

Planning for Diversity and Inclusion

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Salisbury University



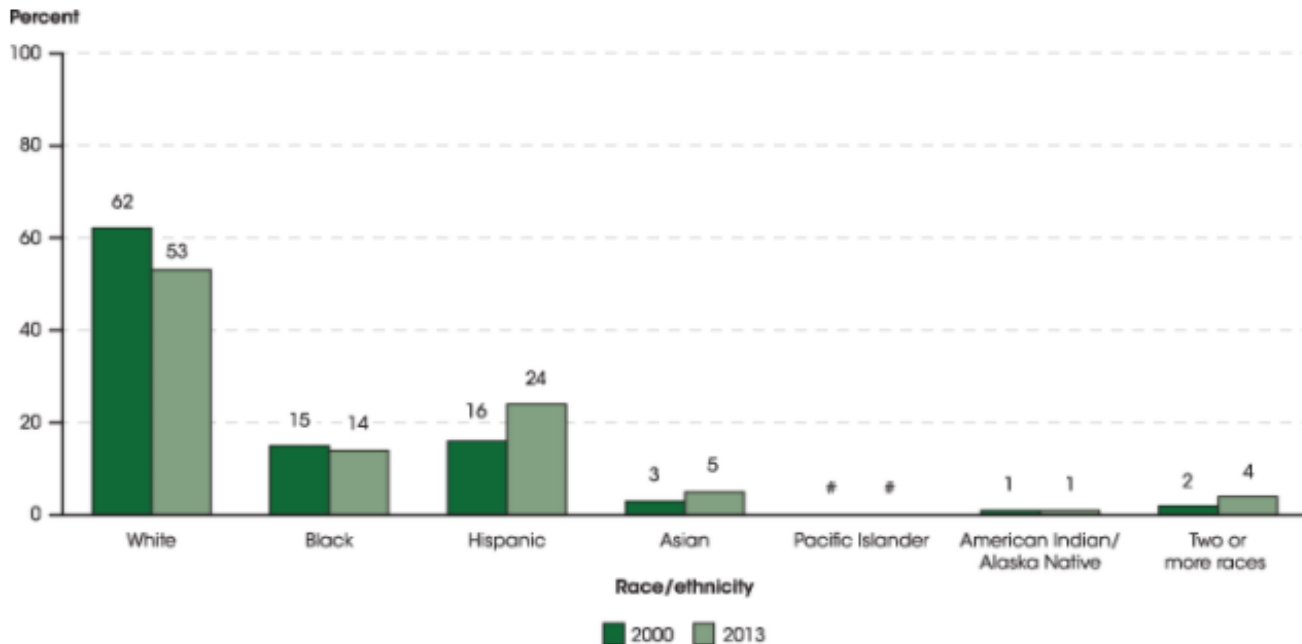
Agenda



- Defining diversity
- Soliciting feedback
- Creating a plan
- Issues to consider

Why a diversity and inclusion plan?

Figure 1.3 Percentage distribution of the U.S. resident population 5 to 17 years old, by race/ethnicity: 2000 and 2013



Rounds to zero.

NOTE: Resident population includes civilian population and armed forces personnel residing within the United States; it excludes armed forces personnel residing overseas. Data are for resident population as of July 1 of the indicated year. Race categories exclude persons of Hispanic ethnicity. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Commerce, Census Bureau, Current Population Reports, 2000 Population Estimates, retrieved August 14, 2012, from <http://www.census.gov/popest/data/national/asrh/2011/index.html>; and 2013 Population Estimates, retrieved October 3, 2014, from <http://www.census.gov/popest/data/national/asrh/2013/2013-nat-res.html>. See *Digest of Education Statistics 2014*, [table 101.20](#).

Why a diversity and inclusion plan?



Why a diversity and inclusion plan?

← → × www.delmarvanow.com/story/news/local/maryland/2016/04/11/racist-drawing-found-su-library/82903582/

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Racist drawing found in SU library

Emily Chappell | EChappell@dmg.gannett.com Published 3:25 p.m. ET April 11, 2016 | Updated 4:41 p.m. ET April 11, 2016

WARNING
The following photo contains
offensive
language and imagery

WARNING: This video contains an image, that depicts racist, language and imagery. Over the weekend a racist drawing along with hateful language was discovered in the Blackwell Library on Salisbury University's campus.

[Buy Photo](#)

(Photo: File photo)

A racist image found on a whiteboard in Salisbury University's library is under investigation by university police.

The image, depicting a stick figure being hung includes a racial slur and with the hashtag "#whitepower" prompted a letter from University President Janet Dudley-Eshbach on Monday morning.

