

## Diversity Programs

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## Millenium Report Oversight Committee (MROC)

### Documents, Resources & Past Events

#### UA Libraries Documents & Resources

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 Groups 2008 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](#)

[A More Accurate Way to Measure Diversity](#) by Karen Stephenson and Valdis Krebs in *Personnel Journal*

[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	<b><i>Racial Microaggressions.</i></b> 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.
<b>Handouts given out during the session:</b> <ul style="list-style-type: none"><li>• <a href="#">Racial Microaggressions Definition and Examples</a></li><li>• <a href="#">White Privilege Worksheet</a></li><li>• <a href="#">Speaking Up Against Bigotry</a></li></ul>	
J. Sarah Gonzales, Director of Racial Justice Programs 884-7810 <a href="mailto:sgonzales@ywcatucson.org">sgonzales@ywcatucson.org</a> <a href="http://www.ywcatucson.org">http://www.ywcatucson.org</a>	
<b>Related materials:</b>	

[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 Chill](#) 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*  
 Book: *Micromessaging: Why Great Leadership is Beyond Words* Stephen Young (McGraw-Hill 2006)

March 24, 2008 (2-4 pm) Main Library A313/4	<b>Unconscious Bias Workshop.</b> 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 Kleespie, Asst. Vice President, UA Equal Opportunity and Affirmative Action Office, and Raji Rhys, Director, Diversity Resource Center.
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**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 Lehrman from *Scientific American* May 22, 2006  
**Materials from the Banaji workshop:** Powerpoint: [Gender Bias in Science: Powerful but Invisible](#) mahzarin banaji ...  
 Project Implicit: <http://www.implicit.harvard.edu>  
 Banaji website: <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>

January 23, 2008 AIISSA January 29, AIIIFA, non-ranked appointed professionals	<b>Policies Sessions.</b> 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.
<b>Handouts given out during the session:</b> The Final (revised) MROC PowerPoint	

December 1, 2006 1:00 p.m. - 3:30 p.m., Main Library A313/4	<b>A Dialogue About Civility: A Civil Conversation on Civility.</b> an introduction to civility and respect with Joel Sadowski, <a href="#">Dances with Opportunity</a> .
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**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.  
 Burgess, Guy and Heidi Burgess. The Meaning of Civility. Conflict Research Consortium.  
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	<b><i>Inclusive Excellence/Culture of Respect.</i></b> A compelling and thought provoking panel presentation from members of the UA student and faculty communities and the business community.
<b>Handouts given out during the session:</b> By Amanda Simpson <u>Transgender Definition Terms</u> and <u>Gender Identity</u> By Raji Rhys-Wietecha <u>UA Discusses ... Creating Inclusive Learning Environments</u>	

June 8, 2006 (9 am- Noon for library leaders; 1:30-4:30 pm for Allstaff) Marriott University Park	<b><i>Redefining Diversity - What Does It Meant to Us?</i></b> 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.
<b>Handouts given out during the session:</b> Powerpoint of the afternoon session: <u>Empowering the Individual</u> Powerpoint of the morning session: <u>Taking Diversity to the Next Level</u>	

**Dr. R. Roosevelt Thomas Readings**

**Articles**

From Affirmative Action to Affirming Diversity. *Harvard Business Review*, March/April 1990, Vol. 68 Issue 2, p107, 11p. (Full text available online through UA subscription – [PDF attached](#))

**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

1999 *Building a house for diversity: how a fable about a giraffe & an elephant offers new strategies for today's workforce*. New York : AMACOM. HF 5549.5 M5 T462 1999 and NetLibrary

1996 *Redefining diversity*. New York: Amacom. HF 5549.5 M5 T464 1996 and [NetLibrary](#)

**Special Thanks To:**

**Admin Group  
&  
GLS Diversity Group**

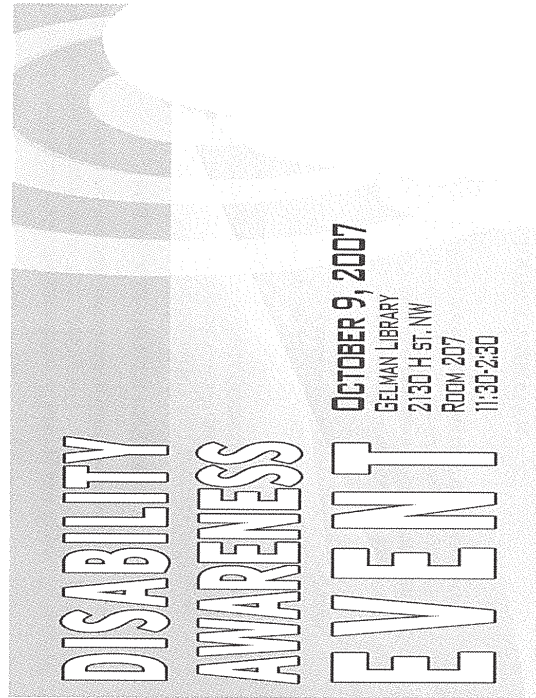
Alicia Miller	John Danneker
Andrea Stewart	Kyle Compton
Antoinette Powell	Luke Drotar
Debra Guerra	Nia Phillips
Delia Rafuson	Noureen Kapadia
Emanuel Fang	Patricia Garcia
Katherine Gallemore	Sandra Carpenter
Emma Mosby	Shannon Holmes
Harry Prasetyo	Shirley Chang
Jing Zhong	Teena Bedola

