

WORDS OF WELCOME:

The Language and Structure of Diversity Initiatives and Policies in LIS Outreach

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COMMON ASSUMPTIONS IN LIS DIVERSITY INITIATIVES

- We all know what diversity is
- We all want diversity
- Diversity is good
- We'll know when we're diverse

WTF?

- What is this? (i.e. cultural competency, civility, and appropriate service)
- How are we going to achieve it?
- Who's in charge of making sure we do?
- How will we know if we're successful?

b. Cultural Competency - The Library will foster the cultural competency of staff members and the organization as a whole, and specifically with regard to the deployment of its services and information resources. It will place increasing emphasis on assuring equally sensitive and appropriate service and civility to all members of the University's diverse and increasingly international community, paying special attention to the needs of those for whom English is not their first language.

WHAT'S THE PLAN?

Enter... The Strategic Plan/Directions for Diversity

UNTARGETED/BROAD INITIATIVES-EXAMPLES

- University of Minnesota Libraries hire a Diversity Outreach Librarian in 2009
- Southern Louisiana University's Simms Library creating a Diversity Committee for Outreach in 1997
- South Carolina State Library's creation of a LibGuide on Diversity Outreach Services & Programs
- West Virginia University Libraries launches a librarian diversity initiative in 2015

BUILDING A STRATEGIC PLAN FOR DIVERSITY

ALA says:

1. Build Support
2. Define diversity and other diversity related terms
3. Assess need and build justification (using an environmental scan).
4. Review other plans (Good one: [Penn State Libraries Diversity Plan, 2010-2015](#))
5. Mission and/or vision statement for diversity in the institution
6. S.M.A.R.T. (specific, measurable, attainable, realistic, and timely) Priorities and Goals
7. Build in accountability and assessment

WHAT'S MISSING FROM THE ALA MODEL

1. Emphasis on all stakeholders (library users, staff, management, parent organization, community, etc.)
2. Specifically address:
 - ♦ Employee hiring, promotion, and retention
 - ♦ Collection development
 - ♦ Reference Interviews
 - ♦ Programming/Instruction
 - ♦ Publishing and Scholarly Communication
 - ♦ Access

WHAT'S MISSING, CONTINUED...

3. How conflict will be handled and steps stakeholders can take
4. A statement on what civility and respect are and their place at your institution
5. Link to the plan on your LIS institution's webpage with a short explanation.
6. Climate surveys/Environmental scans should be either internal or external.

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