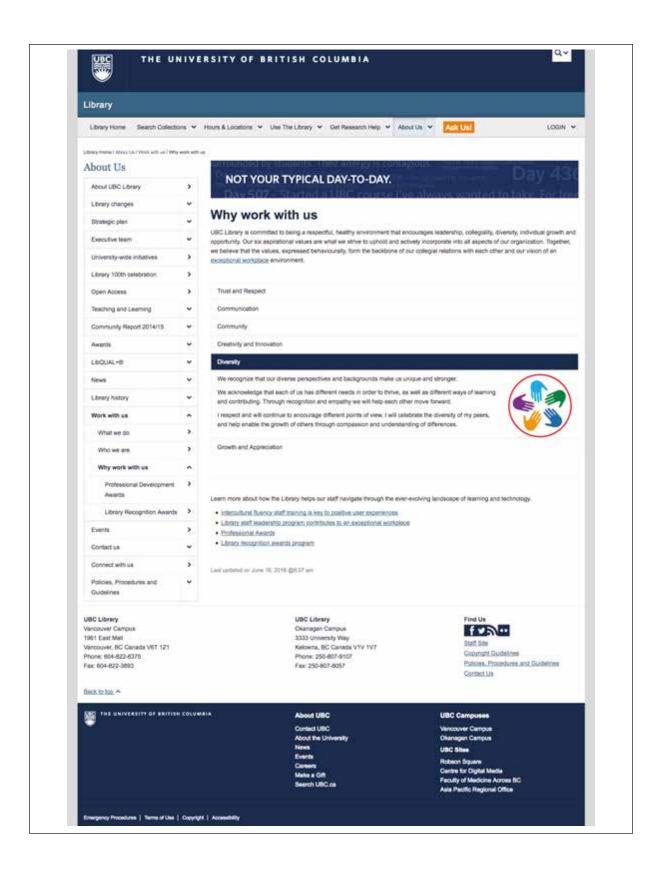
# Library Diversity Goals, Values, Statements

#### UNIVERSITY OF BRITISH COLUMBIA LIBRARY

Why work with us

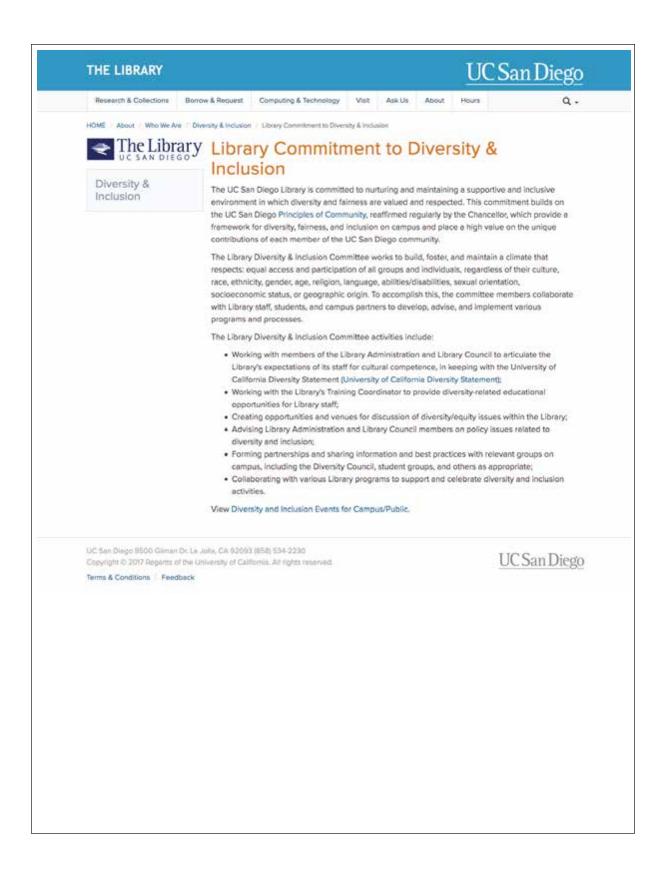
http://about.library.ubc.ca/work-with-us/why-work-with-us/#diversity-4