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**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](mailto:Diversity@gelman.gwu.edu)



**THE GEORGE WASHINGTON UNIVERSITY**  
WASHINGTON DC

**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 FICHTER**

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 Gallimore

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

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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)

Activity	Date	Number of people attending	Diversity Category What unit diversity initiative was this activity addressing? (i.e., employees, students, climate, curriculum, training, & education) community	How successful was this activity in addressing this initiative?	Will you continue to offer this activity?
Libraries sponsored the Kentucky Women's Book Festival with the Women's Center and the President's Office, providing space for the actual event and volunteers for the planning committee as well as the event itself.	February 2008	400	Education for faculty, staff, students, community	Successful	Yearly event, likely Libraries will participate again
Afghanistan Photography Exhibit (student exhibit)	January 2008	Exhibit open to all in library	Education for students, faculty, staff, and community	Successful	One time event
Forever Free exhibit	February 2008	Exhibit open to all in library	Education for students, faculty, staff, community	Successful	One time exhibit/event
Biofacts Exhibit for National Engineers Week	March 2008	Exhibit open to library visitors	Education for students, faculty, staff, community	Successful	Theme changes, but National Engineers Week exhibit is annual
Rare Books/Special Collections presentation at Liberty High School	March 2008	65	Student education/outreach	Successful	Yes
<i>The Memory Keeper's Daughter</i> Book Discussion w/Mary Karen Powers	March 2008	13	Education, faculty, staff, students		One time event
Launch of African American Oral History Collection (Digital Collections)	March 2008	Online collection-unlimited audience	Education for faculty, staff, students, community/general public	Successful	Yes

Set to Print Landscape on Legal Paper

Reflections: Jazz in Louisville: an exhibit, jazz performance, reception, and student art action to benefit Instrumental Partners	April 2008		Education for students, staff, faculty, curriculum		One time event, but similar events possible
Banned Books Week	September 2008	Open to all in Library	Education, students, faculty, staff		Yearly event
Archivist provided consultation to Western Branch of the Louisville Free Public Library on preservation of their African American History Collection	September 2008	3	Community education and outreach	Successful	Yes, if asked to assist again
El Dia De Los Muertos- Day of the Dead exhibit	October 2008	Open to all in Ekstrom Library	Education for students, faculty, and staff	Successful	Yearly event
LGBT Pride Week exhibit of materials from the Williams Nichols Library and Archive for Lesbian, Gay, Bisexual and Transgender Studies	October 2008	Open to all in Ekstrom Library	Education, for students, faculty, staff	Successful	Similar exhibits possible
KLA/KSMA/SELA/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 & libraries during the conference. Individual sessions are listed below.	October 2008	Approximately 900	Education for employees, community & profession	Successful	If offered again, Libraries will likely participate
An Uncommon Learning Space			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
Copyright in the Library: Painless Solutions for the Moderately Squeamish			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
Documenting Diversity in			See above section on		





5. Develop professional development programs for staff that celebrate and promote equity and diversity

Actions	Assigned to	Stakeholders	Target Implementation Date
<ul style="list-style-type: none"> <li>Partner with Staff Education and Development and the OED</li> <li>Develop a curriculum/outline/plan for cultural competency training for staff at the Libraries to support service to external communities</li> </ul>	Staff Education and Development  Diversity Outreach Librarian  Diversity Outreach Collaborative	All units of the UL OED UL Communications	Spring 2009
<b>Update</b>			
<p>Leslie Delslerone attended a workshop put on by the EOAA Office on Intercultural Competencies.</p> <p><b>Developing Intercultural Skills and Competency (EO6010)</b></p> <p><i>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.</i></p> <p><i>Facilitators: Kimberly Simon; Lawrecina Mason Oramalu Audience: All interested University staff.</i></p> <p><i>Date: February 10, 2009 : 1:00 - 4:00 pm</i>  <i>Location: 101 Walter Library</i>  <i>Course Fee: \$12.00</i></p> <p>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.</p>			

