Table of Contents

Survey Results

Executive Summary ...........................................................................................................2
Survey Questions and Responses .....................................................................................8
Responding Institutions ...................................................................................................59

Representative Documents

Library Diversity Goals, Values, Statements
University of British Columbia Library
  Why work with us ...........................................................................................................62
University of California, San Diego Library
  Library Commitment to Diversity & Inclusion ...............................................................63
University of Colorado at Boulder Libraries
  Inclusive Excellence Plan for the University Libraries ..................................................64
University of Florida Libraries
  George A. Smathers Libraries Strategic Directions ......................................................66
Florida State University Libraries
  Values for FSU Libraries .................................................................................................68
University of Kansas Libraries
  Mission, Vision & Values .................................................................................................69
  Diversity, Equity & Inclusion .........................................................................................70
Louisiana State University Libraries
  Libraries Strategic Plan 2012–2020: Goal III. Diversity ...............................................73
University of Maryland Libraries
  Diversity and Inclusion Strategic Plan 2016–2018 .........................................................75
Massachusetts Institute of Technology Libraries
  MIT Libraries stand committed to diversity, inclusion, equity & social justice ...............77
<table>
<thead>
<tr>
<th>Institution</th>
<th>Document Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Nebraska-Lincoln Libraries</td>
<td>Mission Statement</td>
<td>78</td>
</tr>
<tr>
<td>Northwestern University Library</td>
<td>NUL Shared Vision Statement</td>
<td>79</td>
</tr>
<tr>
<td>Ohio University Libraries</td>
<td>This is your library</td>
<td>80</td>
</tr>
<tr>
<td>University of Oregon Libraries</td>
<td>Diversity Program Mission</td>
<td>81</td>
</tr>
<tr>
<td>University of Pennsylvania Libraries</td>
<td>University of Pennsylvania Libraries Diversity Statement</td>
<td>84</td>
</tr>
<tr>
<td>Pennsylvania State University Libraries</td>
<td>Message from the Dean on Diversity</td>
<td>86</td>
</tr>
<tr>
<td>University of Tennessee, Knoxville, Libraries</td>
<td>University of Tennessee Libraries Strategic Plan, 2017–2022</td>
<td>89</td>
</tr>
<tr>
<td>University of Wisconsin-Madison Libraries</td>
<td>Our Commitment to Diversity and Inclusion</td>
<td>96</td>
</tr>
<tr>
<td>Case Western Reserve University</td>
<td>2016–2019 Diversity Strategic Action Plan</td>
<td>98</td>
</tr>
<tr>
<td>Cornell University</td>
<td>Toward New Destinations 2016–2017. Appendix: University Goals Structures</td>
<td>100</td>
</tr>
<tr>
<td>Florida State University</td>
<td>Diversity &amp; Inclusion</td>
<td>108</td>
</tr>
<tr>
<td>University of Kansas</td>
<td>Diversity Action Plan — Call for Comments</td>
<td>109</td>
</tr>
<tr>
<td>Massachusetts Institute of Technology</td>
<td>Institute Community &amp; Equity Office</td>
<td>113</td>
</tr>
<tr>
<td>National Archives and Records Administration</td>
<td>Diversity and Inclusion Program</td>
<td>114</td>
</tr>
<tr>
<td>National Institutes of Health</td>
<td>Policy</td>
<td>115</td>
</tr>
<tr>
<td>University of Nebraska-Lincoln</td>
<td>Our Core Values &amp; Beliefs</td>
<td>116</td>
</tr>
</tbody>
</table>
University of Toronto
  President’s Statement on Diversity and Inclusion..................................................117
  Statement on Equity, Diversity, and Excellence.........................................................118
Tulane University
  Diversity Statement ........................................................................................................122

Diversity & Inclusion Committee Charges
University of California, San Diego Library
  Library Diversity and Inclusion Committee Charge.....................................................124
University of Delaware Library
  Library Diversity Committee .........................................................................................125
Duke University Libraries
  Diversity, Equity, and Inclusion Council Charge .......................................................126
University of Kansas Libraries
  KU Libraries: Diversity, Equity & Inclusion Committee .............................................128
Louisiana State University Libraries
  LSU Libraries Advisory Committee On Diversity.........................................................129
Massachusetts Institute of Technology Libraries
  Committee on the Promotion of Diversity & Inclusion: Committee
    Charge & Members........................................................................................................131
University of Oregon Libraries
  Library Diversity Committee .........................................................................................132
University of Pennsylvania Libraries
  Group on Library Diversity (GOLD) Charge .....................................................................133
Virginia Tech Libraries
  University Libraries Diversity Council Charter............................................................134

Mentoring Programs
University of Louisville
  Faculty Mentoring........................................................................................................136
  Faculty Mentoring | Libraries.......................................................................................137
Texas A&M University Libraries
  Library Faculty Mentoring Program ............................................................................138
Wayne State University Libraries
  Wayne State University Libraries Mentoring Program..............................................142
University of Wisconsin-Madison Libraries
  Library Mentorship Program Proposal ........................................................................145
  Mentorship Program Goals Worksheet .......................................................................148
Research Resources
University of Delaware Library
Colored Conventions Project .........................................................150
Emory University Libraries
Still Raising Hell .........................................................................152
University of Maryland Libraries
Social Justice Resources .................................................................153
University of Nebraska-Lincoln Libraries
Diversity Libguide: Home .................................................................154
University of New Mexico Libraries
The Dakota Access Pipeline: Native American Perspectives ..........155
University of Oregon Libraries
Diversity Resource Guides: Economic Privilege .............................157
University of Pennsylvania Libraries
Diversity at Penn Libraries: Resources ...........................................158
Syracuse University Libraries
Human Library: Home .................................................................160

Job Descriptions
University of Florida Libraries
Instruction and Outreach Librarian ...............................................162
Temple University Libraries
Resident Librarian .......................................................................165

Selected Resources
Books, Journal Articles, and Reports .............................................168
Institution Diversity Plans ...............................................................171
Library Diversity Plans .................................................................171
Library Diversity Reports ..............................................................172