Welcome to volume 4, the CJAL special issue on diversity. Before I elaborate on the content of this issue, I want to highlight my learning and experience on working with CJAL editors. This issue would not have come to fruition without their help and support. I particularly want to thank Kristin Hoffmann for working like she was an extension of myself—she read and re-read every version of every paper and book review that was submitted and also helped in later stages as a copyeditor. If editors were paid, Kristin would be unaffordable, as she sacrificed numerous evenings and weekends over the last year to complete this project. In taking on this special issue, I knew there would be numerous challenges and extensive work involved in being an editor, but, most importantly, Kristin mentored me on the art of peer review to direct the authors and extract their best work, in their own words, so that the authors, editors, and readers can all be confident of the quality, validity, and soundness of the work published. Thank you also to Lisa Richmond, another CJAL editor, who kept us organized with all the reviewing and copyediting. I also want to thank Jane Schmidt, my insightful and truly liberal-minded colleague, for accepting my invitation to add to this first diversity issue of CJAL. Jane was also relentless in finding me the right reviewers for this issue. Finally, many thanks from the bottom of my heart to all the authors and reviewers. This journal issue is a sum of all your efforts. I hope your experience with CJAL was as irrefutably positive as mine.

It has always been my stance that diversity should become so integral and intrinsic to librarianship that it is no longer an add-on or an afterthought. We received many perceptive submissions from Canadian and American librarian scholars that will show you how diversity is flourishing in academic librarianship. Time constraints allowed us to publish only what we have included here, and I hope that other fine submissions will appear in a future issue of CJAL. I hope readers will enjoy the variety they come across in this issue.
The book reviews speak to many facets of diversity: whiteness in librarianship, racism in search engine results, Indigenous faculty and racial experiences, international librarianship, and queer collections. The articles are a compilation of scholarly evidence on diversity in librarianship. Hines highlights the gaps in library leadership training, particularly for librarians of colour, or, as we say in Canada, visible minorities. Dudley borrows from clinical psychology and nursing to offer a Multi-Dimensional Cultural Safety framework to de-racialize and decolonize librarianship at all levels, from collections to services, particularly in the context of Indigenous users. Tharani combines his expertise in librarianship, his intimate knowledge of Ismaili collections, and Indigenous and participatory action-research methodologies to describe insights he gained from the process of curating the oral tradition of ginans. Greenshields’s interview with Adrienne Heavy Head, the founder and manager of Blackfoot Digital Library, is a unique form for a journal article and will inspire conversations on knowledge management, specifically from Blackfoot perspectives.

It is my sincere hope that my fellow librarians will understand the scope of diversity—that they will see beyond demographics. Yes, we need to embrace diversity by employing diverse librarians—and, particularly, by including them in succession-planning strategies—but diversity is also about understanding, accepting, and incorporating other knowledges for what they are. After all, librarianship is still about knowledge keeping.