#### UNIVERSITY OF CALIFORNIA, SAN DIEGO LIBRARY

Library Commitment to Diversity & Inclusion

https://library.ucsd.edu/about/who-we-are/diversity-and-inclusion/library-commitment.html



#### 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:
Amy Arenson
Clara Burns
Beth Dalton
Jennifer Knievel
Paul Moeller
Leslie Reynolds
Juleah Swanson (chair)

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) <a href="Framework for Information Literacy in Higher Education">Framework for Information Literacy in Higher Education</a> 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

#### UNIVERSITY OF COLORADO AT BOULDER LIBRARIES

Inclusive Excellence Plan for the University Libraries

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

#### o 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.

#### o 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.

#### o Access to Information

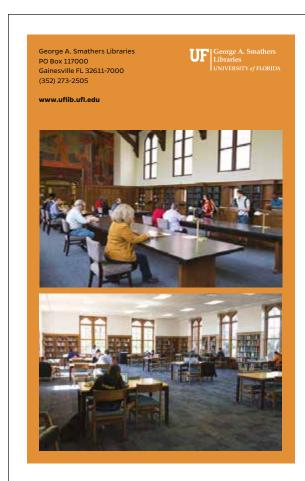
 Continue emphasis and assessment of inclusivity in access to resources including improved discovery and universal design.

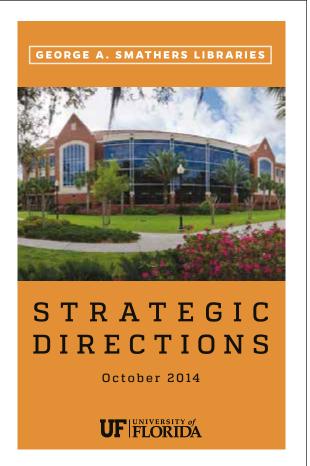
#### o Inclusive Excellence within University Libraries:

- 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.

#### UNIVERSITY OF FLORIDA LIBRARIES

George A. Smathers Libraries Strategic Directions http://www.uflib.ufl.edu/Strategic-directions.pdf





#### UNIVERSITY OF FLORIDA LIBRARIES

### George A. Smathers Libraries Strategic Directions http://www.uflib.ufl.edu/Strategic-directions.pdf

#### **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.

Cover photo © UF Photography - Eric Zamora









#### 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:

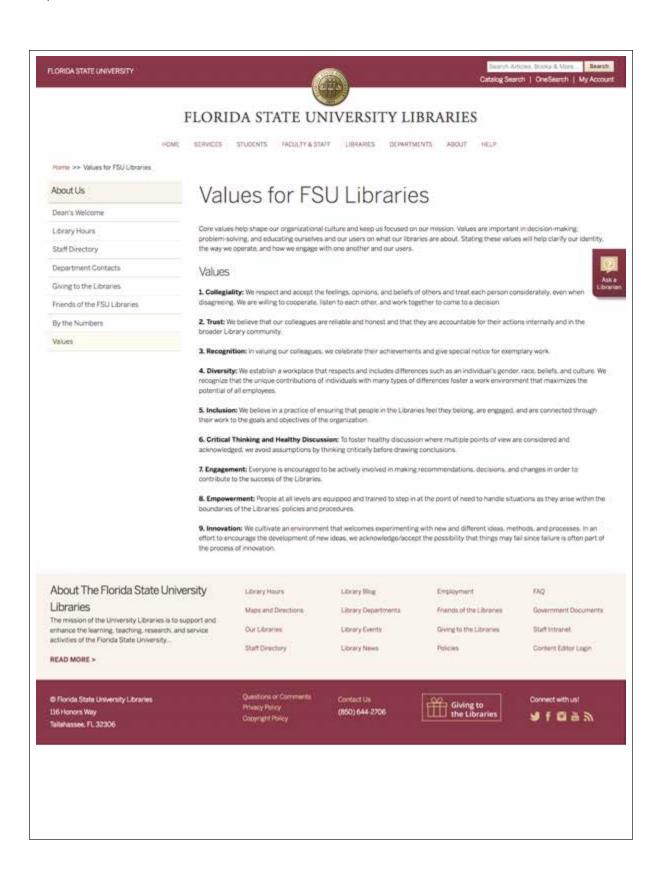
- · Integrated Space, Technology, and Services
- · Creative and Dynamic Content Management
- · Digital and Digitized Collections
- · Transformative Collaboration



