

# **Diversity and Inclusion Planning: Fostering Culture and Community in Academic Libraries**



**Thanks to our session sponsor!**



**The MIT Press Journals**

## **Presenters:**

- **Bea Hardy, Salisbury University**
- **Sara Bushong, Bowling Green State University**
- **Gloria Creed-Dikeogu, Ottawa University**
- **Phylissa Mitchell, University of Virginia**

## **Audience:**

- **Does your university/college have a D&I plan?**
- **Does your library have a D&I plan?**
- **Does your library have a D&I committee?**
- **Does your staff diversity match your student body's?**
- **Does your library provide funds to support D&I?**
- **Do your library employees attend D&I conferences?**
- **Do your library employees present on D&I topics?**
- **Is your library part of the ACRL Diversity Alliance?**



# Planning at BGSU Libraries – a timeline

---

- PACODI - 2012
- University Libraries Diversity Plan – 2013
- Social Justice and Diversity Training Needs Assessment – 2014
- UL Diversity Plan Task Force – 2015 – completed in 2016



# UL Diversity Plan Task Force - BGSU

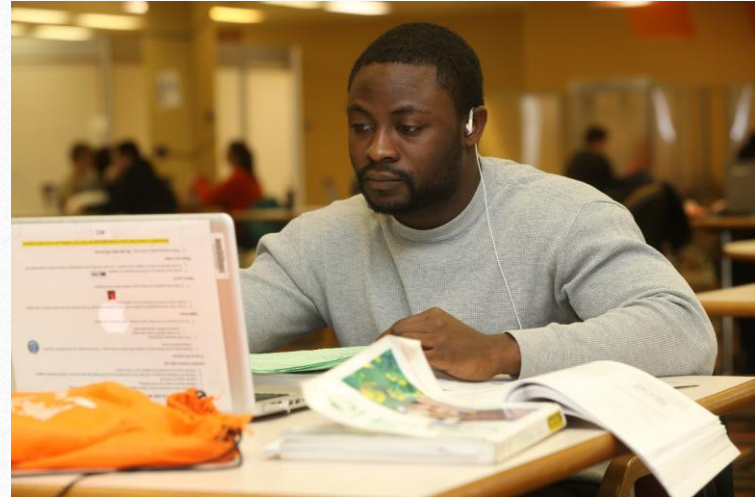
---

- Develop a comprehensive plan to foster diversity and inclusion within the UL and our constituent base around:
  - Recruitment
  - Retention
  - Career Advancement
  - Climate
  - Resources, Services and Collections
  - Professional Development
  - Responsibility for the plan
- Great effort, but parts were too broad and too specific – hard to implement

# Planning at BGSU Libraries – a timeline

---

- UL Diversity Statement - 2017
- Joined ACRL Diversity Alliance
- DACODI created – 2016
- Developed annual goals 2017-18
- Developed more focused objectives for 18-19





# DACODI – Dean's Advisory Council on D & I

- Initial planning (2017-2018) around:
  - Programming
  - Resources, Collections and Tools,
  - Staffing
  - Too many sub goals, not enough staff or time to complete
- 2018-2019 – more focused initiatives around the academic year
  - Aligned to UL Goals that align to BGSU goals
    - Assess ACRL Residency Plan
    - Examine cultural competency of library employees
    - Create a plan to build the cultural competency of library employees



# Recommendations from BGSU

- Align library D & I efforts to campus efforts
- Develop intentional objectives or initiatives that connect to library and university goals or philosophy
- Empower employees to be involved and support them
- Encourage employee attendance at campus D & I events; mandate if you can
- Sponsor library or campus events – make it obvious that the library is supportive
- Library administration must commit to D & I efforts in word, action and funding; hold others accountable.

# Ottawa University, Gangwish Library

---

Dr. Gloria Creed-Dikeogu, Director of Library Services

ACRL Conference, 2019, Cleveland, Ohio

**Ottawa**  
University



*Prepare for a Life of Significance™*

# Library Diversity Planning

- The ALA (2018) Strategic Planning for Diversity website suggests-- libraries create diversity plans to include six elements
- A definition of diversity for the organization
- A mission or vision for the diversity of the organization
- An assessment of need or justification for the diversity plan
- A statement of priorities or goals
- A delegation of responsibilities towards achievement of the plan
- A statement of accountability



# **Ottawa University Mission & Vision Statements**

## **Vision Statement**

By 2020, Ottawa University will be positioned as a distinctive and rapidly expanding institution known for its innovative educational models, exceptional value, and special ability to prepare diverse student populations for lifetimes of enlightened faith, exemplary service, inspired leadership, and personal significance.