The image was found Sunday, spokesman Richard Culver said.

"Last week, I was heartened to see many members of the campus come together during

TOP VIDEOS

Watch: Memorial Day service in Salisbury
1:29

WATCH: Ocean City on Memorial Day weekend
1:21

Watch: Rehoboth Beach canopy ban to get first big test
0:50

WATCH: Rehoboth Beach canopy ban to get first big test
0:31

Watch: Worker taken to hospital after fall from OC hotel

Logistics: Who should come up with a plan?

Issues to consider:

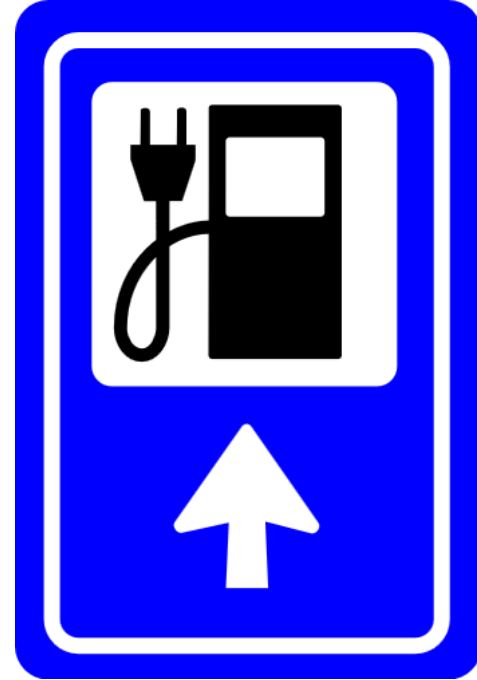
1. Organizational: top-down or bottom-up?
2. Permanent or ad hoc?
3. Size: big or small?
4. Membership: diversity in demographics and library units

Logistics: Charge

SU Libraries:

By March 31, 2017, develop a definition for what diversity at the Salisbury University Libraries means and develop a plan to promote that diversity. This can include collections, services, programs/events, staff training, recommendations for ways of recruiting and retaining a diverse staff, etc.

Key points: due date, specific tasks



Logistics: Budget

**You Need
A Budget.**



Defining Diversity: Audience participation



What does diversity mean to you?

Defining Diversity

Looked at:

1. ALA/ACRL/SAA
2. Our own university website
3. Other libraries and archives
4. Professional literature

Defining Diversity



http://www.libs.uga.edu/diversity/plan.html Diversity Plan :: UGA Libraries

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Diversity at the UGA Libraries

University Librarian's Message Task Force Diversity Plan Resources News Home

University of Georgia Libraries Diversity Plan 2013

3:32 PM 5/31/2017


“Every person is a complex individual with multiple overlapping identities rather than an easily categorized member of monolithic majority or minority groups.”

← → <https://www.lib.utk.edu/diversity/definition/> 🔍 🔒 ↻ What is Diversity? - Diversit... ×

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University Libraries

Diversity Committee

Diversity Committee

What is Diversity?

Diversity can be defined in many different ways. What does it mean to us?

Diversity is a commitment to recognizing and appreciating the variety of characteristics that make people and communities unique as well as creating and sustaining an atmosphere that promotes and celebrates individual and collective achievement.

Examples of these characteristics include: age; cognitive style; culture; disability (mental, learning, physical); economic background; education; ethnicity; gender identity; geographic background; language(s) spoken; marital/partnered status; physical appearance; political affiliation; race; religious beliefs; sexual orientation.

DIVERSITY COMMITTEE

[Diversity Committee – Home](#)

[What is Diversity?](#)

[Diversity Schedule of Events](#)

[Diversity Programs](#)

[Diversity Resources](#)

CONTACT INFORMATION

To contact us with

Defining Diversity



Anne Switzer, Oakland University:

Redefine diversity to include “nontraditional” users--that is, **any student who differs from the typical college student** with regard to abilities, age, gender/sexuality, nationality or ethnicity, and locale.”

“Redefining Diversity: Creating an Inclusive Academic Library through Diversity Initiatives,” *College & Undergraduate Libraries* 15 (2008): 281.

Defining Diversity: The SU Definition

- Did not list specific diverse groups
- Ended up with other lists
- Included intersectionality w/o calling it that
- Also included what unites us

Inventory: How are we supporting diversity now?



- Events
- Exhibits
- Social Media
- Collections
- Building
- Policies
- Staff

Are staff members aware of the ways we support diversity?

How do our peer institutions support diversity?



Inventory: Audience Participation



What are some things your library is doing to promote diversity?