#### FLORIDA STATE UNIVERSITY LIBRARIES

Values for FSU Libraries

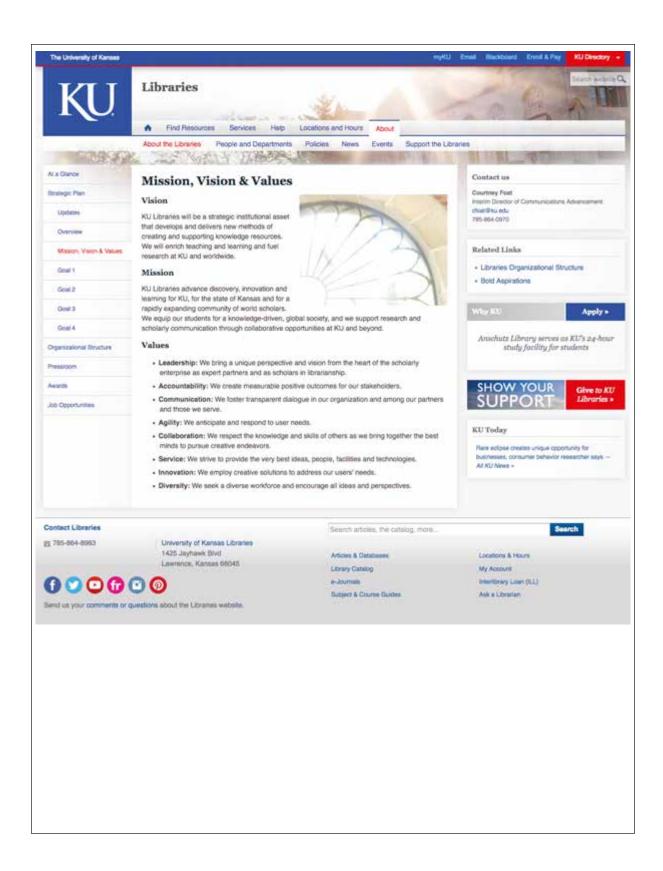
https://www.lib.fsu.edu/values



#### UNIVERSITY OF KANSAS LIBRARIES

Mission, Vision & Values

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



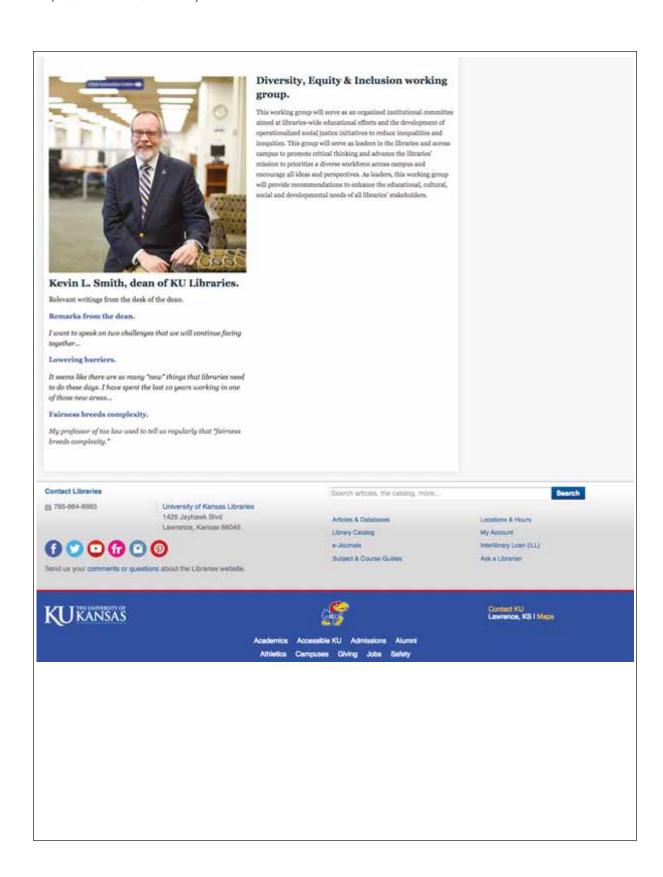
#### UNIVERSITY OF KANSAS LIBRARIES

Diversity, Equity & Inclusion https://lib.ku.edu/diversity



#### UNIVERSITY OF KANSAS LIBRARIES

Diversity, Equity & Inclusion https://lib.ku.edu/diversity



#### 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.

#### LOUISIANA STATE UNIVERSITY LIBRARIES

Libraries Strategic Plan 2012–2020: Goal III. Diversity http://www.lib.lsu.edu/sites/all/files/admin/LSULibrariesStrategicPlan2020.pdf

LSU Libraries Strategic Plan 2012 | 6

- 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.

#### LOUISIANA STATE UNIVERSITY LIBRARIES

Libraries Strategic Plan 2012–2020: Goal III. Diversity http://www.lib.lsu.edu/sites/all/files/admin/LSULibrariesStrategicPlan2020.pdf

LSU Libraries Strategic Plan 2012 | 7