## **Mission Statement**

Building on its foundation as a Christ-inspired community of grace and open inquiry, Ottawa University prepares professional and liberal arts graduates for lifetimes of personal significance, vocational fulfillment, and service to God and humanity.



Ottawa University, Gangwish Library, Ottawa, Kansas



# Ottawa University's Position on Diversity

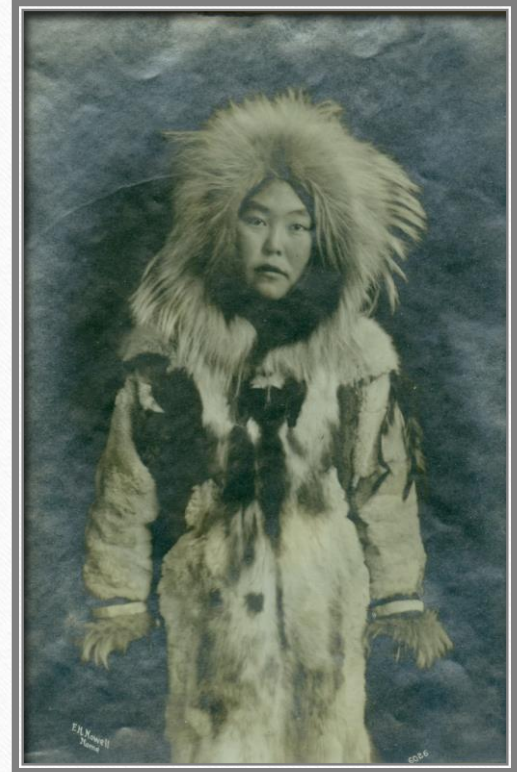
---

- Diversity is defined as that incredible and beautiful variety of personal identities, experiences, values and world views that result from differences of origin, culture and circumstance.
- Ottawa University defines and appreciates diversity in all of its forms including age, ability or disability, ethnicity, national origin, race, religion, sex, gender, sexual orientation, and family and marital status.

## Ottawa University's Diversity Statement

Ottawa University celebrates and prizes the diversity of its students, faculty staff and Board of Trustees. In keeping with its mission statement, the University is called to actively foster an environment of awareness, appreciation, and intentional inclusivity. We hold this as essential in an institution which declares that it will conduct its affairs in a caring, Christ-centered community of grace. We believe we must embrace diversity because to do so is just, powerful, personally enriching and intelligent and because we believe Christ has called us to do so through His teachings and His example.

THE JOHN HENRY KILBUCK COLLECTION, C. 1911  
BLACK & WHITE PHOTOGRAPH OF AN UNIDENTIFIED  
YU'PIK INDIAN WOMAN



# **Ottawa University, Gangwish Library Justification for a Diversity Plan**

THREE DIVERSE COLLECTIONS ON  
JSTOR FORUM

<https://library.artstor.org/#/browse/commons>



JAPANESE HINAMATSURI DOLL  
FROM THE OZAKAWI COLLECTION

- Library serves a diverse population of students, faculty and staff in Kansas, Kansas City, Arizona, Wisconsin, Indiana, Online and International
- There has been an increase in the diversity of students at the Campus, Online and through the International program
- Library provides a diversity of databases to students at all Ottawa University's sites and attempts to continue to build onto and diversify library collections.
- Library holds diverse digital artifact and born digital collections e.g. The John Henry Kilbuck Collection, and Dr. Kelley Fish-Greenlee's Indigenous Peoples in the Contemporary World Collection.
- Library collaborates with the Diversity Officer on Campus to create monthly library displays around diversity topics.
- Library integrated Diversity Inclusion Plan into current Gangwish Library Strategic Plan.



# Inclusion, Diversity, Equity, & Accessibility—IDEA--

---

at UVA Library

Launched with force in 2016



# Welcome back, Dean Unsworth.

---



Unsworth returns to Charlottesville in July 2016 after deaning at Illinois, provosting and CIOing at Brandeis

Inherits a deeply depressed, dysfunctional system sloughing past a controversial reorganization

# Joins newly minted ACRL Diversity Alliance



- Creates internal Inclusion Initiative
- Implements Understanding Differences performance goal
- Names Library IDE director charged with: creating ACRL Residency Program, creating summer internships for POCs and underrepresented high school students, internships, collaborating with the Mellon Initiative HBCU undergraduates, creating and executing IDE(A) PLAN