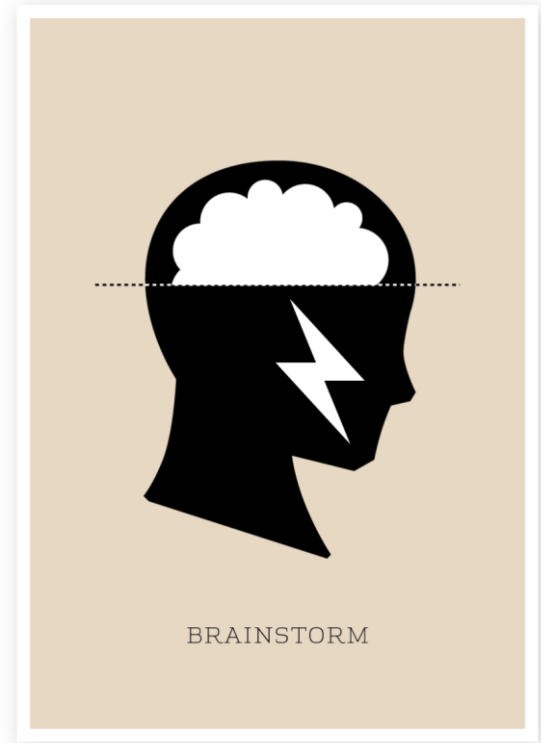
Soliciting Feedback



- Faculty/Staff
 - University Diversity & Inclusion Committee
 - All-Staff Library Meeting
- Students
 - Focus Groups

All-Staff Meeting

- Update on what we are already doing
- Brainstorming in 4 sections
 1. Events and Activities
 2. Human Resources
 3. Collaborations and Partnerships
 4. Collections
- Ranking priorities



All-Staff Ideas



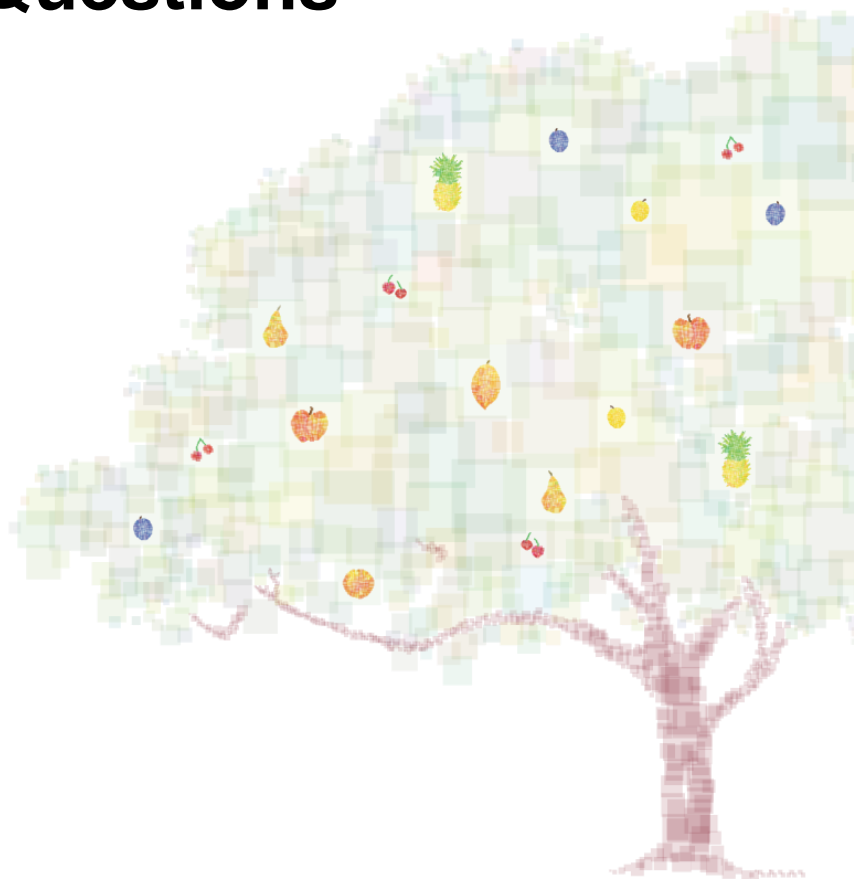
Focus Groups

- Collaboration with the department of Conflict Analysis and Dispute Resolution
- Neutrality
- 2 focus groups
- 1 hour in length
- White board, projector, audio recorder



Focus Group Questions

1. What does diversity and inclusion mean to you?
2. How do you think your definition of diversity and inclusion could DIFFER from the faculty and/or the staff's definition?



