Library Diversity Goals, Values, Statements
Why work with us

[Link](http://about.library.ubc.ca/work-with-us/why-work-with-us/#diversity-4)
Library Commitment to Diversity & Inclusion

The UC San Diego Library is committed to nurturing and maintaining a supportive and inclusive environment in which diversity and fairness are valued and respected. This commitment builds on the UC San Diego Principles of Community, reaffirmed regularly by the Chancellor, which provide a framework for diversity, fairness, and inclusion on campus and place a high value on the unique contributions of each member of the UC San Diego community.

The Library Diversity & Inclusion Committee works to build, foster, and maintain a climate that respects equal access and participation of all groups and individuals, regardless of their culture, race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, or geographic origin. To accomplish this, the committee members collaborate with Library staff, students, and campus partners to develop, advise, and implement various programs and processes.

The Library Diversity & Inclusion Committee activities include:

- Working with members of the Library Administration and Library Council to articulate the Library’s expectations of its staff for cultural competence, in keeping with the University of California Diversity Statement (University of California Diversity Statement);
- Working with the Library’s Training Coordinator to provide diversity-related educational opportunities for Library staff;
- Creating opportunities and venues for discussion of diversity/equity issues within the Library;
- Advising Library Administration and Library Council members on policy issues related to diversity and inclusion;
- Forming partnerships and sharing information and best practices with relevant groups on campus, including the Diversity Council, student groups, and others as appropriate;
- Collaborating with various Library programs to support and celebrate diversity and inclusion activities.

View Diversity and Inclusion Events for Campus/Public.
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) 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.
Representative Documents: Library Diversity Goals, Values, Statements

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.

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
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 greater 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 Discussions:** To foster healthy discussion where multiple points of view are considered, 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 into 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.
Mission, Vision & Values

Vision

KU Libraries will be a strategic institutional asset that develops and delivers new methods of creating and supporting knowledge resources. We will enrich teaching and learning and fuel research at KU and worldwide.

Mission

KU Libraries advance discovery, innovation and learning for KU, for the state of Kansas and for a rapidly expanding community of world scholars. We equip our students for a knowledge-driven, global society, and we support research and scholarly communication through collaborative opportunities at KU and beyond.

Values

- Leadership: We bring a unique perspective and vision from the heart of the scholarly enterprise as expert partners and as scholars in librarianship.
- Accountability: We create measurable positive outcomes for our stakeholders.
- Communication: We foster transparent dialogue in our organization and among our partners and those we serve.
- Agility: We anticipate and respond to user needs.
- Collaboration: We respect the knowledge and skills of others as we bring together the best minds to pursue creative endeavors.
- Service: We strive to provide the very best ideas, people, facilities and technologies.
- Innovation: We employ creative solutions to address our users' needs.
- Diversity: We seek a diverse workforce and encourage all ideas and perspectives.
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 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 come 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
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 no many "new" things that libraries need to do these days. I have spent the last 10 years working in one of these "new" areas.

Fairness breeds complexity.

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

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)
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 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 imperitive to publicly oppose discrimination, sexism, misogynyn, 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
UNIVERSITY OF NEBRASKA-LINCOLN LIBRARIES

Mission Statement
http://libraries.unl.edu/diversity

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

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

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. Devey, Dean of University Libraries and Scholarly Communications

Dean's Administrative Office
Diversity

Penn State University Diversity Statement

The University Libraries are committed to diversity in all of its forms, embracing differences with acceptance and respect.

We will create an environment of respect and inclusion for faculty, staff, students, and members of the Commonwealth. We will provide collections and programs that reflect the diversity of our community and raise cultural awareness. We will ensure equitable access to our facilities, resources and services, and we will improve our workforce by attracting and developing talented faculty and staff from diverse backgrounds.

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.

University Libraries Civility Statement and Guidelines

Fostering Diversity in the University Libraries

University Libraries 2010-15 Diversity Strategic Plan
University Libraries Civility Statement and Guidelines

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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 collegial 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 might 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.
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.
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
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
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
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
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
Our Commitment to Diversity and Inclusion

Libraries are dedicated to the principles and practices of social justice, diversity, and equity among our staff, collections, and services. As part of the efforts to foster 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. “On-going efforts and outcomes include: being aware of our 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).