# The institution is very active in this space

---

## Office of the President VP&CDO

- <https://vpdiversity.virginia.edu/>
- <http://slavery.virginia.edu/>
- <https://news.virginia.edu/content/president-sullivan-announces-new-commission-uva-age-segregation>

## EVP&Provost

- <https://provost.virginia.edu/diversity>
- <https://provost.virginia.edu/diversity>
- <https://www.library.virginia.edu/about-uva-library/diversity/diversity-plan/>



# It has to be

## Jeffersonian legacy

- Enslaved and sold hundreds of Africans
- Fathered children with Sally Hemings and kept them enslaved
- Absolute belief that enslaved people were intellectually and emotionally inferior yet had a long relationship with Sally, his wife's half-sister
- Butchered Enlightenment principles until they contorted to approve slavery

## UVa Legacy

- White men white men white men
- Leader in the 1920s era pseudoscience eugenics
- Flagship library (Alderman named for eugenicist)
- Produced all physicians who read the Tuskegee Experiment
- Historically exploitative, extractive relationship with the city of Charlottesville



# Institution wide IDE plans adopted in early 2011

---

- Elevated chief diversity office to a cabinet position
- Created Diversity Dashboard
- Medical Center adopted inclusion and diversity as excellence model
- SEAS hires associate dean of inclusion and equity
- All deans tasked with institutionalizing diversity and inclusion
- Diversity associate deans\* named

# Real progress until Tuesday, November 9, 2016

---

[https://www.dailyprogress.com/news/local/uva/uva-officers-on-leave-after-make-america-great-again-yelled/article\\_0ed1c8e8-a83d-11e6-971b-f71b1468b9ae.html](https://www.dailyprogress.com/news/local/uva/uva-officers-on-leave-after-make-america-great-again-yelled/article_0ed1c8e8-a83d-11e6-971b-f71b1468b9ae.html)

# And August 11-12, 2017

---

[https://news.vice.com/en\\_us/article/qvzn8p/vice-news-tonight-full-episode-charlottesville-race-and-terror](https://news.vice.com/en_us/article/qvzn8p/vice-news-tonight-full-episode-charlottesville-race-and-terror)

# The work continues.

- Understanding Difference performance goal
- Understanding Difference libguide, <https://guides.lib.virginia.edu/understandingdifference>
- Charlottesville Syllabus <https://medium.com/@UVAGSC/the-charlottesville-syllabus-9e01573419d0> Hosts bi-monthly lunch and learn Spanish with co worker, Jasmin Perez
- Summer internships for high school students
- ACRL Resident Librarian program garnered 70 applicants beginning September 1, 2017
- Hanni Nabhe and Sony Prosper hired
- Programming is robust from Jackie Battalora last fall to Rhae Lynn Barnes next week to four BHM events in February 2018
- BHM February 2019 featured Grammy-winning Afro-Peruvian musician Susana Baca
- Book chapter, papers



## ACRL Resident Librarians

Hannai Nabahe, BA, BYU; MLIS and MBA,  
University of Arizona, 2016 and 2018

Sony Prosper, BA, Mercer University; MLIS,  
Simmons College, 2018



# High School Summer Interns 2018

70 applications, 7 school districts



# Diversity and Inclusion Planning at the

**Salisbury**  
*UNIVERSITY*  

---

**LIBRARIES**

---





# SU's Logistics: Developing a plan

## Task force:

1. Size
2. Membership
3. Chair



NATO meeting; photo by Navy Petty Officer  
1<sup>st</sup> Class Dominique A. Pineiro, defense.gov

# SU's Logistics: Developing a plan

## Gathering information:

1. Literature review
2. All-staff meeting
3. Student and faculty focus groups

Help the SU Libraries develop a diversity and inclusion plan. Sign up for a focus group:

Monday, 4/17, 4:30-5:30: <http://salisbury.libcal.com/event/3244764>

Wednesday, 4/19, 4:30-5:30: <http://salisbury.libcal.com/event/3244767>

Focus groups to meet in Student Union 234 (Pocomoke Room).

All participants will receive a \$20 Amazon gift card.



