

# Library Diversity Goals, Values, Statements

The screenshot shows the UBC Library website's 'Why work with us' page. At the top, the UBC logo and 'THE UNIVERSITY OF BRITISH COLUMBIA' are displayed. Below is a navigation bar with links like 'Library Home', 'Search Collections', and 'Ask Us!'. A sidebar on the left contains a menu for 'About Us' with various sub-links. The main content area features a banner with the text 'NOT YOUR TYPICAL DAY-TO-DAY.' and a date 'Day 430'. Below this is the 'Why work with us' section, which includes a commitment statement, a list of values (Trust and Respect, Communication, Community, Creativity and Innovation), and a 'Diversity' section with a circular icon of hands. The 'Diversity' section contains text about recognizing diverse perspectives and a list of initiatives like 'intercultural fluency staff training'. At the bottom, there are contact details for Vancouver and Okanagan campuses, social media links, and a footer with 'About UBC' and 'UBC Campuses' sections.

The screenshot shows a web page with a blue header containing 'THE LIBRARY' and 'UC San Diego'. Below the header is a navigation menu with links: 'Research & Collections', 'Borrow & Request', 'Computing & Technology', 'Visit', 'Ask Us', 'About', 'Hours', and a search icon. A breadcrumb trail reads: 'HOME > About > Who We Are > Diversity & Inclusion > Library Commitment to Diversity & Inclusion'. The main content area features the 'The Library UC SAN DIEGO' logo and a 'Diversity & Inclusion' sub-header. The title 'Library Commitment to Diversity & Inclusion' is displayed in large orange text. The text below explains the library's commitment to a supportive and inclusive environment, based on the UC San Diego Principles of Community. It describes the role of the Library Diversity & Inclusion Committee in building a climate of respect for all groups and individuals. A list of committee activities includes working with the Library Administration and Council on cultural competence, providing diversity-related educational opportunities for staff, creating venues for discussion, advising on policy issues, forming partnerships with campus groups, and collaborating with library programs to support diversity and inclusion activities. A link to 'View Diversity and Inclusion Events for Campus/Public.' is provided. The footer contains the library's address, copyright information (© 2017 Regents of the University of California), and links for 'Terms & Conditions' and 'Feedback'. The UC San Diego logo is also present in the footer.

# UNIVERSITY OF COLORADO AT BOULDER LIBRARIES

## Inclusive Excellence Plan for the University Libraries

### **Inclusive Excellence Plan for the University Libraries**

Prepared by: University Libraries Diversity Task Force

Members:

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Date: July 1, 2016

### **Inclusive Excellence at the University Libraries**

Inclusive Excellence at the University Libraries encompasses librarians and library employees, physical spaces, and collections of digital and physical resources. The University Libraries recognizes and affirms that inclusive excellence is part of our professional practice of librarianship. The Association of College and Research Libraries (ACRL) [Framework for Information Literacy in Higher Education](#) guides us in recognizing and instructing on how information plays a role in inclusivity and excellence. Building community, cultivating openness, and attaining a high quality of performance and service are aspects of inclusive excellence that resonate strongly with the University Libraries.

Excellence at the University Libraries is to create spaces and provide services broadly, individually, and inclusively, and to provide essential scholarly resources that enable students, faculty, and the greater University of Colorado and Boulder community to discover and embrace ideas and points of view that are not part of their native experience.

### **Current Strategies for Inclusive Excellence at the University Libraries**

The University Libraries is uniquely positioned in the campus community as a dynamic partner to all and envisions itself as *the heart of higher education, providing essential scholarly resources, user-centered services, and inclusive spaces.*

Being a dynamic partner means engaging with and supporting students, faculty, and campus beyond traditional roles of librarianship. Whether it is inviting therapy dogs to libraries during finals or simply listening to a student who is struggling with a course assignment, those within the University Libraries adapt their services to individual needs and contexts. Furthermore, many within the Libraries advocate beyond library activities to strengthen the inclusivity of the CU-Boulder community, from supporting the adoption of the EcoPass for all employees to sponsoring and leading a salsa club for students.

Inclusive space is also a cornerstone of what inclusive excellence is for each of our six libraries on campus. Both collaborative and quiet spaces are available to all students, meeting their academic needs in ways that few other spaces on campus can. We continue to assess and

modify our spaces to address the evolving needs of our students. Our libraries provide safe, welcoming, and respectful environments for all students and the campus community.

Providing scholarly resources involves the thoughtful and deliberate work of the University Libraries to enable access and discovery of information to broad and diverse student populations. Supporting and promoting a campuswide Open Access policy, standardizing the purchase of DVDs to include closed captioning, and proposing new subject headings to the Library of Congress to further discovery of distinctive materials are examples that demonstrate the comprehensive effort the University Libraries take to enhance access and discovery of information in an inclusive manner.

#### **University Libraries Goals for Enhancing Inclusive Excellence**


- **Inclusive Spaces:**
  - As high-impact, prominent spaces on campus, identify and address the need for gender neutral bathrooms within library spaces.
  - Continue assessment of spaces for ADA compliance and accessibility.
- **Dynamic Partnership:**
  - Continue to foster partnerships with campus and student organizations, formally or informally
  - Explore providing employees with training opportunities that address inclusivity in customer service and supporting diverse and distinctive populations.
- **Access to Information**
  - Continue emphasis and assessment of inclusivity in access to resources including improved discovery and universal design.
- **Inclusive Excellence within University Libraries:**
  - Continue to foster and build community among those within the University Libraries, enhancing cross-departmental collaboration and communication.
  - Re-establish a standing committee for Diversity & Inclusive Excellence carrying out inclusive excellence actions.

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**UF** George A. Smathers  
Libraries  
UNIVERSITY of FLORIDA



**GEORGE A. SMATHERS LIBRARIES**



**STRATEGIC  
DIRECTIONS**

October 2014

**UF** UNIVERSITY of  
FLORIDA

**UF Mission**

“The University of Florida is a comprehensive learning institution built on a land grant foundation. We are The Gator Nation, a diverse community dedicated to excellence in education and research and shaping a better future for Florida, the nation and the world. Our mission is to enable our students to lead and influence the next generation and beyond for economic, cultural and societal benefit.”

**Smathers Libraries Mission**

The Smathers Libraries partner with UF faculty, students and staff, as well as the University’s collaborators and constituents, to facilitate knowledge creation that contributes to UF’s standing as a preeminent public research university. The Libraries encourage creativity and inquiry necessary to support the University’s global ambitions and play an important role in attracting and retaining top students, faculty and staff.

**Smathers Libraries Vision**

The Libraries ignite curiosity, serve as the locus of knowledge management, and promote intellectual exchange within our diverse global learning community.



