Diversity Statements
Diversity Statement

The University Library affirms the University's core values with respect to diversity. We strive to create an environment in which students, faculty, and staff who differ, for example, in social backgrounds, economic circumstances, personal characteristics, philosophical outlooks, life experiences, perspectives, beliefs, expectations, and aspirations feel welcomed and respected.

As we seek to foster a library culture that is supportive of diversity, we commit to:

- Treat coworkers and library users the way we want to be treated, being mindful to respect difference.
- Work together cooperatively for the good of the Library, basing discussion on facts rather than rumor, stereotypes, or assumptions about others.
- Ensure that library staff, services, and collections reflect the diversity of the UNC community and the world.

Working and learning in this environment enhances the experience for everyone.
The Libraries’ 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:

1. Address the information needs of all library patrons, taking individual needs into account;
2. Build collections representing diverse viewpoints and opinions and expressions, regardless of format;
3. Produce culturally stimulating programs and services that enhance the academic experience of the University community;
4. Improve the diversity of the Libraries staff.
Diversity

Penn State University Libraries Definition of Diversity:

The University Libraries provide The Pennsylvania State University communities with equitable access to all of its information resources and services.

This access is guaranteed without regard to race, ethnicity, language, age, religion or spiritual beliefs, health, gender, sexual orientation, physical capabilities, or geographic origin.

The University Libraries are committed to providing equal access to employment and opportunity for advancement without regard to personal characteristics not related to ability, performance or qualifications as determined by University policy or by state and federal authorities.

One of the most succinct statements about the University's diversity objectives is contained in a presentation by former Provost of Penn State, John Brighton, to the University Board of Trustees in 1993. Under the topic "What Do We Mean By Diversity," Provost Brighton provided several descriptors:

- Reasonable representation from different minority groups
- Representation from different countries and cultures
- Reasonable balance of gender
- Diversity in curriculum content
- Climate supportive of different minority groups and cultures

This conception of diversity provides a viable foundation for official efforts to describe the University's diversity objectives . . . .” These two definitions together comprise the Libraries' working definitions of diversity.

Fostering Diversity in the University Libraries

A Framework to Foster Diversity at Penn State University Libraries
Strategic Plan 2004-2009

University Libraries 2004-09 Diversity Framework- Final Report

University Libraries 2010-15 Diversity Strategic Plan
Diversity Resources

Statement on Diversity

Rutgers University Libraries recognizes its exceptional role in promoting diversity within the university and its surrounding local and global community. It aggressively cultivates and encourages diversity and multiculturalism through its collections, programs, services and human resources. The libraries understand the value of diverse co-existence and interdependence and actively pursue strategies to achieve an environment of respect and a spirit of fairness and tolerance for human differences.

The libraries ensure all its users equitable access to its collections and services. Its work environment and ethic reflects inclusive and participatory practices as well as an acknowledgement of responsibility for preventing bias, insensitivity and ensuring all its employees equal access to opportunities, without regard to race, color, ethnicity, sex, religion, class, disability, national origin, sexual orientation, ancestry, marital status, culture, ideology, politics, income, geography and regional differences.

The libraries are proud to be a multicultural community and recognize that a strong commitment to diversity is essential to creating a fair and open-minded work environment which will facilitate unique and sustained intellectual and academic excellence.

We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.”
- Maya Angelou

- Table of Contents
  - Rutgers University
Diversity Plans
Goals

1. Create a welcoming environment for all members of the community.

   Strategies
   
   - Increase awareness and understanding of diversity among Library employees, including students, by:
     
     i. Providing training, workshops, and other educational opportunities, and incorporating diversity training into existing training opportunities (e.g., training for graduate assistants and student assistants). Training should focus both on general concepts and values and on issues relating to providing service and content to a diverse community;
     
     ii. Developing mentoring programs for all new librarians and staff so that they better understand the Library's culture;
     
     iii. Holding forums and discussions that feature participants from diverse communities that would allow employees to ask questions and improve their knowledge of other cultures, backgrounds, and people with disabilities;
     
     iv. Promoting the understanding that diversity is a celebration of differences and identification of similarities;
     
     v. Collaborating with other campus-level groups with similar missions (e.g., CITES) and
     
     vi. Improving the website overseen by the Diversity Committee so that it will serve as the hub of useful information for employees.

   Who's Responsible
   
   - Library administration
   - Diversity Committee
   - All employees

2. Enhance teaching, learning and research by improving access to information resources that serve the needs of a diverse academic community.

   Strategies
   
   - Expand purchase of resources that represent the experience of diverse and underrepresented communities;
   - Move towards meeting 100% of accessibility standards in all Library web pages;
University Library Diversity Goals 2007–2012
http://www.library.illinois.edu/committee/diversity/strategic_goals.html

- Collaborate with DRES to work with content providers to make their materials accessible;
- Have an always up-to-date Gateway that provides easy access across disciplines and cultures;
- Form collaborations with groups that serve under-served communities (e.g., OLU) and that produce or distribute content for under-served populations;
- Create websites, exhibits, and publications that highlight the Library’s resources on diversity; and
- Work with consortial partners to expand awareness of vendors about accessibility issues for purchased or licensed information resources.

Who's Responsible
- Associate University Librarians

3. Recruit and retain faculty from diverse cultures and races and with disabilities that reflect societal demographics.

Strategies
- Continue to seek candidates for TOP hires;
- Improve recruitment strategies to build the most diverse pools possible;
- Participate in and support regional and national programs that recruit minority students to the profession (e.g., LAMP: LIS Access Midwest Program; ARL Initiative to Recruit a Diverse Workforce); and
- Support participation of individual library faculty in ARL’s Leadership & Career Development Program

Who’s Responsible
- University Librarian

For comments on this page contact: Gateway Conversion
Last modified by: Anna Dombrowski on 5/8/08
# University Libraries Strategic Diversity Implementation Plan 2006-2010

## Dean Mark Weber

<table>
<thead>
<tr>
<th>Diversity Initiative/Action</th>
<th>Strategic Theme/Goal &amp; Objective</th>
<th>Outcome Measures</th>
<th>Timeline</th>
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<tbody>
<tr>
<td>1. When appropriate make purchases through diverse suppliers registered at KSU.</td>
<td>Theme: One University with a Diverse Community. Objective 5. Increase the participation of minority and women owned businesses by implementing Kent State's supplier diversity plan.</td>
<td>i. An increase in purchase orders executed with diverse vendors.</td>
<td>Implement by 5/2008. Review progress annually.</td>
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**Contact Person:** Emily Hermon  
**Budget:** No additional funding  
**New or Continuing:** New

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<tr>
<td>2. Update &quot;Minority Recruitment Resources Guide&quot; and renew efforts to list open positions in diverse markets.</td>
<td>Theme: One University with a Diverse Community. Objective 2. Increase the number of underrepresented faculty in all academic programs. Objective 4. Increase the number of underrepresented staff and administrators at all levels of the university.</td>
<td>i. An increase in the number of diverse applicants for LMS positions.</td>
<td>Document updated by 1/2008. The document will be reviewed and updated biannually.</td>
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**Contact Person:** Ken Burhanna (document), Emily Hermon (implementation)  
**Budget:** No additional funding  
**New or Continuing:** Continuing
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| 3. Instructional outreach to KSU feeder high schools, inviting classes of students to visit the university and library and giving them academic experiences that prepare them for college and potentially KSU. | Theme: One University with a Diverse Community.  
Objective 1. Increase the number of underrepresented students in each academic program and recognized student organizations.  
Theme: One University with Equitable Retention  
Objective 2. Integrate and link support services provided for racially, ethnically diverse students as well as gay and lesbian students, students with disabilities and students from diverse religious backgrounds. | i. An increase in number students attending KSU from these high schools.  
ii. An improvement in the success and persistence of incoming KSU students from these high schools. | Program data reviewed each summer. |
| Contact Person: Ken Burchan  
Budget: No additional funding  
New or Continuing: Continuing | Notes: Future strategy that may be added will be to target local high schools with large populations of underrepresented students and work with them.  
Program is formally called “Informed Transitions” [www.library.kent.edu/highschool](http://www.library.kent.edu/highschool). It has been in place since fall 2004. Over 1500 students have visited since its inception. | | |
| 4. Review and improve faculty/staff mentoring program by: - surveying current faculty  
- consulting with Dr. Michael | Theme: One University with Equitable Retention  
Objective 3. Develop individualized retention programs for underrepresented faculty members and staff through the Vice Provost.  
Theme: One University with Equitable Progress for All  
Objective 1. Identify and eliminate institutional obstacles that may impede the progress of women and underrepresented faculty. | i. Faculty will persist and progress at a high rate.  
ii. Improvements and/or revisions will be identified and made to the mentoring program. | Survey faculty by 5/2008.  
Consult with Dr. Michael by 12/2008.  
| Contact Persons: Faculty Professional Development Committee (within LMS)  
Budget: No additional funding required at this time.  
New or Continuing: Continuing | | | |
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| 5. Engage the university community in diversity by sponsoring programs and inviting lecturers to speak during Black History Month. | Theme: One University with Opportunities for Diversity Leadership  
Objective 3. Encourage Kent State leadership in the community, region, state and nation on matters concerning diversity.  
Objective 5. Provide resources that will enable Kent State to offer ongoing diversity training for a wide range of audiences. | i. The scheduling of a speaker for 2008.  
ii. Seeking an attendance of 30 or more KSU community members. | Program data reviewed each summer. |
| Contact Person: Mark Weber  
Budget: $7,000 set aside  
New or Continuing: Continuing | Notes: Program has existed for a number of years. Past speakers include: Bob Moses (2004), William A. Allen (2005), Peter N. Kirsanow (2006), and Lee H. Walker (2007). |                                                                                              |                                |

| 6. Instructional outreach to diverse and underserved groups to ensure they feel welcome at the library and have the skills necessary to succeed. | Theme: One University with Equitable Retention  
Objective 2. Integrate and link support services provided for racially, ethnically diverse students as well as gay and lesbian students, students with disabilities and students from diverse religious backgrounds.  
Theme: One University with a Welcoming Environment  
Objective 3. Improve awareness of and services to underrepresented students. | i. Students having instructional experiences with the library will persist at a higher rate.  
ii. Students having instructional experiences with the library will take advantage of library services and resources at a high rate. | Instructional efforts are reviewed annually.  
Plan on conducting more intensive assessment projects during 2008-2009. |
| Contact Person: Ken Burnham and Mary Lee Jensen  
Budget: No additional funding required  
New or Continuing: Continuing | Notes: Groups include Academic STARS, GED Scholars, Science Learning Community, International Students, Graduate Students of Color, and Adult Student Orientation. |                                                                                              |                                |
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<td>7. Increase the development of collections that support diversity and its research by offering diversity collection development grants to faculty.</td>
<td>Theme: One University Embracing All Diversity Competencies&lt;br&gt;Objective 4. Support active research on diversity issues, preparation of research papers, and publication of findings.&lt;br&gt;Objective 5. Organize a support system for faculty who teach diversity courses and faculty who wish to broaden their knowledge and skills of cross-cultural pedagogy.</td>
<td>i. Increase in the number and quality of research collections related to diversity issues.</td>
<td>Review possible grant program by 5/2008.&lt;br&gt;(Tentative) Put out call for grant applications in spring 2009.&lt;br&gt;(Tentative) Begin awarding grants and acquiring collections during 2009-2010.</td>
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<tr>
<td>Contact Person: Mark Weber&lt;br&gt;Budget: $3,000&lt;br&gt;New or Continuing: New</td>
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<td>Notes:</td>
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| Contact Person: Paul Fehrmann<br>Budget: $1,000<br>New or Continuing: New |

<p>| 8. Annual professional development session for faculty and staff devoted to diversity issues. | Theme: One University Embracing All Diversity Competencies&lt;br&gt;Objective 5. Organize a support system for faculty who teach diversity courses and faculty who wish to broaden their knowledge and skills of cross-cultural pedagogy. | i. Faculty and staff will develop and improve professional competencies related to diversity. | Professional development programming is reviewed annually. |
| Notes: First session was conducted last summer. &quot;Teaching Across Cultures&quot; was presented by Charles Nieman. |</p>
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<td>9. LMS faculty members make ongoing contributions to diversity as a professional issue within librarianship at the state and/or national level by providing leadership within the Academic Library Association of Ohio (ALAO) and the American Library Association (ALA).</td>
<td>Theme: One University with Opportunities for Diversity Leadership</td>
<td>i. Vice Provost Dr. Steve Michael will provide a keynote address to the Diversity Workshop during the 2007 ALAO Conference in Columbus, Ohio.</td>
<td>ALAO Conference in 2007. Increased leadership opportunities possible in 2008-2009.</td>
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<td>Objective 3. Encourage Kent State leadership in the community, region, state and nation on matters concerning diversity.</td>
<td>ii. UDAC representative Ken Burhanna will be attending the National Diversity in Libraries Conference in 2008.</td>
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<td>iii. Ken Burhanna may seek to chair the ALAO Diversity Committee in 2008. He is currently a committee member.</td>
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| Contact Person: Ken Burhanna  
Budget: Existing travel budget  
New or Continuing: New | Notes:                                                                                      |                                                                                                                                                                                                                |                                               |

| 10. Staff Recognition Luncheon and Student Worker Appreciation Luncheon | Theme: One University with Equitable Progress for All  
Objective 3. Monitor the reward and recognition programs of the university to ensure that no group is disadvantaged because of race, age, gender, religion, disability, nationality, ideological or sexual orientation. | i. Faculty and staff will make equitable progress and be rewarded equally for their contributions.  
ii. Student workers will feel appreciated, have high morale and will be retained from year to year. | Both luncheons occur annually during the spring semester. |

| Contact Person: Mark Weber, Pamela Lemmons, Mary Lovin  
Budget: $1,000  
New or Continuing: Continuing | Notes:                                                                                      |                                                                                                                                                                                                                |                                               |
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| **11.** Provide student workspaces and resources that are diverse and supportive and welcoming in the library. | Theme: One University with a Welcoming Environment  
Objective. Provide quality physical and social environments for students and employees of all backgrounds.  
Theme: One University with Equitable Progress for All  
Objective 4. Adopt programs informed by data to enhance graduation rates of underrepresented students.  
Theme: One University with Equitable Retention  
Objective 2. Integrate and link support services.... | (Near term measures)  
i. At its new location, the Writing Center will equal and surpass tutoring hours provided.  
ii. LMS will experience increased referrals from the Writing Center to other services available at the library.  
(Long term measure)  
iii. Students who have experiences with library support services will persist at a higher rate. | Writing Center should be operational within the library by fall 2007.  
Library spaces and their uses are reviewed on an ongoing basis. |

**Contact Person:** Barbara Schloman  
**Budget:** $50,000  
**New or Continuing:** Continuing  

**Notes:** The Writing Center move and partnership is a collaboration between LMS and the English Department.

| **12.** International Student Winter Reception | Theme: One University with a Welcoming Environment  
Objective 3. Improve awareness of and services to underrepresented students. | i. Participation in the reception will increase the participation of international students in library programming.  
ii. Experiences will international students will reveal future opportunities for supporting international students and understanding their needs. | Reception is planned at the end of each fall semester and scheduled for the intersession preceding the spring semester. |

**Contact Person:** Tammy Voelker  
**Budget:** $500  
**New or Continuing:** New  

**Notes:** First reception occurred this past January during intersession.
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<th>Contact Person</th>
<th>Notes</th>
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<tbody>
<tr>
<td>12. Annual Information Commons (Open House)</td>
<td>New students are welcomed to the library. Refreshments, snacks and games are offered.</td>
<td>1. Equal or surpass the number of students who attend the Open House from the preceding year.</td>
<td>The Open House is held on the Friday of Week of Welcome.</td>
<td>Ken Bumana</td>
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<td>14. Career Awareness Outreach to Undergraduate Program</td>
<td>Objective: Increase the number of underrepresented faculty in all academic programs.</td>
<td></td>
<td>Mark Weber and Ken Bumana</td>
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<td>15. New or Continuing: New</td>
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<td>Budget: $10,000</td>
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<td>Notes: Because the profession of librarianship has so few candidates from diverse backgrounds, additional funding is necessary.</td>
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<td>Establish a partnership with historically black universities. These partnerships would</td>
<td>Theme: One University with a Diverse Community</td>
<td>i. Create a partnership with one or more of these historically black universities</td>
<td>This initiative is reviewed annually.</td>
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<td>attract graduating seniors at these institutions to enroll at the School of Library and</td>
<td>Objective 2. Increase the number of underrepresented faculty in all academic programs.</td>
<td>by 2010.</td>
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<td>Information Science at KSU and work under an assistantship for Libraries and Media Services.</td>
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<td>Partnerships with Lincoln University and Central State University have yet to result in</td>
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<td>a partnership agreement, but we plan to continue pursuing this.</td>
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<td>Contact Person: Mark Weber</td>
<td>Notes: This has been explored as a partnership with the School of Library and Information Science.</td>
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<td>Budget: Pending, uncertain at this point.</td>
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<td>New or Continuing: Continuing</td>
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<td>Make strong commitment to diversity by including it in the revision of Libraries and Media</td>
<td>Theme: One University with a Diverse Community</td>
<td>i. Release new mission statement that recognizes diversity as an important value.</td>
<td>Finish by end of 2008-2009 academic year.</td>
</tr>
<tr>
<td>Services' mission statement</td>
<td>Objective 2. Increase the number of underrepresented faculty in all academic programs.</td>
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<tr>
<td>Contact Person: Mark Weber</td>
<td>Notes:</td>
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<tr>
<td>Budget: None</td>
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<td>New or Continuing: New</td>
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| Establish a diversity committee comprised of faculty, staff and students that will oversee and coordinate diversity initiatives and help articulate this implementation plan. | Theme: One University with a Diverse Community  
Objective 2. Increase the number of underrepresented faculty in all academic programs. | i. Establish a committee with a charge that is codified in the faculty handbook. | This initiative is reviewed annually. |

**Contact Person:** Mark Weber  
**Budget:** None  
**New or Continuing:** New  

**Notes:**
University of Louisville  
2008-2010 Unit Diversity Plan Template  
(REVISED 11/08)

Unit: U of L Libraries

Vision Statement:

➤ Vision Statement:

Mission:
The University of Louisville Libraries fosters a welcoming environment inclusive in its understanding and integration of the dimensions of diversity, including, but not limited to diversity based on race and ethnicity, gender, disability, sexual orientation, age, religion, and class.
The University Libraries are charged with two fundamental goals: 1) to encourage the recruitment and hiring of employees who represent the diversity of our society, at all levels, including professional, paraprofessional, and student assistants; and 2) to use our collections and programs to enhance the understanding of the kaleidoscope of diversity.

