



Protocol Title: Pathways to Librarianship

Introduction of the Principal Investigator/Key Research Personnel:

The Pathways to Librarianship team (“research team”) is comprised of the following people:

- Principal Investigator: Dr. Rachel Ivy Clarke, Associate Professor, Syracuse University School of Information Studies
- Co-Principal Investigator: Tim Furgal, New York Library Association
- Student Researchers: Desiree Sretching, PhD student, Syracuse University School of Information Studies, and Tay Roylance, MSLIS student, Syracuse University School of Information Studies
- 18 additional research assistants from the New York state regional library councils

Introduction

The purpose of this form is to provide you with information about participation in a research study and offer you the opportunity to decide whether you wish to participate. You can take as much time as you wish to decide and can ask any questions you may have now, during or after the research is complete. Your participation is voluntary.

What is the purpose for this research study?

This study aims to address the lack of diversity, equity, inclusion, and accessibility (DEIA) in the library profession, with a specific emphasis on the issues and challenges faced in New York State. After several town hall meetings with practitioners across the state, literature reviews and task force discussions, we noted that while many initiatives focusing on DEIA have been proffered, a gap in work that concretely addresses systemic inequities exists. Most initiatives focus on individual people or organizations rather than the systemic contexts across state and local systems that affect the hiring and education of library and information science professionals. Using New York State as a case study, our project aims to build a foundational understanding of barriers that people of minoritized identities (e.g., BIPOC, LGBTQIA+, people with disabilities, etc.) face in the library profession in order to develop and pilot meaningful products for change across state and local systems that affect library and information science professionals by exploring the following research questions:

- What are people’s current experiences of pathways into and within the library profession in New York?
- What are the challenges or barriers people face along their pathways to and within the library profession in New York?
- How, if at all, do those challenges vary among library types and settings?

What will I be asked to do?

If you agree, you will engage in an in-person interview and journey mapping session of approximately 1.5 hours with one of our research team members. The session will include introductory questions about your experiences working in libraries, but the bulk of the session

will comprise the journey mapping process. You will be supplied with large posterboard and markers and asked to illustrate your own personal journey through librarianship. In addition to overarching questions to prompt the illustrations (e.g. “what is the shape of your path to librarianship?”; “who/what helped/hindered you along your path?”; “what is on the horizon of your path?”), you will be also be asked probing questions using the metaphors of paths to reveal deeper information about barriers faced (e.g. “was your path bumpy or smooth here?”; “who cleared the path for you?”). The interview will conclude by asking you to debrief the map artifact through questions such as “what kind of story do you think this map tells?” and “what feelings does it bring up when you look at it?” In addition to the map illustrations, audio recordings of the interview sessions will also be collected to capture your thoughts and answers to these questions.

What are the possible risks of participation in this research study?

While the researchers plan to take all necessary measures to ensure your confidentiality, this can never be guaranteed. There is a small chance that processes or opinions shared during the journey mapping session, if disclosed, could affect your employability and reputation in the professional community, depending on the nature of your responses.

These risks will be minimized through the following procedures: 1) offering clear information about the risks as part of the informed consent protocol, thus allowing you to opt out of the risk; 2) anonymizing the actionable data through the removal of personally identifying information as you desire); and 3) keeping your data confidential by storing identifiable data on protected computers and networks and limiting access to the research team.

What are the possible benefits of participation in this research study?

While there are no direct benefits to you other than a sense of pride in contributing to research that may improve access to the library profession, society at large may benefit in the future via better and more satisfactory means for a more diverse group of people to engage in the library profession. This research can benefit groups that have been historically marginalized in the profession by opening up new opportunities based on recommendations from this research, and also benefit society as a whole through the accordant benefits gleaned from diversification of the library workforce.

How will my privacy be protected?

The location and setting where the journey mapping interview takes place will be mutually agreed upon between you and the research team member from your region. Examples of such sites might include (but not be limited to) the following: reservable rooms at various academic and/or public libraries, co-working spaces, conference rooms, cafes, coffeeshops, etc. (when away from other patrons), parks or other outdoor spaces, participant residences, etc. You are welcome and encouraged to suggest locations where you feel comfortable and private, and to decline suggestion of locations that do not respect your privacy needs. Depending on the setting you choose, there may be limitations to the protection of your privacy and the confidentiality of the data collected.

During the journey mapping sessions, you will interact one-on-one with a member of the research team, who will instruct you in the creation of the map and ask questions about your

background, identity, and experiences in libraries. We will audio record your responses and collect the journey map documents.

How will my data be maintained to ensure confidentiality?

Data for this project will be maintained in digital format, with the exception of the journey maps, which will be maintained both physically and in digital copies. Digital data will be stored on a protected Syracuse University network drive which will only be accessible to the research team described above via login. The research team will work with a coded set of data to help ensure confidentiality. We will code data, including audio recordings, transcripts, and digital versions of drawings, by assigning pseudonyms. The research team will work with this coded data, and only the PI Clarke, co-PI Furgal, student researchers Scretching and Roylance, and the team member who conducted your session will have access to the key for administrative purposes.

We will keep your study data as confidential as possible with the exception of certain information we must report for legal or ethical reasons such as child abuse, elder abuse, sexual misconduct, or intent to harm yourself or others.

The researchers are not immune to legal subpoena about illegal activities. Although it is very unlikely, if law enforcement officials ask to see our data, we would have to give it to them.

For the maps that you create, you will choose how you wish images of it to be used and shared, from the following options (please check one):

- retained in a secure manner after analysis and not shared in any venue
- retained in a secure manner and published in academic journals or conferences only
- retained in a secure manner and published in academic journals or conferences as well as other contexts (e.g. publicly, such as on the project website)

If you choose to share images of your maps publicly, such as on the project website, your identifiable private information will be removed and, after removal, the maps could be used for future research studies or distributed to another investigator for future research studies without additional consent from you or your legally authorized representative.

Will photographs, audio, video, or film recording be used?

Audio recordings will be collected via digital audio recorders. The digital recordings will be uploaded to the shared network drive and subsequently deleted from the recording device. Only the research team described above will have access to the recordings, which will be used for data analysis only. Audio recordings will not be shared or published. Audio recordings will be kept the duration of the grant period, after which they will be deleted.

Will I receive compensation for participation?

You will be compensated with a \$20 Amazon gift card for completion of a journey mapping session of approximately 90 minutes. If you begin the journey mapping session but decide to withdraw partway through the session, you will be compensated with an Amazon gift card at a pro-rated rate. For participation of more than 30 minutes, you will receive the full amount. For participation of less than 30 minutes, you will receive \$10. If you withdraw before the beginning of the journey mapping session, no compensation will be awarded.

What are my rights as a research participant?

- Your participation is voluntary.
- You may skip and/or refuse to answer any question for any reason.
- You are free to withdraw from this research study at any time without penalty.

Whom may I contact with questions now, during, or after the research is complete?

For questions, concerns or more information regarding this research you may contact Dr. Rachel Ivy Clarke, Principal Investigator, at 315-443-2086, rclark01@syr.edu

If you have questions or concerns about your rights as a research participant, you may contact the Syracuse University Institutional Review Board at (315) 443-3013.

All of my questions have been answered, I am 18 years of age or older, and by signing this consent form, I agree to participate in this research study. I understand the interview will be audio recorded. I have received a copy of this form for my personal records.

Printed Name of the Participant

Date: _____

Signature of the Participant

Printed Name of the Researcher

Date: _____

Signature of the Researcher