**To accomplish its mission and vision, the Smathers Libraries will:**

- Offer key services at the point of need to meet the requirements of the University enterprise
- Initiate and participate in collaboration and community building
- Assure effective, efficient and equitable access to pertinent information resources for all library users

**The Smathers Libraries will leverage our unique expertise, skill and role on campus to:**

- Promote a productive, diverse and team-based working and learning environment
- Foster an internal environment with equal partnership among all employees, based on the principles and practices of courtesy, professionalism and mutual respect
- Focus on the user experience and user needs for decision making
- Engage in assessment and evidence based decision making
- Innovate, experiment and adapt

**The Smathers Libraries have identified four strategic directions:**

- Integrated Space, Technology, and Services
- Creative and Dynamic Content Management
- Digital and Digitized Collections
- Transformative Collaboration



Cover photo © UF Photography - Eric Zamora



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FLORIDA STATE UNIVERSITY LIBRARIES

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Home >> Values for FSU Libraries

**About Us**

- Dean's Welcome
- Library Hours
- Staff Directory
- Department Contacts
- Giving to the Libraries
- Friends of the FSU Libraries
- By the Numbers
- Values**

## Values for FSU Libraries

Core values help shape our organizational culture and keep us focused on our mission. Values are important in decision-making, problem-solving, and educating ourselves and our users on what our libraries are about. Stating these values will help clarify our identity, the way we operate, and how we engage with one another and our users.

### Values

- 1. Collegiality:** We respect and accept the feelings, opinions, and beliefs of others and treat each person considerately, even when disagreeing. We are willing to cooperate, listen to each other, and work together to come to a decision.
- 2. Trust:** We believe that our colleagues are reliable and honest and that they are accountable for their actions internally and in the broader Library community.
- 3. Recognition:** In valuing our colleagues, we celebrate their achievements and give special notice for exemplary work.
- 4. Diversity:** We establish a workplace that respects and includes differences such as an individual's gender, race, beliefs, and culture. We recognize that the unique contributions of individuals with many types of differences foster a work environment that maximizes the potential of all employees.
- 5. Inclusion:** We believe in a practice of ensuring that people in the Libraries feel they belong, are engaged, and are connected through their work to the goals and objectives of the organization.
- 6. Critical Thinking and Healthy Discussion:** To foster healthy discussion where multiple points of view are considered and acknowledged, we avoid assumptions by thinking critically before drawing conclusions.
- 7. Engagement:** Everyone is encouraged to be actively involved in making recommendations, decisions, and changes in order to contribute to the success of the Libraries.
- 8. Empowerment:** People at all levels are equipped and trained to step in at the point of need to handle situations as they arise within the boundaries of the Libraries' policies and procedures.
- 9. Innovation:** We cultivate an environment that welcomes experimenting with new and different ideas, methods, and processes. In an effort to encourage the development of new ideas, we acknowledge/accept the possibility that things may fail since failure is often part of the process of innovation.

**About The Florida State University Libraries**  
 The mission of the University Libraries is to support and enhance the learning, teaching, research, and service activities of the Florida State University...

[READ MORE >](#)

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Giving to the Libraries

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# UNIVERSITY OF KANSAS LIBRARIES

## Mission, Vision & Values

<https://lib.ku.edu/strategic-plan/mission-vision-values>

The screenshot displays the University of Kansas Libraries website. At the top, there is a navigation bar with links for myKU, Email, Blackboard, Enroll & Pay, and KU Directory. The main header features the KU logo and the word "Libraries". Below this is a secondary navigation menu with options like Find Resources, Services, Help, Locations and Hours, and About. A search bar is located in the top right corner.

The main content area is titled "Mission, Vision & Values". It is divided into three sections: Vision, Mission, and Values. The Vision section includes a photograph of a large, ornate window and states that KU Libraries will be a strategic institutional asset. The Mission section describes the library's role in advancing discovery and learning. The Values section lists seven core values: Leadership, Accountability, Communication, Agility, Collaboration, Service, Innovation, and Diversity.

On the left side, there is a sidebar menu with links to Strategic Plan, Updates, Overview, Mission, Vision & Values (highlighted), Goal 1, Goal 2, Goal 3, Goal 4, Organizational Structure, Pressroom, Awards, and Job Opportunities.

On the right side, there are several boxes: "Contact us" with contact information for Courtney Foel; "Related Links" with links to Libraries Organizational Structure and Bold Aspirations; "Why KU" with an "Apply" button; a quote about Anschutz Library serving as a 24-hour study facility; "SHOW YOUR SUPPORT" with a "Give to KU Libraries" button; and "KU Today" with a link to a news article about rare eclipse research.

At the bottom, there is a "Contact Libraries" section with the phone number 785-864-8983 and the address: University of Kansas Libraries, 1425 Jayhawk Blvd, Lawrence, Kansas 66045. Social media icons for Facebook, Twitter, YouTube, Flickr, Instagram, and Pinterest are also present. A search bar is located at the bottom right, and a list of links for Articles & Databases, Library Catalog, e-Journals, Subject & Course Guides, Locations & Hours, My Account, Interlibrary Loan (ILL), and Ask a Librarian is provided.

The University of Kansas myKU Email Blackboard Events & Pay KU Directory

**KU Libraries** Search website

Find Resources Services Help Locations and Hours About

## Diversity, Equity & Inclusion

The KU Libraries leadership team, in support of a safe and inclusive environment for all members of our diverse communities at KU, is firmly committed to advancing diversity throughout our organization. Creating and fostering a culture of diversity is vital to KU Libraries' core mission to reduce barriers to learning and the pursuit of knowledge. In order to realize this vision of an inclusive and welcoming environment, the KU Libraries' leadership team makes the following commitments:

- We commit to providing open and welcoming spaces, collections and experiences for all faculty, staff, students and visitors.
- We will build a culture in the libraries where diversity, equity and inclusion are valued and recognized throughout the organization as part of the core responsibilities of every employee, and where all forms of discrimination and harassment are unacceptable.
- We will support an ongoing program of staff and faculty professional development focused on issues of diversity, equity and inclusion.
- We will continue to refine our hiring, mentoring and professional development policies and practices in order to recruit and retain a diverse workforce in the libraries.

This is ongoing work for the libraries; the details of our implementation will certainly change over time, but we commit our organization and ourselves to the fundamental values of diversity, equity and inclusion - which make us a better, more effective library. As these efforts continue, our hope is that we will all rise together to support a more welcoming campus for all.

### Resources

- [KU Libraries Guide to Social Justice Resources](#)
- [KU Libraries Diversity, Equity & Inclusion Work Group Blog](#)
- [KU Libraries' Strategic Plan](#)

**Why KU** Apply >

*Anschutz Library serves as KU's 24-hour study facility for students*

**SHOW YOUR SUPPORT** Give to KU Libraries >

**KU Today**

Development of local food systems in Kansas. Missouri help bridge gap among people with different moral, environmental views. — [At KU News](#) —

The bottom of the page features three images: a close-up of a bookshelf with colorful spines, a group of people walking outdoors, and a white sign with 'SUPPORT Orlando' written in colorful letters.



### Diversity, Equity & Inclusion working group.

This working group will serve as an organized institutional committee aimed at libraries-wide educational efforts and the development of operationalized social justice initiatives to reduce inequalities and inequities. This group will serve as leaders in the libraries and across campus to promote critical thinking and advance the libraries' mission to prioritize a diverse workforce across campus and encourage all ideas and perspectives. As leaders, this working group will provide recommendations to enhance the educational, cultural, social and developmental needs of all libraries' stakeholders.

#### Kevin L. Smith, dean of KU Libraries.

Relevant writings from the desk of the dean.