Goals:
The specific objectives for the Libraries Diversity Task Force are to:
• Regularly monitor and update diversity plan to ensure the Libraries are in line with the diversity goals of the University
• Monitor diversity climate to determine the needs, concerns, and perceptions of Libraries faculty, staff, and students
• Use appropriate outlets to communicate and promote diversity goals and efforts
• Partner with others to provide educational, inspirational, and transformative diversity programs

| Diversity Scorecard Goals: Advance diversity through the workforce, student populations, programs and training (measurements for unit scorecards). |
|---|---|---|---|---|
| **Goals** | **Diversity Category** | **Strategies** | **Tactics/Action** | **Assessment / Measurement** | **Timeline** |
| Increase enrollment, retention and graduation rates of students of color (undergraduate, graduate and professional) | Students | Partner with academic units and student groups to provide academic support to students of color | Participate in programs/events offered by the cultural center to promote library services | Increase awareness of library services and usage by international students | Outreach to cultural center began in 2008 |
| | | | Provide library instruction for international students | | Library orientation session offered in |

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<table>
<thead>
<tr>
<th>Increase employment and retention of faculty, staff and administrators of color (full time)</th>
<th>Employees</th>
<th>Meet with diverse student groups such as the Porter Scholars to create awareness of library services available</th>
<th>Increase in library research sessions and usage by Porter Scholars students</th>
<th>2008 Diversity Resident Librarian will hold introduction to the library class for Porter Scholars in fall 2009</th>
</tr>
</thead>
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<tr>
<td></td>
<td></td>
<td>Maintain or increase the number of faculty, staff, and administrators of color and underrepresented groups</td>
<td>Promote open library positions in publications, lists, and at events that target minority applicants</td>
<td>Percentage of increase of applicants</td>
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<td>Work towards increasing the diversity of applicant pools</td>
<td>Request data from HR on previous applicant pools to determine diversity of applicants</td>
<td>Percentage of staff and faculty of color retained</td>
</tr>
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<td>Retain staff, faculty, and administrators</td>
<td>Provide mentoring, professional development opportunities, and reward/recognize the work of staff, faculty, and administrators</td>
<td>Percentage of favorable results from faculty, staff, and administrators</td>
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<td>Employee satisfaction survey of current faculty and staff of color to measure the effectiveness of retention efforts</td>
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<tr>
<th>Programs and Training</th>
<th>Increase number of programs related to diversity education, networking opportunities and training.</th>
<th>Continue to partner with other units to provide diversity training and educational programs for staff, faculty and students.</th>
<th>Create evaluation process to determine success of programs, and gage interest and needs of participants. Use evaluation data to determine future programs.</th>
<th>Maintain high level of diversity programming.</th>
<th>Evaluation forms and processes to be completed in 2009.</th>
</tr>
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<td>Continue to provide a welcoming and efficient space for diversity related events to be used by the University community.</td>
<td>Review room reservation calendars to determine how the spaces are being used, by whom, type of events, etc. Contact a sampling to gage satisfaction. Insure policies and processes for using space in the libraries are straightforward and easy to follow.</td>
<td>Maintain high level of use of space for diversity related events by the University community.</td>
<td>Diversity Task Force will conduct a review of usage data in 2009.</td>
<td></td>
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</tbody>
</table>
## Strategic Plan 2020 Theme: DIVERSITY, OPPORTUNITY & SOCIAL JUSTICE

### University Theme: Actively welcome all to a center of learning that embraces the diversity of ideas, cultures and people

- The University Libraries strives to create a welcoming, inclusive environment for students, employees, and community that serves as a center of learning where diversity is celebrated through collections, exhibits, and programming.

<table>
<thead>
<tr>
<th>Goals</th>
<th>Diversity Category</th>
<th>Strategies</th>
<th>Tactile/Action</th>
<th>Assessment / Measurement</th>
<th>Timeline</th>
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<tbody>
<tr>
<td>Implement programs to assist minorities and women to become academic and university leaders</td>
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<td>Reenlist and hire underrepresented people of color and women for leadership positions</td>
<td>Leadership Employees</td>
<td>Maintain or increase number of women and librarians of color</td>
<td>Advertise administrative and librarian positions in all appropriate lists for librarians from underrepresented groups</td>
<td>In 2008, 2 of the 4 open faculty positions were filled by women from under-represented groups, one at the management level</td>
<td>Efforts are ongoing, as positions become available</td>
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<tr>
<td>Implement programs that provide mentoring and internship opportunities for development of internal underrepresented people of color and women as leaders</td>
<td>Leadership Employees Students</td>
<td>Provide opportunities for librarians from underrepresented groups to gain leadership experiences</td>
<td>Provide funds for librarians to attend leadership conferences and institutes</td>
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<td>Increased knowledge and preparation for leadership within the profession</td>
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<td>The Libraries' mentoring program has been restructured and is available for probationary faculty who are preparing for tenure</td>
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<td>In 2008 a librarian received funding to attend the Minnesota Institute for New Librarians of Color, a weeklong leadership institute. Libraries plan to send other employees to Institute in the future.</td>
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<td>Program kickoff was held in 2008</td>
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<td>Develop a campus environment that is welcoming to all people and in which diversity, social justice and provision of academic opportunity are intrinsic values</td>
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<td>Host yearly events/exhibits that highlight diversity</td>
<td>Review of program evaluations from participants</td>
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<td>Incorporate principles of cultural diversity, global awareness and social justice into appropriate portions of educational curricula, research and scholarship programs and programs in civic engagement</td>
<td>Leadership Curriculum Employees Students</td>
<td>Contribute to student awareness of other cultures, global awareness, and social justice issues through programming and exhibits within the libraries</td>
<td>Programs offered throughout the year</td>
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<tr>
<td>Implement a review of the Americans with Disabilities Act review and prepare a unit action plan</td>
<td>Leadership Employees Students</td>
<td>Ensure Libraries are equipped to serve needs of students and employees with disabilities, with regard to physical accommodations, services, and accessibility.</td>
<td>Implement a review of Libraries Website to identify ways to improve accessibility for patrons with disabilities Devise a plan to make improvements</td>
<td>Use available software to assess Libraries web pages to determine compliance with ADA requirements</td>
<td>In process</td>
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<tr>
<td>Support student learning on issues of diversity, social justice, and global awareness through the library collections</td>
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<td>Ensure library collections reflect campus diversity</td>
<td>Review of collection growth data</td>
<td>Ongoing process</td>
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<td></td>
<td>The University Archives and Special Collections areas are committed to providing widespread access to diverse materials, and recently launched a digital collection of its African American oral histories</td>
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<tr>
<td>Increase diversity within the profession</td>
<td>Library Staff</td>
<td>Provide professional development opportunities for underrepresented groups</td>
<td>The Library is participating in diversity training workshops for staff.</td>
<td>Increase the number of librarians from underrepresented groups hired in the past three years.</td>
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<td>The Library has established a mentorship program for librarians from underrepresented groups.</td>
<td>Increase the number of librarians from underrepresented groups at the librarian level.</td>
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<td>Provide diversity training for new librarians.</td>
<td>Increase the number of librarians from underrepresented groups promoted within the past year.</td>
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<td>Provide diversity training for existing librarians.</td>
<td>Increase the number of librarians from underrepresented groups with leadership roles.</td>
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</table>

**Timeline**

- Identify 2008–2010 Unit Diversity Plan Template
- Diversity, Equity, and Social Justice initiatives
- Recruitment efforts through the Libraries diversity program
- Provide office space for the Moorhead Institute for Social Justice Research
- Provide office space for the Arew Abdin Institute for Social Justice Research
- Increase in the number of librarians from underrepresented groups hired in the past three years.
- Increase in the number of librarians from underrepresented groups at the librarian level.
- Increase in the number of librarians from underrepresented groups promoted within the past year.
- Increase in the number of librarians from underrepresented groups with leadership roles.
- Increase in the number of librarians from underrepresented groups hired in the past three years.
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- Increase in the number of librarians from underrepresented groups with leadership roles.
- Increase in the number of librarians from underrepresented groups hired in the past three years.
<table>
<thead>
<tr>
<th>Students</th>
<th>Increase interest in the field of library science and number of applicants to LIS programs</th>
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<tbody>
<tr>
<td></td>
<td>Contact minority student groups and organizations on the UofL campuses about professional opportunities in librarianship</td>
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<td></td>
<td>Contact local volunteer, community outreach, and pre-professional minority organizations about professional opportunities in librarianship</td>
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<td></td>
<td>Speak to local school groups about the profession and expose them to the field</td>
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<td>Provide student assistants with information about the field of library science</td>
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<td>Increased awareness of library science programs, scholarships, library positions, and related information</td>
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<td>Ongoing</td>
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</table>

Promote the field of librarianship to increase interest for students from underrepresented groups

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### Implement strategies to retain minority hires

<table>
<thead>
<tr>
<th>Goals</th>
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</thead>
<tbody>
<tr>
<td>Develop programs and initiatives that contribute to the professional growth and success of minority faculty and staff</td>
<td>Leadership</td>
<td>Assist faculty in gaining skills and information needed to successfully obtain tenure</td>
<td>Libraries Faculty Personnel Officer provides peer-sharing sessions for faculty and staff to discuss Criterion B-D. Sessions allow new and existing faculty to learn from each other and gain strategies for success in these areas. Libraries Faculty Personnel Officer provides orientation sessions for new librarians. Residency restructuring committee developed general orientation program for the incoming resident. New faculty have access to support through the mentoring program for tenure-track faculty</td>
<td>Retention of new hires Satisfactory performance reviews</td>
<td>Offered as new faculty members are hired</td>
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<tr>
<td>Provide professional development opportunities for faculty</td>
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<tr>
<td>Provide professional development opportunities for staff</td>
<td></td>
<td>Equip staff with tools for success within the libraries</td>
<td>Develop a supervisory skills training program for staff</td>
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Create a healthy working environment for employees where differences are appreciated, respected, and valued

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</thead>
<tbody>
<tr>
<td>Monitor diversity climate within the Libraries</td>
<td>Leadership</td>
<td>Conduct a diversity climate survey</td>
<td>Library wide diversity survey was conducted, results were reviewed and suggestions/recommendations discussed with Libraries administration</td>
<td>New initiatives resulting from survey results and recommendations</td>
<td>Diversity climate completed in 2006</td>
</tr>
<tr>
<td></td>
<td>Employees</td>
<td>Collect/revie informal feedback from employees on diversity and climate issues</td>
<td>Continue regular review of climate through formal/informal surveys and employee feedback.</td>
<td></td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>Students</td>
<td>Monitor library user surveys/ comment cards for indications of service issues related to diversity</td>
<td>Conduct satisfaction survey to determine effectiveness of retention efforts</td>
<td></td>
<td>Survey on retention to be completed by spring 2010</td>
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<tr>
<td>Expand diversity training opportunities for the Libraries</td>
<td>Leadership</td>
<td>Create a working environment that</td>
<td>Provide informal educational opportunities</td>
<td>Favorable response from</td>
<td>Diversity video series</td>
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<table>
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<tbody>
<tr>
<td>Increase extracurricular learning opportunities to broaden the horizons of our students so that they understand and value people of many cultural backgrounds</td>
<td></td>
<td>Uiversity Theme: Promote principles of diversity and social justice in educational opportunities, civic engagement and international awareness</td>
<td>such as film series, book discussions, and exhibits on diversity related issues. In response to the diversity climate survey the Libraries held a year long diversity video series for employees highlighting a film every other month on a different aspect of diversity. Facilitators from U of L and the community lead discussions after the films. Provide formal diversity training for libraries employees</td>
<td>employees attending films and discussion</td>
<td>Libraries plan to offer LGBT training in 2009</td>
</tr>
<tr>
<td>Develop a strong program for international visiting students</td>
<td>Leadership</td>
<td>Partner with community groups to provide work and educational experiences for visiting students.</td>
<td>The University Libraries participate in the Sister Cities Montpellier Work Exchange Program. Each year 1 or 2 college students from Montpellier France come to work for one month in the University Libraries. The experience</td>
<td>Completion of program</td>
<td>Ongoing summer program</td>
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Set to Print Landscape on Legal Paper
UNIVERSITY OF LOUISVILLE
2008–2010 Unit Diversity Plan Template
http://louisville.edu/library/diversity/plan.pdf
## Goals

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<tr>
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<th>Timeline</th>
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</thead>
<tbody>
<tr>
<td>Participate in mission-centered social and economic justice programs</td>
<td>Leadership</td>
<td>Create a more sustainable environment Promote sustainability through provision of resources and programs for students and library users</td>
<td>Develop a plan to improve sustainability within the libraries, pending University planned energy audit Provide resources for students on sustainability issues Implement a recycling program Conduct a session for the Libraries on sustainable office practices</td>
<td>Completion of plan for the libraries</td>
<td>Resources available through Libraries website Recycling program developed in 2008 Session held 2008.</td>
</tr>
<tr>
<td>Develop excellence in bioethics and health care delivery disparities study and service</td>
<td>Leadership</td>
<td>Support research in the area of bioethics through library collections and programs</td>
<td>Kornhauser Library and Ekstrom Library are in the process of purchasing monographs in support of the new MA in Bioethics and Medical Humanities.</td>
<td>Continued growth of collection to support program</td>
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<tr>
<td>Partner with organizations outside the Libraries to promote diversity</td>
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<tr>
<td>Partner with other libraries and organizations to promote diversity</td>
<td>Leadership</td>
<td>Create awareness of and advocacy around diversity issues within the</td>
<td>The Libraries were instrumental in efforts to bring the KLA/KSMA/SELA/ARL National Diversity in</td>
<td>Program evaluations can</td>
<td>Conference held in</td>
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<td></td>
<td>Employees</td>
<td>profession</td>
<td>Libraries Conference to Louisville. The conference was held in October 2008</td>
<td>be used to determine</td>
<td>October 2008</td>
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<td>Librarians at U of L actively participated in planning and presented on diversity and library</td>
<td>increase of awareness</td>
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<td>related topics with librarians from around the country</td>
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<td>Partner with other organizations on campus to promote diversity</td>
<td>Leadership</td>
<td>Collaborate with University community to promote and further diversity</td>
<td>Librarians serve in organizations and on committees such as CODRE, the Anne Braden Institute for</td>
<td>Increased library</td>
<td>Ongoing</td>
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<td></td>
<td>Employees</td>
<td>efforts</td>
<td>Social Justice Research advisory board, and the University Diversity Chairs committee. Librarians</td>
<td>involvement in campus</td>
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<td>also participate in UofL efforts such as the Strategic Partnership Initiative and Arts &amp; Culture</td>
<td>diversity efforts</td>
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<td>Partnership Initiative.</td>
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Set to Print Landscape on Legal Paper
UMASS AMHERST LIBRARIES’ COMMUNITY, DIVERSITY, AND SOCIAL JUSTICE ACTION PLAN

This action plan is written in response to the UMass Amherst Academic Affairs Community, Diversity, and Social Justice (CDSJ) Assessment Report issued in Fall 2003. In January 2002, the Academic Affairs CDSJ Team was constituted and charged with conducting an assessment as part of the campus-wide Community, Diversity, and Social Justice initiative. The Fall 2003 assessment report analyzes the results of the "Academic Affairs Survey of Employee Attitudes and Experiences" conducted in November 2002. In March 2004, Provost Charlene Seymour charged the Deans and Directors with developing action plans for their units on the basis of areas identified as calling for change. The key areas to be addressed in the action plans are Goals and Values, Personnel Policies, Work Environment, Management Practices, and Teaching and Learning.

In April 2004, Director of Libraries Jay Schaffer tasked a Committee consisting of Allison Dolcey (Stacks Management Student Assistant), Michael Magrath (Stacks Management Supervisor), Anne C. Moore (Associate Director for User Services), Annie L. Moore (Access Services Coordinator), Kathy Nowicki (Serials and Microforms Assistant), and Dianne Williams (Assistant Director for Human Resources) to develop a CDSJ action plan for the UMass Amherst Libraries. Ninety library staff members replied to the November 2002 survey, a 70% response rate. The areas of concern identified in the library survey results include a lack of respect felt across job classifications (particularly by classified staff), outdated job descriptions, and lack of diversity within the Library staff. Therefore, the committee focused on writing actions that would address these areas of concern. The Committee drafted a plan outlining broad goals and specific actions which they believe will move the Library forward in creating a community committed to diversity and social justice. To ensure success, the Action Plan specifies the groups responsible for implementing each action and its intended start and completion date.

The CDSJ Action Plan draft was submitted to the Library’s Senior Management Group and Staff Council for review and comment. Each of those groups solicited input regarding the draft from library staff. The CDSJ Action Plan was also a topic for discussion at an All Staff Meeting. This final plan was approved by the Senior Management Group on January 19, 2005 with the expectation that it will position the Library as a model of CDSJ activity on campus.

Definitions

Community: An interactive environment which values the richness and differences of individuals and cultures while affirming our common humanity.

Diversity: A range of human, social and cultural characteristics which shapes our sense of self and our relationship to the social world.

Social Justice: Efforts to eradicate exclusion and promote full and equal inclusion and participation for all social groups.

[From pages 4 & 5, The CDSJ Initiative: A New Approach to Community, Diversity and Social Justice
http://www.umass.edu/hr/cdsj_report1.htm]
1. Addressing Goals and Values

A. Enhance the sense of community in the Library.

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<tr>
<th>Action</th>
<th>Implementation</th>
<th>Start Date</th>
<th>Completion Date</th>
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<tbody>
<tr>
<td>1. Revise the Library’s Mission Statement to reflect its commitment to community, diversity, and social justice.</td>
<td>Staff Council</td>
<td>January 2005</td>
<td>May 2005</td>
</tr>
<tr>
<td>2. Provide opportunities for social interactions to build community—staff picnics, holiday party, “sherry” party or end-of-semester celebration, social time after all-staff meetings, etc.</td>
<td>Staff Council</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>3. Involve more staff in the work of the Library during the semester; e.g., staffing extended hours before and during exams, staffing the Information Desk during the first two weeks of the semester, welcoming guests to events, assisting with the setup of displays. Provide necessary training.</td>
<td>User Services Division, but participation by all</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>4. Create a Staff Development Committee to recommend and facilitate staff training and enrichment opportunities.</td>
<td>Director of Libraries</td>
<td>February 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>5. Sponsor “What We Are Reading” program—select a book to read, post a list of what staff recommends to read, host minority author book signings and discussions, which are open to the public.</td>
<td>Staff Council</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>6. Host brown-bag lunches once a month with a film or speaker.</td>
<td>Events Committee</td>
<td>Spring 2005</td>
<td>On-going</td>
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**1. Addressing Goals and Values**

**B. Increase respect between classified and professional staff.**

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<tr>
<td>1. Establish program of in-depth departmental orientations for both professional and classified staff. This may initially be targeted to new and transfer staff.</td>
<td>Staff Development Committee</td>
<td>January 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>2. Present an open house each month wherein staff of one department address their on-going functions and new initiatives to library-wide audience in a social environment.</td>
<td>Events Committee</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>3. Create teams of professional and classified staff to teach skills/make presentations to other staff; e.g., Web skills/GUI for using MIlCirc, ExLibris.</td>
<td>Staff Development Committee</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>4. Award matching funds from the Staff Development endowment to provide opportunities for staff to attend staff development programs.</td>
<td>Staff Development Committee</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>5. Present brown-bag lunches for reports and updates about conferences and workshops attended as well as publications.</td>
<td>Senior Management Group Staff Development Committee</td>
<td>Spring 2005</td>
<td>On-going</td>
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### Addressing Goals and Values

#### C. Enhance sense of community for Library staff within the campus.

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<th>Completion Date</th>
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<tbody>
<tr>
<td>1. Provide an Events Committee to coordinate Library events, in building groups in the campus community.</td>
<td>Director of Libraries, Staff Council</td>
<td>Fall 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>2. Include an Events Committee in the campus activities by opening the scheduling of Library meeting and event space to the campus.</td>
<td>Senior Management Group</td>
<td>Fall 2005</td>
<td>On-going</td>
</tr>
</tbody>
</table>

For further details, refer to the UMass Amherst Libraries’ Community, Diversity, and Social Justice Action Plan:

II. Addressing Personnel Policies

A. Increase the diversity of the professional and classified staff in the University Library. Recruit professional and classified staff from diverse backgrounds.

<table>
<thead>
<tr>
<th>Action</th>
<th>Implementation</th>
<th>Start Date</th>
<th>Completion Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Research additional sources for advertising vacant positions to target minority applicants.</td>
<td>Assistant Director for Human Resources CDSJ Team</td>
<td>January 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>2. Support staff and student Library assistants who wish to attend library school with mentoring.</td>
<td>CDSJ Team</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>3. Investigate adding descriptive information about the Library and the Amherst campus to our vacancy postings.</td>
<td>Assistant Director for Human Resources CDSJ Team</td>
<td>January 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>4. Apply for a grant (possibly from the Institute of Museum and Library Services -IMLS) to establish a minority residency or internship program.</td>
<td>Director of Libraries Director of Library Development &amp; Communications CDSJ Team</td>
<td>Spring 2005</td>
<td>Depends on Grant Application Process</td>
</tr>
<tr>
<td>5. Continue to offer workshops for staff on a broad spectrum of diversity topics.</td>
<td>CDSJ Team Staff Development Committee</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>6. Investigate additional retention incentives; i.e., a mentoring program.</td>
<td>CDSJ Team</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
</tbody>
</table>
III. Addressing Management Practices

A. Ensure all Library job descriptions are accurate and up to date.

<table>
<thead>
<tr>
<th>Action</th>
<th>Implementation</th>
<th>Start Date</th>
<th>Completion Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Develop and implement a new procedure for updating classified job descriptions, including All Staff Meeting with campus Human Resources personnel.</td>
<td>Assistant Director for Human Resources Senior Management Group</td>
<td>January 2005</td>
<td>March 2005</td>
</tr>
<tr>
<td>2. Revise all Form 30s within the Library</td>
<td>Assistant Director for Human Resources Senior Management Group</td>
<td>January 2005</td>
<td>December 2005</td>
</tr>
<tr>
<td>3. Revise all professional job descriptions</td>
<td>Assistant Director for Human Resources Senior Management Group</td>
<td>January 2005</td>
<td>August 2005</td>
</tr>
<tr>
<td>4. Encourage the University to work with the state to update Library job classifications in Massachusetts.</td>
<td>Director of Libraries Assistant Director for Human Resources</td>
<td>January 2005</td>
<td>On-going</td>
</tr>
</tbody>
</table>
### IV. Addressing Work Environment

A. Improve the work environment, both in the Libraries and on campus, and position the Library as a model in diversity and social justice for the campus and community.