#### **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, nontraditional 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 <a href="http://libi.lib.umd.edu/sites/default/files/UMD 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</a>\_ 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 <u>UMD Office of Diversity and Inclusion (ODI)</u> 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 <a href="http://libi.lib.umd.edu/sites/default/files/UMD 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</a> REVISED 1\_9\_17\_0.pdf

#### Goal 3: Outreach/Awareness

- Objective 3a: Work with various diversity groups on campus that represent minority populations

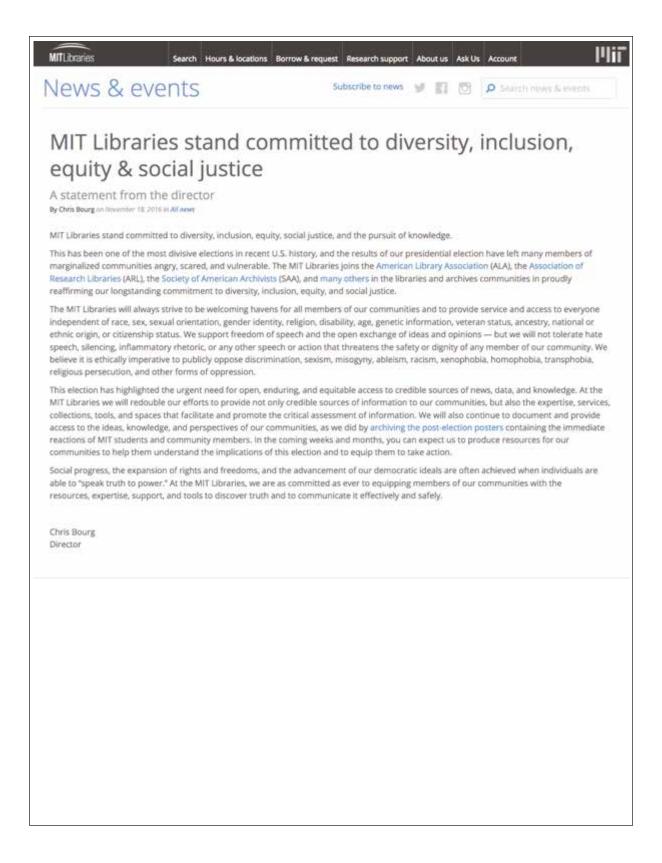
   host an event, partner with them for an activity, showcase an appropriate library collection, or any other related activity. (Fall 2017)
- Objective 3b: Partner with various <u>diversity groups on campus</u> to promote the Libraries as a welcoming, inclusive, and safe space. (Fall 2017)
- Objective 3c: 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 <u>UMD ODI</u> 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)