##### Remarks from the dean.

*I want to speak on two challenges that we will continue facing together...*

##### Lowering barriers.

*It seems like there are so many "new" things that libraries need to do these days. I have spent the last 10 years working in one of those new areas...*

##### Fairness breeds complexity.

*My professor of tax law used to tell us regularly that "fairness breeds complexity."*

#### Contact Libraries

☎ 785-864-8983

University of Kansas Libraries  
1425 Jayhawk Blvd  
Lawrence, Kansas 66045



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## LOUISIANA STATE UNIVERSITY LIBRARIES

Libraries Strategic Plan 2012–2020: Mission, Vision, Values

<http://www.lib.lsu.edu/sites/all/files/admin/LSULibrariesStrategicPlan2020.pdf>

LSU Libraries Strategic Plan 2012 | 3

### MISSION

Serving the flagship institution of the state, the LSU Libraries provides foundational support for the academic core of Louisiana State University. Library staff organize, preserve, and share resources to meet the information needs of the university community, providing access to resources essential to teaching, research, and service. Our buildings provide both the physical space and the intellectual environment for students, faculty, and staff to meet, engage, learn, and create new knowledge. Library staff go beyond the role of information gate-keepers, teaching important information literacy and research skills and proactively preserving our region's history and culture. Reaching beyond the university community, we extend information services to the state and make our unique holdings available to the world.

### VISION

As economic forces and technological innovation bring major change to higher education, the LSU Libraries will transform itself so that it can continue to provide essential resources, both physical and intellectual, to support the students, faculty, and staff of the university in their pursuit of excellence.

We will

- use our specialized expertise in information management to maximize access to needed information.
- extend our teaching role to provide students with information literacy skills they need to achieve the highest levels of intellectual and personal development.
- provide leadership in organizing, preserving and providing access to scholarship, research, and creative works produced at the university.
- collaborate with teaching and research faculty, with business and industry, and with other libraries and organizations in order to share resources and better serve our constituents.
- capitalize on the unique history and environment of Louisiana and LSU to enhance the LSU Libraries' reputation as one of the top research libraries in the country.

### VALUES

Pursuing our mission, we will value and promote

- an organizational culture of flexibility, fairness, collegiality, communication, diversity, and respect;
- a service-oriented culture that makes the needs of LSU's students, faculty, and staff its highest priority;
- information literacy and other skills needed for lifelong learning;
- strong and diverse information resources and collections that support the university's mission and preserve of the unique history and culture of Louisiana and the lower Mississippi Valley;
- ongoing planning, evaluation, and change to maintain improvement and respond to the changing needs of the university;
- engagement with the university community, the public, and the profession of librarianship to promote positive change.

- Assessment data is used to guide development/continuation/elimination of various library instruction methods and efforts, so that the methods we continue increasingly demonstrate that students who participate are more likely to succeed.
- More types of library instruction offerings and more courses in which information literacy skills are embedded with the assistance of library faculty, adding at least one per year.
- Increased participation of Libraries staff in recruitment of students, adding at least one new activity or offering per semester.
- Increased participation of Libraries staff in retention of students, adding at least one new activity or offering per semester in collaboration with the Center for Academic Success and other student support services as appropriate.
- Increased participation of Libraries staff in recruitment, retention, and outreach activities serving graduate students and faculty, adding at least one new activity or offering per semester.
- Improved library facilities offering more study space for students and better environmental conditions for Special Collections and rare government documents over the next three years.

**III. Diversity: Foster diversity among our faculty and staff. In addition, we will foster diversity in the information resources we collect and to which we provide access, as well as in the services we provide, the better to serve our varied constituencies.**

**Background:** Over the last five years, the LSU Libraries has hired four staff members from groups who are currently underrepresented. Libraries' faculty provide presentations tailored specifically for diverse campus groups such as the McNair Scholars, the Summer Scholars, the LA-STEM students, and the Osher Lifelong Learners Institute. We have purchased African-American research materials such as *Black Short Fiction and Folklore* and *Black Thought and Culture* (databases offered by Alexander Street Press), subscribed to the Oxford African-American Studies Center database, and subscribed to the journal *Du Bois Review: Social Science Research*.

**Strategies:**

- Develop an internship program for minority librarians, making use of vacant positions as they occur and/or with support from donors or grants.
- Develop assessment tools to guide measures to improve collegiality and morale and implement needed actions as indicated by those tools.
- Develop assessment tools to determine how library services can best be individualized to meet the diverse needs of students and faculty and implement those customized services.
- Augment outreach to communities in Louisiana who are underrepresented in our collections in order to foster increased collection development and preservation of unique resources.

**Performance Indicators:**

- Increased number of library faculty and staff from groups that are currently underrepresented by approximately 10% (1 hire) per year.
- Statistically significant improvement in collegiality and morale as indicated by assessment tools.
- Implementation of at least one new service per year designed specifically to reach diverse constituencies, including but not limited to underrepresented groups, non-traditional students, and people with disabilities.
- Increased resources documenting the history and culture of Louisianans who are currently underrepresented in our holdings, especially emphasizing African-American resources : seek a minimum of 5 new contacts with potential donors and at least one donation per year.

**IV. Engagement: Foster engagement of Libraries' faculty and staff to promote excellence and continuous improvement within our own organizational structure, achievement as researchers/scholars, and service to the profession and community.**

**Background:** The library has a mentoring program in place that has been successful in assisting tenure-track librarians to achieve promotion and tenure. Internal training sessions occur on a bi-weekly basis, and most staff and faculty participate in two or more continuing education opportunities each semester. In the last five years, six staff have earned advanced degrees (four in Library and Information Science) and four staff have participated in the university's Lead/Emerge Program. Faculty have been selected to participate in the Harvard Institutes for Higher Education Leadership Institute for Academic Libraries and the Archives Leadership Institute funded by the National Historical Publications and Records Commission. Faculty members have held twelve elected or appointed positions in national professional organizations, and more than a dozen positions at the regional, state, and local levels. More than a dozen faculty and staff have received national, regional and state-level awards for professional achievement or service. Faculty serve on state and national advisory boards, including the Louisiana Historical Records Advisory Board, the Louisiana Advisory Council for the State Documents Depository Program, and the federal Depository Library Council, which advises the Public Printer of the United States.

**Strategies:**

- The Dean's Advisory Group will monitor implementation of the strategic plan, with a formal quarterly review. Bringing in additional personnel as needed, the AG will conduct an annual review of the plan, revising and updating it annually to maintain its usefulness.
- The Dean's Advisory Group will examine the library's organizational structure and make recommendations to adapt to emerging needs.
- Adopt the Google 80/20 model to encourage innovation and engagement.



## UNIVERSITY OF MARYLAND LIBRARIES

Diversity and Inclusion Strategic Plan 2016–2018

[http://libi.lib.umd.edu/sites/default/files/UMD Libraries Diversity and Inclusion Strategic Plan 2016-2018\\_REVISED\\_1\\_9\\_17\\_0.pdf](http://libi.lib.umd.edu/sites/default/files/UMD_Libraries_Diversity_and_Inclusion_Strategic_Plan_2016-2018_REVISED_1_9_17_0.pdf)

### University of Maryland Libraries Diversity and Inclusion Strategic Plan 2016-2018

#### **Mission**

The University of Maryland (UMD) Libraries embraces diversity and fosters an inclusive environment for its community through respect, education, innovation and professional development.