<table>
<thead>
<tr>
<th>Action</th>
<th>Implementation</th>
<th>Start Date</th>
<th>Completion Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. For users and staff, create a prominent announcement space to promote campus wide activities and information, perhaps starting with something as simple as a bulletin board, and progressing to include an information presentation system. This should be included in the plans for a learning commons. Postings and information should be actively sought through contact with campus organizations.</td>
<td>Events Committee</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>2. Post information about cultural, national, and religious holidays on the Intranet.</td>
<td>CDSJ Team</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>3. Include student representatives on Staff Council and other Library committees.</td>
<td>Staff Council Student Supervisors</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>4. Improve the working climate for our student workers by:</td>
<td>a. Events Committee Student Supervisors</td>
<td>Spring 2005</td>
<td>a. On-going</td>
</tr>
<tr>
<td>a. Hosting activities to show our appreciation of student employees with departmental and Library-wide pizza lunches.</td>
<td>b. Staff Development Committee Student Supervisors</td>
<td>Spring 2005</td>
<td>b. On-going</td>
</tr>
<tr>
<td>b. Open some Staff Development training to students, particularly customer service- and diversity-related training.</td>
<td>c. Human Resources Student Supervisors</td>
<td>Spring 2005</td>
<td>c. On-going</td>
</tr>
<tr>
<td>c. Encourage student growth and retention by providing opportunities to change job assignments and to assume increasingly more complex work assignments.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Provide a Library-wide student orientation each semester to build student knowledge and enhance performance.</td>
<td>Senior Management Group Student Supervisors</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
</tbody>
</table>
V. Addressing Teaching and Learning

A. Create an atmosphere that is welcoming and comfortable as well as supportive to learning.

<table>
<thead>
<tr>
<th>Action</th>
<th>Implementation</th>
<th>Start Date</th>
<th>Completion Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Update furnishings</td>
<td>Administrative Services</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>2. Improve lighting</td>
<td>Administrative Services</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>3. Create a relaxed atmosphere by setting up more artwork and greenery</td>
<td>Art &amp; Exhibits Committee</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>4. Improved signage</td>
<td>Senior Management Group Signage SWAT Team</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td></td>
<td>Administrative Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Create new or expand existing display areas through digitization and other means</td>
<td>Art &amp; Exhibits Committee Special Collections &amp; Archives</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>6. Review and update exhibit procedures, so students and faculty can offer displays and artwork in the Library which reflect a diverse community.</td>
<td>Art &amp; Exhibits Committee Senior Management Group</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>7. Encourage faculty to display multicultural projects and hold events in the Library that they and their students have developed as part of their curricula.</td>
<td>Liaison Council CDSJ Team Events Committee</td>
<td>Fall 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>8. Create Web-based subject guides. Electronically distribute lists of new and relevant Library resources to faculty each semester. Ask faculty to discuss these resources with their students.</td>
<td>Liaison Council</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
</tbody>
</table>
V. Addressing Teaching and Learning

A. Create an atmosphere that is welcoming and comfortable as well as supportive to learning. (Continued)

<table>
<thead>
<tr>
<th>Action</th>
<th>Implementation</th>
<th>Start Date</th>
<th>Completion Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>9. Strengthen tours and programs for international students and faculty by working with the International Programs Office.</td>
<td>User Services</td>
<td>Summer 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>10. Create displays of books or art that highlight significant holidays or events from other cultures. Create reading lists to complement each display.</td>
<td>Art &amp; Exhibits Committee</td>
<td>Fall 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>11. Monitor access to Library services and facilities.</td>
<td>Health &amp; Safety Committee Administrative Services</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
</tbody>
</table>

V. Addressing Teaching and Learning

B. Insure access by all to the Library's resources and services.

<table>
<thead>
<tr>
<th>Action</th>
<th>Implementation</th>
<th>Start Date</th>
<th>Completion Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Expand the Archives and Special Collections online exhibit program.</td>
<td>Special Collections &amp; Archives</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>2. Invite members of the greater community to offer programs, workshops, art and displays that contribute to the education of the campus community concerning diversity and social justice.</td>
<td>CDSI Team</td>
<td>Fall 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>3. Partner with the Daily Collegian to write a series on the Library, including services offered, collection contents, and the history of the W.E.B. Du Bois Library.</td>
<td>Liaison Council Special Collections &amp; Archives Director of Library Development &amp; Communications</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
<tr>
<td>4. Continue to distribute Library hours and information to Housing Services and RAs each fall for posting.</td>
<td>User Services</td>
<td>Spring 2005</td>
<td>On-going</td>
</tr>
</tbody>
</table>
### V. Addressing Teaching and Learning

<table>
<thead>
<tr>
<th>C. Enhance a sense of community for all Library users.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Action</strong></td>
</tr>
<tr>
<td>Create small and informal gathering places from which students, staff, and community can connect and participate in activities.</td>
</tr>
<tr>
<td><strong>Start Date</strong></td>
</tr>
<tr>
<td>Spring 2005</td>
</tr>
<tr>
<td><strong>Implementation</strong></td>
</tr>
<tr>
<td>CDSI Team</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>D. Enhance the awareness of social justice by Library users.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Action</strong></td>
</tr>
<tr>
<td>1. Commission artwork to reflect the different identities of the student population.</td>
</tr>
<tr>
<td><strong>Start Date</strong></td>
</tr>
<tr>
<td>Fall 2005</td>
</tr>
<tr>
<td><strong>Implementation</strong></td>
</tr>
<tr>
<td>Art &amp; Exhibits Committee, Administrative Services</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>D. Enhance the awareness of social justice by Library users.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Action</strong></td>
</tr>
<tr>
<td>2. Continue to publicize diversity programs and events taking place in other communities or on campus, with posters placed in areas where students gather.</td>
</tr>
<tr>
<td><strong>Start Date</strong></td>
</tr>
<tr>
<td>Spring 2005</td>
</tr>
<tr>
<td><strong>Implementation</strong></td>
</tr>
<tr>
<td>CDSI Team, Art &amp; Exhibits Committee</td>
</tr>
</tbody>
</table>
University of Minnesota Libraries
Diversity Outreach Action Plan

Last Updated: August 19, 2009

From
Diversity Outreach Collaborative
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UNIVERSITY OF MINNESOTA LIBRARIES ........................................................................... 3
CURRENT UNIVERSITY LIBRARIES’ PROGRESS ................................................................. 4
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Purpose

The purposes of this Diversity Action Plan is:

- to provide background information about diversity efforts at the University of Minnesota related to the institution’s strategic planning,
- to inform readers the University Libraries’ (UL) steps towards a programmatic diversity initiative, and
- to list specific actions which initiate the official diversity program for the UL.

Background and Working Definition of Diversity

Diversity throughout the University of Minnesota system is an important theme in the University’s commitment to transform itself into one of the top three research institutes in the world. The strategic positioning process included a System Wide Academic Task Force on Diversity. Beyond that, the issue of diversity arose in a variety of forums. The task force report related to the U’s strategic positioning. A diverse institutional community will contribute to faculty, staff and student retention through the creation of an inclusive supportive academic environment, and will lead to a level of academic excellence that supports the University’s “top three” goal.

The System Wide Academic Task Force on Diversity states, “Diversity should be defined as the full range of human difference that influences access, equity, and relationships in living, learning, and working environments. These differences have resulted historically in under-representation and marginalization based on race, ethnicity, gender identity/expression, sexual orientation, religion, disability, age, socioeconomic status, geography, and citizenship status. In other words, the University will be truly diverse when differences among individuals are leveraged to strengthen and enrich learning, working, and social environments, instead of being viewed as a negative condition.”

Background: Diversity Initiatives at the University of Minnesota

The full report of the System Wide Academic Task Force on Diversity (2004) is available at the following url: http://www1.umn.edu/systemwide/strategic_positioning/tf_sys_acad_diversity.html

Given the recommendations of the task force, the Office for Multicultural and Academic Affairs was reorganized and renamed the Office for Equity and Diversity (OED). Along with this new office at the University of Minnesota came the development of a new position, the Vice President and Vice Provost of Equity and Diversity. For the first time, the offices that work in the areas of diversity outreach had a position at the level of Vice President, filled in 2006 by Dr. Rusty Barcelo.

“Diversity is everybody’s responsibility, from the president, provost, vice presidents, and on down to the very last person on the org chart. We all play a role.”

Dr. Rusty Barcelo

(Found at http://www1.umn.edu/umnnews/Feature_Story/A_community_builder_for_diversity.html)

The OED spent its first year doing an environmental scan. Dr. Barcelo met with community members across the state of Minnesota and students, faculty and staff at the University of Minnesota. The goal, vision and mission of the OED developed from these conversations and the work of the System-wide Task Force on Diversity.

University of Minnesota Libraries

A strong demonstration of the UL’s commitment to diversity is the creation of the position of Outreach Librarian to Under Represented Groups in Academic Programs, aka the Diversity Outreach Librarian (DOL). The DOL works in partnership with faculty and other campus professionals to develop programs that extend library collections and services to traditionally under-represented populations, with an emphasis on multicultural programs and students of color. This position is split 50/50 between the Multicultural Center for Academic Excellence, which reports to the OED, and the UL. The intent of
this split was to allow the person doing diversity outreach in the libraries to have a better understanding of how the offices that directly serves the multicultural undergraduate student population on campus work. Because diversity touches all people, no one person alone can work with all of the diversity populations. The DOL position should be seen as a supplemental position to the work that others have been doing for years both informally and formally.

The U and DOL also partner with the Office of International Programs (OIP), because broad concerns about diversity include recognition and consideration of the needs of international students and scholars. The U, OED, and OIP all serve large constituencies that cross departments, schools, units, programs, etc. As a result future programming must reflect a change in the institution’s commitment. It is unlikely that isolated events and projects will impart the overall ideology that must take place for success in diversity.

It is worth mentioning that both the University of Minnesota Libraries and the Office for Equity and Diversity both serve large constituencies that cross departments, schools, units, programs, etc. It is unlikely that isolated events and projects will impart the overall ideology that must take place for success in diversity. During the past two years, the DOL conducted interviews and had both formal and informal discussions with staff from the OED, OIP, and the U’s Directors of Academic Programs. In all conversations it has been striking how mutually important the collaborations between the U, OED and OIP are, yet none know exactly what a more formalized collaboration would look like. The DOL position and the Diversity Outreach Collaborative (see Appendix A) are to lead the charge in these matters. They will collaborate and provide best practices and resources for all staff within the libraries to utilize in their departmental planning, priority setting, and resource allocation regarding diversity issues and activities. In an effort to move forward with the development of both the DOL position and the Diversity Outreach Collaborative, this document (1) identifies and defines the current structures and collaborations between OED and U and OIP and U, and (2) presents the next steps for the U to support diversity initiatives at the University of Minnesota.

Current University Libraries’ Progress

Current collaborations between the U and OED include the launch of the Bridge to Academic Excellence a six-week summer bridge program for incoming freshmen from diverse backgrounds. The U successfully integrated information literacy instruction into this program, and they continue to work on the development of this Bridge Program for Summer 2008. This is a wonderful example of the types of collaborations in which the U should participate; it is also an opportunity to create a toolkit or process to share with other bridge programs that request our assistance.

Another area that has been strongly impacted in the past two years is the outreach to the faculty and staff working with the multicultural student body. Information literacy training and discussions have been ongoing in an effort to create strong alliances within the ranks of those shown to be the first point of communication with undergraduates. Just as we aim to provide scholarly communication dialogues and research support to faculty in our departments, we should be providing those same liaison type services to the staff within the OED. Not only does the OED office and its affiliate units (see Appendix B) touch students, but its arm also reaches to the faculty and staff around campus.

Like any major program that is developed by the U, diversity outreach will not be successful if designed in a silo. It is something that touches everyone and therefore everyone should have an opportunity to gain more knowledge and support in these areas. Just as we have expert help in the areas of departmental studies across campus, relevant expertise exists within the University of Minnesota to support diversity outreach efforts at the U. Both the Diversity Outreach Collaborative and the DOL will make it a goal to provide a stable programmatic approach to working with diverse communities and create support (online and in person) for diversity issues across campus and the global society.
Timeline of UL activities related to diversity outreach since 2007
**Diversity Action Plan Next Steps**

In order for the libraries to move forward we will need to take the time to really commit to supporting diversity programming across all units. It is imperative that our diversity initiatives are supported in the UL’s planning documents and goals. To begin developing an official diversity program at the UL, the following questions should be considered:

1. To what extent do the planning and design of our programs/projects/collections take into account the diversity that is currently in place and/or lacking at the University of Minnesota?

2. How do we create and review our programs/projects/collections to promote equity and success for all members of the University of Minnesota community?

It will be the role of the DOL and Collaborative to identify and collaborate with already existing programs within the UL and the University of Minnesota community to facilitate the conversations surrounding these questions.

**GOAL:** Create an official library outreach diversity program for the University of Minnesota Libraries

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Actions</th>
<th>Assigned to</th>
<th>Stakeholders</th>
<th>Target Implementation Date</th>
</tr>
</thead>
</table>
| Identify current public services and collections that promote diversity at the UL | • Create a list of events, collections and web pages  
• Develop promotional materials to enhance diversity awareness and to communicate projects and offerings at the UL | Diversity Outreach Collaborative | AP Departments, OED, Communications | September 2009  
Ongoing  
Every other year |
| User needs assessments on diverse populations (ethnic, racial, international, sexual orientation and disability services) | • Do a literature review  
• Determine which evaluation tool to use  
• Disperse the assessment  
• Report results | Diversity Outreach Collaborative | AP Departments, IADS, OED, Communications | December 2009  
Ongoing  
Every other year |
| Report status of goals and objectives from the Diversity Outreach Collaborative on a quarterly basis | • Issue reports and updates to the AP Directors and Libraries Leadership Cabinet including information on activities and training | Diversity Outreach Collaborative | AP Directors, Libraries Leadership Cabinet, OED, Communications | July 2009  
Ongoing  
Quarterly  
See appendix D. |
<p>| Provide diverse programming that promotes the understanding and celebration of differences as well as similarities | • Encourage celebrations, storytelling, and cross-cultural learning via staff events, speakers, as well as | All Units | Ongoing |</p>
<table>
<thead>
<tr>
<th>Support and advocate for the inclusion of diversity-driven educational initiatives across campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Develop a way to formally submit diversity programming initiatives through the Diversity Outreach Collaborative</td>
</tr>
<tr>
<td>- Develop a formal set of guidelines and program tools for library units to use in their work with diverse programs</td>
</tr>
<tr>
<td>informal methods</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Identify a small number of high impact or signature programs that the Libraries should initiate in the coming year.</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Review current efforts at high impact programs</td>
</tr>
<tr>
<td>informal methods</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Develop a curriculum/outline/plan for cultural competency training for staff at the Libraries to support service to external communities</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Staff Education and Development</td>
</tr>
<tr>
<td>- Diversity Outreach Librarian</td>
</tr>
<tr>
<td>- Diversity Outreach Collaborative</td>
</tr>
<tr>
<td>informal methods</td>
</tr>
</tbody>
</table>
UNL Libraries Diversity Plan 2010-11

Best Practices to Recruit and Retain a Diverse Faculty

Goals

• Create a positive work environment that empowers the creativity and diversity of all individuals
• Increase the recruitment of individuals from underrepresented groups in faculty and staff positions.
• Develop ways to assess diversity efforts
• Encourage and reward diversity and multicultural initiatives within the organizational structure.

In less than a decade, the UNL Libraries, through recruitment and retention efforts, have increased the number of minority librarians from 2.6% of the faculty in 1999 to 12% in 2008.

*Fig. 1 UNL Libraries Faculty Statistics 1999-2009.*

<table>
<thead>
<tr>
<th>Year</th>
<th>Libraries Total Faculty</th>
<th>Libraries Minority Faculty</th>
<th>% of Total Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>1999-00</td>
<td>38</td>
<td>1</td>
<td>2.6%</td>
</tr>
<tr>
<td>2000-01</td>
<td>39</td>
<td>2</td>
<td>5.1%</td>
</tr>
<tr>
<td>2001-02</td>
<td>42</td>
<td>2</td>
<td>4.8%</td>
</tr>
<tr>
<td>2002-03</td>
<td>40</td>
<td>2</td>
<td>5.0%</td>
</tr>
<tr>
<td>2003-04</td>
<td>39</td>
<td>2</td>
<td>5.1%</td>
</tr>
<tr>
<td>2004-05</td>
<td>44</td>
<td>2</td>
<td>4.5%</td>
</tr>
<tr>
<td>2005-06</td>
<td>49</td>
<td>3</td>
<td>6.1%</td>
</tr>
<tr>
<td>2006-07</td>
<td>49</td>
<td>3</td>
<td>6.1%</td>
</tr>
<tr>
<td>2007-08</td>
<td>49</td>
<td>4</td>
<td>8.2%</td>
</tr>
<tr>
<td>2008-09</td>
<td>49</td>
<td>6</td>
<td>12.2%</td>
</tr>
</tbody>
</table>

Scout

Develop relationships with racial and ethnic organizations to increase accessibility to potential candidates

• Participate in ARL diversity initiatives, Initiative to Recruit a Diverse Workforce and Leadership and Career Development Program (LCDP). Library administrators (Dean Giesecke and others) continue to present seminars and serve as mentors to minority librarians.
• Support active membership and participation in the racial and ethnic organization and other diversity related committees i.e. disabilities, LGBTQA
• Participate and attend conferences such as the ARL National Diversity in Libraries conference and the Joint Conference for Librarians of Color.
UNL Libraries Diversity Plan 2010-11

Best Practices to Recruit and Retain a Diverse Faculty

Develop relationships with undergraduate students and provide informal mentoring about careers in the library profession
- Develop a student worker interest group similar to a “grow your own program”. This group will allow librarians to build relationships to informally mentoring student workers and introduce them to careers in library and information science.
- Create Center for Digital Research in the Humanities (CDRH) internships with underrepresented groups in library schools
- Participate in Institute for Ethnic Studies celebration events with UNL faculty and students to discuss career opportunities in library and information sciences.

