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*Aboriginal and Visible Minority Librarians: Oral Histories
from Canada* ed. by Deborah Lee and Mahalakshmi Kumaran
(review)

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In conclusion, this is a useful handbook for new graduates who want a quick starting point, but by itself it is not sufficient as a one-stop resource. Other manuals such as *Management Basics for Information Professionals* by Evans, Ward, and Rugaas and *Library and Information Center Management* by Stuart and Moran¹ are more useful general guides to library management. *The Small Library Manager's Handbook* would benefit from a more detailed and extensive index and from more consistent and thorough coverage of key topics.

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Deborah Lee and Mahalakshmi Kumaran (eds.). *Aboriginal and Visible Minority Librarians: Oral Histories from Canada*. Toronto: Rowman & Littlefield, 2014. 231 pages. ISBN 978-1-4422-3681-3. CDN\$78.

The lack of diversity in librarianship has long been recognized: in the twenty-first century, librarianship remains a largely white, middle-class, and female-dominated profession, and the *8Rs Canadian Library Resource Study*² indicated that this lack of diversity is particularly acute in Canada. As Deborah Lee and Mahalakshmi Kumaran note in the introduction to *Aboriginal and Visible Minority Librarians: Oral Histories from Canada*, in Canada, unlike the United States, visible minority librarians' experiences have not previously been documented. A major milestone was achieved in 2011, with the creation of the Visible Minorities Librarians of Canada Network (ViMLoC) through the Canadian Library Association, a collaborative network intended to connect, engage, and support visible minority librarians in Canada. Kumaran, originally from India, is an academic librarian at the University of Saskatchewan and was one of the founders of ViMLoC; co-editor Lee, who is of Cree, Mohawk, Metis, and French ancestry, leads the University of Saskatchewan's Indigenous Studies Portal. Their collaboration gave rise to this collection of 18 essays, 8 written by Aboriginal librarians and 10 by visible minority librarians representing various immigrant groups from China, the Caribbean, India, and the Philippines.

The Aboriginal librarians in this anthology, representing a variety of different Indigenous communities, speak eloquently about the gaps between Western taxonomies and Indigenous knowledge systems. Librarians from immigrant communities describe discrimination and professional isolation, as well as the need to become re-credentialed to find employment in Canada. Although the background and life experiences of each of the authors are unique, common themes emerge in their essays, as Lee and Kumaran highlight in their

1. G. Edward Evans, Patricia L. Ward, and Bendik Rugaas, *Management Basics for Information Professionals* (New York: Neal-Schuman, 2000); Robert D. Stuart, Claudia J. Morner, and Barbara B. Moran, *Library and Information Center Management*, 8th ed. (Englewood, CO: Libraries Unlimited, 2012).

2. Ernie Ingles et al., *The Future of Human Resources in Canadian Libraries* (8Rs Canadian Library Human Resource Study, 2005).

introduction. Regardless of their cultural background, the librarians speak of their deep connections to their particular communities, the socio-economic and educational barriers they have struggled to overcome, their diverse pathways to professional careers, their strategies for coping with a lack of mentorship, and their experiences of racism and exclusion in the workplace.

This collection of personal histories is an important contribution to the history and sociology of librarianship in Canada. It will be an invaluable resource to new librarians from Aboriginal and visible minority communities, but, just as importantly, it should be read widely by non-visible minority librarians and library administrators to illustrate the value and expertise that multicultural librarians can bring to the profession and the importance of creating inclusive and equitable workplaces.

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Ian Cornelius. *Information Policies and Strategies*. London: Facet, 2010. 224 pages. ISBN 978-1-85604-677-0. CDN\$120.

This is a book with many fine qualities and few, if any, weaknesses. Ian Cornelius is a noted scholar (with a deserved international reputation) whose work is always thorough and entirely accessible to any reader. He states at the very outset: “This is an introductory book about information policy. It takes the form of a discussion of the issues that affect the determination of what policy should be, and a discussion of which mechanisms give effect to the intended policy” (p. xi). He is true to his claim. This is not a deep treatise on any particular policy or initiative but succeeds as a *critical* introduction to what policy is, what topics are important fodder for policy considerations, and how policy is shaped.

In the course of the book Cornelius addresses eight issues: globalization and information societies; information policy and the public sphere; information rights and information policy; censorship, freedom of speech, and freedom of expression; arguments for protecting speech; privacy and data protection; form of information; and intellectual property. Some readers may be tempted to criticize him for what is *not* included, but it can be argued that he includes some of the most pressing national and international matters facing everyone interested in, and working with, policy today. His examples are, in fact, international, but he draws most heavily from the United Kingdom and the United States. It may be surmised that limitations exist so that the introductory nature of the book can succeed (which it does).

While the book is introductory, it is decidedly not superficial. In the introduction Cornelius offers a sophisticated analysis of how policy arises and what factors influence those who are charged with formulating policy. He speaks at some length on how governments create policies—including regulations and laws—as part of the most fundamental purposes and workings of their existence.