The University Libraries have continued to pursue our diversity goals aggressively, have attained a measure of success with many of them, and are planning to double our efforts in the year ahead. The Libraries’ chief diversity officer, Jeff Banks, has worked closely with the Vice Provost for Diversity to keep him abreast of the Libraries’ diversity initiatives.

One initiative is the Librarian-in-Residence Program, for which we have established an excellent reputation amongst our academic library peers. The successful experience of our first resident, Megan Perez, has been noted by many. As the capstone project for his residency, Mr. Perez collaborated with library residency program coordinators and other residents from across the nation and in Canada to publish *The New Graduate Experience: Post-MLS Residency Programs and Early Career Librarianship (Libraries Unlimited 2011)*. This book, along with Mr. Perez’s recounting of his experience at the University of Arkansas, has inserted our residency program into the consciousness of academic librarians, teaching faculty at library schools, as well as recently graduated librarians looking for additional growth opportunities. The excellent reputation of our Librarian-in-Residence Program has become evident through many venues.

The University Libraries have continued to expand position advertising to reach a more diverse hiring pool, including the most recent American Library Association (ALA) Conference this past summer, which Jeff Banks attended and embarked on a target recruiting effort for the Librarian-in-Residence Program position vacancy. During the conference, he met with several minority-focused ALA caucuses, including REFORMA: The National Association to Promote Library and Information Services to Latinos and the Spanish-Speaking, the Black Caucus, the Chinese American Caucus, and the Asian Pacific American Caucus. He also met with the director of diversity programs for the Association of Research Libraries to promote the position and gather prospects. His meeting with officers from the ALA Office for Diversity and Spectrum went exceptionally well, as he was invited to be the guest speaker at the closing ceremony of the Spectrum Scholars Institute. Mr. Banks used this opportunity to present our Librarian-in-Residence program and the current position vacancy to approximately eighty studying or recently graduated librarians from underrepresented groups. The recruiting efforts at ALA also revealed additional advertising sources, which we were able to utilize in our promotion of the residence position vacancy and will use in future librarian and professional staff positions. These sources include: the University of Arizona’s School of Information Resources and Library Science Knowledge River Program, which focuses on Latino and Native American communities, the JobWeb for the School of Information at the University of Texas at Austin, as well as the aforementioned REFORMA job site. In all the recruiting efforts yielded ninety-one quality applicants for the Librarian-in-Residence position vacancy.

The Libraries continue to collaborate with other campus agencies on various diversity programs, including the Human Library (formerly the Living Library), the Diversity Certificate program, and the Diversity Awards Program. Along with Student Ombuds Services and International Students and Scholars, the Library Diversity Committee hosted the Human Library. The Human Library offers the opportunity to interview people who volunteer to participate as “books” and are from groups who are frequently confronted with prejudices and stereotypes in order to teach others about themselves and their experiences through
interpersonal dialogue. Two employees from the Libraries served as books in Spring 2011, and the Libraries again provided technical and graphic design support, as well as hosted the Human Library Website for browsing and registration. The Libraries have worked closely with Human Resources to support the Diversity Certificate program, hosting diversity-related employee development events in the Mullins Library, such as the Silas Hunt Documentary Film Screening and the Cherokee Heritage sessions. An employee of the Libraries was awarded the Diversity Certificate as well being nominated for the Diversity Awards Program. Jeff Banks also serve as a judge to review the nomination packages and determine the winners of this year’s Diversity Awards.

The Libraries continue to maintain the Diversity Collection Fund (formerly the Diversity Collection Enhancement Grant awarded in 2008) at a budgeted level of $4,000 per year. To date, we have purchased eighty-five books from a myriad of diversity topics, including *African Americans and whites: changing relationships on college campuses*, *African Cherokees in Indian territory: from chattel to citizens*, *2011 Diversity in Academe (Chronicle of Higher Education)*, *Mulattas and mestizas: representing mixed identities in the Americas, 1850-2000*. For a complete list of books purchased under this program, click *Diversity Collection Enhancement Grant*.

The Libraries promote diversity through the displays mounted in the West entry of Mullins Library, which rotate on a different diversity theme each month, corresponding with the national diversity themed weeks or months, such as Black History Month, Women’s History Month, Asian History Month, Hispanic Heritage Month, Americans with Disabilities Week, and Lesbian, Gay Bi-sexual, and Transgender Pride Month.

The Libraries hosted art exhibits on the themes of diversity to honor Black History Month and American Indian History Month each year. Dr. Chris Ashworth loaned a portion of his collection of Native American and Western art for an exhibit in November and December. LaToya Hobbs showed an exhibit titled “Beauty and Identity” in January and February in honor of Black History Month.

The Libraries also host events in support of diversity, such as holding a reception in honor of Cherokee Nation Principal Chief Chad Smith’s visit to the University of Arkansas in November, 2010 in honor of Native American Heritage Month. A series of cultural events, two live demonstrations and three exhibits, were held in the Walton Reading Room in the week preceding the visit of his Holiness the Dalai Lama. Tibetan monks from the Drepung Loseling Monastery created the Avalokiteshvara or compassion mandala design in the Walton Reading Room from May 4 through May 10 to commemorate the visit of the Dalai Lama. An opening ceremony for the mandala construction was held on Wednesday, May 4. The sand mandala was completed on May 10, then on Thursday, May 12, the monks dismantled the mandala in a closing ceremony. During the same week, Sonam Dhargye conducted a live demonstration of the building of a traditional Tibetan Buddhist butter sculpture, which is considered a high form of Tibetan art. Three exhibits were also displayed during the week. Two exhibits featured photographs from Tibet by Sonam Zoksang and photographs of Tibetans in exile in India by Stephen Ironside titled “Visions of Tibet: From the Land of Snows to the Land of the Tiger.” The third exhibit was of ceremonial artifacts from Tibet, along with descriptions of their significance in the Tibetan culture, provided by the Tibetan Cultural Institute of Arkansas.

The Libraries have made very good progress in achieving our diversity goals and will continue to work diligently in the coming year to ensure their successful completion. We are excited about the upcoming opportunities! We anticipate hiring a new librarian-in-residence in the very near future. We are also working with film director/producer Sharon La Cruise to screen her new documentary *Daisy Bates: First*
Lady of Little Rock. We will take this opportunity to honor Ms. La Cruise, who frequented the Libraries and spent a great deal of time in our collections while conducting her extensive research for the project. With the support of the Vice Provost for Diversity, we intend to make this the capstone event on campus for Dr. Martin Luther King, Jr. Week. This screening will be in advance of the national release in February 2012, when the documentary airs on PBS. We are also in discussion with Dr. Robinson to develop strategies for recruiting faculty from underrepresented groups and will continue to employ targeted recruiting efforts to increase the diversity in the library faculty and staff.