Participate in local regional and national career fairs
- Increase awareness of opportunities at the University of Nebraska-Lincoln by sending fellowship and scholarship opportunities to UNL Career Services
- Develop awareness of opportunities in library profession by participating in UNL Alumni of Color Career Forum, Career Services

Search

Improve the diversity of search candidate pools by utilizing active recruitment methods to solicit applications of diverse individuals who may not have considered moving to Nebraska.
- Send job announcements to targeted prospective applicant groups, i.e. Spectrum scholars, Knowledge River, ARL Leadership and Career Development Program, ACRL Residency Interest Group
- Attend conferences and personally invite individuals to apply for a particular position. This type of hands-on recruitment provides a friendly face to applicants who may have never considered Nebraska as a possible employment opportunity.
- Review job posting information for faculty & staff positions:
  - Expand efforts in advertising faculty job announcements in multicultural social networks, blogs, listserv, and email.
  - Examine efforts to recruit underrepresented staff in the region.
  - Work with UNL Equity Access and Diversity to obtain statistics about the diversity of the search pools

Augment Library Search Committee Training
- Review research on implicit bias and share info with committee
  - Discuss views on diversity and other controversial topics
- Review information in Search committee policies and procedures
  - Include new information about Assumptions and Biases, Work Life Balance UNL flyer, About Lincoln Diversity (Ethnic Studies information) identifies ethnic services and businesses in Lincoln
  - Review best practices to recruit candidates to Lincoln to live and work

Support
UNL Libraries Diversity Plan 2010-11

Best Practices to Recruit and Retain a Diverse Faculty

Support for non-tenured Junior Faculty of Color to attain tenure and promotion.
- Provide mentoring opportunities with tenured faculty
- Provide financial support for professional development opportunities.
- Provide research and grant writing support

Support the collaborative efforts of a Multicultural Services Team to assist in the recruit and retain of faculty of color.
- Support and encourage collaborative efforts for research, publishing, and grant writing

Collaborate with Library Faculty to develop professional development track information for all faculty.
- Early career opportunities: Minnesota Institute for Early Career Librarians from Traditionally Underrepresented Groups, ALA Emerging Leaders Program
- Midcareer opportunities: ACRL Immersion, ARL Leadership and Career Development Program, Nebraska Library Leadership Institute, Mountain Plains Library Association Leadership Institute
- Leadership opportunities: Harvard Leadership Institute for Academic Librarians (ACRL), Senior Fellows Program UCLA Scholars, Spectrum Doctoral Fellowship

Sustain

Provide financial support for professional development opportunities.
- Identify fellowships and scholarships available to offset financial requirements

Collaborate with Faculty to identify professional recognition awards, fellowships and honors to recognize outstanding service.
- Encourage nominations of these individuals to receive such accolades, i.e. ALA Movers and Shakers, Zora Neale Hurston Award

Encourage leadership experiences in library and state organization and within the university.
- Nebraska Library Association, ACRL, UNL Faculty Senate

Continue to develop and assess inclusive work climate issues.
- Utilize the information from the ClimateQUAL survey to develop diversity education programs
- Incorporate cultural competencies into the NU Values & faculty evaluations
  - Work with the library administration and staff development officer to identify appropriate components
- Evaluate the role of the Diversity Committee within library organization.
  - Expand the role in decision, policy making, and strategic planning in the library
UNL Libraries Diversity Plan 2010-11

Best Practices to Recruit and Retain a Diverse Faculty

- Collaborate with the Assessment Committee in developing methods to assess diversity initiatives and climate issues
- Increase library-wide participation to diversity programs and activities which can be linked to cultural competencies
- Acknowledge and reward efforts for diversity/multicultural efforts in the library
Rutgers University Libraries

Diversity Plan

2009-2010

The Rutgers University Libraries formed a Diversity Advisory Committee in 1995. This committee is charged with providing advice on issues of diversity. The overall goal of the library diversity program is to assure that all library personnel and library users feel welcomed, valued, and respected and to assure that library personnel, services, and collections appropriately reflect the diversity of the Rutgers community and its curriculum and research interests. In addition our overarching goal is to ensure that diversity is an integral part of the organizational culture of the Libraries. To accomplish this, the Committee provides advice to the University Librarian on programs or policies affecting staff development, recruitment, retention, public services, and collections.

In addition to the activities of the Diversity Advisory Committee the Libraries have engaged in a comprehensive diversity education effort known as Blueprint for Diversity which is focused on library personnel but is open to all interested members of the University community.

Further, the Libraries are also committed to recruiting a more diverse workforce to support the needs of our diverse user community.

Definition: The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

(http://gladstone.uoregon.edu/~asuomca/diversityinit/definition.html)

The following plan connects all these efforts to deepen and enrich the experiences and awareness of diversity at the Libraries.

Rutgers University Libraries’ Diversity Plan provides the basis to foster and support a culture of diversity within the libraries’ workforce, its collections, and services to users. To expedite this plan, the University Librarian and Vice President for Information Services, the Director for Administrative Services as diversity officer for the Libraries, and the Diversity Advisory Committee along with all faculty and staff commit themselves to achieving the following goals within the stated time frames:

1. Diversity Recruitment
   
   **Goal:** To significantly increase diversity among Library faculty and staff
Implementation: Libraries Human Resources, Search Committees

Within 6 months: Review recruitment procedures to clarify Libraries’ commitment to diversity.

Complete review of intern/residency program to ensure its effectiveness as well as complete revised program

Utilize hiring opportunities as appropriate especially Target of Opportunity and Cluster Hiring.

Within 12 months:

Establish mentoring program or discussion/support group for staff members who want to pursue a library degree

Develop a program for promoting the Libraries as a career destination for students by establishing mentored work opportunities

Utilize hiring opportunities as appropriate including Target of Opportunity and Cluster Hiring.

2. Diversity Retention

Goal: Continue diversity education and programs of the Diversity Committee as a way of creating a supportive environment for a diverse staff.

Implementation: Library Human Resources, Diversity Committee and Staff Development

Within 12 months:

Expand mentoring and orientation programs for new staff

Enhance management development opportunities for supervisors and managers

Offer skills training for staff

3. Diversity and Organizational Culture

Goal: Instill the importance of diversity in all staff members at all levels so that diversity is inherent in the culture of the Libraries

Implementation: Libraries Human Resources, Staff Development, Cabinet, Diversity Committee

Within 12 months:
Offer at least 3 programs that are both instructive and engaging on diversity related issues.

Review diversity opportunities related to their areas of responsibility with each Cabinet member quarterly. Opportunities should include recruitment, retention and information and technical aspects of library services.

**Goal:** Create a multicultural resources website/portal (subject resources) for libraries as well as external audiences.

**Implementation:** Diversity committee members, librarians

**Within 12 months:**

Present Web pages content that will be linked via the Libraries Diversity Resources page as well as Research Resources pages.

The Committee recommends that this Diversity plan and its goals should be reviewed by Cabinet twelve months from the date of its issuance. Further, all the goals listed herein should be considered as part of the Libraries Strategic Plan and should be cross-referenced in that document.
A Research Library for a Major University

The Strategic Plan for the University Libraries of Virginia Tech
Operating Plan 2003-04

Tasks for the year are in bold. Note that all objectives are not necessarily tasked for this year.

Mission
The University Libraries at Virginia Tech provide and promote access to information resources for the achievement of the University’s objectives in teaching, learning, research, creativity, and community service.

We are dedicated to meeting the information, curricular and research needs of students, faculty, and staff of the Virginia Tech community, wherever located, in a manner that respects the diversity of community and ideas.

We provide selected services to a wider community of users.

Values
We are defined by our core commitment to the sharing of what humanity has discovered and thought. We value:

- **Information**, whose free flow throughout the university provides an accurate basis for its work
- **Ideas**, the university’s defining occupation
- **Knowledge**, which preserves the progress of past generations
- **Discovery**, which builds the future
- **Truth**, which guides our interactions with one another and with our public

Vision
We will be collaborative partners with members of the university community as we collectively work to position the university as a top-tier research institution. Wherever they are located, members of the Virginia Tech community will be supported by the library as they engage in research, as they share in quality learning experiences at the undergraduate and graduate levels, and as they work in transferring knowledge and expertise between the university and society.
Goal 7

Staff

We will employ sufficient numbers of knowledgeable, adaptable, and user-directed faculty and staff.

Hire additional faculty and staff needed to provide the excellent library resources and services essential to a top-tier research university

Establish the Library Diversity Committee
New in 2003-04

New in 2003-04

Establish and fill Outreach librarian position in the Instruction/Reference unit
New in 2003-04

Establish new learning opportunities for library faculty and staff relevant to personal professional growth in the context of library objectives and operations

Plan, implement and assess a program of training that will support data-driven decision making.
Continues in 2003-04

Plan, implement and assess an orientation program for new employees.
Continues in 2003-04

Identify ways in which the new program of training paths might link to the University’s mandatory job dimensions (diversity, safety, teamwork) for classified staff.
Continues in 2003-04

Recognize and reward performance of library faculty and staff commensurate with a major research institution

Implement the library recognition program.
New in 2003-04
UW Libraries Diversity Plan 2005

The Libraries Diversity and Organizational Culture Task Force was charged in March of 2004 to develop a diversity plan. The Task Force reviewed relevant UW documents and also looked at plans and practices in other universities. In 2004 the Task Force surveyed library staff in order to identify issues of diversity important to the staff and identify areas that need attention or improvement. Survey results showed diversity is important to our staff, and that the most important issue is being able to support our diverse user community effectively (Appendix 1). However, the staff also perceives that the Libraries can do a better job in addressing diversity issues, especially in recruiting a diverse work force and in supporting the needs of our diverse user community.

At the same time the Libraries’ Diversity Task Force was working on the survey and plan, the University of Washington was conducting a Diversity Appraisal. The Appraisal Steering Committee asked all units across all three campuses to document their diversity initiatives and practices. The Diversity Appraisal is just one of many ways the UW administration is seeking to incorporate greater awareness of diversity issues into University operations. It is within this culture of diversity awareness that the Libraries’ Task Force has written this plan.

The University of Washington defines diversity broadly to include “race, gender, disability, class, sexual identity/orientation, religion, age, ethnicity, culture, region/geography, and indigenous status.”

Respect for all human diversity is a fundamental value of the Libraries and is identified among the core values of our strategic plan. Staff members who appreciate different backgrounds and perspectives provide us with a competitive advantage as we approach problem solving and planning for services. This appreciation also allows us to serve our increasingly diverse communities more effectively and with more sensitivity.

Beyond respect for diversity, it is important to recognize that inequity can often accompany diversity. This plan is meant to foster and support an organizational culture where those inequities do not occur or are remedied when identified.

Libraries personnel at all levels of the organization are responsible for developing and maintaining a culture supportive of and committed to diversity. However, in order to expedite implementation of the plan and provide support and guidance, the Diversity Task Force recommends that the establishment of a Diversity Officer position and a standing Diversity Committee be the first actions taken (see Goal #5). The Diversity Officer and Committee should begin action on the “within 6 months” items immediately as they are of the highest priority. The remaining action items where implementation is recommended within twelve months should be prioritized by the Committee. Where funds and workload implications of others are incurred in the execution of the Plan, the responsible party(ies) will develop a plan.

1. Recruitment of staff from diverse backgrounds
   Goal: To increase the diversity of the Libraries’ workforce at all levels of the organization

   Action Items:

   Implementation: Diversity Officer; Diversity Committee; Administrative Officer Responsible for Personnel (AORP); Staff Development

   Within 6 Months
1. Review our recruitment policies and procedures so that they support the UW Libraries commitment to diversity
2. Initiate a conversation between the iSchool Diversity Committee and the Libraries Diversity Committee to explore collaboration
3. Investigate the costs and effectiveness of residency programs for minority librarians and develop a proposal if appropriate (2005-2006)

Within 12 Months
- Establish mentoring program for staff who may want to pursue a library degree, collaborating with the i-School
- Work with the University to take advantage of hiring opportunities that promote a diverse Libraries staff
- Proactively promote UW Libraries as a place in which to work
- Establish opportunities for students interested in working in libraries as a career to participate in mentored work programs

2. Retention of staff from diverse backgrounds
   - Goal: Promote an inclusive and supportive workplace culture as an important element in retaining a diverse staff
   - Action Items:
   - Within 12 Months
     - Support opportunities for professional development and/or growth, and mentoring/networking for all staff
     - Implementation: Diversity Officer; Diversity Committee; Libraries Council; Staff Development; Librarian Advisory Program (LAP)
     - Facilitate connections between new hires and groups/resources at the university and in the community
     - Implementation: Diversity Committee; Diversity Officer; Staff Development Officer, UL Staff
     - Work with the University to enhance salary and compensation flexibility to retain a diverse library staff
     - Implementation: Dean of the Libraries; AORP

3. Organizational Culture
   - Goal: To incorporate awareness of the value and importance of diversity at all levels of the Libraries so that staff recognize their responsibility in maintaining a culture supportive of and committed to diversity; provide a supportive and safe working and learning environment
   - Action Items:
     - Implementation: Diversity Officer; Diversity Committee; Staff Development

Within 6 months
- Provide ongoing staff training to foster individual responsibility for maintenance of a supportive and safe working and learning environment, with particular attention to the role of supervisors and managers to eliminate or remedy inequities when they are identified
- Highlight and promote the diversity of the libraries staff through programs and publications throughout the organization, i.e. Inforum, Library Directions, and LSA
- Enhance the Staff Development collection with diversity related materials including academic librarianship, higher education and organizational development

4. Services to Constituents
Goal: To enrich the quality of life and advance intellectual discovery by connecting people of diverse backgrounds and ethnicities with knowledge

Action Items:

Within 6 Months
- Develop and implement ongoing staff training in order to improve staff members' abilities to provide excellent service to all our diverse users, especially with regards to primary language barriers and physical/mental disabilities.
  Implementation: Staff Development Officer; Diversity Committee; RISG and other public service groups
- To ensure compliance with Section 508 of the Americans with Disabilities Act, attempt to procure accessible information technology products and electronic resources. If an accessible product cannot be found, ask vendors about their plans for making future versions of their products accessible and let them know that accessibility is a consideration for purchase.
  Implementation: CMS; Diversity Officer
- Review University of Washington Libraries' publications, website, and service policies for their accessibility to disabled users.
  Implementation: WSC; RISG, Publications Committee

Within 12 Months
- Develop and maintain collections to support diversity in the current and changing UW curriculum
  Implementation: IRC; Liaisons; Cataloging Policy Committee; Metadata Implementation Group
- Increase outreach to UW and external communities through library resources, services, collections, web resources and exhibits related to diversity; including the use of multilingual web pages and other publications as appropriate.
  Implementation: WSC; Liaisons; IRC
- Provide services and spaces that nurture and support academic success for our diverse student community

5. Organizational Structure of Diversity in the Libraries

Goal: To create a standing Diversity Committee, reporting directly to the Dean of University Libraries

Membership:
- Half of the committee membership should come from the Task Force to ensure continuity
- The Staff Development Officer and the Assessment Officer will serve as ex officio members of the Committee to aid in communication, implementation, and benchmarking.
- Consider the inclusion of 1 member from outside the Libraries

Elements to consider for inclusion in the charge to the Diversity Committee:
- Coordinate implementation of the diversity plan
- Promote the inclusion of diversity into our culture/organizational values
- Review and assess the diversity plan and staff/community needs annually, including the establishment of appropriate benchmarks to measure and ensure progress in achieving the goals and action items
- Work with other library individuals and groups to identify and take advantage of opportunities related to diversity
- Provide a “diversity toolkit” for Libraries staff to use in outreach
- Establish and maintain a website and use other appropriate methods of communicating with staff and community about diversity
Goal: To establish the position of the Diversity Officer

Responsibilities of the Diversity Officer, based on an initial 2 year half-time appointment include:

- Chair the Diversity Committee
- Provide oversight for the Libraries' diversity efforts
- Serve as official liaison to UW offices and departments, i.e. Office of Minority Affairs on behalf of the UW Libraries and the Diversity Committee
- Work with the Diversity Committee and others in identifying areas of needed support within the Libraries, i.e. training
- Assist in identifying opportunities for libraries staff involvement in diversity activities on campus and outreach to the community
- Be involved in professional association diversity programs/committees
- Assist individuals, management and library units in achieving goals of the diversity plan and other diversity initiatives
- Serve ex-officio on Libraries Council

It is the recommendation of the Task Force that a review of the Diversity Officer be conducted after 2 years. This review, involving Libraries Cabinet and the Diversity Committee, should include consideration of the placement of the position in the organization as well as the time commitment of the position.
Yale University Library
Strategic Plan for Diversity and Inclusion
2009-2011

Prepared by the
Yale University Library
Diversity Council

Revised from 2006 original,
June 2009

Mary Caldera
Chair
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Yale University Library
Diversity and Inclusion Strategic Plan
2009-2011

Purpose and Vision

In 2004, employees of the Yale University Library (YUL) participated in the Yale University Workplace Survey Pilot. In response to the results of the survey, the Library Management Council (LMC) identified diversity as a focus area for the library. Therefore, the Yale University Library Diversity Council was formed in August 2005 to enhance the diversity and cultural competence of our staff so that our workplace continues to evolve into an even more inclusive and congenial environment. This type of atmosphere is conducive to job satisfaction and will in turn lead to even more effective service to our diverse patrons.

The Diversity Council is taking a leading role in developing and implementing initiatives that promote diversity and inclusion within our staff community. Diversity includes, but is not limited to, visible and invisible attributes such as age, gender, gender identity, physical ability, sexual orientation, religion, race, national origin, cultural heritage, and ethnic background. Recognizing diversity is a key component of excellence in the workplace that allows individuals to reach their full potential. The Diversity Council strives to provide a positive work environment which is free of any form of bigotry, harassment, intimidation, threat, or abuse, whether verbal or written, physical or psychological, direct or implied.

The Diversity Council views multiculturalism and pluralism as essential components of its mission and work. The Diversity Council will work in conjunction and in partnership with YUL and Yale University’s Office of Diversity to attain this vision. Valuing diversity and practicing inclusion is in the YUL’s core values, and in our interpersonal working relationships at all levels. YUL will achieve and sustain diversity and inclusion for our employees, clientele, and educational partners.

Charge

The Yale University Library Diversity Council was formed to enhance the diversity and cultural competence of our staff so that our workplace continues to evolve into an even more open and congenial environment. This type of atmosphere is conducive to job satisfaction and will in turn lead to even more effective service to our diverse patrons. The sponsor of the Diversity Council is the University Librarian.
Goals, Strategies and Success Measures

The Workplace Survey provided the Diversity Council with YUL-specific data on diversity issues that require immediate attention. While the Diversity Council defines diversity to include many varied attributes, it focused its initial efforts on goals relating to race and ethnicity and have expanded to include other areas of diversity including class. The following three goals were generated by the Diversity Council as the initial priorities for enhancing diversity at YUL and continue to be our top priorities. As YUL and the Diversity Council achieve each of these goals, new and additional goals will be generated by the Diversity Council to meet the changing needs for the continued improvement in YUL’s diverse workplace.

Goal #1: Recruitment and Retention.

By 2011 Yale University Library will achieve a significant increase in the hiring and promotion of diverse staff in vacancies in both Clerical and Technical (especially at D and E levels) and Management and Professional positions.

Strategy #1: Library Human Resources and the Diversity Council will work with department heads to proactively identify and implement strategies to recruit diverse internal candidates for positions within their departments. These strategies include, but are not limited to, phone calls to colleagues, networking, and brainstorming with department staff on ways to increase diversity.

Strategy #2: Library Human Resources and the Diversity Council will work to document best practices on recruitment and retention of a diverse workforce at all levels for use by hiring supervisors.

Strategy #3: Each year YUL and the Diversity Council will host a day-long gathering of scholars from the ARL initiative to Recruit a Diverse Workforce, and/or other similar groups, with meetings, tours, presentations, and other activities.

Measurement #1: A marked increase in the diversity of the applicant pool for upper level C/T positions and M/P ranks.

Measurement #2: Annual increase in the number of members of underrepresented groups hired and retained for both C/T top level and M/P mid-level positions.

Goal #2: Climate and Culture.

By 2011, Yale University Library will demonstrate a measurable improvement in the climate and culture of diversity and inclusion.

Strategy #1: In an effort to heighten awareness of diversity in the Library, the Diversity Council will work with Library Human Resources, the Library Staff Association (LiSA), and the Standing Committee on Professional Awareness (SCOPA) to organize staff training on diversity.
[Mandatory diversity training for all staff was completed in June 2008. Training for new staff TBD by the University-wide diversity training schedule.]

Strategy #2: YUL and the Diversity Council will collaborate to coordinate diversity-related lectures given by Yale community members and/or outside speakers and publicize relevant web based resources.

Strategy #3: The Diversity Council will work with Library Human Resources to refine performance appraisals, especially those of supervisors, to include job behaviors that contribute to recruiting and retaining a diverse staff.

Strategy #4: The Diversity Council will participate in the second university-wide workplace survey and check for data indicating improved perceptions of the library climate.

Measurement #1: By the end of the 2011 calendar year, all YUL supervisors will have attended at least one diversity training session. [Measure accomplished in June 2008. Training for new staff TBD by the University-wide diversity training schedule.]

Measurement #2: There will be diversity-related lectures at least once each term (fall, spring, summer).