#### MASSACHUSETTS INSTITUTE OF TECHNOLOGY LIBRARIES

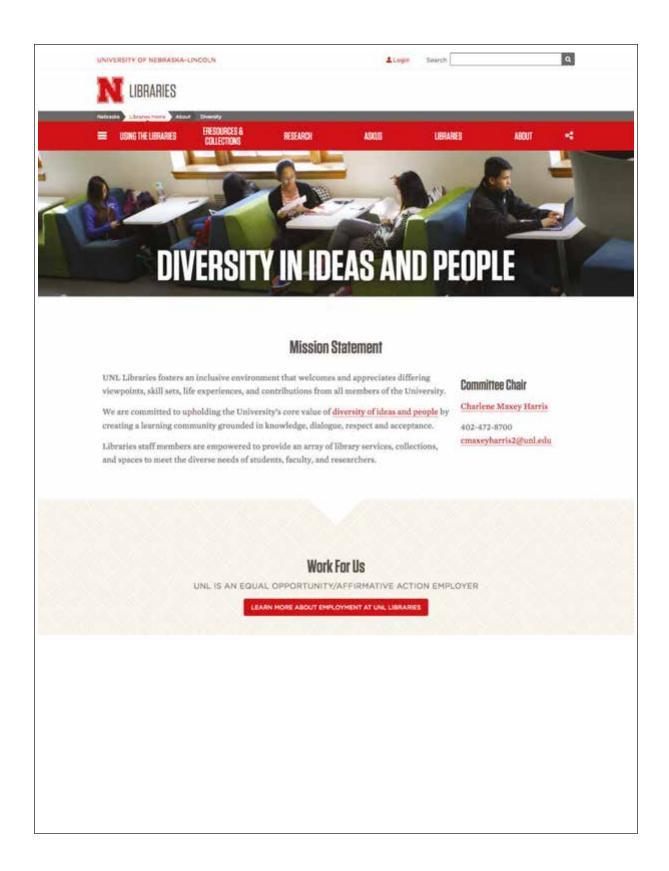
MIT Libraries stand committed to diversity, inclusion, equity & social justice https://libraries.mit.edu/news/libraries-stand/23681/