#### **Vision**

The UMD Libraries will provide leadership towards equity, diversity, and inclusion in all areas of library operations, services, and spaces, to meet the needs of students, faculty, and staff.

#### **Values**

- **Respect** – Creating a climate of respect and openness.
- **Community** – Building a diverse community of learners, researchers, innovators and entrepreneurs.
- **Culture** – Understanding cultural similarities and differences.
- **Education** – Providing training on diversity topics.
- **Innovation** – Encouraging creativity and innovation from employees with diverse backgrounds.
- **Professional Development** – Training internal candidates for promotion and/or lateral job moves that broaden professional experience.

#### **Goals and Objectives**

The UMD Libraries strive to create a welcoming and inclusive environment for students, employees and community where diversity is celebrated through partnerships, events, forums, workshops, exhibits, services, collections and more.

##### **Goal 1: Define Diversity/Inclusion:**

- **Objective 1a:** Research other organizations' diversity definitions. (Spring 2017)
- **Objective 1b:** Plan and organize a forum to gather library employees' input; analyze the meaning of diversity and inclusion; and post on website. (Spring 2017)
- **Objective 1c:** In collaboration with the [UMD Office of Diversity and Inclusion \(ODI\)](#) incorporate survey results from the Thriving Workplace Initiative into Libraries Diversity and Inclusion Strategic Plan or separate working plan of action. (Spring 2017)

##### **Goal 2: Organizational Commitment:**

- **Objective 2a:** Utilize external consultants to facilitate focus groups, and to devise the best course of action to address bias and discrimination issues in the workplace. (Spring 2017)
- **Objective 2b:** Diversity Advisory Committee will meet with the Libraries Management Group to discuss ways to increase awareness of Library administration support of diversity and inclusion initiatives within the Libraries; and development of diverse candidates for promotion. (Spring 2017)
- **Objective 2c:** Review recruitment/hiring and retention practices. Libraries Diversity Officer, in collaboration with Libraries Human Resources and the Libraries Equity Officer, will conduct a historical analysis of recruitment/hiring and retention practices and report out to Dean of Libraries and other appropriate units. (Ongoing)

## UNIVERSITY OF MARYLAND LIBRARIES

Diversity and Inclusion Strategic Plan 2016–2018

[http://libi.lib.umd.edu/sites/default/files/UMD Libraries Diversity and Inclusion Strategic Plan 2016-2018\\_REVISED\\_1\\_9\\_17\\_0.pdf](http://libi.lib.umd.edu/sites/default/files/UMD_Libraries_Diversity_and_Inclusion_Strategic_Plan_2016-2018_REVISED_1_9_17_0.pdf)

### Goal 3: Outreach/Awareness

- **Objective 3a:** Work with various [diversity groups on campus](#) that represent minority populations – host an event, partner with them for an activity, showcase an appropriate library collection, or any other related activity. (Fall 2017)
- **Objective 3b:** Partner with various [diversity groups on campus](#) to promote the Libraries as a welcoming, inclusive, and safe space. (Fall 2017)
- **Objective 3c:** Reach out to high schools with underrepresented populations to promote librarianship as a career choice. (Spring 2018)
- **Objective 3d:** Foster collaborative partnerships with high school media specialists to exchange ideas and best practices on diversity initiatives. (Spring 2018)

### Goal 4: Education and Training

- **Objective 4a:** Define/promote the importance and benefits of having a diverse work force. (Spring 2017)
- **Objective 4b:** Maintain ongoing partnership with [UMD ODI](#) to provide an educational program focusing on relevant topics in order to increase awareness. (Ongoing)
- **Objective 4c:** Be responsive to current events surrounding diversity and inclusion by providing forums for discussion among library employees, and ensuring all employees have equal opportunities to participate. (Ongoing)

MIT Libraries

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## MIT Libraries stand committed to diversity, inclusion, equity & social justice

A statement from the director

By Chris Bourg on November 18, 2016 in All news

MIT Libraries stand committed to diversity, inclusion, equity, social justice, and the pursuit of knowledge.

This has been one of the most divisive elections in recent U.S. history, and the results of our presidential election have left many members of marginalized communities angry, scared, and vulnerable. The MIT Libraries joins the [American Library Association \(ALA\)](#), the [Association of Research Libraries \(ARL\)](#), the [Society of American Archivists \(SAA\)](#), and [many others](#) in the libraries and archives communities in proudly reaffirming our longstanding commitment to diversity, inclusion, equity, and social justice.

The MIT Libraries will always strive to be welcoming havens for all members of our communities and to provide service and access to everyone independent of race, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, ancestry, national or ethnic origin, or citizenship status. We support freedom of speech and the open exchange of ideas and opinions — but we will not tolerate hate speech, silencing, inflammatory rhetoric, or any other speech or action that threatens the safety or dignity of any member of our community. We believe it is ethically imperative to publicly oppose discrimination, sexism, misogyny, ableism, racism, xenophobia, homophobia, transphobia, religious persecution, and other forms of oppression.

This election has highlighted the urgent need for open, enduring, and equitable access to credible sources of news, data, and knowledge. At the MIT Libraries we will redouble our efforts to provide not only credible sources of information to our communities, but also the expertise, services, collections, tools, and spaces that facilitate and promote the critical assessment of information. We will also continue to document and provide access to the ideas, knowledge, and perspectives of our communities, as we did by [archiving the post-election posters](#) containing the immediate reactions of MIT students and community members. In the coming weeks and months, you can expect us to produce resources for our communities to help them understand the implications of this election and to equip them to take action.

Social progress, the expansion of rights and freedoms, and the advancement of our democratic ideals are often achieved when individuals are able to “speak truth to power.” At the MIT Libraries, we are as committed as ever to equipping members of our communities with the resources, expertise, support, and tools to discover truth and to communicate it effectively and safely.

Chris Bourg  
Director

The screenshot shows the top portion of the University of Nebraska-Lincoln Libraries website. At the top, there is a navigation bar with the university name, a login button, and a search box. Below this is a red navigation menu with links for 'USING THE LIBRARIES', 'E-RESOURCES & COLLECTIONS', 'RESEARCH', 'ASKUS', 'LIBRARIES', and 'ABOUT'. A large banner image depicts a diverse group of people in a library setting, with the text 'DIVERSITY IN IDEAS AND PEOPLE' overlaid in large white letters. Below the banner, the 'Mission Statement' section is centered, followed by three paragraphs of text. To the right of the text, the 'Committee Chair' information is listed, including the name 'Charlene Maxey Harris', a phone number, and an email address. At the bottom, a 'Work For Us' section is displayed on a light-colored background, featuring the text 'UNL IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER' and a red button that says 'LEARN MORE ABOUT EMPLOYMENT AT UNL LIBRARIES'.

UNIVERSITY OF NEBRASKA-LINCOLN

LIBRARIES

USING THE LIBRARIES E-RESOURCES & COLLECTIONS RESEARCH ASKUS LIBRARIES ABOUT

**DIVERSITY IN IDEAS AND PEOPLE**

### Mission Statement

UNL Libraries fosters an inclusive environment that welcomes and appreciates differing viewpoints, skill sets, life experiences, and contributions from all members of the University.