Measurement #3: There will be a measurable improvement of scores on diversity-related questions in the Yale University Workplace Survey 2010.

Goal #3: Career Growth and Internal Mobility

By 2010, Yale University Library will have increased the number of internal candidates from underrepresented groups for job vacancies.

Strategy #1: YUL will publicize opportunities for Library staff to participate in career advancement, training, and cross-training programs in order to provide equal opportunities for learning, advancement and promotion within the Library.

Strategy #2: The Diversity Council will work with Library Human Resources to develop supervisor competencies by developing programs, such as those that teach coaching and mentoring skills, which will encourage the promotion and advancement of C/T and M/P employees.

Strategy #3: The Diversity Council will work with Library Human Resources to create internships for library staff and MLS diverse students.

Strategy #6: The Diversity Council will work with Library Human Resources to actively support Library staff who wish to obtain a Master of Library Science, Information Studies, or other library-related degree, and utilize employees’ library knowledge and experience for career advancement.
Measurement #1: By 2011, a significant number of C/T vacancies at higher levels have been filled by internal candidates from underrepresented groups.

Measurement #2: Statistics will show that an employee’s time within a certain grade has no more than a 20% range from least time-in-grade to most time-in-grade across for every library employee.

Measurement #3: Staff indicate that they are treated fairly, have the same opportunity to succeed as peers as measured by a significant improvement in Yale Workplace Survey results.
Diversity Group Charge
Library Diversity Committee Charge and Membership

Charge
The Library Diversity Committee provides leadership and guidance to the Library by encouraging awareness about and discussions of diversity. Specifically, the Committee will focus on diversity issues with regard to Library climate, staff training and development, services to patrons, and campus outreach.

Working with the Outreach Librarian for Multicultural Services, the Staff development and Training Advisory Committee, and the Human Resources Office, the Library Diversity Committee will establish and prioritize goals regarding the provision of diversity services and training. The Committee will also plan and promote diversity activities within the Library. Finally, the Committee will support, if and when appropriate, the work of the Library's Affirmative action Officer and Equal Employment Opportunity Committee.

Composition
The Committee is appointed by the University Librarian, with the advice of the Executive Committee. The Outreach Librarian for Multicultural Services serves as an ex-officio member. In addition, the Committee is comprised of at least six members at-large. Members at-large are full- or part-time Library employees from both academic and support staffs, serve two-year staggered terms, and may be appointed to one successive term. The chair is appointed annually by the University Librarian. Additional members may be appointed to represent special concerns.

Membership
*Cindy Ingold, chair (08/15/11)
*Paula Carms (08/15/12)
*Kim Matherly (08/15/11)
Geoff Ross (08/15/12)
Gerinve Varvel (08/15/11)
Pam Ward (08/15/12)

Emily Love (Outreach Librarian for Multicultural Services) ex-officio
Cindy Kelly, ex-officio
*second term

For comments on this page contact: Gateway Conversion
Last modified by: Kimberley Matherly on 8/17/10
Diversity Committee

Current Membership

Library Human Resources Manager – Chair
Library Human Resources Program Assistant
Four library representatives appointed by the Dean of the Library

Purpose

The Committee exists to support the commitment of the University Library to equal opportunity and affirmative action by providing formal education, by assisting Library staff in the hiring process, and by serving as an informal resource.

Mission and Responsibilities

The Library Committee on Diversity works with the Dean of the Library to develop and promote a diverse work force within the ISU Library. The creation and maintenance of a community of women and men that is multicultural, multiracial, multinational and respectful of the dignity of all persons is essential to the educational mission of this library.

The Committee’s role is:

1. To inform and educate Library personnel concerning diversity issues.
2. To maintain a focus on equal employment opportunity and affirmative action within the Library.
3. To help create a work environment in which all personnel are able to develop to the fullest extent of their potential.
4. To review with selection committees the recruitment process in relation to members of protected classes for professional positions, and to serve as a resource for hiring at all levels.

Organization

1. The Committee on Diversity will consist of not more than six members with the Human Resources Manager serving as Chair and the Human Resources Program Assistant serving as a standing member. The other four members will be appointed by the Dean to two-year terms, and may be reappointed once. Members will not ordinarily be reappointed for more than four consecutive years.
2. The Chair, with recommendations from the committee, will recruit new members by issuing a call for interested individuals then forwarding applications to the Dean. Vacancies should be filled as soon as possible.
3. The committee will be responsible to and report as needed through its Chair to the Dean of the Library.
4. Committee meetings will be called as needed by the Chair, a committee member, or the Dean of the Library. Brief minutes of each meeting will be routed to members. A permanent file of most recent committee papers will be in the custody of the chair, with older materials placed in the Archives collection.
Greetings,

Iowa State University
Diversity Committee

Guidelines for the Committee on Diversity

Diversity Educators

1. Each year, the Committee on Diversity will identify possible staff development programs to educate Library personnel on all issues pertaining to diversity.
2. The committee, with the aid of the Human Resources office, will coordinate, publicize and host these programs.
3. The committee will educate library staff through articles in Inform, messages to all-users and/or material on the Intranet.
4. The committee will provide training and up-to-date guidelines for the selection process at all classification levels.

Faculty & P&S Search Processes

Faculty Search Committees

1. The Committee on Diversity will designate a representative to each faculty search committee to serve as a resource and advocate for equal opportunity and affirmative action issues; provide the search committee with pertinent background information; help the group to understand the library's commitment to equal opportunity and affirmative action.
2. The Committee representative will distribute EEO/AA information packets to search committee members at or before the first meeting of the search committee.
3. In an effort to assist the library in better affecting the principles of equal employment opportunity, the Committee representative is provided a fifteen-minute exit interview with each candidate.
4. The committee chair will keep a file documenting committee activities relevant to search
5. The committee representative will report to the Committee on Diversity chair and the Dean any concerns related to equal opportunity or affirmative action.

P&S Administrative Searches
The Committee on Diversity will provide the administrator responsible for each P&S search the EEO/AA information packet and serve as a resource for any questions related affirmative action and diversity.

Dean's Council
March 7, 2002 (revised 6/25/09)
Appendices
A. Diversity Outreach Collaborative Charge

Scope
The Diversity Outreach Collaborative will provide leadership and guidance throughout the UL by encouraging awareness about and discussions of diversity. Specifically, the Collaborative will focus on diversity issues with regard to UL climate, services to patrons, and campus outreach. This Collaborative will act as an advisory group to the Diversity Outreach Librarian.

Context
In the wake of the University of Minnesota’s transformation to become one of the top three research institutes in the world the need for support of diversity throughout the system has been identified as an important theme. During the strategic positioning process a System Wide Academic Task Force on Diversity was included. Beyond that, diversity was an issue that came up in almost every task force report concerning strategic positioning. It is felt that supporting diversity will contribute to faculty, staff and student retention through the creation of an inclusive supportive academic environment. It will also create a level of academic excellence that will assist in the University’s goal to be one of the top three research institutions in the world.

The System Wide Academic Task Force on Diversity states, “Diversity should be defined as the full range of human difference that influences access, equity, and relationships in living, learning, and working environments. These differences have resulted historically in under-representation and marginalization based on race, ethnicity, gender identity/expression, sexual orientation, religion, disability, age, socioeconomic status, geography, and citizenship status. In other words, the University will be truly diverse when differences among individuals are leveraged to strengthen and enrich learning, working, and social environments, instead of being viewed as a negative condition.”

The University of Minnesota has demonstrated its commitment to diversity by recently appointing Nancy “Rusty” Barcelö as the first vice president and vice provost for equity and diversity. The Office for Multicultural and Academic Affairs has become the Office for Equity and Diversity (OED) and the units that report to this office are:

- Disability Services
- Equal Opportunity and Affirmative Action
- Gay, Lesbian, Bisexual and Transgender Programs Office
- Multicultural Center for Academic Excellence (it should be noted that the Diversity Outreach Librarian reports directly through this office.)
- Office for University Women

The University of Minnesota Libraries has demonstrated their commitment to diversity by creating the position of Outreach Librarian to Under Represented Groups in Academic Programs. The Outreach Librarian works in partnership with faculty and other campus professionals to develop programs that extend library collections and services to traditionally underserved populations, with an emphasis on multicultural programs and students of color, including international students.
Representative Documents: Diversity Group Charge

Project Sponsor
Academic Programs
Karen Williams, AUL for Academic Programs
Jeri Lyn Veldof, Coordinated Education Services

Project Manager
Jody L. Gray, Diversity Outreach Librarian

Purpose / Focus
- Communicate regularly with Libraries staff. Establish a staff Wiki with diversity resources about various departments and roles on campus.
- Collaborate with the OED as well as the student services offices that report to OED (Multicultural Center for Academic Excellence, Disability Services, Gay, Lesbian, Bisexual and Transgender Programs Office, Office for University Women).
- Assess need for, develop and deliver campus programming in partnership with campus stakeholders.
- Develop a mechanism for ongoing environmental scan and inventory of issues, including attention to campus priorities, interests, and needs. Investigate what is happening in the colleges and create a basic inventory of these efforts. A wiki may be appropriate for this.
- Assist with the continued development of a campus climate and culture that supports and celebrates diversity.
- Serve in an advisory capacity to UL to meet diversity goals outlined in the University of Minnesota’s Strategic Plan.
- Collaborate with and build coalitions among campus groups.
- Provide trainings for UL’ staff to work with diverse populations.

Team members
Jody Kempf, PSE
Kimberly Clarke, SS&PP
Kate Brooks, A&H
Leslie Delterorne, ABES
Claudia Sueyraa, Libraries Residency Program
Rafael Tarrago, SS & PP

Consultants
Cody Hanson, CES
Jean Trettter, ASC
Su Chen, A & H

Project Stakeholders and Reviewers
- Academic Programs Directors
- Academic Programs staff
- Surrounding communities in Minnesota
- Libraries Organization Development Office
- University of Minnesota students, faculty and staff
- OED as well as the student services offices that report to OED (Multicultural Center for Academic Excellence, Disability Services, Gay, Lesbian, Bisexual and Transgender Programs Office, Office for University Women).

Initial Program Priorities 2008 and Timeframe
1. Advise Diversity Outreach Librarian on action plan for the UL to address the needs of the diverse student population at the University of Minnesota. This plan should align with the efforts that are being made throughout the rest of the University of Minnesota. (By first part of April 2008)
2. Identify key issues and collect data to determine which topics and initiatives should be addressed. Share knowledge and provide support and leadership to colleagues. Identify a small number of high impact or signature programs that the Libraries should initiate in the coming year. (By the end of April 2008)

Time Commitment
Will vary by project group. Collaborative members should plan to spend 2-4 hours per week on this work in the initial phase.

Budget
Budget requests developed as needed.

Collaborative Review
After the first year, the Sponsors will conduct a review of the Diversity Outreach Collaborative to determine if any changes need to be made to the group membership and/or its charter.
At this time it the sponsors will determine a rotation of members so that we always have some new and some continuing members on the group. Reviews will be conducted yearly thereafter.
Diversity Action Committee

MU Libraries’ services are based on the belief that sustained intellectual excellence is, in part, a direct result of diverse experiences and expressions interesting freely in an open society. Accordingly, the Libraries will follow recruitment, hiring, and promotion practices that guarantee equal opportunity for employment and advancement.

Updated MU Libraries’ Diversity Mission/Goal Statements 8/08

MU LIBRARIES COMMITMENT TO DIVERSITY
As Missouri’s leading public academic research library, the MU Libraries cultivates a welcoming environment for all members of the MU community, and will continue to support diversity, promote services, resources, and collections for an increasingly diverse society. We recognize diversity as a positive force that strengthens our abilities to solve problems, foster creativity, stimulate growth, pursue excellence, and continually increase the effectiveness of each of us.

MU LIBRARIES DEFINITION OF DIVERSITY
At the MU Libraries, diversity means accepting, respecting and valuing the differences of other human beings. MU Libraries celebrates the fact that each individual is unique, and acknowledges individual differences, including race, ethnicity, economic status, age, religious faith, sexual orientation, talent, abilities, geographic origin, political beliefs or cultural values.

MU LIBRARIES PROMOTES DIVERSITY IN THESE WAYS:
A) To support and promote the Libraries’ diversity mission and to support the University’s Diversity Initiative.
B) To act as a resource for employees, units, and divisions in achieving their diversity action goals.
C) To develop activities for diversity consciousness.

Introduction

SCOPE OF DIVERSITY ACTION COMMITTEE
The Diversity Action Committee functions as an information resource and awareness group on behalf of the MU Libraries and its employees. Specific questions about the Committee may be directed to Leo Ahrner, HR Manager, or Jim Cosway, Director of Libraries.

The Diversity Action Committee serves in an advisory capacity to the HR Manager. The Committee works with the HR Manager to develop diversity initiatives for the MU Libraries. The HR Manager serves as chair of the committee.

ANNUAL REPORTS TO MU HUMAN RESOURCES

<table>
<thead>
<tr>
<th>Year</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
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<th>2007</th>
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</table>

Last updated: Jan. 22, 2009
Contact: Leo Ahrner
Libraries Advisory Committee on Diversity: Charge

The Libraries Advisory Committee on Diversity includes both library staff and faculty and is libraries-wide in scope. The Committee is charged with providing advice on issues of diversity. The overall goal of the library diversity program is to assure that all library personnel and library users feel welcomed, valued, and respected and to assure that library personnel, services, and collections appropriately reflect the diversity of the Rutgers community and its curriculum and research interests. To accomplish this, the Committee provides advice to the University Librarian on programs or policies affecting staff development, recruitment/retention, public services, and collections. The Committee works with the library faculty standing advisory committees, other library committees, and administrative offices as appropriate to carry out its charge.

Marian I. Gaunt
University Librarian

URL: http://www.libraries.rutgers.edu/rul/staff/groups/diversity_com/charge.shtml
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Charge
Task Force On Diversity Recruitment Plan

The Task Force on Diversity Recruitment is charged with developing a five-year plan to increase the diversity of the faculty and staff of the University Libraries, and provide recommendations to insure that the Libraries attract a diverse pool of candidates for all positions. The plan should include:

- Methods for increasing the diversity of candidate pools (target programs/target groups), including successful practices elsewhere
- Changes needed in position profile descriptions, if necessary
- Placement of position postings if different from current practices
- Roles of and composition of search committees, especially in outreach, if different from current practices
- Recommendations for interview process changes, if necessary

The Task Force should consult existing documentation on library processes, diversity statistics of the university and nationally, the faculty handbook on diversity, and other materials and groups inside and external to the Libraries, as necessary.

Your report should be completed by April 30.

Members:

Lila Fredenburg, Director for Administrative Services, Chair
Judy Gardner, Interim Deputy Associate University Librarian for Research and Instructional Services
Triveni Kuchi, Chair of the Diversity Committee
Mark Winston, Assistant Chancellor and Director, Dana Library

02/09/10
Purpose and Vision

The Yale University Library Diversity Council was formed in August 2005 to enhance the diversity and cultural competence of our staff so that our workplace continues to evolve into an even more inclusive and congenial environment. This type of atmosphere is conducive to job satisfaction and will in turn lead to even more effective service to our diverse patrons.

Diversity includes, but is not limited to, attributes such as age, gender, gender identity, sexual orientation, religion, race, national origin, cultural heritage, and ethnic background. Recognizing diversity is a key component of excellence in the workplace that allows individuals to reach their full potential.

The Diversity Council is taking a leading role in developing and implementing initiatives that promote diversity within our staff community.

Please take a look at our Strategic Plan 2009 - 2011 and Meeting Minutes, and feel free to call or email any of us with your comments and questions.

Meeting Minutes

- June 17, 2009
- June 2, 2009
- March 3, 2009
- January 6, 2009
- December 2, 2008
- November 4, 2008
- October 1, 2008
- June 4, 2008
- May 7, 2008
- April 2, 2008
- March 5, 2008
- February 6, 2008
- November 20, 2007
- October 17, 2007 - All Staff Meeting - Photograph of DC with Jerome Offord and Allison Sutton
- October 3, 2007
- September 12, 2007 - Welcome new members
- June 5, 2007
- May 16, 2007
- April 25, 2007 - Special Guest, Nydia Gonzalez, Yale University Chief Diversity Officer
- April 4, 2007

Chair:
- Mary Caldera, Archivist, Manuscripts & Archives. Tel: 432-8019. mary.caldera@yale.edu

Immediate Past Co-Chairs:
- Teresa Miguel, Head of Foreign & International Law Reference, Law Library. Tel: 432-8023. teresa.miguel@yale.edu
- Rich Richie, Curator, South & Southeast Asia Collections. Tel: 432-1855. rch.richie@yale.edu

Council Members:
- Frank Boateng, Documents Assistant, IV, Canadian Federal & FAO Collection, Government Documents. Tel: 432-3211. frank.boateng@yale.edu
- Amy Burlingame, Human Resources Supervisor and Staffing Representative, Library Administrative Services. Tel: 432-1810. amy.burlingame@yale.edu
- Carolyn Hardin Engelhardt, Ministry Resource Center Director, Divinity Library. Tel: 432-5319. carolynhardin.engelhardt@yale.edu
- Gregory Eow, Kaplanoff Librarian for American History and American Studies. Tel: 432-1757. gregory.eow@yale.edu
- Dawn Ferguson Library Assistant, Assistant III, Statistics

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- Mary Caldera, Archivist, Manuscripts & Archives. Tel: 432-8019. mary.caldera@yale.edu

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- Gregory Eow, Kaplanoff Librarian for American History and American Studies. Tel: 432-1757. gregory.eow@yale.edu
- Dawn Ferguson Library Assistant, Assistant III, Statistics
Diversity Programs
On July 16, 2010, Ricardo Andrade (RSST) and Danielle Walker (AIST) presented a poster at the National Diversity in Libraries Conference at Princeton University. The poster was titled “Embedding Diversity Competencies in a Team-Based Workplace: An Innovative Approach of Continuous Learning at the U of Arizona Libraries.”

Open House materials (June 2009):
1. MROC Response Team’s Original Recommendations (from the June 2005 Report) (Grid for Follow-up)
2. MROC 2007/OCDA 2007/Focus Groups 2008 Results (April 2009) {Report}
3. MROC 2007/OCDA 2007/Focus Groups2008 Recommendations (June 2009) {Grid for Follow-up}
4. MROC Draft Additions to Guidelines for Selection Committees (June 2009) {Position Description, Diversity Competency, Interview and Reference Questions}

Millennium Report Oversight Committee (MROC) Response Team FINAL REPORT (June 2005) Janice Simmons-Welburn, Shelley Phipps, Dave Baca and Chestalene Pintozzi

Libraries Glossary of Diversity Terms

Nine Action Options


Increasing Relevance, Relationships and Results: Principles & Practices for Effective Multicultural Communication--Library Edition written by Metropolitan Group

Past Events

April 28, 2009 (1:30-4:30 pm) or April 30 2009 (8:30-11:30 am) Main Library A313/4

**Racial Microaggressions.** An important workshop with J. Sarah Gonzales and Nhu Tien "Patty" Lu from the YWCA’s Racial Justice Program-Tucson on the historical context of racism and the subtle yet commonplace slights and insults which demean a person’s identity.