Focus Group Questions

3. Was there a time when you personally experienced, witnessed or heard about an oversight at the library due to race/sex/sexual orientation/religion etc.? Have you noticed the libraries taking a proactive role in promoting diversity and inclusion? This can be positive or negative.



Focus Group Questions

4. Let's have some creative ideas for how to encourage more diversity/inclusion in the libraries collections, spaces, or interactions...?
5. Are you aware of any diversity/inclusion groups on campus that the library could support?



Focus Group Questions

6. We have provided a list of inclusion specific events, collections, policies, etc. that the library has already done. Please rate them from best to your least favorite idea.

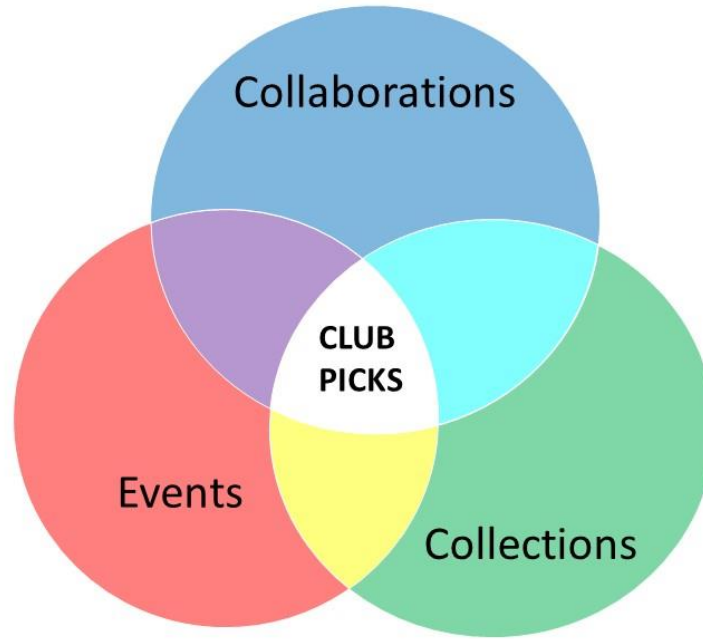


Coming Up with a Plan: Task Force Subgroups

3-year plans:

1. Collections
2. Human resources
3. Events and activities
4. Collaborations and partnerships

Coming Up with a Plan: Overlap



Coming Up with a Plan: Integration into Goals

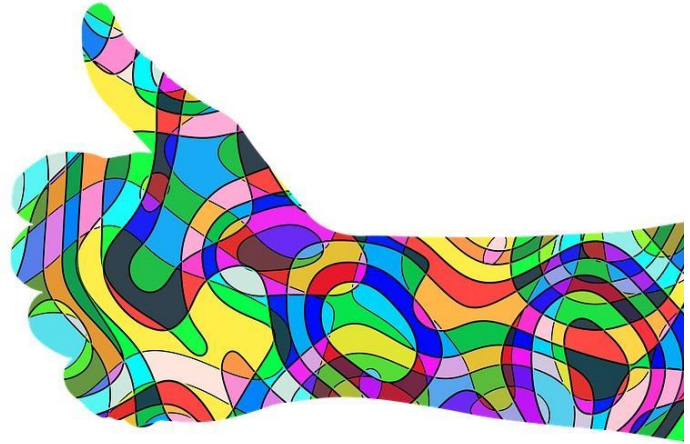
Goals in final plan:

1. Promote awareness of and expand diversity-related collections
2. Improve support for diverse students, faculty, and staff
3. Promote and support diversity and inclusion among SU Libraries staff members

Coming Up with a Plan: Approvals

SU: Task force and staff
feedback solicited, Department
Heads approval, informed
others

Your campus: Dean/Director?
Provost? Who controls
resources?



Issues to consider: Personnel



Issues to Consider: Marketing



Issues to Consider: Assessment



Issues to consider:



Issues to Consider: Don't Assume You Know



Issues to Consider: Audience Participation



What obstacles do people with varying abilities and backgrounds face in using your own libraries?

Sources

Slide 3: https://nces.ed.gov/programs/raceindicators/indicator_raa.asp, accessed 5/31/2017

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Slide 11: University of Tennessee diversity word cloud, used by permission, <https://www.lib.utk.edu/diversity/>

Slide 14: “Redefining Diversity: Creating an Inclusive Academic Library through Diversity Initiatives,” *College & Undergraduate Libraries* 15 (2008): 281. Photo: <https://library.oakland.edu/people/bios/index.php?bio=Switzer>.

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