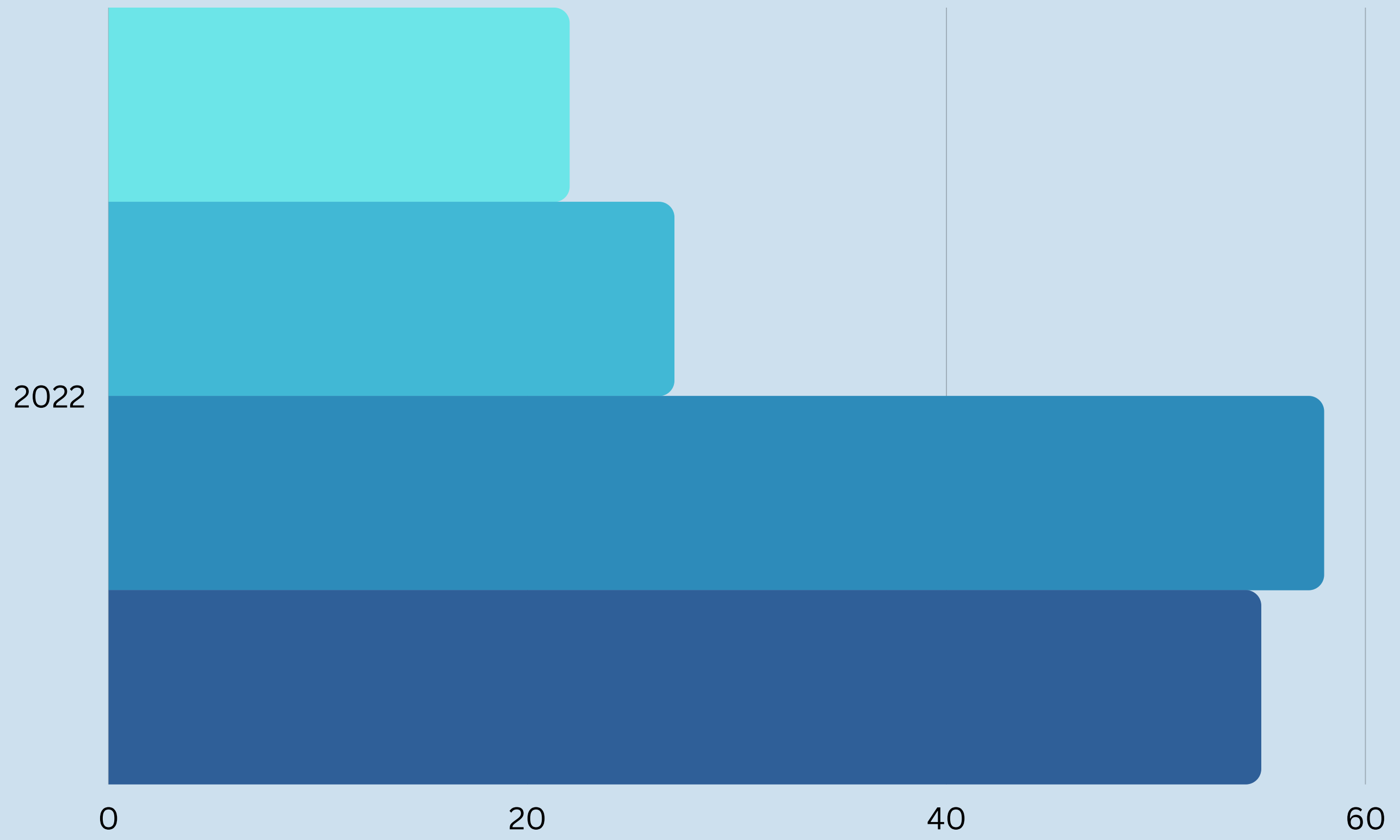# Who took the census?

n=146

- **156 respondents**
  - # of OLA volunteers/year: ~400–500
  - Volunteers on Board, Council, Committee: ~250–300
  - Response rate: 50%

63% of respondents work with the public or school library sectors

ABO-Franco 18
OCULA 16
OHLIA 9
OLITA 16
OLBA 9
OPLA 53
OSLA 39

What division(s) are you a member of?

Which OLA body/bodies do you volunteer with?

Legend: OLA Board, OLA Council, Forest of Reading Committee, Other OLA Commitee

Forest of Reading Committee volunteers are most represented in the survey

Who took the census?

Race & Ethnicity

84% WHITE

No more than 6 respondents per all other racial/ethnic groups

6 respondents identified as Indigenous

Who took the census?
Gender

81% WOMEN

14% MEN

Queer - 4%
Non-binary - 1%
Non-conforming - 1%

No respondents identified as transgender

Who took the census?

Sexual Orientation

74%
HETERO

Gay - 3%
Bisexual - 9%
Queer - 7%

Super Conference 2022

534 Respondents

82% WHITE

OPLA Resilient Library Survey 2022

179 Respondents

83% WHITE   84% WOMEN   76% HETERO

Diversity: A Library Sector Issue

Respondents...

- Recognize & commend OLA for its commitment/efforts towards DEI
- Recognize that more DEI work could be done
- Recognize **sector-wide** challenges of diversification

CAPAL/ACBAP 2018 Census of Canadian Academic Librarians: straight (81%), white (90%) women (74%)

"...visible minorities are not well represented in Canadian libraries, comprising only 7% of the professional librarian labour force (compared to 14% in Canada's entire labour force)."