**Handouts given out during the session:**
- Racial Microaggressions Definition and Examples
- White Privilege Worksheet
- Speaking Up Against Bigotry

J. Sarah Gonzales, Director of Racial Justice Programs 884-7810 sgonzales@ywcatucson.org
http://www.ywcatucson.org

Related materials:
Racial Microaggressions in Everyday Life by Derald Wing Sue, et al
Racial Microaggressions and the Asian American Experience by Derald Wing Sue, et al
Racial Microaggressions against Black Counseling and Counseling Psychology Faculty by Madonna G. Constantine, et al, in Innovations in Multicultural Research
Racism's Cognitive Toll: Subtle Discrimination is More Taxing on the Brain
Unmasking "racial micro aggressions" by Tori DeAngelis in Monitor on Psychology
The Little Club by Lise Funderburg in O the Oprah Magazine
Sweat the Small Stuff by Gloria Averbuch in NJMonthly
Why Your Boss May Treat You Right by Julie Rawe in Time Magazine

March 24, 2008
(2-4 pm)
Main Library A313/4

| Unconscious Bias Workshop. In follow-up to the UA's Banaji Workshop on Unconscious Bias in February, 2008, MROC held a session to talk about the concepts of unconscious bias and micro-messaging as well as to foster and honor respect in the workplace, facilitated by Jeanne Kleeispe, Asst. Vice President, UA Equal Opportunity and Affirmative Action Office, and Raji Rhys, Director, Diversity Resource Center. |

**Handouts and related resources:**
- Guidelines for Addressing Micromessaging
- Hidden/Unconscious Bias: A Primer
- Guidelines for Reducing the Impact of Unconscious Bias in the Workplace
- Interview Toolkit
- Unconscious Bias in Reading and Writing Evaluations
- Unconscious Bias: Mentoring
- Overview of Unconscious Bias Research
- Exploring Unconscious Bias: The Millennial Student Project (impact on students)
- The Implicit Prejudice article by Sally Lehman from Scientific American May 22, 2006

**Unconscious Bias: The Millennial Student Project**
- Powerpoint: Gender Bias in Science: Powerful but Invisible
- Project Implicit: [http://www.implicit.harvard.edu](http://www.implicit.harvard.edu)
- Banaji website: [http://www.people.fas.harvard.edu/~banaji](http://www.people.fas.harvard.edu/~banaji)
- Video Podcast of Banaji “Mind Bugs” Harvard University: [http://www.people.fas.harvard.edu/~banaji/research/mrb_talks/talks_by_year.htm](http://www.people.fas.harvard.edu/~banaji/research/mrb_talks/talks_by_year.htm)
- From Scientific American – Banaji Implicit Prejudice with Senior Executives
- Resources collected by UA ADVANCE: [http://www.advance.arizona.edu/resources.cfm#bias](http://www.advance.arizona.edu/resources.cfm#bias)

| Policies Sessions. Sessions facilitated by MROC's Chestalene Pintozzi and Laura Bender for SGA and LFA to explain questions about UA Libraries policies and guidelines identified in the 2007 Climate Survey. |

| January 23, 2008 AILSGA January 29, AILFA, non-ranked appointed professionals |
| Policies Sessions. Sessions facilitated by MROC's Chestalene Pintozzi and Laura Bender for SGA and LFA to explain questions about UA Libraries policies and guidelines identified in the 2007 Climate Survey. |

**Handouts given out during the session:**
- The Final (revised) MROC Powerpoint

| December 1, 2006 1:00 p.m. - 3:30 p.m., Main Library A313/4 |
| A Dialogue About Civility: A Civil Conversation on Civility. an introduction to civility and respect with Joel Sadowski, Dances with Opportunity. |
Handouts, notes and related background readings and web sites:
Notes from the Workshop - Ellen Lawrence-Barnes
Meditation on Civility
Appreciative Inquiry Responses from group activity
Various handouts including Constructive Dialogue vs. Debate and Effective Listening
Brillante, Nicole and Peter Saunders. Six Questions about Civility. CIS Occasional Paper 82.
Public Conversations Project; PCP helps people with fundamental disagreements over divisive issues
develop the mutual understanding and trust essential for strong communities and positive action.

November 2, 2006
10 a.m. - 12 noon,
Main Library A313/4
Inclusive Excellence/Culture of Respect. A compelling and thought provoking panel presentation from members of the UA student and faculty communities and the business community.

Handouts given out during the session:
By Amanda Simpson Transgender Definition Terms and Gender Identity
By Raji Rhys-Wietecha UA Discusses... Creating Inclusive Learning Environments

June 8, 2006
9 a.m.- Noon for library leaders; 1:30-4:30 pm for Allstaff
Marriott University Park
Redefining Diversity - What Does It Meant to Us? An engaging dialogue on diversity and diversity managements concepts with Dr. R. Roosevelt Thomas, Jr., Founder and President of the American Institute for Managing Diversity and CEO of Roosevelt Thomas Consulting and Training.

Handouts given out during the session:
Powerpoint of the afternoon session: Empowering the Individual
Powerpoint of the morning session: Taking Diversity to the Next Level

Dr. R. Roosevelt Thomas Readings:

Articles

Books
2006 Building on the promise of diversity: how we can move to the next level in our workplaces, our communities, and our society. New York: AMACOM/ American Management Association. HF 5549.5 M5 T463 2006


Special Thanks To:

Admin Group
&
GLS Diversity Group

Alicia Miller  John Danneker
Andrea Stewart  Kyle Compton
Antoinette Powell  Luke Drotar
Debra Guerra  Nia Phillips
Delia Rafison  Noureen Kapadia
Emanuel Fang  Patricia Garcia
Katherine Gallemore  Sandra Carpenter
Emma Mosby  Shannon Holmes
Harry Prasetyo  Shirley Chang
Jing Zhong  Teena Bedola

******

NEXT DIVERSITY GROUP EVENT:

HISPANIC HERITAGE CELEBRATION
TUESDAY, OCTOBER 16, 2007
GELMAN 207

For more information, questions, or comments please contact:
Diversity@gelman.gwu.edu

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON DC
Representative Documents: Diversity Programs

**SPEAKERS**

**ANDREA COSSETTINI**
Ms. Cossettini is currently completing a 4th year externship in audiology at the GW Speech and Hearing Center. She will earn a Doctor of Audiology degree from the University of Florida in May 2008.

She has a Masters degree from Northern Illinois University, in Anthropology. Her interest includes noise exposure; noise induced hearing loss, and hearing conservation.

Today, she will speak about the prevalence of hearing loss in the US, some of the things that prevent people from getting hearing help, and what difficulties someone with a hearing loss may encounter in daily interactions.

**MELISSA BLOOMER FICTHER**
Ms. Fichter is currently the Clinical Supervisor for Pediatric Autism and Social Language Clinic and Neurogenic Communication Disorders Clinic at GW Speech & Hearing Center and Adjunct Professor in the Speech and Hearing Science Department.

She earned her Master's Degree in Speech-Language Pathology, from GW. She has a Certificate of Clinical Competence (licensed) Speech-Language Pathologist.

Today she will provide us with a general overview of what the Speech & Hearing Clinic offers at GW. She will also provide a brief informational talk on the professional responsibilities/duties of a speech-language pathologist. She will briefly discuss the impact speech and language disorders have on individuals in all walks of life.

**JOCELYN HUNTER**
Ms. Hunter is Manager of Community Development at the Columbia Lighthouse for the Blind. Though diagnosed with Stargardt's Disease, a degenerative retinal disease at age 17, Ms. Hunter has excelled both professionally and personally. Prior to joining CLB, she worked in a variety of positions, including for Congressman Harold Ford. She also worked in the office of the NBA team, Memphis Grizzlies, and also as an officer on the University of Virginia’s Honor Committee. Throughout life, Ms. Hunter has proven incorrect the many assumptions about the blind and visually impaired; she continues to educate and enlighten those around her about visual disability in a very unassuming way.

Today she will share her story as a young professional with a visual impairment and present information about the Columbia Lighthouse for the Blind.

**PROGRAM**

**Welcome**
Debra Guerra, Chair, Diversity Committee

**Introduction of Melissa Bloomer and Andrea Cossettini**
Emma Mosby

**Lunch**

**Introduction of Jocelyn Hunter**
Katie Gallemore

**Closing Remarks**
Debra Guerra, Chair, Diversity Committee

* * * * * * *

The Diversity Group was established to sponsor special events and exhibits that recognize and celebrate the global heritage and diverse cultural, social, and political perspectives that comprise the GW Community.
Unit: U of L Libraries

Year: 2008-2009

Diversity Activities Report List (Required Annually)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date</th>
<th>Number of people attending</th>
<th>Diversity Category</th>
<th>How successful was this activity in addressing this initiative?</th>
<th>Will you continue to offer this activity?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Libraries sponsored the Kentucky Women’s Book Festival with the Women’s Center and the President’s Office, providing space for the event and volunteers for the planning committee as well as the event itself.</td>
<td>February 2008</td>
<td>400</td>
<td>Education for faculty, staff, students, community</td>
<td>Successful</td>
<td>Yearly event, likely Libraries will participate again</td>
</tr>
<tr>
<td>Afghan Photograph Exhibit (student exhibit)</td>
<td>January 2008</td>
<td>Exhibit open to all in library</td>
<td>Education for students, faculty, staff, and community</td>
<td>Successful</td>
<td>One time event</td>
</tr>
<tr>
<td>Forever Free exhibit</td>
<td>February 2008</td>
<td>Exhibit open to all in library</td>
<td>Education for students, faculty, staff, community</td>
<td>Successful</td>
<td>One time exhibit/event</td>
</tr>
<tr>
<td>BioTech Exhibit for National Engineers Week</td>
<td>March 2008</td>
<td>Exhibit open to library visitors</td>
<td>Education for students, faculty, staff, community</td>
<td>Successful</td>
<td>Three changes, but National Engineers Week exhibit is annual</td>
</tr>
<tr>
<td>Rare Books/Special Collections presentation at Liberty High School</td>
<td>March 2008</td>
<td>65</td>
<td>Student education/outreach</td>
<td>Successful</td>
<td>Yes</td>
</tr>
<tr>
<td>The Memory Keeps’ Daughter Book Discussion w/Mary Kaye Powers</td>
<td>March 2008</td>
<td>13</td>
<td>Education, faculty, staff, students</td>
<td>One time event</td>
<td></td>
</tr>
<tr>
<td>Launch of African American Oral History Collection (Digital Collections)</td>
<td>March 2008</td>
<td>Online collection- unlimited audience</td>
<td>Education for faculty, staff, students, community/general public</td>
<td>Successful</td>
<td>Yes</td>
</tr>
</tbody>
</table>
**Representative Documents: Diversity Programs**

<table>
<thead>
<tr>
<th>Event Description</th>
<th>Date</th>
<th>Location</th>
<th>Objective/Outcome</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflecting Jazz in Louisville: an exhibit, jazz performance, reception, and student art auction to benefit Instrumental Partners</td>
<td>April 2008</td>
<td></td>
<td>Education for students, staff, faculty, and curriculum</td>
<td>One time event, but similar events possible</td>
</tr>
<tr>
<td>Bastard Books Week</td>
<td>September 2008</td>
<td>Open to all in Library</td>
<td>Education, students, faculty, staff</td>
<td>Yearly event</td>
</tr>
<tr>
<td>Activist provided consultation to Western Branch of the Louisville Free Public Library on preservation of their African American History Collection</td>
<td>September 2008</td>
<td>3</td>
<td>Community education and outreach</td>
<td>Successful, Yes, if asked to assist again</td>
</tr>
<tr>
<td>El Dia De Los Muertos - Day of the Dead exhibit</td>
<td>October 2008</td>
<td>Open to all in Ekstrom Library</td>
<td>Education for students, faculty, and staff</td>
<td>Successful, Yearly event</td>
</tr>
<tr>
<td>LGBT Pride Week exhibit of materials from the William Nichols Library and Archive for Lesbian, Gay, Bisexual and Transgender Studies</td>
<td>October 2008</td>
<td>Open to all in Ekstrom Library</td>
<td>Education for students, faculty, and staff</td>
<td>Successful, Similar exhibits possible</td>
</tr>
<tr>
<td>KLA/KSM/AELA/ARL National Diversity in Libraries Conference- U of L Libraries were heavily involved with planning and also contributed by volunteering and presenting sessions on diversity &amp; libraries during the conference.</td>
<td>October 2008</td>
<td>Approximately 900</td>
<td>Education for employees, community &amp; profession</td>
<td>Successful, If offered again, Libraries will likely participate</td>
</tr>
<tr>
<td>An Uncommon Learning Space</td>
<td></td>
<td></td>
<td>See above section on KLA/KSM/AELA/ARL National Diversity in Libraries Conference</td>
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</tr>
<tr>
<td>Documenting Diversity in</td>
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<td></td>
<td>See above section on KLA/KSM/AELA/ARL National Diversity in Libraries Conference</td>
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<tr>
<th>Event Description</th>
<th>Location</th>
<th>Date</th>
<th>Duration</th>
<th>Outcome</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Information Outreach at U of L</td>
<td>KLA/KMSA/SELARL National Diversity in Libraries Conference</td>
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<tr>
<td>International Students in Academic Libraries Designing User Services for the Global Campus</td>
<td>KLA/KMSA/SELARL National Diversity in Libraries Conference</td>
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<tr>
<td>Library 2.0, Social Networking, and You</td>
<td>KLA/KMSA/SELARL National Diversity in Libraries Conference</td>
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<tr>
<td>Librarians as Trail Guides: Pathways to the Workforce and Postsecondary Education</td>
<td>KLA/KMSA/SELARL National Diversity in Libraries Conference</td>
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<tr>
<td>The Black Experience in Library School</td>
<td>KLA/KMSA/SELARL National Diversity in Libraries Conference</td>
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<tr>
<td>The Ethical Implications of Library Instruction in a Multicultural Society</td>
<td>KLA/KMSA/SELARL National Diversity in Libraries Conference</td>
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<tr>
<td>The Impact of an Automated Storage and Retrieval System on Patron Services</td>
<td>KLA/KMSA/SELARL National Diversity in Libraries Conference</td>
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<tr>
<td>Director of OIT and Outreach librarian collaborated with the Clio Home, the Asian Institute, Inc. to migrate the organization’s library collection over to a web-based searchable catalog system.</td>
<td>2008</td>
<td>Community education/outreach</td>
<td>Successful</td>
<td>Additional projects are planned for 2009.</td>
<td></td>
</tr>
<tr>
<td>Activism presented on issues at U of L for African American Geneology Workshop, sponsored by Farmington Historic Plantation &amp; Louisville Free Public Library</td>
<td></td>
<td>50</td>
<td>Community education and outreach</td>
<td>Successful</td>
<td>One time event</td>
</tr>
<tr>
<td>African American Read-in &amp; African American History exhibit.</td>
<td>Open exhibit and read-in held in E.L. Loucks lobby</td>
<td>Education for faculty, staff, students</td>
<td>Successful</td>
<td>Another event/exhibit is likely</td>
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5. Develop professional development programs for staff that celebrate and promote equity and diversity

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<tr>
<th>Actions</th>
<th>Assigned to</th>
<th>Stakeholders</th>
<th>Target Implementation Date</th>
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<tbody>
<tr>
<td>• Partner with Staff Education and Development and the OED</td>
<td>Staff Education and Development</td>
<td>All units of the UL OED</td>
<td>Spring 2009</td>
</tr>
<tr>
<td>• Develop a curriculum/Outline/plan for cultural competency training for staff at the Libraries to support service to external communities</td>
<td>Diversity Outreach Librarian</td>
<td>OED</td>
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<tr>
<td></td>
<td>Diversity Outreach Collaborative</td>
<td>UL Communications</td>
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**Update**

Leslie Delserone attended a workshop put on by the ECAA Office on Intercultural Competencies.

**Developing Intercultural Skills and Competency (EO6010)**

How do we communicate and work effectively in an environment where differences in “culture” lead to misunderstanding, conflict, and reduced productivity? Using the Intercultural Development Inventory (IDI), this introductory workshop is designed to help participants develop the skills to work and learn effectively in a multicultural environment. It also provides an overview of effective organizational responses to diversity in the workplace.

*Facilitators: Kimberly Simon; Lawrecina Mason Oramalu
Audience: All interested University staff.*

**Date:** February 10, 2009: 1:00 - 4:00 pm  
**Location:** 101 Walter Library  
**Course Fee:** $12.00

**Update**

ABES is planning on arranging for this workshop to be delivered to their department in the upcoming months. They will report back how effective they have found this workshop.

6. Provide diverse programming that promotes the understanding and celebration of differences as well as similarities

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<th>Actions</th>
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<th>Stakeholders</th>
<th>Target Implementation Date</th>
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<tbody>
<tr>
<td>• Encourage celebrations, storytelling, and cross-cultural learning via staff events, speakers, as well as informal methods</td>
<td>All Units</td>
<td></td>
<td>Ongoing</td>
</tr>
</tbody>
</table>

**Update**

Below is a list of some of the events that have taken place in the 2008-2009 academic year. This is not a comprehensive list.

**Chicano/Latino Studies at the University of Minnesota**

What: Exhibit: Chicano/Latino Studies at the University of Minnesota: Research Resources at Wilson Library  
When: February – March, 2009  
Where: Wilson Library, basement level
Archie Givens, Sr. (1919-1974) was a successful Minneapolis businessman and entrepreneur who was a strong supporter of higher education, particularly for young people of color. Come celebrate this man, his family, and the community that helped bring together a rich collection of African American literature and life.

Jean-Nikolaus Trett and the Trett Collection in Gay, Lesbian, Bisexual, and Transgender Studies
The Jean-Nikolaus Trett Collection in Gay, Lesbian, Bisexual, and Transgender (GLBT) Studies is international in scope, devoted to the history and culture of the GLBT peoples, and covers all time periods.

**Solar After Dark: Going Green At Night**

What: The Spring 2009 Ada Comstock Distinguished Women Scholars Lecture
When: Tuesday, March 24, 2009 4:00 p.m.
Where: Cowles Auditorium, Hubert H. Humphrey Center
Free and open to the public.

Featuring Professor Jane H. Davidson
This award honors a University of Minnesota woman faculty member's exceptional research, scholarship, teaching, and leadership contributions via a public lecture.

Jane H. Davidson is passionate about renewable energy. A Professor of Mechanical Engineering, her current research focuses on solar systems for buildings, and solar thermo-chemical cycles to produce solar fuels. Professor Davidson has been recognized with the American Solar Energy Society Charles Greeley Abbot Award and the ASME John I. Yellott Award. Jane’s presentation, “Solar after Dark: Going Green at Night,” will focus on one of the most pressing challenges facing humankind—the need to drastically reduce greenhouse gas emissions while simultaneously meeting an exploding global demand for energy.

Dessert reception follows the lecture in the HHH Atrium.
Information about Ada Comstock and other awards at http://www.umn.edu/women

Presented by:
Women's Center, Office of Equity and Diversity
Office of the Senior Vice President for Academic Affairs and Provost
The Graduate School
University of Minnesota Libraries

**International Education Week Library Information Fair a Success!**

About 160 students attended the Library Information Fair last Tuesday and, as advertised, had many personal interactions with library staff from IADS and Academic Programs who introduced them to our library resources. We were joined by staff from the SMART Commons who also promoted their services. In addition, the Libraries’ Diversity Outreach Collaborative used this opportunity to survey the international students about their specific library needs and will focus on addressing them.

Many thanks to all the staff from across the University Libraries who contributed to the Information Fair: Liya Al, Mary Asp, Lynne Beck, Su Chen, Leslie Delserone, Julia Demasi (intern), Jan Fransen, Jody Gray, Martha Hardy, Charlie Heinz, Van Houlson, Tony Ihrig, Janice Jaguszewski, Jon Jeffyves, Lisa Johnston, Meghan Lafferty, Amy Lewis, Jong-Ah Park, Priscilla Pope, Scott Spicer, Maria Stracke, Phuoc Thi Minh Tran, Amy West, and Li Zhu.

Visit the I EW library web site at: http://sciweb.lib.umn.edu/infofair/ to view photos from the event.

7. Support and advocate for the inclusion of diversity-driven educational initiatives across campus

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<th>Actions</th>
<th>Assigned to</th>
<th>Stakeholders</th>
<th>Target Implementation Date</th>
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<tbody>
<tr>
<td>Develop a way to formally submit diversity programming initiatives</td>
<td>Diversity Outreach Collaborative</td>
<td>All Units</td>
<td>Spring 2009</td>
</tr>
</tbody>
</table>
**Representative Documents:**

- **Diversity Programs**

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### Update

Below are several examples of the collaborations developed with UL and other University of Minnesota departments:

- **LSAMP collaboration with Sci/Eng** – beginning summer of 2007 and continuing – Contact Jody Kempf
- **Summer Bridge to Academic Excellence** – Libraries have partnered with this program since summer of 2007 – Contact Jody Gray
- **Student Excellence in Academics and Multiculturalism (SEAM)** – Libraries have partnered with this program since fall 2007 – Contact Jody Gray

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<tbody>
<tr>
<td>Identify a small number of high impact or signature programs that the Libraries should initiate in the coming year.</td>
<td>-</td>
<td>Diversity Outreach Collaborative</td>
<td>AP, OED, Communications</td>
<td>Fall 2008</td>
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Peer Research Consultant pilot - Spring 2009  
American Indian and African American Studies 40th Anniversary Exhibit – Fall 2009  
Chicano/Latino Collections at the U Libraries Exhibit – Spring 2009  
International Education Week Information Fair – Fall 2008 (Annual Event)
2009-2010 Programs

There may be other events added to this calendar as those staff development opportunities become known. Additional information will appear in News Notes immediately preceding each program.