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

Actions	Assigned to	Stakeholders	Target Implementation Date
<ul style="list-style-type: none"> <li>Encourage celebrations, storytelling, and cross-cultural learning via staff events, speakers, as well as informal methods</li> </ul>	All Units		Ongoing
<b>Update</b>			
<p>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.</p> <p><b>Chicano/Latino Studies at the University of Minnesota</b></p> <p>What: Exhibit: Chicano/Latino Studies at the University of Minnesota: Research Resources at Wilson Library                      When: February – March, 2009                      Where: Wilson Library, basement level</p>			

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 Tretter and the Tretter Collection in Gay, Lesbian, Bisexual, and Transgender Studies  
The Jean-Nikolaus Tretter 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 150 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 Ai, 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 Jeffryes, Lisa Johnston, Meghan Lafferty, Amy Lewis, Joung-Ah Park, Priscilla Pope, Scott Spicer, Maria Stracke, Phuoc Thi Minh Tran, Amy West, and Li Zhu.

Visit the IEW 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

Actions	Assigned to	Stakeholders	Target Implementation Date
<ul style="list-style-type: none"> <li>Develop a way to formally submit diversity programming initiatives</li> </ul>	Diversity Outreach Collaborative	All Units	Spring 2009

through the Diversity Outreach Collaborative <ul style="list-style-type: none"> <li>• Develop a formal set of guidelines and program tools for library units to use in their work with diverse programs</li> </ul>			
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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

Strategy	Actions	Assigned to	Stakeholders	Target Implementation Date
Identify a small number of high impact or signature programs that the Libraries should initiate in the coming year.	•	Diversity Outreach Collaborative	AP, OED, Communications	Fall 2008

**Update**

Peer Research Consultant pilot -Spring 2009  
 American Indian and African American Studies 40<sup>th</sup> 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.

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### 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. Jacquelyn Litt, Director of Women and Gender Studies, will share a current perspective and challenge the audience to think about other rights/protections that could be added to the Act.

Release time will be available with supervisor approval.

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### 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.

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### November 5, 2009 - Developing Your Cultural Competency

Time: 1:00 - 4:00 p.m.

Place: 4F51-A Ellis Library

Trainer: Noor Azizan-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? It is 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

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### 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)

Panclists: Mary Barile, 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](mailto:AgnewL@missouri.edu).

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**September 30, 2009**

Time: 1:00 - 2:00 p.m.

Place: Ellis Library, Collonade 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.

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**August 4, 2009 - Library Issues Forum - Library Survey Results**

Time: 8:30 - 10:00 a.m.

Place: S304 Missouri Unions

Presenter: Leo Agnew

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

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**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, misperceived 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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Culture Showcase Home Page

Current theme:

International Student

Experience at Ohio U.

Speakers

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Previous themes:

American Regionalisms

Appalachian Women

African American

Heritage

African American Studies

& Aiden Library

Celebrating Firsts

Presidential Politics

Rites of Passage

Libraries' Diversity Program

Diversity Committee

### 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 on 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.

Speakers · Bibliography

### Guide for International Students



Africana Librarian Araba 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.

Archives & Special Collections | Fine Arts | Government Documents | International Collections | Music & Dance

OHIO University Libraries  
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## 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/mediasite/Viewer/?peid=a5eba765f840432b80f2825b46ac91cf>)

*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 LGTBTA 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>

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://iew.state.gov/index.cfm>. For more information on the presentation, contact Dawn Amsberry, [dua4@psu.edu](mailto: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.

**Yale University Library**  
120 High Street  
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<http://www.library.yale.edu/>



This Website contains records of current and past training enrollments and requirements. Although the Training Requirements Assessment is intended to be as comprehensive as possible, training requirements may change, and there may be instances in which a training requirement applies to an individual who has not been flagged by questions in the assessment.

For missing or inaccurate data regarding training requirements, or if you think you may have answered an assessment question incorrectly, please contact the training requirement business unit directly. (Note: Business units are identified within each requirement description of the My Profile/My Requirements section of this Website.) For technical issues regarding the assessment or Website functionality, please email the TMS system administrator at: [tmsadm@yale.edu](mailto:tmsadm@yale.edu).

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Last modified: Thursday, December 3rd 2009

## [Yulib] Engaging Religious Diversity with Yale Divinity Alumnus, Vanessa Avery-Wall

Scrivani, Ernest [ernest.scrivani@yale.edu](mailto:ernest.scrivani@yale.edu)  
Tue Jul 15 10:32:45 EDT 2008

- Previous message: [\[Yulib\] REMINDER: Brown Bag 2.0 discussion TODAY 12:30pm](#)
- Next message: [\[Yulib\] Information Commons ACRL webcast](#)
- Messages sorted by: [\[ date \]](#) [\[ thread \]](#) [\[ subject \]](#) [\[ author \]](#)

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Greetings.