We are committed to upholding the University's core value of [diversity of ideas and people](#) by creating a learning community grounded in knowledge, dialogue, respect and acceptance.

Libraries staff members are empowered to provide an array of library services, collections, and spaces to meet the diverse needs of students, faculty, and researchers.

**Committee Chair**  
[Charlene Maxey Harris](#)  
402-472-8700  
[cmaxeyharris2@unl.edu](mailto:cmaxeyharris2@unl.edu)

### Work For Us

UNL IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

[LEARN MORE ABOUT EMPLOYMENT AT UNL LIBRARIES](#)

## NUL SHARED VISION STATEMENT

We are a Library driven by the research, learning, and information needs of all users, with a primary emphasis on the students, faculty, and staff of Northwestern University. We are committed to achieving Library goals in alignment with University goals.

We are a Library whose organizational structure supports our work. We organize by work activity with an equitable distribution of power that enables point-of-need decision-making and achievement at all levels of staff. We appreciate the parts of our organizational structure individually and holistically. We recognize the contributions of staff in all positions, at all levels of experience, and of all educational backgrounds. We welcome collaboration vertically and laterally within our organizational structure.

We are a Library that fosters a collegial, positive, diverse, and inclusive workplace. We communicate openly, respectfully, transparently, and constructively. We extend trust to all staff regardless of unit or organizational level. We take responsibility for our actions and acknowledge personal accountability to our organization, our stakeholders, and one another. We maintain fair, ongoing, and honest performance feedback opportunities and evaluation processes for all staff.

We are a Library that anticipates and addresses the changing needs of our users. We empower all staff to utilize personal strengths toward innovation. We espouse nimble decision making with appropriate deliberation and consultation. We set and achieve tangible goals, acknowledge milestones, and complete projects. We continually expand our skill sets through professional development, nurture our competencies, and value knowledge sharing across all staff.

Culture Change Initiative

February 20, 2014

## NORTHWESTERN UNIVERSITY LIBRARY

This is your library

### **Northwestern University Libraries**

This is your library.

Your library serves the diversity of the Northwestern community.

Your library welcomes all learners and scholars.

Your library is a center of learning and research that stimulates creativity, learning, and discovery.

Your library promotes equal access to quality information, defends intellectual freedom, and seeks to protect privacy.

Your library champions free thought and expression, objective inquiry, and critical thinking.

Your library is here to help.

This is your library.

Welcome!



# OHIO UNIVERSITY LIBRARIES

## Diversity Program Mission

<https://www.library.ohiou.edu/about/alden-events-series/culture-showcase/diversity-committee/>

The screenshot shows the Ohio University Libraries website. At the top, there is a navigation bar with the Ohio University logo, a site search box, and a link to the library website. Below the navigation bar is a banner image featuring a stack of books, an owl, and a historical map of Ohio. The main content area is titled "Diversity Program Mission" and includes a paragraph describing the library's commitment to an inclusive environment. To the left, there are sections for "Diversity Program" with links to mapping and previous programs, "Today's Hours" for various library locations, and "Recent News" with links to textbook network, social media, and a recent event. To the right of the mission statement is a word cloud containing terms like "diversity", "cultures", "individual", "committee", "library", "ethnic", "political", "equality", "cultural", "inclusion", "community", "support", "promote", "respect", "differences", "backgrounds", "race", "religion", "gender", "disability", "administrators", "faculty", "staff", "students", "information", "needs", "viewpoints", "opinions", "expressions", "format", "stimulating", "programs", "services", "academic", "experience", "University", "community", "improve", "diversity", "staff".

OHIO UNIVERSITY

Site Search Library Website

Ohio University Libraries

Home Resources Services About Need Help? Live Chat My Accounts

> Diversity Program

> Mapping the Ohio Country; Re-enactor to Discuss Colonial Map Making

> Previous Culture Showcase Programs

OHIO University Libraries / About / Alden Events Series / Culture Showcase / Diversity Program

## Diversity Program Mission

Recognizing that all people have individual differences and are the product of one or more cultures and ethnic backgrounds, Ohio University Libraries is committed to cultivating an environment where differences are valued and respected. The Libraries strive to provide an inclusive environment for all individuals regardless of race, religion, ethnicity, background, gender, and disability and will actively promote and support diversity among our administrators, faculty, staff, and students.

We seek to do the following:

- Address the information needs of all library patrons, taking individual needs into account;
- Build collections representing diverse viewpoints and opinions and expressions, regardless of format;
- Produce culturally stimulating programs and services, through our Culture Showcase series, that enhance the academic experience of the University community;
- Improve the diversity of the Libraries staff.

Questions? Contact Eileen Theodore-Shusta.

Today's Hours

Learning Commons (2nd Floor)	8:00 AM - 7:00 PM
All Other Alden Floors	8:00 AM - 5:00 PM
Music & Dance Library	8:00 AM - 5:00 PM
Archives & Special Collections	9:00 AM - 5:00 PM

All Hours

Recent News

Ohio University Libraries Joins Open Textbook Network

Filters, Hashtags and Videos: Reflecting on a Decade of Library Social Media

Alden Library Hosts OhioDIG July 12

Authors @Alden: Living Letters with Karmen Beecroft and Stacey Lavender

library

diversity

cultures

individual

committee

ethnic

political

equality

cultural

inclusion

community

support

promote

respect

differences

backgrounds

race

religion

gender

disability

administrators

faculty

staff

students

information

needs

viewpoints

opinions

expressions

format

stimulating

programs

services

academic

experience

University

community

improve

diversity

staff

The screenshot shows the University of Oregon Libraries website. At the top, there is a green header with the University of Oregon logo and the text "UNIVERSITY OF OREGON" and "UO Libraries". A search bar is located on the right side of the header. Below the header is a navigation menu with links for "Research Support", "Services", "Collections", "Library Accounts", "About", and "Ask Us".

The main content area is titled "Diversity and Inclusion at the UO Libraries". On the left, there is a sidebar with a "DIVERSITY AND INCLUSION AT THE UO LIBRARIES" section. This section includes a "Overview" tab and several links: "Accessibility", "Diversity Fund", "Library Diversity Committee", "Open Letter to the UO Community", and "Diversity Resource Guides".

The main content area features a large heading "Diversity and Inclusion at the UO Libraries" followed by a paragraph: "The University of Oregon Libraries is committed to providing a culturally inclusive environment where diversity of thought and expression is valued and respected. With a more global outlook and a focus on equity in service, we strive to create a powerful learning community, a welcoming space where all Library patrons can access the information necessary to achieve their personal and professional goals."

Below the paragraph are three columns of content:

- Within UO Libraries:** A list of links including "Accessibility", "Diversity Fund", "Library Diversity Committee", and "Open Letter to the UO Community".
- Diversity Resource Guides:** A list of links including "Diversity Research", "Economic Privilege", "Heterosexism", "Language Tools", "Male Privilege", "Transgender Studies & Cisgender Privilege", and "White Privilege".
- UO Related Resources:** A list of links including "Bias Education and Response Team", "Division of Equity & Inclusion", "LGBTQIA+", "Many Nations Longhouse", and "Respect".

There are also three images: a word cloud on the left, a photo of a group of people in a library setting in the middle, and the University of Oregon logo on the right.