#### UNIVERSITY OF NEBRASKA-LINCOLN LIBRARIES

Mission Statement

http://libraries.unl.edu/diversity



#### **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

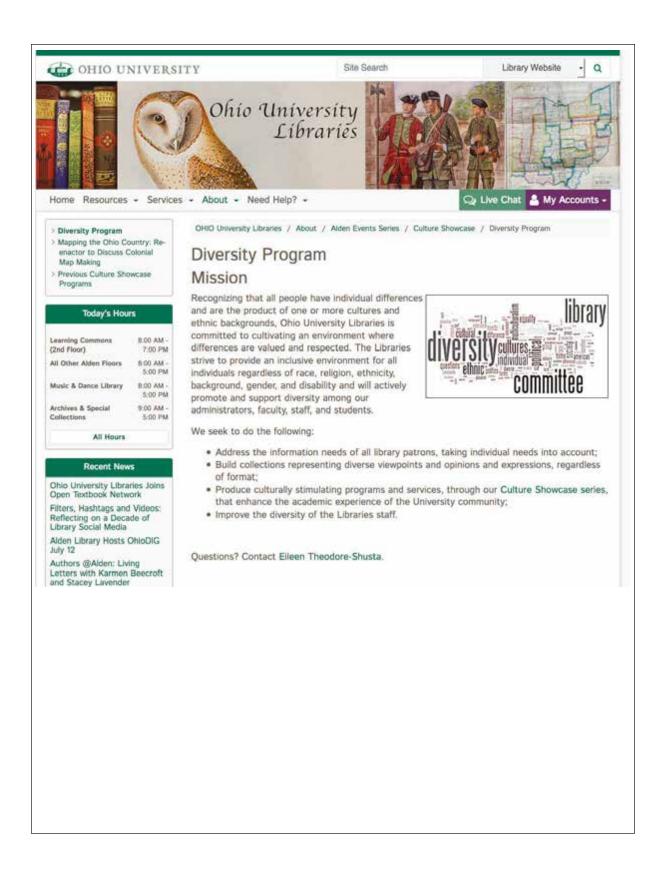
This is your library

	orthwestern University Libraries
Th	nis is your library.
	our library serves the diversity of the Northwestern community.
Y	our library welcomes all learners and scholars.
Y	our library is a center of learning and research that stimulates creativity, learning, and discovery.
Yo pr	our library promotes equal access to quality information, defends intellectual freedom, and seeks to otect privacy.
Y	our library champions free thought and expression, objective inquiry, and critical thinking.
Y	our library is here to help.
TI	nis is your library.
W	relcome!

#### **OHIO UNIVERSITY LIBRARIES**

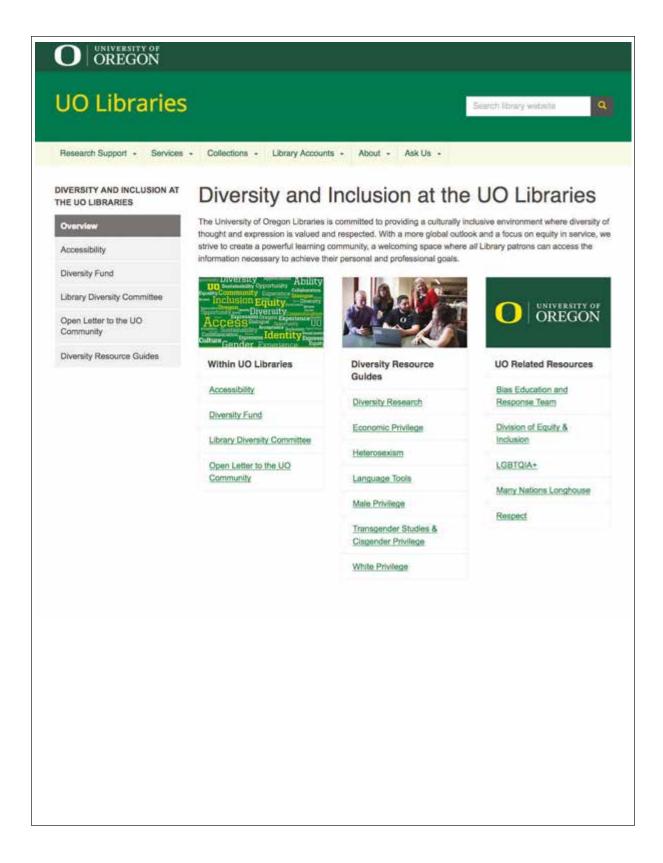
**Diversity Program Mission** 

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



#### UNIVERSITY OF OREGON LIBRARIES

Diversity and Inclusion at the UO Libraries https://library.uoregon.edu/diversity-and-inclusion



#### UNIVERSITY OF OREGON LIBRARIES

Open Letter to the UO Community

https://library.uoregon.edu/sites/default/files/open\_letter\_diversity\_equity\_response\_2016\_2.pdf

## 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 Grenci	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

University of Pennsylvania Libraries Diversity Statement http://guides.library.upenn.edu/ld.php?content\_id=20631816

#### 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).

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#### UNIVERSITY OF PENNSYLVANIA LIBRARIES

Group on Library Diversity (GOLD) Road Map

http://guides.library.upenn.edu/ld.php?content\_id=20631821

#### 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)
  - o Revisit the Recruitment Analysis
  - o Staff Survey feedback

