Below are several quotes and discussion prompts for us to consider as we discuss “Challenging the "Good Fit" Narrative: Creating Inclusive Recruitment Practices in Academic Libraries”

- The article states that the 2017 ARL SPEC Kit notes "...concerns that the candidate pool for POC librarians is too small and LIS programs are graduating too few POC."
  - What are we/can we do personally encourage POC to not just enter our profession, but support their growth?
  - What can University Libraries do help the profession? Is MPK enough?
  - What does we (individually) or the University Libraries' do well in the hiring process to combat cultural biases?
  - What could it do better?

- The article notes, "Powell, writing in the journal Organizational Dynamics, concedes that there are times when it makes more sense to hire for strong P-O [Person-Organization] fit, but argues that there are other times when the best thing for the organization would be to strive for "extending fit," where the candidate is outside the organization’s fit comfort zone."
  - Does the University Libraries hire for P-O fit?
  - Are we "extending fit" at Ohio State? If so, how?

- "But as the research shows, increasing diversity in the library profession and practicing inclusive recruitment and retention is not a one-step process, but an ongoing effort to change the culture of whiteness inherent in libraries. Some of the best practices to make libraries more inclusive are relatively simple and straightforward, and in fact some of our respondents reported they are doing these things already: having minimal required qualifications in job ads, which helps prevent people of color and women from self-selecting out; directly recruiting people of color and making sure to post job ads on listservs and websites aimed at people of color and other underrepresented groups; collecting data on searches to see how the racial and gender makeup of the institution changes over time (acknowledging that this is imperfect since some forms of diversity are invisible); using a uniform rubric for all candidates interviewing for a position and making sure to ask all candidates the same questions and give them roughly the same interview experience. These are all practical, simple, measurable steps libraries can take to diversify their candidate pools and engage in inclusive hiring practices."
  - What aspects of this are the UL's putting into practice? To what extent are they successful?

- "Libraries can work to educate their employees about racial microaggressions, unconscious bias, and manifestations of white-centered thinking in search and hiring procedures, including the perils of evaluating candidates on their “fit.” Requiring hiring/search committee training as a prerequisite to participating in a search committee is an excellent idea as it can help potential search committee members become aware of their own biases and develop tools to approach the search process equitably and objectively, as well as understand legal issues in hiring. Since library candidates nearly always interact with more than just search committee members, it would be even better if this training were required for all library staff"
  - What training does Ohio State supply regarding racial and other microaggressions?
  - Does Ohio State OHR have training available for hiring/search committees?

- "The library profession as a whole can and should fight systemic racism and cultivate a culture of inclusivity by electing more people of color for leadership positions in professional associations; listening and empowering those people when they are in leadership positions; creating scholarships for potential library students who may not be able to afford graduate school (as well as working to reduce tuition costs); building networks of mentors and professional contacts for librarians of color; making sure that conference programs include speakers and presenters of..."
color and from underrepresented backgrounds, and continuing to hold honest conversations about race and whiteness in the profession in large public conferences and making sure that it is not only people of color who attend those sessions.

- In general, it is easy to ban "manels" at professional conferences and establishing at a minimum a binary gender balance; but how do we achieve more equitable racial and LGTBQ balance within leadership of and conference representation for our professional organizations?