**OPEN LETTER TO THE UO COMMUNITY  
FROM THE UNDERSIGNED LIBRARY STAFF, FACULTY, AND ADMINISTRATORS**

November 15, 2016

In this time of increasing polarization of worldviews and escalating acts of aggression against members of marginalized groups, we the undersigned staff, faculty, and administrators in the UO Libraries wish to express our solidarity with students, faculty, and staff who advocate for the protection of human rights. We stand with those who oppose bigotry, racism, sexism, xenophobia, homophobia, ableism, and sexual predation and assault. We affirm that social injustices and oppression of people are wrong, and are a danger to the open, respectful environments we need to carry out our university and library missions.

Libraries empower all members of our community to explore their cultures and identities, to create and access knowledge, and to connect with the full range of human experience. The values of equality and intellectual freedom, and a belief in the intrinsic worth of individuals are foundational to this work. We express these values by embracing diversity and inclusion in all of its forms including, but not limited to, differences in race, ethnicity, sex, gender identity, sexual orientation, ability, age, religion, and economic status. We oppose any attempts, political or otherwise, to use these human characteristics to demean, devalue, or harm members of our community.

The search for truth and knowledge requires access to the perspectives of not only those in the dominant culture, but also the voices of people with less power in our society, people whose viewpoints are often suppressed or omitted from the narrative. It demands critical thinking, reflection, and respectful community dialogue. It calls for the use of courageous intellectual exploration, analysis, and evidence to advance knowledge, ideally in an environment free of discrimination and intimidation.

For this reason, in our roles as library and educational professionals, we pledge to honor diversity and inclusion, to support all students, faculty, and staff—including those who are feeling vulnerable and who struggle against prejudice, discrimination, harassment, and violence—and to offer library services, content, and collections that will enable our communities' inquiries about political, racial, and other social injustices occurring in our world.

Yours respectfully,

Keri Aronson	Rebecca Fisher	Katy Lenn	Ann Shaffer
Jaye Barlous	Catherine Flynn-Purvis	Rachel Lilley	Heidi Scheidl
Cheryl Bemiss	David Fowler	Adriene Lim	Sarah Seymore
Pat Best	Nina Fox	Linda Long	Julia Simic
Andrew Bonamici	Sam Galli	Karen Matson	Nancy Slight-Gibney
Kay Brooks	Mary Galvin	Kevin McDowell	Harriett Smith
Sara Brownmiller	Amanda Garcia	Kumiko McDowell	Jan Smith
Tatiana Bryant	Mary Greci	Terry McQuilkin	Raina Smith
Barbara Butler	Lydia Harlan	Danielle Mericle	Jeffrey Staiger
Jonathan Cain	Shelley Harshe	Susan Merrell	Tyler Stewart
Damon Campbell	Carolina Hernandez	Ann Miller	Kathy Stroud
Christine Carmichael	Ryan Hildebrand	Victoria Mitchell	Bruce Tabb
Hana Chan	Mary Ann Hyatt	Marilyn Mohr	John Taylor
Helen Chu	Barbara Jenkins	Patrick Moore	Ed Teague
Eric Clark	Betsy Kelly	Karen Munro	Tiffany Thornton
Laura Damiani	David Ketchum	Lara Nesselroad	Samuel Villalobos
Sara DeWaay	Holli Kubly	Elizabeth Peterson	Dean Walton
Erin Doerner	Amy Lake	Brock Pitzer	Xiaotong Wang
Bronwyn Dorhofer	David Landazuri	Marilyn Reaves	Mark Watson
Jeremy Echols	Lesli Larson	Kelly Reynolds	Brenda Willis
Tim Erickson	Rosella Layton	Miriam Rigby	David Woken
Pat Fellows	Audrey Lee	Lori Robare	Annie Zeidman-Karpinski

### **University of Pennsylvania Libraries Diversity Statement**

The Penn Libraries seek to support the educational and scholarly endeavors of the Penn community both locally and wherever students, faculty, and staff may be located around the world. As such, the Libraries support the mission and goals of the Office of Affirmative Action and Equal Opportunity Programs and the University's Nondiscrimination Statement. Specifically, the spirit present in the statement's preamble calling on the community to tap into our diversity, to strengthen ties across all boundaries, and enrich the intellectual climate to create a more vibrant community. And finally, with particular emphasis, calling on us to foster and nourish diversity especially among students, faculty and staff as part of the central core mission of the University.

Penn Libraries seek to create an environment that is welcoming and open to its constituency offering resources of collections and services that are available in accordance with universal accessibility standards, delivered without respect to race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class, world view, political perspective, or purpose. In addition, the Penn Libraries seek to maintain a workplace that fosters respect, and that encourages an environment in which each employee learns from, and thrives on the differences of his or her colleagues at all levels of the institution.

### **University of Pennsylvania Nondiscrimination Statement**

The University of Pennsylvania values diversity and seeks talented students, faculty, and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to the Executive Director of the Office of Affirmative Action and Equal Opportunity Programs, Sansom Place East, 3600 Chestnut Street, Suite 228, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

20140113

### Group on Library Diversity (GOLD) Road Map

#### Year 1

- Complete Charge and submit along with the Diversity Statement to Administrative Council
- Recruitment Analysis
- Changes to Recruitment Process
  - Submit job postings on diversity organization web pages
  - Compliance Officer reviews candidate pools prior to phone interviews (a one week time limit)

#### Year 2

- Start providing training sessions and workshops
- Guest Speakers
- Towards the end of the year (annually)
  - Revisit the Recruitment Analysis
  - Staff Survey – feedback

#### Year 3

- Awareness Building/Events
- Mentorship Program/Career Days
- Staff Recognition Program
- Towards the end of the year
  - Revisit the Recruitment Analysis
  - Staff Survey

#### Year 4

- Open Quarterly Meetings to Staff to solicit feedback
- Begin planning for the next 5 years

20140303

# PENNSYLVANIA STATE UNIVERSITY LIBRARIES

Message from the Dean on Diversity

<https://libraries.psu.edu/about/diversity/message-dean-diversity>

The screenshot shows the Penn State University Libraries website. At the top, there is a navigation bar with links for "Alert", "Hours and Locations", "My Account", "Renew Books", and a search bar. Below this is the Penn State University Libraries logo and name. A secondary navigation bar contains "SERVICES", "RESEARCH", "ABOUT", and "ASK", along with a clock showing "PATTEE AND INTERNO 7:45 AM TO 9:00 PM".

The main content area features a breadcrumb trail: Home / About / Diversity / Message from the Dean on Diversity. On the left, there is a "DIVERSITY" sidebar with a link to "Message from the Dean on Diversity" and "University Libraries Civility Statement and Guidelines". Below that is a "CONTACT" section for the "Libraries Administration Deans Office", providing the address (510 Paterno Library, University Park, PA 16802-1812), phone number (814-865-0401), fax number (814-865-3665), and email (UL-DEANS-OFFICE@lists.psu.edu).