#### Year 3

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

#### Year 4

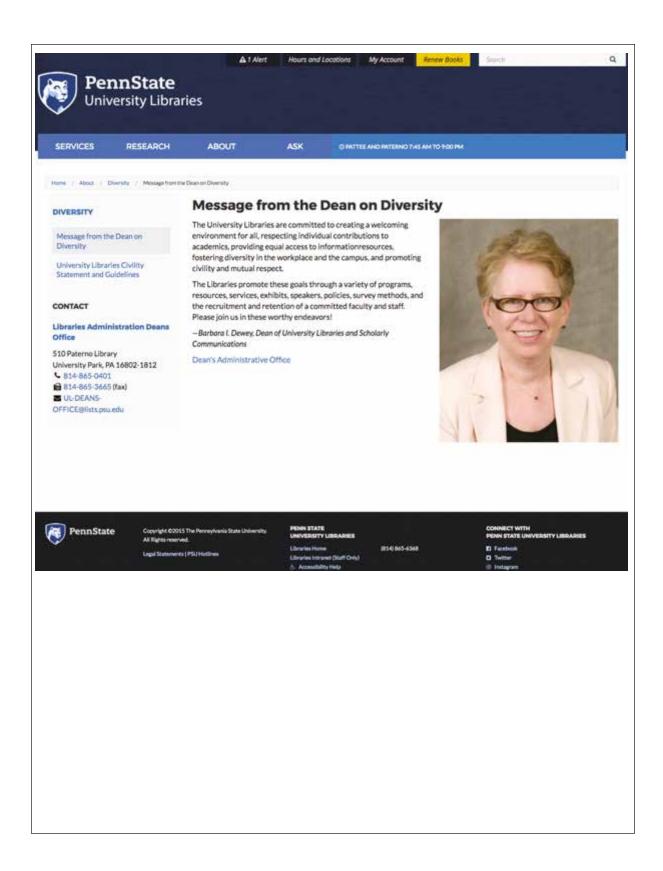
- > Open Quarterly Meetings to Staff to solicit feedback
- ➤ Begin planning for the next 5 years