Source: The Future of Human Resources in Canadian Libraries
(Edmonton: University of Alberta, 2005),

Note: There is a lack of recent, comprehensive data on minority librarians in Canada. Visible Minority Librarians of Canada (ViMLoC) Network's 2021 survey is the most recent, but is limited. See here.

Towards DEI

2021-2024 Strategic Priority 1: Equity, Diversity & Inclusion

Goal 1: Diversify participation and representation of OLA members. Ensure members who are Black, Indigenous, and People of Colour are in leadership and decision-making positions with the association.

Goal 2: Create policies, frameworks, education, and resources to guide the association in becoming an equitable, diverse, inclusive and anti-racist organization.

Goal 3: Explore and implement strategies towards diversification of the profession.

Towards DEI: Recommendations

These recommendations are based on the comments/feedback provided by respondents

- Adopt a more proactive approach in recruiting members from underrepresented populations via direct communication

- Identify and remove access barriers to participation
  - Reduced fees for SC/membership
    - Already in practice for FNPLibrarians; extend to racialized & LGBTQ2S+ folk
  - Tuition grants for underrepresented members to attend library school

Towards DEI: Recommendations

- Designate a person at OLA as a liaison for matters of harassment and discrimination
    - Create a safe space for members to report abuse*

- Increase awareness of librarianship as a career path
    - Participate in career fairs and other events
    - Connect with Guidance and Career Counselors at schools
    - Integrate awareness campaign into FoR Festival

*91% of respondents claimed that they never personally experienced nor witnessed harassment or discrimination within the OLA

Key Findings

Volunteer Experiences

Respondents find volunteering with OLA rewarding and beneficial.

- **Networking & community-building**
- **Knowledge acquisition & sharing**
  - Connect with other library sectors
  - Keep up-to-date with industry trends
  - Develop skills/training that benefit their organizations
    - Leadership, DEI, technology

"

I made many valuable connections, learned a ton about other libraries, the provincial library sector and leadership in general. We are stronger when we collaborate and OLA facilitates many opportunities for people to work together within their own sectors and across sectors.

This has benefitted me personally and the organizations I've worked for.

51%

would recommend volunteering with the OLA

41

Net Promoter Score

Average global NPS: 32

Super Conference 2022

57%

would recommend volunteering with the OLA

46

Net Promoter Score

Average global NPS: 32

Challenges of Volunteering

Volunteer Experiences

TIME COMMITMENT + WORKLOAD

especially for Forest of Reading committee members

BETTER ORGANIZATION + CLEARER COMMUNICATION

roles/responsibilities, execution of meetings, measuring performance/outcomes, inter-committee relations

Virtual vs. In-Person

Mixed Responses

Virtual

More accessible

Reduce challenges of travel

In-Person

Better for networking

Travel costly/time-consuming

Some respondents love the transition to virtual spaces for performing volunteer work, while others desire a return to in-person meeting. What does volunteering with OLA look like moving forward? What is best/easiest?

Goal 3.2: Expand virtual conference and training opportunities to engage members and enhance revenue streams

Goal 4.1: Promote a sustainable profession including facilitating an environment which supports mental health

Goal 5.1: OLA is a strong and fiscally sustainable organization
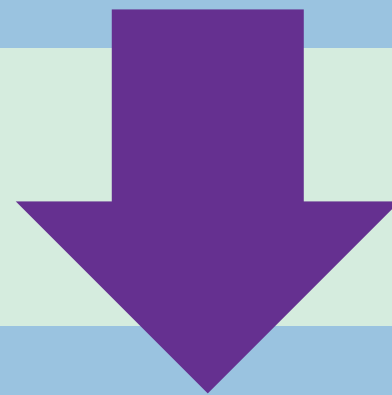
Develop a plan for operating OLA as a fully hybrid organization

Support from Employers

86% spend **up to 10 hours per month** performing volunteer work, typically after or during work hours

47% spend less than 5 hours per month

53% are allowed to perform OLA volunteer work during work hours by their employer

54% have their registration fees paid by their employer to participate in PD activities

Support from Employers
Who's not being supported?

14 out of 136 respondents claimed a lack of support - only 10%
These were primarily **elementary** school teachers & teacher-librarians

- Those not supported by their employers found that their leadership skills and knowledge of the library sector did not improve through volunteering

- Some found the time commitment for volunteering too onerous

- They typically perform OLA volunteer work after work hours and on the weekends

Most volunteers are supported, but OLA must track if this changes overtime

Members & Technology

69%

'very comfortable' engaging
new tools and technologies

89%

'always' or 'often' know how to
identify cybersecurity threats

89%
Google Workspace

Note: 55% of all Google Workspace users are Forest of Committee volunteers

72%
Office365

4%
LibreOffice

32%
Dropbox

TOP COMMUNICATION CHANNELS

- OLA's monthly newsletter – 71%

- Council/Committee Meetings – 54%

- Direct correspondence from OLA staff – 42%

- Forest of Reading website – 35%

- OLA Publications – 34%

- **OLA Twitter – 32%**

LEAST USED CHANNELS

OLA Facebook, Instagram, LinkedIn

7%   **7%**   **4%**

Enhancing Member Engagement

- Improve ease of access to procedures/documents which will encourage participation

- Advocate for volunteer work/professional development to be part of work duties
  - Reduce burden/challenges of unpaid labour

- Develop an inter-committee communications plan