The main content area has a heading "Message from the Dean on Diversity". The text reads: "The University Libraries are committed to creating a welcoming environment for all, respecting individual contributions to academics, providing equal access to information resources, fostering diversity in the workplace and the campus, and promoting civility and mutual respect. The Libraries promote these goals through a variety of programs, resources, services, exhibits, speakers, policies, survey methods, and the recruitment and retention of a committed faculty and staff. Please join us in these worthy endeavors! —Barbara I. Dewey, Dean of University Libraries and Scholarly Communications". Below the text is a link to "Dean's Administrative Office". To the right of the text is a portrait of Barbara I. Dewey, a woman with short blonde hair and glasses, wearing a light-colored blazer over a dark top.

The footer contains the Penn State logo, copyright information (©2015 The Pennsylvania State University, All Rights Reserved), legal statements, and contact information for Penn State University Libraries (Libraries Home, Libraries Intranet (Staff Only), Accessibility Help, and phone number 814-865-6368). It also includes social media links for Facebook, Twitter, and Instagram under the heading "CONNECT WITH PENN STATE UNIVERSITY LIBRARIES".



The screenshot displays the Penn State University Libraries website. At the top, there is a navigation bar with links for 'Alert', 'Hours and Locations', 'My Account', 'Renew Books', and a search bar. Below this is the Penn State University Libraries logo and name. A secondary navigation bar includes 'SERVICES', 'RESEARCH', 'ABOUT', 'ASK', and a note about the Pattee and Paterno library hours. The main content area features a breadcrumb trail 'Home / About / Diversity'. On the left, there are sections for 'DIVERSITY' (with a link to a message from the Dean), 'CONTACT' (with 'Human Resources' contact info), and 'Human Resources' (with address and phone numbers). The main text area is titled 'Diversity' and contains the 'Penn State University Diversity Statement', which states the library's commitment to diversity and inclusion. Below this is the 'University Libraries Civility Statement and Guidelines', which defines civility and lists expectations for all community members. A photograph of a diverse group of people in a library setting is shown to the right of the text. At the bottom of the main content area, there are links for 'University Libraries Civility Statement and Guidelines' and 'Fostering Diversity in the University Libraries' (with a link to the 2010-15 Diversity Strategic Plan). The footer contains the Penn State logo, copyright information (©2015), legal statements, Penn State University Libraries contact info, and social media links for Facebook and Twitter.

**Alert** [Hours and Locations](#) [My Account](#) [Renew Books](#)

**PennState**  
University Libraries

[SERVICES](#) [RESEARCH](#) [ABOUT](#) [ASK](#) © PATTEE AND PATERNO 7:45 AM TO 9:00 PM

[Home](#) / [About](#) / [Diversity](#) / University Libraries Civility Statement and Guidelines

**DIVERSITY**

[Message from the Dean on Diversity](#)

[University Libraries Civility Statement and Guidelines](#)

**CONTACT**

**Human Resources**

511 Paterno Library  
University Park, PA 16802-1812  
814-863-4949  
814-863-5592 (fax)  
JLHUMAN-  
RESOURCES@lists.psu.edu

## University Libraries Civility Statement and Guidelines

Within the University Libraries, civility comprises a conscious demonstration of mutual respect – for people, for their roles, for their knowledge and expertise. Civility requires cooperation, tolerance, acceptance, inclusiveness, kindness, courtesy, and patience. It is expressed not only in the words we choose, but in our tone, demeanor, and actions. All members of the University Libraries community are responsible for and expected to exemplify and promote civility.

The University Libraries is committed to creating and maintaining a positive learning and working environment. While it is understood that disagreement will, and should, occur in a collegiate setting, open communication, intellectual integrity, mutual respect for differing viewpoints, freedom from unnecessary disruption, and a climate of civility are important values that we embrace.

**Examples of civility include:**

- Respect and courtesy in language, demeanor, and actions
- Respectful acknowledgement of individual differences
- Empathy and patience
- Refraining from insulting, disrespectful, dismissive, or humiliating language and/or actions

All employees deserve to be treated with dignity and respect at their place of work. They deserve to work in an environment free from incivility, harassment, or bullying. Actions must be evaluated not only in light of what the actor intended, but also by what the recipient felt, i.e., impact as well as intent is important.

The University Libraries management is ultimately responsible for creating a positive work climate, and will deal with civility concerns in a timely manner. If you believe you have been treated inappropriately.

**What to do about Uncivil Treatment**

Each University Libraries employee and community member is expected to treat others with civility and respect. If you feel that you have been treated in a manner that is inconsistent with these expectations, you have several options:

- Approach the other person and share your feelings about what happened. Think about this: What would you want a coworker to do if they were offended by something you said or did? Often making the other person aware of how his conduct affected you is sufficient. Few people are deliberately hurtful.
- Discuss the matter with your supervisor. Your supervisor may be able to advise you, make suggestions, or if necessary, intervene.
- If you feel you cannot discuss it with your immediate supervisor, it may be appropriate to escalate your concern through your management chain.
- Consult Libraries Human Resources. LHR can provide advice and help facilitate a solution.
- If you are a faculty member, speak to your Ombudsperson. For staff, Libraries HR fulfills the role of Ombudsperson.
- If your concern can't be resolved within the Libraries, you can contact the Employee Relations Division of the University's Office of Human Resources for help.

Any indication of retaliation for concerns about civil and respectful treatment that are raised in good faith will not be tolerated and will be investigated by the Libraries Administration.

**PennState** Copyright ©2015 The Pennsylvania State University. All Rights reserved. **PENN STATE UNIVERSITY LIBRARIES** **CONNECT WITH PENN STATE UNIVERSITY LIBRARIES**



THE UNIVERSITY OF  
**TENNESSEE**  
KNOXVILLE  
UNIVERSITY LIBRARIES

## Discover the *Volunteer Difference* at the Libraries

UNIVERSITY OF TENNESSEE LIBRARIES STRATEGIC PLAN, 2017-2022

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### Mission

The University of Tennessee Libraries enrich and advance our community, the nation, and the world by providing expertise and leadership in accessing, creating, disseminating, and preserving knowledge.

### Guiding Principles

In order to achieve our mission, the UT Libraries' faculty and staff commit to:

- Serve our users with excellence and compassion;
- Encourage innovation, creativity and strategic risk-taking;
- Foster a diverse and inclusive environment marked by integrity and civility;
- Act as a good steward of our collections, resources, and space;
- Ensure equitable access to information; and
- Build partnerships that advance learning, scholarship, and community.

### Vision Statement

The University of Tennessee Libraries is an indispensable partner to every member of the Volunteer community as they discover and advance knowledge, engage with society, and strive for excellence.



## University of Tennessee VolVision 2020 Strategic Priorities

**PRIORITY ONE: Undergraduate Education**

*Recruit, enrich, and graduate undergraduate students who are prepared to enter the global community as lifelong learners and authentic leaders*

**PRIORITY TWO: Graduate Education**

*Strengthen graduate education through an emphasis on excellence and improvement of the graduate student experience*

**PRIORITY THREE: Research, Scholarship, Creative Activity, and Engagement**

*Strengthen our capacity, productivity, and recognition across our total portfolio of research, scholarship, creative activity, and engagement*

**PRIORITY FOUR: Faculty and Staff**

*Attract, retain, and recognize stellar faculty and staff who strive for excellence and proudly embody Volunteer values*

**PRIORITY FIVE: Resources and Infrastructure**

*Develop a resource base for the future; continue transformation of campus infrastructure*

**PRIORITY SIX: Diversity and Inclusion**

*Enhance diversity and inclusion to benefit our campus*

Full version of VolVision 2020 and other key planning documents  
available at <http://top25.utk.edu/category/key-documents/>

## Five Areas of Strategic Emphasis

### *Teaching, Learning & Innovation*

Teaching, learning, and innovation occur when the right environment inspires intellectual curiosity and fosters creativity. The Libraries provides the spaces, technology, and expertise to encourage study, reflection, and exploration. Librarians are dedicated partners in a shared quest for transformative learning and champions for faculty and student success.