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#### PENNSYLVANIA STATE UNIVERSITY LIBRARIES

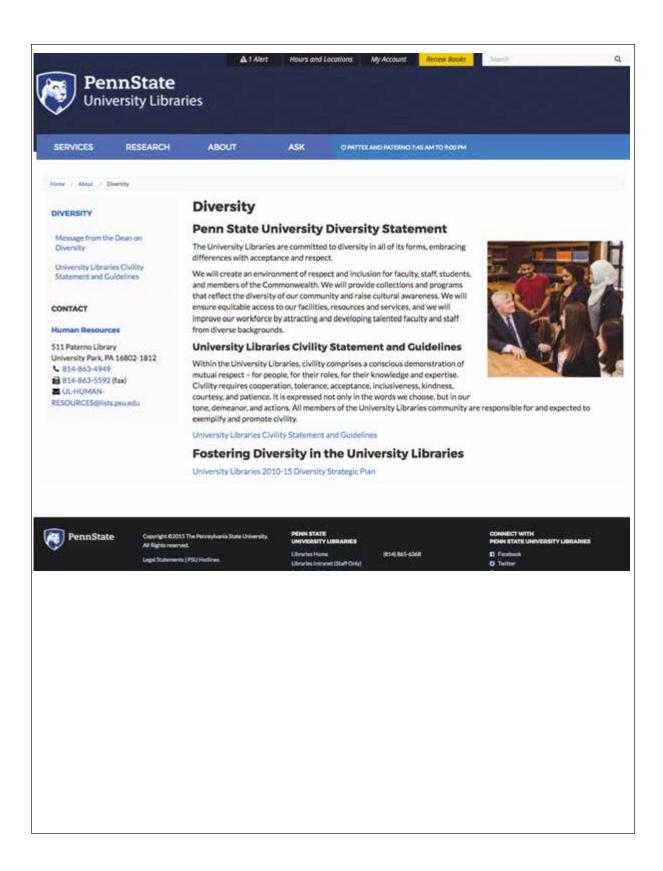
Message from the Dean on Diversity

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



#### PENNSYLVANIA STATE UNIVERSITY LIBRARIES

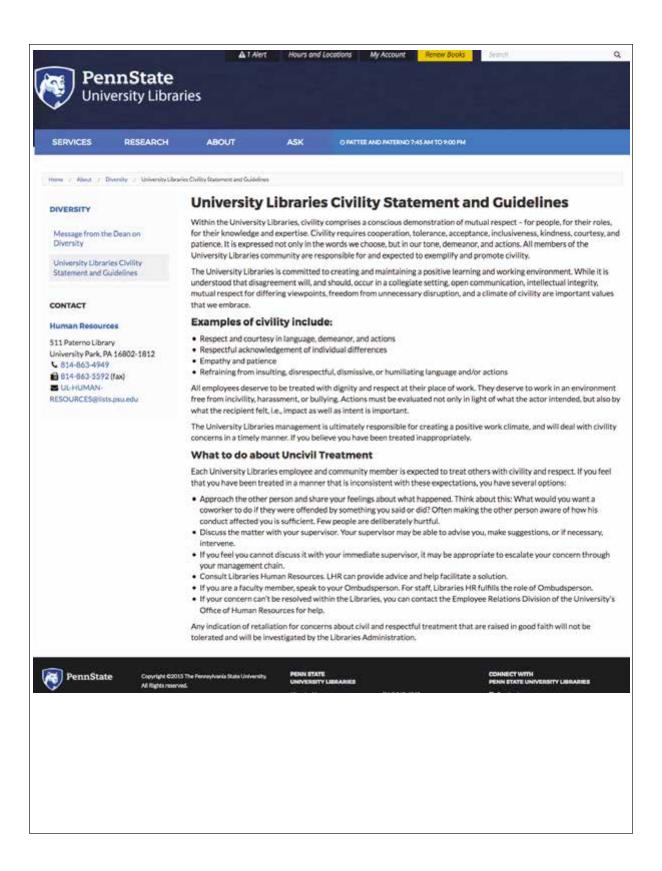
Penn State University Diversity Statement https://libraries.psu.edu/about/diversity



#### PENNSYLVANIA STATE UNIVERSITY LIBRARIES

University Libraries Civility Statement and Guidelines

https://libraries.psu.edu/about/diversity/university-libraries-civility-statement-and-guidelines



#### UNIVERSITY OF TENNESSEE, KNOXVILLE, LIBRARIES



### Discover the Volunteer Difference at the Libraries

**UNIVERSITY OF TENNESSEE LIBRARIES STRATEGIC PLAN, 2017-2022** 

#### **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.

UT LIBRARIES STRATEGIC PLAN, 2017-2022

PAGE 1



#### **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/

UT LIBRARIES STRATEGIC PLAN, 2017-2022

PAGE 2



### **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
- 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

UT LIBRARIES STRATEGIC PLAN, 2017-2022

PAGE 3



#### 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

UT LIBRARIES STRATEGIC PLAN, 2017-2022

PAGE 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

UT LIBRARIES STRATEGIC PLAN, 2017-2022 PAGE 5 AUGUST 2016

#### UNIVERSITY OF TENNESSEE, KNOXVILLE, LIBRARIES

University of Tennessee Libraries Strategic Plan, 2017–2022



#### 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

UT LIBRARIES STRATEGIC PLAN, 2017-2022

PAGE 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

UT LIBRARIES STRATEGIC PLAN, 2017-2022

PAGE 7

#### UNIVERSITY OF WISCONSIN-MADISON LIBRARIES

Our Commitment to Diversity and Inclusion

https://www.library.wisc.edu/about/administration/commitment-to-diversity-and-inclusion/