There are still 8 seats available for the Engaging Religious Diversity, with Vanessa Avery-Wall of Hartford Seminary, tomorrow July 16th in the Use this link register... [https://medapps13.med.yale.edu/tms/tmscourses.get\\_course\\_details?p\\_crs\\_id=1404](https://medapps13.med.yale.edu/tms/tmscourses.get_course_details?p_crs_id=1404)

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 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  
[ernest.scrivani@yale.edu](mailto:ernest.scrivani@yale.edu)  
203.432.1810

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URL: <http://mailman.yale.edu/pipermail/yulib/attachments/20080715/cea486bb/attachment.html>

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  - Messages sorted by: [\[ date \]](#) [\[ thread \]](#) [\[ subject \]](#) [\[ author \]](#)

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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](mailto:ronel.namde@yale.edu))

To volunteer for Set-up and/or Clean-Up please contact Ian McDermott (2-2848, [ian.mcdermott@yale.edu](mailto:ian.mcdermott@yale.edu))

Monetary Contributions can be brought to Jason Helms (2-8600, [jason.helms@yale.edu](mailto:jason.helms@yale.edu))

Raffle Tickets can be purchased by any committee member or bought at the door.

**Burlingame, Amy**

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**From:** yulibl-bounces@mailman.yale.edu on behalf of Namde, Ronel [ronel.namde@yale.edu]  
**Sent:** Tuesday, January 19, 2010 10:46 AM  
**To:** yulibl@mailman.yale.edu  
**Subject:** [Yulibl] International Food- There is still time!!  
**Attachments:** ATT00001.txt

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)!!

BONNE ANNÉE  
NEW YEAR

EINEN GUTEN RUTSCH INS NEUE JAHR

HAPPY

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](mailto:ronel.namde@yale.edu) for more information.

Ciao!

-Ronel Namde

International Party Planning Committee

Ronel Namde  
Conservation Assistant I  
General Collections Conservation, Preservation Department  
Yale University Libraries  
130 Wall Street  
New Haven, CT 06511  
203.432.8739

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- [March 7, 2007](#)
- [February 21, 2007](#)
- [February 7, 2007](#)
- [January 10, 2007](#)
- [December 13, 2006](#)
- [November 9, 2006](#)
- [October 25, 2006](#)
- [October 12, 2006](#)

**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!

Acquisition Assistant in Sterling Memorial Library African Collection, Rm. 317. Tel: 432-1883  
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• **Sarah S. Fisher**. Head, Printed Acquisitions Beinecke Rare Book and Manuscript Library Yale University. Tel: 432-2975.  
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• **Ahmed Ramadan**. Catalog Assistant, SML. Tel: 432-1800.  
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• **Patricia Thurston**. Cataloging, Assistant Head, Slavic Team. Tel: 432-8424.  
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• **Diane Turner**. AUL for Human Resources, Staff Training and Security. Tel: 432-1810.  
diane.turner@yale.edu

• **Penny A. Welbourne**. Rare Book Team Catalog Department Yale University Library. Tel: 432-8378.  
penny.welbourne@yale.edu

• **Matt Wilcox**, Epidemiology & Public Health Librarian, Director of Academic Technology Yale School of Public Health. Tel: 785-5680.  
matthew.wilcox@yale.edu

- [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 **MLK Activities** - January 13 - 15, 2007
- 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](#)
  - [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](#)

### Yale Links

- **Electronic Bookshelf** - A selected bibliography of [Yale electronic resources on race and racism](#)
- Yale University appoints [Chief Diversity Officer](#), Nydia A. Gonzalez, February 20, 2007
- [Dean's Job Shifts to Focus on 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](#)
- [Yale and Socioeconomic Diversity](#)
- [Yale College Multicultural Outreach Program](#)
- [Yale College - International Students](#)
- [LGBT Graduate Students](#)
- [LGBT Cooperative](#)
- [Psychology Department's Diversity Committee](#)
- [Diversity at the Yale School of Public Health](#)
- [Graduate School of Arts and Sciences - Office of Diversity & Equal Opportunity](#)
- [Yale Law School's Career Development Office Library - Diversity Resources](#)

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

- [ALA Office for Diversity](#)
  - [Versed](#) - Official publication of the ALA's Office for Diversity; discussion of progressive practices in current library-based diversity work
  - [Diversity Wiki](#) - Collaborate, communicate, and connect with the most up-to-date information on diversity activities and issues that impact the profession
  - [Diversity Events Wiki](#) at the 2007 ALA Annual Meeting in Washington, DC
- [ARL Diversity Initiative](#) - Initiative to Recruit a Diverse Workforce - academic scholarships and career programs