#### Goals

- Provide spaces, technology, and support for the development of new pedagogical models
- Collaborate with campus and community partners to strengthen experiential learning
- Be a campus leader in furthering graduate student success
- Ensure excellence in library instruction in the classroom, online, and one on one
- Create inspiring individual and collaborative learning spaces
- Develop effective engagement with at-risk populations

Aligns with VolVision 2020 Strategic Priorities 1, 2, 5, 6



### Five Areas of Strategic Emphasis, continued

#### ***Empowering Research***

Through investigation and creativity, scholars generate ideas and discoveries that improve our community, our region, and lives around the world. Librarians, as information specialists and stewards of the scholarly record, recognize the power inherent in scholarship and are crucial partners in its creation and dissemination.

#### **Goals**

- Educate and collaborate with the campus community on emerging forms of scholarly discovery, knowledge management, and research dissemination
- Lead the university in identifying holistic measures of excellence in research, scholarship, creative activity, and engagement
- Advance the responsible conduct of research
- Promote the power of open research, open science, and open systems to advance the public good

**Aligns with VolVision 2020 Strategic Priorities 1, 2, 3, 4**





### Five Areas of Strategic Emphasis, continued

#### ***Collaborative Collections***

The Libraries develops and maintains outstanding collections; continuously improves access to—and the accessibility of—those collections; and creates opportunities for collaboration and the sharing of materials across institutions. The Libraries advances these objectives through application of best practices and utilization of the latest discovery platforms and other technologies.

#### **Goals**

- Make discovery of information intuitive for our users
- Implement an evidence-based model to inform collection decisions
- Strategically build unique special collections to levels of global significance
- Use best practices to effectively share our local collections with a global audience
- Invest in cooperative partnerships to provide greater access to the cultural and scholarly record
- Implement strategies for best stewardship of physical and digital collections

**Aligns with VolVision 2020 Strategic Priorities 3, 5, 6**



### Five Areas of Strategic Emphasis, continued

#### ***Organizational Excellence***

Within the Libraries, the pursuit of organizational excellence is an ongoing process. Collectively, we value and promote excellence, and we welcome diverse ideas for attaining our common goals. We are individuals working together to meet shared goals in a culture that promotes trust, value, and inclusion.

#### **Goals**

- Support and encourage continuous learning, exploration, mentorship, and professional growth for individuals and teams
- Identify and implement effective and efficient internal communication practices
- Advance a culture of trust, diversity, respect, and inclusivity
- Provide the spaces and tools necessary to support the activities of our faculty and staff

Aligns with VolVision 2020 Strategic Priorities 4, 5, 6

**Five Areas of Strategic Emphasis, continued**

***Sharing Our Story***

Communication is not a one-time activity but rather an initiative that requires ongoing dedication. It encompasses listening as well as telling. Effective communication demands that we weave our users' range of experiences into what each of us does and how we convey it. In this way, we do more than share experiences. We create a shared experience.

**Goals**

- Use two-way communication and assessment to create an extraordinary user experience
- Cultivate private support of the Libraries
- Increase awareness of library services and resources
- Create and promote consistent best practices for external communication
- Publicize the Libraries' accomplishments throughout campus—and beyond

**Aligns with VolVision 2020 Strategic Priorities 1, 2, 5, 6**

The screenshot shows the top navigation bar of the University of Wisconsin-Madison Libraries website. The header includes the library logo, the text 'Libraries UNIVERSITY OF WISCONSIN-MADISON', and utility links for 'UW-Madison', 'Ask', a gift icon, and a search icon. Below this is a secondary navigation bar with links for 'FIND', 'LIBRARIES', 'COLLECTIONS', 'SERVICES', 'ABOUT', 'HELP', and 'MY ACCOUNTS'. The main content area features a breadcrumb trail: 'About > Library Administration > Our Commitment to Diversity and Incl...'. The title 'Our Commitment to Diversity and Inclusion' is displayed in a large, dark red font. The text below explains the library's dedication to social justice, diversity, and equality, and mentions a 2015 report. It also states the library's goal to provide a safe and inclusive environment. A quote from Ed Van Gemert, UW-Madison Vice Provost for Libraries and University Librarian, is included. The page further states support for the ALA Bill of Rights and provides contact information for more details.

**Libraries**  
UNIVERSITY OF WISCONSIN-MADISON

UW-Madison | Ask | Gift | Search

FIND LIBRARIES COLLECTIONS SERVICES ABOUT HELP MY ACCOUNTS

About > Library Administration > Our Commitment to Diversity and Incl...

## Our Commitment to Diversity and Inclusion

Libraries are dedicated to the principles and practices of social justice, diversity, and equality among our staff, collections, and services. As part of the efforts to further and enable the opportunities for education, benefit the good of the public, and inform citizens, the University of Wisconsin–Madison Libraries commit ourselves to doing our part to end the many forms of discrimination that plague our society. In coordination with campus efforts, the Libraries are moving forward with the approved recommendations for action that were developed as part of the UW–Madison General Library System’s Diversity Task Force Recommendations Report, November 2, 2015.

The UW–Madison Libraries will continue to look for ways to eliminate undue hardship for the patrons who use our collections, services, and facilities. We will continue to work to ensure we provide welcoming and inclusive surroundings for all who wish to take advantage of our spaces and services. Actions meant to hurt, alienate, or divide this community will not be tolerated. We strive to create a safe, welcoming, and inclusive work place.

“The library staff at UW–Madison will continue to work with each other, as well as campus partners, to encourage practices that promote education, equality, diversity, and social justice. It’s not only important that the UW–Madison Libraries provide a welcoming environment for patrons, but that our practices are seen as a positive contribution to the community as a whole,” said Ed Van Gemert, UW–Madison Vice Provost for Libraries and University Librarian. “Ongoing efforts and outcomes include: being aware of own personal biases and unconscious bias; refining our capacity to directly address culturally insensitive actions and statements, and learning how to set the tone and lead in a culturally competent manner.”

The UW–Madison Libraries abide by and support the American Library Association’s (ALA) Bill of Rights. The ALA affirms that all libraries are forums for information and ideas, and that six basic policies should guide their services. A history of the Library Bill of Rights is found in the latest edition of the Intellectual Freedom Manual.

Although the Articles of the Library Bill of Rights are unambiguous statements of basic principles that should govern the service of all libraries, questions do arise concerning application of these principles to specific library practices. See the documents designated by the Intellectual Freedom Committee as Interpretations of the Library Bill of Rights.

For additional information or to contact the Libraries, you are encouraged to email or call 608-262-3193.

The following pages include the signatures of individuals offering their support for this statement, including the General Library System’s Executive Group and the Library Coordinating Council (LCC).