March 23, 2010 - A Discussion of the Civil Rights Act of 1964
Time: 3:00 – 4:30 p.m.
Place: Jesse Wrench Auditorium
The Civil Rights Act of 1964 celebrated its 45th year of enactment in 2009. Come hear three MU faculty members discuss the Act from three perspectives:

Dr. Charles Sampson, Truman School of Public Affairs, will talk about the political/social context in which the Act was passed.
Dr. Michael Middleton, Deputy Chancellor & Professor of Law, will provide an assessment of the impact of the Act for the first five years following its passage.
Dr. Jacopelyn Litt, Director of Women and Gender Studies, will share a current perspective and challenge the audience to think about other rights/protects that could be added to the Act.
Release time will be available with supervisor approval.

March 11, 2010 - International Tea and Snacks Break
Time: 3:00 – 4:00 p.m.
Place: Ellis Staff Lounge
Visit with colleagues as you sample teas and snacks from around the world. DAC will provide teas and some snacks; library staff will be asked to contribute snacks.

Tea flavors include:
Snacks include:
Release time is available with supervisor approval. RSVP’s are not required.

November 5, 2009 - Developing Your Cultural Competency
Time: 1:00 – 4:00 p.m.
Place: 4F31-A Ellis Library
Tracker: Not Arian-Gardner, Manager of Diversity Programming, MU
The Census Bureau projects that by 2042, Americans who identify themselves as Hispanics, African Americans, Asians, Native Americans, Native Hawaiians and Pacific Islanders will together outnumber non-Hispanic whites (The New York Times, August 14, 2008).

Are universities and colleges around the country ready and able to engage with a truly multicultural population? Is it time for us in libraries and educational institutions to take multiculturalism seriously and to jump to the next stage of becoming culturally competent? We are collaborators in developing students, who will, in turn, become culturally competent citizens of Missouri, the United States and the world.

What we know now through the last decade of research in the exciting field of intercultural communication is that a culturally competent environment requires the organization and all participants in it to engage in a process of mutual adaptation. Through a multimedia presentation and several experiential exercises, participants in the session will:

• explore the concept of culture and examine the culture of the university in general and the libraries in particular
• examine their cultural “self”
• learn about developing their cultural intelligence
• learn effective skills with colleagues and students through an understanding of differences in communication and conflict styles
• understand the current assimilation model and why we need to move to one of mutual adaptation
• explore next action steps to sustain this effort

October 27, 2009 - Library Issues Forum "Celebrating Intellectual Freedom: Reading, Writing, Speaking, and Creating"
Time: 8:30 - 10:00 a.m.
Place: S107 Memorial Union (Jesse Wrench Auditorium)
Panelists: Mary Burd, Ph.D. candidate, Theatre Department, and Mark Horvit, Executive Director, Investigative Reports and Editors at the School of
Journalism
The session wraps up the observance of Banned Books Week/Month and features several speakers with topics related to the theme of “Celebrating Intellectual Freedom: Reading, Writing, Speaking, and Creating.” Release time is available with supervisor approval.

Mary Barile will provide an overview of the history of theatrical censorship. Mark Horvit will talk about issues faced by investigative reporters in terms of accessing and publishing information.

The Library Issues Forum was developed to fill a need for library employees to come together and talk about varied and broad library issues. If you have ideas for future forums, please contact Leo Agnew at AgnewL@missouri.edu.

September 30, 2009
Time: 1:00 - 2:00 p.m.
Place: Ellis Library, Cobolade Area
Presenter: Charles Davis, Executive Director of the National Freedom of Information Coalition at the School of Journalism

A part of Banned Books Week Celebrations, Charles Davis will talk about censorship and freedom of information.

August 4, 2009 - Library Issues Forum - Library Survey Results
Time: 8:30 - 10:00 a.m.
Place: S304 Missouri Union
Presenter: Leo Agnew

Leo will share the results of the DAC diversity survey, the SDC survey on committee effectiveness, and the post-elephants training survey. Release time is available with supervisor approval.

July 21, 2009 - A visual representation of disability throughout history, research by Dr. Brick Johnstone, School of Health Professions/Health Psychology
Time: 1:00 - 2:00 p.m.
Place: 4F51-A Ellis Library
Presenter: Dr. Brick Johnstone

Dr. Johnstone's research on the visual representation of disability throughout history offers an excellent opportunity to better understand the manner by which individuals with disabilities have been, and are currently, misrepresented and mistreated in society. Review of art from prehistoric to modern times offers a wonderful opportunity to understand how misperceptions about physical, mental, and sensory disabilities have developed and been maintained throughout history.

Participants will have the opportunity to increase their understanding of the individual experience of disability. Given that 20% of the US population has a chronic disability, it is useful to provide a forum to mull over the possibility of our own potential misperceptions and biases. Release time is available with supervisor approval.

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MU Libraries, University of Missouri-Columbia
142 Ellis Library, Columbia, MO 65211-3549
Ph: (573) 882-4701
The International Student Experience at Ohio University

The number of international students attending Ohio University has increased significantly over the past several years. These students come from over 100 countries, with different languages, customs and cultures. The Libraries’ spring Culture Showcase series will focus on the International Student Experience at Ohio University and the transition to a new environment for these students. We are planning two events for this spring, including a panel discussion of international students describing their experience coming to our university, as well as a guest lecturer.

The Libraries are working cooperatively with the Office of International Faculty and Student Services (ISFS) in developing the panel discussion. Three or four students, each from different countries, will talk about their individual experiences coming to OHIO.

Also on the panel will be Krista McCallum Beatty, Director of ISFS, who will summarize the discussion and provide an overview of the international student experience.

Ohio University’s Office of Institutional Research has produced tables of international student enrollment by country and major.

Guide for International Students

African Librarian Arana Dawson-Andoh has written an online guide to International Student Resources. It provides basic information about the Libraries, database searching, and other useful information for students from other countries.
Representative Documents: Diversity Programs

2009/2010 Programs, Events and Exhibits

Diversity

2009/2010 Programs, Events and Exhibits

July 2009

7/30/09, "Civility@OurLibraries" Kickoff program to announce the initiative. Foster Auditorium and MediaSite.

August

September

9/28/09 - 10/25/09 - "Tradition is My Life: Education is My Future" - Artwork by American Indian and Alaska Native students (K-12), on display in the Diversity Studies Room, first floor, Pattee Library. This exhibit features the winning entries from an annual contest sponsored by the Office of Indian Education, U.S. Department of Education.

9/30/09, 3:00 - 4:00 PM, Foster Auditorium, 101 Pattee Library - Presentation "The American Indian Leadership Program at Penn State: Celebrating a 40-year Tradition of Leadership in Indian Education" by AILP Director and Professor of Education Dr. John Tippeconnic and Associate Professor of Education Dr. Susan Faircloth. This program is also on MediaSite Live: http://live.libraries.psu.edu/mmediasite/Viewer/?peid=a5eba790432b80f2825b46ac91cf

Penn State's American Indian Leadership Program (AILP) is the nation's oldest continuously operating educational leadership program for American Indians and Alaska Natives. Since 1970, more than 220 American Indian and Alaska Native students have earned master's and doctoral degrees from the program, and have gone on to pursue leadership positions at the local, tribal, state, and national levels. In this presentation, Dr. Tippeconnic and Dr. Faircloth will highlight AILP's achievements over the past four decades and talk about other anniversary-related events. They will also discuss some of
the current opportunities and challenges facing American Indian schools and communities, and take questions from the audience.

October

10/5/09, 7:30 p.m.: "Hidden Voices: The Lives of LGBT muslims," HUB Auditorium. A presentation to dispel myths about Islam, explore diversity within the Muslim World, and shine light into the lives of an invisible and silent community. Presented by Faisal Alam. Co-sponsored by the LGBTA Student Resource Center and the University Libraries Diversity Committee.

10/22/09, 10-11:30 am, Foster Auditorium, "Hinduism: Principles, Beliefs, Traditions, and Practices." Come prepared with your questions! The University Libraries Diversity Committee has organized this special presentation in conjunction with the Hindu festival of Diwali (which falls on Oct. 17). Presenter Anil Kulkarni, a Penn State professor, will talk about Hinduism and answer your questions. Free and open to the public. Foster Auditorium, 101 Pattee Library. The presentation can also be viewed online at: http://live.libraries.psu.edu/mediasite/Viewer/?peid=22ff9d3755a245bb8ea6785f11a7e7c6 (Windows MediaPlayer required.)

10/26/09, 11am-12 noon, UL Diversity Strategic Plan Forum. Foster Auditorium and MediaSite.

November

11/17/09, 2:00-4:30 pm, Foster Auditorium, "The PITA Principle." This seminar focuses on the concept of "self-awareness" as a core ingredient to better interpersonal effectiveness with co-workers and customers. An honest self-assessment of strengths and growth areas can be a starting point for improvement. In their book, The PITA Principle: How to Work with and Avoid Becoming a Pain in the Ass (published in August of 2008), Drs. Orndorff and Clark high-light seven types of "PITAs" that are most prevalent in the workplace. This seminar offers practical strategies for working more effectively with each type of PITA and for becoming more aware of your own tendencies toward being difficult to work with in certain situations. *Sponsored by the University Libraries Civility Team

11/19/09, 3 - 4:30 pm, Foster Auditorium, 101 Pattee Library, "Global Perspectives" - Penn State study abroad and international students will share their experiences in a panel presentation and discussion titled "Global
Perspectives." This event is free and open to the public, and can also be viewed online: [http://live.libraries.psu.edu/mediasite/Viewer/?peid=9090cf2d25ad47c58b7fd535492f68e9](http://live.libraries.psu.edu/mediasite/Viewer/?peid=9090cf2d25ad47c58b7fd535492f68e9). The event is sponsored by the University Libraries Diversity Committee and Library Learning Services and is being held in conjunction with International Education Week (IEW). IEW is a joint initiative of the U.S. Department of State and the U.S. Department of Education. For more information, go to [http://jew.state.gov/index.cfm](http://jew.state.gov/index.cfm). For more information on the presentation, contact Dawn Amsberry, dua4@psu.edu.

- Guide to University Libraries' Study Abroad and International Travel Resources.

**December**

12/2/09, 1-3:30 pm, Mann Assembly Room, "Assertive Communication: A Solutions-Based Approach." This workshop will focus on how to develop an assertive communication style. *Sponsored by the University Libraries Civility Team*

12/15/09, 1:00 - 3:00 pm, Mann Assembly Room, "Understanding the "T" in LGBT" - What does it mean to be transgender, transsexual? How can we as a university understand what individuals who identify as transgender experience and how can we support them? Presented by Allison Subasic, the current Director of the Lesbian, Gay, Bisexual, Transgender and Ally (LGBTA) Student Resource Center at The Pennsylvania State University and former Director of LGBTQ Services at the University of California, at Davis. Ms. Subasic is sought after nationally as a facilitator on LGBTQ issues. Originally from California, where she obtained a degree in sociology and social welfare from UC Davis, Ms. Subasic obtained a Masters Degree in Higher Education and College Student Affairs at Penn State. She has been presenting and teaching about differences and creating a welcoming environment for over fifteen years, specifically focusing on the issues and concerns facing the LGBTQ community. Ms. Subasic has presented at numerous conferences and workshops and believes in creating community through developing social justice allies. This event is co-sponsored by the University Libraries Diversity Committee and Libraries Human Resources.

**January**
Engaging Religious Diversity

Description
The religious landscape of the United States is changing, and this is having a dramatic effect on our workplaces, our schools and our communities. Those from other cultures and religious traditions bring a great wealth of knowledge to our country. Increased religious diversity, however, also means that there may be instances of clash. What systems and resources exist to engage the religious diversity that students, faculty and staff face in their professional lives and in the world? How do systems of privilege play out in the context of religious diversity? How do we manage an instance of religious clash in the workplace?

Objective
- Trends in religious diversity over the last five years
- Dominant stereotypes, myths and misunderstandings about religion and religious traditions
- Application of skill-based model to create sustained dialogue about religious differences and common ground
- Hot Spots for Conflict

Audience
- Library Staff

Approval Required
None

Delivery Type
Instructor Led

Fee
None

A class is not scheduled at this time. Please send us an email, and we will notify you as soon as a class has been scheduled.
Greetings.

There are still 9 seats available for the Engaging Religious Diversity, with Vanessa Avery-Wall of Hartford Seminary, tomorrow July 14th in the

Use this link register... https://netappuiy.need.yale.edu/tes/meecoursrget.cource detailsvp.ccs.id=140

Engaging Religious Diversity:
The Religious landscape of the United States is changing, and this is having a dramatic effect on our workplaces, our schools and our communities.

Vanessa Avery-Wall is a nationally recognized expert on issues of religious and international diversity. Engaged in the study of and religion and society.

Ernie

Ernie Scrivani
Yale University Library
Manager, Staff Training & Organizational Development
ernie.scrivani@yale.edu
203.432.7529

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More information about the Yulib mailing list
Come celebrate the beginning of a new year, our diversity, and our achievements!!

WHEN:  Friday, January 22, 2009  
5:00 p.m. - 7:00pm 
5:30 p.m. Presentation for Alice

WHERE:  Sterling Memorial Library

WHAT TO BRING:  You, your family, and a favorite dish  
(no RSVP or tickets necessary)

WHO:  The YUL International Party is proudly sponsored by the Library Staff Association (LiSA), the YUL Diversity Council, and Library Administrative Services (LAS)

Travel around the world and dine to the accompaniment of our resident staff musicians, enter our prize raffle, and join us in saying farewell to our University Librarian, Alice Prochaska. Guests are encouraged to dress in clothing representing our diversity of backgrounds.

Recognizing the immense diversity of people and cultures that make up the YUL staff, we once again seek your culinary skills to provide tasty treats and dishes to represent your cultural heritage. Locations throughout Sterling will be used to offer these homemade dishes, each representing a different continent.

VOLUNTEERS NEEDED!
To volunteer your Culinary Delights please contact Ronel Namde (2-8379, ronel.namde@yale.edu)  
To volunteer for Set-up and/or Clean-Up please contact Ian McDermott (2-2848, ian.mcdermott@yale.edu)
Monetary Contributions can be brought to Jason Helms (2-8600, jason.helms@yale.edu)
Raffle Tickets can be purchased by any committee member or bought at the door.
There is still time to decide to bring a dish! We could still use some dishes from everywhere, so come and share your heritage and culture (or any favorite dish)!

EINEN GUTEN RUTSCH INS NEUE JAHR
BONNE ANNÉE
NEW YEAR
حلول السنة الجديدة

The International Party is not quite a week away- what will you be bringing to share with your colleagues?!!

Happy New Year all!
As in previous years, we will be setting up tables by continent- we would love to have a variety of food as representative as our staff!! Please consider sharing some of your heritage with us.

If you plan on bringing a dish, please keep in mind that RED LIQUIDS AND SAUCES and OPEN FLAMES are prohibited.

This year's International Party is January 22nd from 5:00-7:00 pm. So, decide on your dish soon and contact me with the ingredients list and what country you are representing.

If interested in providing a dish, please contact Ronel Namde at ronel.namde@yale.edu for more information.

Ciao!
-Ronel Namde
International Party Planning Committee
Other YUL Diversity Council Activities and Items of Interest

- **YUL International Party** - *February 27, 2009, 5:00 - 8:00pm*, SML - Please join us in celebration of the many diverse cultures, societies, and countries from where we originate.

- **Debbie Stanley-McAulay** - *February 27, 2009, 11:00am - 12:30pm*, SML Lecture Hall - Meet Yale’s new Chief Diversity Officer and hear about the exciting goals and programs of the Office of Diversity and Inclusion. The presentation will be followed by a “meet and greet.”

- **YUL Open House** - *June 7, 2008* - Presentation on Diversity Programs at YUL (pdf)

- **YUL International Party** - *February 29, 2008, 5:30 - 8:00pm*, SML - Please join us in celebration of the many diverse cultures, societies, and countries from where we originate.

- **Black History Month Lecture with Stephen Carter, J.D. ’79** - *February 19, 2008, 4:00pm*, SML Lecture Hall. Prof. Carter is the author of several books, including *New England White, Reflections of an Affirmative Action Baby* and *The Emperor of Ocean Park*.

- **Queer Tea** - *February 12, 2008, 4:00 - 6:00pm*, SML Lecture Hall - Help build community among the LGBTQ staff, faculty, students and their allies across Yale.

- **Dr. Brian Perkins**, SCSU Professor of Education and Chair of the Board of Education for the New Haven school system - *February 6, 2008, 12 noon*, SML Lecture Hall - Dr. Perkins will discuss the school system and various initiatives, including his role in increasing awareness of Africa through annual trips. Dr. Perkins will also reenact Dr. Martin Luther King’s final speech.

- **New Haven! January 31, 2008, 11:00 - 12 noon**, SML Lecture Hall - Come learn the highlights of New Haven’s culture, community and services. Hiring managers and others who participate in the recruitment process will come away armed with information and ready to answer that recruit’s question, “So what does New Haven have to offer?”

- **Co-sponsor MLK Activities** - *January 18 - 21, 2008*

- **ALA Midwinter - Yale / ARL Initiative to Recruit a Diverse Workforce reception** - photographs from the conference (one, two)

- **Library School Fair** - co-sponsor with SCOPA - *October 18, 2007, 1:30 - 3:30pm*, SML Lecture Hall. Many library schools will be in attendance to share information about their programs, including distance-learning, financial aid, and scholarships. All are welcome!

- **All-YUL staff meeting with Jerome Offord, Jr., Director of Diversity Initiatives at ARL** - *October 17, 2007, 3:00 - 4:30 pm*, SML Lecture Hall. Reception to follow. All are welcome!
Representative Documents: Diversity Programs

- **College Fair** - May 22, 2007, SML Lecture Hall
- **GLBTQ Pride @ Yale** - April 11, 2007, SML Lecture Hall, 7pm - a Pride Week reading and discussion among three young queer authors with newly published works. [More details here...]
- **YUL International Party** - February 23, 2007, 5:00 - 8:00pm, SML
- Co-sponsor, Lecture, **William Wright III (photograph)**
- **Diversity Council Report to LMC (ppt)** - November 16, 2006
- **Nota Bene**, Spring 2006 (p.4)

Blogs

- [Careers in Information, Librarianship, and Informatics (CHILI) Blog](http://www.library.yale.edu/lhr/diversity/)
  - CHILI poster - Will be unveiled at the Medical Library Association Annual meeting in Philadelphia on Tuesday, May 22, 2007
- [Academic Library Diversity Blog at YUL](http://www.library.yale.edu/lhr/diversity/)

Yale Links

- **Electronic Bookshelf** - A selected bibliography of [Yale electronic resources on race and racism](http://www.library.yale.edu/lhr/diversity/)
- Yale University appoints [Chief Diversity Officer], Nydia A. Gonzalez, February 20, 2007
- [Dean's Job Shifts to Focus on Diversity](http://www.library.yale.edu/lhr/diversity/) - Yale Daily News, February 2, 2007
- Yale University's [Equal Opportunity Statement], as amended, October 17, 2006
- [Provost's Initiative to Enhance Faculty Diversity](http://www.library.yale.edu/lhr/diversity/)
- [Yale and Socioeconomic Diversity](http://www.library.yale.edu/lhr/diversity/)
- [Yale College Multicultural Outreach Program](http://www.library.yale.edu/lhr/diversity/)
- [Yale College - International Students](http://www.library.yale.edu/lhr/diversity/)
- [LGBT Graduate Students](http://www.library.yale.edu/lhr/diversity/)
- [LGBT Cooperative](http://www.library.yale.edu/lhr/diversity/)
- [Psychology Department's Diversity Committee](http://www.library.yale.edu/lhr/diversity/)
- [Diversity at the Yale School of Public Health](http://www.library.yale.edu/lhr/diversity/)
- [Graduate School of Arts and Sciences - Office of Diversity & Equal Opportunity](http://www.library.yale.edu/lhr/diversity/)
- [Yale Law School's Career Development Office Library - Diversity Resources](http://www.library.yale.edu/lhr/diversity/)

**National Diversity Initiatives in Library Organizations and Library Schools**

- [ALA Office for Diversity](http://www.library.yale.edu/lhr/diversity/)
  - [Versed](http://www.library.yale.edu/lhr/diversity/) - Official publication of the ALA's Office for Diversity; discussion of progressive practices in current library-based diversity work
  - [Diversity Wiki](http://www.library.yale.edu/lhr/diversity/) - Collaborate, communicate, and connect with the most up-to-date information on diversity activities and issues that impact the profession
  - [Diversity Events Wiki](http://www.library.yale.edu/lhr/diversity/) at the 2007 ALA Annual Meeting in Washington, DC
- [ARL Diversity Initiative](http://www.library.yale.edu/lhr/diversity/) - Initiative to Recruit a Diverse Workforce - academic scholarships and career programs
Recruitment Programs
University of Delaware Library
Pauline A. Young Residency

The Pauline A. Young Residency offers recent recipients of a graduate library degree professional experience in a technology-rich, academic research library setting. The two-year residency is designed to meet both the professional goals and interests of the resident as well as the service and operational priorities of the University of Delaware Library. The 2010-2012 Residency features work in the Student Multimedia Design Center, a state-of-the-art multimedia facility with two instructional classrooms, four digital video studios, and more than 80 computers for individual and collaborative student use. The Center provides multi-level editing equipment and software, SMART boards to rehearse presentations, and more than 145 kits, such as video camera kits, for circulation.