# Goals/3-Year 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

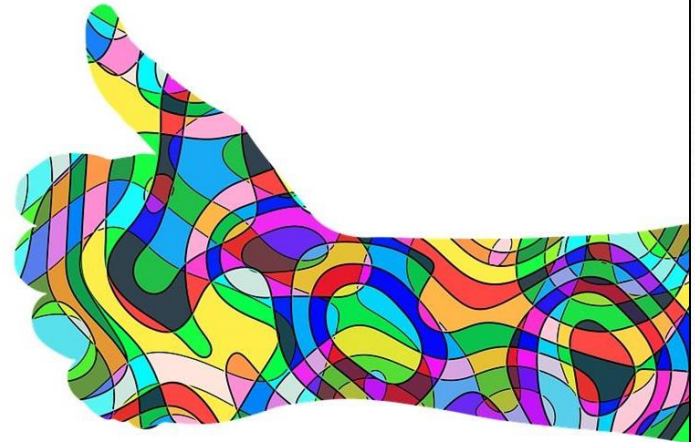


Traveling AIDS Quilt exhibit. Photo by Bea Hardy.



# To Succeed: You Need Buy-in

SU: Staff feedback solicited,  
Department Heads  
approval, informed others  
Your campus: Dean/Director?  
Provost? Who controls  
resources?



<http://maxpixel.freegreatpicture.com/static/photo/1x/Pattern-Form-Psychedelic-Retro-Like-Thumb-1638752.png>, CC0

# To Succeed: You Need People

1. Appointed D&I Coordinator (part of someone's job, not whole job)
2. Permanent D&I Committee
3. All staff include a diversity-related goal in annual goals—accountability
4. Questions included in hiring interviews



Some SU Librarians. Photo by Bea Hardy.

**To Succeed:**

**You Need  
A Budget.**



Credit: Uncopyrightable logo of You Need a Budget Company,  
[https://commons.wikimedia.org/wiki/File:You\\_Need\\_A\\_Budget\\_Logo.png](https://commons.wikimedia.org/wiki/File:You_Need_A_Budget_Logo.png)



“The Libraries are  
the poster child  
for diversity and  
inclusion at SU”

--Humberto  
Aristizabal, AVP  
for Institutional  
Equity

The screenshot shows a web browser window displaying the Salisbury University Libraries website. The URL in the address bar is [du/libraries/about/diversity-inclusion.aspx](http://su/libraries/about/diversity-inclusion.aspx). The browser's address bar shows "IE" and "Google". The page has a navigation bar with links: "EXPLORE ACADEMICS", "BECOME A STUDENT", "AFFORD COLLEGE", "EXPERIENCE CAMPUS", and "DISCOVER SU". Below the navigation bar is a banner image of a brick building with the text "PATRICIA & GUERRIERI ACADEMIC COMMONS". The main content area has a breadcrumb trail: "SU Libraries | About the Libraries | Diversity & Inclusion". On the left, there is a sidebar with a menu titled "About the Libraries" containing links: "Mission, Values, and Plans", "The Common Privy", "Diversity & Inclusion" (which is highlighted), "Library Directory", and "Building Map". Below the sidebar, the "Diversity Coordinator" is listed as "Angeline Prichard, Research & Instruction Librarian", with contact information: "P (410) 677-0118" and "E arprichard@salisbury.edu". The main content area features the heading "Diversity & Inclusion" in a large, dark font, followed by the subtitle "Diversity, inclusion, and equity are priorities for the SU Libraries." Below this is the heading "Statement of Diversity & Inclusion" in a large, dark font, followed by a paragraph: "The staff of the Salisbury University Libraries welcomes, supports, and appreciates all SU students, faculty, staff, and visitors. We recognize and celebrate the differences in background, abilities, experiences, characteristics, identity, and thought that make each person unique and that enrich our campus, community, and nation. At the same time, we acknowledge that which unites us: our basic humanity and the search for knowledge that is central to Salisbury University's mission. We are committed to providing services, collections, and programs that promote affirmation, respect, inclusion, and understanding." Below this is the heading "Diversity and Inclusion Plan, 2017-2020" in a large, dark font, followed by a paragraph: "The SU Libraries formed a Diversity & Inclusion Task Force in 2017. The primary goal of the task force was to draft a diversity and inclusion plan. The following plan was approved by the SU Libraries Department Heads and covers the four-year period between 2017 and 2020. After the task force accomplished its goal of creating the statement and plan, the SU Libraries formed a standing

**Audience:**

**What are your biggest challenges and successes relating to diversity and inclusion?**

**Questions for us? Please write them on cards.**

## **Contact information**

**Sara Bushong, Bowling Green State University,  
sbushon@bgsu.edu**

**Gloria Creed-Dikeogu, Ottawa University,  
gloria.creddiekeogu@ottawa.edu**

**Bea Hardy, Salisbury University, bbhardy@salisbury.edu**

**Phylissa Mitchell, University of Virginia, lm6g@virginia.edu**



# THANK YOU!!

---

Please evaluate our session in the  
conference app. Thanks.