

Diversity Statements



ABOUT THE LIBRARIES




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.



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Libraries' Diversity Program
Diversity Committee

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Last updated: April 23, 2010
This page is maintained by the Diversity Committee.
Please use our [Feedback Form](#) for your questions, comments, and suggestions about the Libraries' services and resources.

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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](#)

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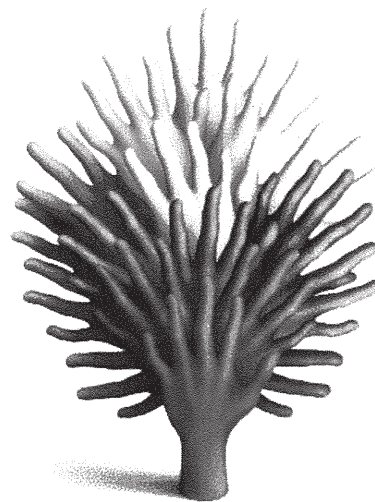
Diversity Resources

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.



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***"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***

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