The purpose of the residency is to increase the diversity of professional staff at the Library and to encourage the involvement of under-represented racial and ethnic minorities in academic librarianship. The residency forms one part of the Library’s affirmative action plan and reflects the University of Delaware’s strong commitment to affirmative action.

Opportunities

* explore current issues in academic librarianship
* flexible, individualized professional development plan
* structured and informal mentoring
* overview of the internal workings of an ARL library
* library committee service
* specialized training and workshops
* travel support for conferences of professional library organizations
* experience with latest information technologies

Qualifications

The University of Delaware Library seeks energetic, self-directed individuals interested in developing a career in academic librarianship. To qualify, applicants must have a recent graduate degree from an ALA-accredited program, previous public service experience, interest in multimedia technologies and instruction, strong written and oral communication skills, ability to work independently as well as the ability to work closely with colleagues and library users from diverse backgrounds. Members of under-represented racial and ethnic groups are encouraged to apply.

Salary and Benefits

The resident receives annual compensation at the level of Affiliate Assistant Librarian. Benefits include: vacation of 22 working days; liberal sick leave; generous flexible benefits program; TIAA-CREF or Fidelity retirement with 11% of salary contributed by the University; and tuition remission for dependents and course fee waiver for employee. University benefits brochure available at http://www.udel.edu/umr/Benefits_95_web.pdf. The Residency also provides both formal and informal mentoring opportunities along with travel support to attend conferences and professional meetings. Relocation assistance will be provided. This is a nonrenewable two-year appointment. The resident will be eligible to apply for available continuing positions in the University of Delaware Library.
Academic Librarian Diversity Internship

About the Internship

The Academic Librarian Diversity Internship is designed to introduce library students from historically underrepresented groups to careers in academic librarianship. The program underscores Kent State University’s longstanding commitment to diversity and articulates the equally longstanding need within the profession of academic librarianship to recruit underrepresented librarian candidates. The program is designed to challenge library school students professionally and academically and offer a sound foundation for a career in academic librarianship.

The Academic Librarian Diversity Internship provides:

- 20 hour per week paid work assignment for 12 months within University Libraries (UL), providing an introduction to professional library work.
- The intern will receive a range of introductory experiences in the major operational units of a large academic research library. The intern may also have the opportunity to focus on and develop projects in a specific area of the academic library.
- A faculty mentor will be assigned to guide and advise the diversity intern.
- Additionally, the intern may have the opportunity to attend library...
conferences.

Eligibility Requirements

Candidates must:

- Be a United States citizen and legally eligible to work.
- Demonstrate the character, motivation and ability to succeed based on their academic record, recommendations and personal statement on diversity.
- Demonstrate a commitment to academic librarianship and diversity based on their application and personal statement on diversity.
- Be an incoming or current student in an ALA-accredited LIS program.

Application Process

Application requires completion and submission of the following:

1. One-page application form.
2. A current resume or CV.
3. A one-page personal statement on diversity (see application form).
4. Official copies of transcripts for previous college coursework.
5. Two letters of recommendation that speak to the candidate’s work history and/or academic achievements and commitment to librarianship and diversity.

Deadlines: Applications for the 2010-2011 Diversity Internship must be postmarked by 2 April 2010. Finalists will be contacted for interviews in April 2010.

Questions: For questions, please contact Mary Lovin at 330-672-4483 or by email.
The University of Louisville Libraries’ Diversity Residency Program seeks a recent MLS graduate who is interested in a career in academic librarianship. (To learn about the Libraries’ commitment to diversity, see http://library.louisville.edu/diversity.) This program is designed to provide the Resident with individually designed opportunities for learning and working in several different library settings, while contributing to the overall success of the University Libraries. The Resident will work in a challenging environment in several functional areas, supervised by a home department for each rotation while being guided by an assigned Mentor.

**Responsibilities:** May include assignments in Technical Services, Reference, Special Collections, Archives, the Oral History Center, the Copyright Office, and/or with digital projects. Current proposals for various rotations throughout the libraries are available at http://library.louisville.edu/diversity/residency. In consultation with the Mentor, the Resident will be placed in two to four units based on professional interests, skills, and relevant work experience. The Resident will serve as a member of the Diversity Task Force and after the first six months may participate in other committee work if interested. The Resident will be evaluated yearly by the same process as tenured and tenure-track faculty. The Resident can apply for travel funds and is encouraged to attend conferences, give presentations and write for professional publications.

**Required Qualifications:**
- Recent graduate (with less than three years professional experience) from an ALA-accredited Master’s degree program.
- Interest in a career in academic librarianship
- Demonstrated commitment to diversity
- Good critical thinking skills
- Ability to commit to goals and achieve established outcomes
- Strong interpersonal, oral, and written communication skills
- Ability to work collaboratively in a team environment as well as the ability to work independently
- Knowledge of reference services, sources, and principles of instruction
- Familiarity with basic technical services
- Basic familiarity with copyright issues
- Knowledge of information and digital technologies
- Commitment to professional achievement and growth

**Environment:** The University of Louisville Libraries (http://library.louisville.edu) became a member of the Association of Research Libraries (http://www.arl.org) in 2002, reflecting their stature as a major research library system. The University of Louisville (http://louisville.edu) is a Carnegie I research university with a national reputation for high-quality undergraduate programs, more than twenty nationally recognized research, graduate, and professional programs, and a strong commitment to the community in which it resides. It is Kentucky’s metropolitan university, serving over 21,000 students in the largest urban area in the commonwealth with a mission “to foster and sustain an environment of inclusiveness” (http://louisville.edu/provost/diversity/). The city of Louisville (http://louisvilleky.gov) offers hospitality, warmth, and smaller city advantages like less traffic, shorter commutes and lower
cost of living with major city amenities like world-class performing arts, great sports, incredible
dining and a nationally-acclaimed parks system.

**Salary and Benefits:** Minimum $37,000 annually, with appointment rank, and salary
commensurate with experience. UofL offers a comprehensive benefits package, including 22
days annual leave, tuition remission for six credit hours per semester, several options for health
and retirement plans and a selection of other options. This is a non-tenure track faculty position
on a yearly contract, renewable for up to three years.

**Application Procedure:** Submit an online application via UofL Human Resources web site at
http://louisville.edu/jobs/ (Job ID #21723.) In addition send a cover letter addressing the listed
qualifications and your interest in the position, unofficial graduate transcripts and the names,
addresses, phone numbers and email addresses of three references to:

Katherine Burger Johnson, Associate Professor
400 Ekstrom Library, University of Louisville, Louisville, KY 40292
phone: (502) 852-6674    fax: (502) 852-6673   kbjohnson@louisville.edu

Applications received by December 1, 2007 will be given first consideration in the initial
screening, but applications will be accepted until the position is filled. Position is available
immediately, but the starting date is negotiable.

*The University of Louisville is an Equal Opportunity/Affirmative Action Employer
committed to cultural diversity.*

*Women and minorities are encouraged to apply.*
NCSU Libraries Focus Online
Volume 23 number 3 - Spring 2003
Peer Research Advisors Make the Difference
By Megan Oakleaf and Amy VanScoy, Research and Information Services, and Karen Letarte, Cataloging

Patrons of the NCSU Libraries will notice some fresh new faces at the reference desk this semester. Douglas Brooks, Carlos Villate, and Patrice Williams are three NC State undergraduate students who are participating in the new Peer Research Advisors program, which was developed by the Libraries' Diversity Committee and modeled on successful programs at other institutions. Peer research advisors are students from diverse backgrounds who are interested in helping fellow students while improving their own research skills. They help answer questions at the reference desk and assist librarians with instruction sessions and outreach efforts. The Peer Research Advisors program aims to:

- present a welcoming and diverse face of library public services to students;
- develop the peer research advisors' information literacy skills and contribute to their academic success;
- enhance the ability of all undergraduates to use the library effectively; and
- recruit young, diverse people into librarianship.

Many interested students applied for the program, and the three students chosen are ideal candidates. All three are enthusiastic, service oriented, and interested in the library. Douglas Brooks, from Pittsboro, North Carolina, is a junior majoring in electrical engineering. Brooks applied to the program to "assist those people who find it difficult to do research in such a large facility." He has enjoyed "every minute" of the program and is "impressed with the enthusiasm and effort that goes into library research."

Carlos Villate, a senior majoring in biological sciences, has lived in Puerto Rico; Ludwigsburg, Germany; and Fayetteville, North Carolina. Villate plans to be a military intelligence officer in the United States Army after graduation. He likes the library's work atmosphere and the learning opportunities the Peer Research Advisors program provides, and the amount and complexity of library resources impress him. Villate says, "In my short time here I have learned so much."

Patrice Williams of Goldsboro, North Carolina, is a junior majoring in business management who plans to attend graduate school. Williams was attracted to the Peer Research Advisors
program because it involves technology and research. She felt that it fit her personality because she loves to put puzzles together, and she finds the work educational and fun. Williams adds, "I thought I knew it all, but I learn every time I step into work."

The students joined the Peer Research Advisors program this spring semester and have received library training in a variety of subject areas including chemistry, engineering, and specialized techniques for government documents. The students have also learned about some of the Libraries exciting services and initiatives by attending presentations on the Digital Media Lab, the Assistive Technologies Center, LOBO (the Libraries' online research tutorial), and electronic reserves. These advisors are beginning to use their new skills and knowledge to answer user questions on their own. As they discuss the interactions they have had at the reference desk and in the classroom, it is clear they are beginning to understand the challenges and thrills of assisting users in a research library. As one peer research advisor said, "Many students I know have said they have never been to the library before, and I just think they are missing a lot."

The Peer Research Advisors program is one of a number of library initiatives to make students aware of the excellent career possibilities in library and information science. There is a critical need for librarians worldwide, and there are excellent graduate programs in this field in the Triangle area. The Libraries hopes the program will develop into an important part of its services, provide intellectually challenging jobs for students, and encourage some of NC State's exceptional undergraduates to join the profession.
Job Descriptions
Outreach Librarian for Multicultural Services
University of Illinois Library at Urbana-Champaign

Position Available: August 16, 2006. A full-time tenure track, or tenured position with the rank of Assistant or Associate Professor of Library Administration.

Duties and Responsibilities: The University of Illinois at Urbana Champaign is seeking an experienced public service librarian to provide focused support for the delivery of library services and resources to diverse populations across campus. The Outreach Librarian for Multicultural Services will report directly to the Associate Librarian for Services and is responsible for the development, implementation, and assessment of multicultural programs and initiatives for the University Library. This librarian will work formally with those university offices and specific academic programs that support education across all cultural and ethnic groups on campus. The incumbent will also work with a variety of student groups on campus to keep them informed of Library programs and to collaborate on ways to bring more services to those groups. Within the library system, the Outreach Librarian for Multicultural Services will work collaboratively with various subject selectors to develop programs and services. With an office in the undergraduate library, the librarian will also work closely with the Undergraduate Library Instruction Coordinator and with the Coordinator for Information Literacy Services and Instruction to develop the capacity for the Library to support the diverse learning initiatives on campus. The incumbent will be a member of the User Education Committee and is formally part of the Central Public Services Division of the Library.

Environment: The University of Illinois at Urbana-Champaign is committed to excellence, and its emphasis on diversity is a vital part of that commitment. In a university, the enrichment of knowledge through exposure to many cultures is vital to the missions of teaching, research, and service. The University of Illinois at Urbana-Champaign is dedicated to creating an environment that celebrates diversity and fostering a campus climate that has a place for each person, a place from which each person can explore the rich tapestry of knowledge.

The University of Illinois Library at Urbana-Champaign is one of the preeminent research collections in the nation and the world. With more than 10 million volumes and a total of 21 million items, it ranks third among academic libraries in the United States and first among public university libraries in the world. As the intellectual heart of the campus, the Library is committed to maintaining the strongest collections and services possible and engaging in research and development activities—both of which support the University’s mission of teaching, research, and public service. The Library currently employs approximately 100 faculty and 300 staff members. For more detailed information, please visit http://www.library.uiuc.edu/.

The Library consists of more than 40 departmental libraries that are located throughout campus and administratively organized into eight divisions. One of the largest UIUC libraries, the Undergraduate (“Undergrad”) Library, serves as a logical point of introduction to the larger University Library system; the website address is http://www.library.uiuc.edu/ugl. The Undergrad Library collection has been developed to support undergraduate coursework and research and to encourage the full use of the scholarly resources available throughout the University Library. The Undergraduate Library collection includes over 250,000 books, 320 current magazine and journal subscriptions, 3,200 reserve items, and over 75,000 non-print items.

Librarians collaborate with campus faculty and staff to develop instruction that is responsive to teaching and learning needs and furthers the development of student information literacy. The programs are characterized by assessment of student learning outcomes and systematic program evaluation and particular attention is paid to identifying unserved and underserved groups.
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
Outreach Librarian for Multicultural Services

Qualifications: Required: Accredited Masters Degree in Library Science, with direct experience in providing service to a diverse academic community. Experience with program development and management of library outreach programs as well as knowledge of current and emerging technologies. Evidence of ability to perform research, achieve publication, and engagement in university/professional/community service in order to meet the University's standards for promotion and tenure. Ability to work in a heterogeneous and multi-unit environment. Demonstrated oral and written communication skills. Preferred: Knowledge of one or more of the following subject areas: Afro-American Studies, Asian American Studies, Latino/Latina Studies, Native American Studies or other multicultural research areas. Ability to speak Spanish or reading knowledge of another language of the major U.S. immigrant groups is preferred. Library instruction experience, and experience with computer-aided instruction (CAI), and other multimedia applications
Desired: Demonstrated experience in grant project design, writing and implementation.

Salary and Rank: Salary is competitive and is commensurate with experience and credentials. This is a full time faculty appointment at the rank of Assistant or Associate Professor, depending on service and research record.

Terms of Appointment: Twelve-month appointment; 24 work days vacation per year; 11 paid holidays; 12 annual sick leave days (cumulative), plus additional 13 days (non cumulative) per year if necessary; health insurance, requiring a small co-payment, is provided to employees (coverage for dependents may be purchased); participation in the State University Retirement System which includes several private options including TIAA-CREF, is compulsory upon appointment (8% of the staff member's salary is withheld on a pre-tax basis, and is refundable upon termination); newly hired university employees are covered by the Medicare portion of Social Security, and are subject to its deduction.

Campus and Community: The University of Illinois at Urbana-Champaign is a comprehensive and major public land-grant university (Doctoral/Research University-Extensive) that is ranked among the best in the world. Chartered in 1867, it provides undergraduate and graduate education in more than 150 fields of study, conducts theoretical and applied research, and provides public service to the state and the nation. It employs 2,000 faculty members who serve 26,000 undergraduates and 10,000 graduate and professional students; approximately 25% of faculty receives campus wide recognition each year for excellence in teaching. More information about the campus is available at http://www.uiuc.edu.

The University is located in the twin cities of Champaign and Urbana, which have a combined population of 100,000 and are, situated about 140 miles south of Chicago, 120 miles west of Indianapolis, and 170 northeast of St. Louis. The University and its surrounding communities offer a cultural and recreational environment ideally suited to the work of a major research institution. More information about the community can be found at http://www.cucvb.org; http://www.ccchamber.org/.

Apply: Send letter of application and complete resume with the names, addresses, and telephone numbers of three references to: Cindy Kelly, Head, Library Human Resources, University of Illinois Library at Urbana-Champaign, 1408 W. Gregory Drive, Suite 127, Urbana, Illinois, 61801, (217) 333-8168. E-mail mokelly@uiuc.edu. Electronic applications are acceptable initially, but must be followed by a hard copy with signature.

Deadline: March 1, 2006. To ensure full consideration applications must be received by the deadline date.

THE UNIVERSITY OF ILLINOIS IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER
North Carolina State University Libraries

ACADEMIC PERSONNEL LIBRARIAN
Vacancy Announcement

Between the mountains of the Blue Ridge and the shores of the Outer Banks lies North Carolina’s Research Triangle of Raleigh, Durham, and Chapel Hill. One of the nation’s premier concentrations of academic, corporate, and public research, the area combines moderate year-round temperatures, rolling hills, championship college athletics, and a rich diversity of cultural events. The Triangle consistently ranks high on lists of desirable academic communities, including a recent rating as the number-one place to be in terms of education and standard of living. The North Carolina State University Libraries has been recognized as the first recipient of the Association of College and Research Libraries’ Excellence in Academic Libraries Award for its teamwork, innovation, and continuous interaction with students and faculty to further the educational mission of NC State University. The NCSU Libraries is ranked 29th by the Association of Research Libraries among North America’s top 113 academic research libraries.

The NCSU Libraries invites applications and nominations for the position of Academic Personnel Librarian to provide leadership for the Libraries’ recruiting program and for its diversity initiatives. In a library that is actively engaged in defining the future of librarianship, the Academic Personnel Librarian plays a key role in the recruitment, development, and retention of library employees and in educating others about careers in academic research libraries.

Responsibilities
Develops and implements innovative initiatives to recruit and retain highly qualified individuals to positions in the NCSU Libraries and to the profession of librarianship. Directs the nomination, search, and appointment processes for all professional positions. As an ex-officio member on nomination committees, serves as policy and procedures expert, insuring compliance with federal regulations and university policies, including Equal Opportunity and Affirmative Action. Collaborates with librarians, managers, and administrators to develop and enhance retention efforts. Establishes and maintains liaison relationship with graduate faculty in top MLS programs throughout North America, visiting schools, placement centers, and selected conferences.

Plans and implements programs that foster a climate where diverse staff and user populations feel welcomed, valued, and respected. Develops and implements strategies to increase employment and retention of members of underrepresented groups. Represents the Libraries in campus, regional, and national diversity efforts. Participates in planning, serves on library-wide committees, task forces, and teams. Librarians at NCSU Libraries are expected to be active professionally and to contribute to developments in the field. Reports to the Associate Director for Organizational Design and Learning.

Qualifications Required: ALA-accredited MLS or equivalent advanced degree in library or information science. Two or more years’ professional experience in an academic library. Demonstrated knowledge of relevant employment laws and regulations. Excellent interpersonal and presentation skills; demonstrated excellence in oral and written communications. Ability to exercise judgment and handle personnel matters with discretion. Experience using current technology, including database and Internet applications. Evidence of organizational skills and ability to work effectively on an independent basis and as a member of a team. Evidence of ability for ongoing professional development and contribution. Willingness and ability to travel. Preferred: Experience with diversity programming. Formal training or education in relevant employment laws, regulations, and practices.