University of Arkansas Libraries  
Diversity Goals 2010-2011

University Objective 1: Provide administrative oversight of diversity programs and initiatives to include the need for a chief diversity officer at the executive officer level.

Library Actions:
- Maintain contact with the university’s chief diversity officer to ensure awareness of Library diversity efforts and alignment with those of the University.
- Identify representatives from the Libraries to serve on university-level committees dealing with diversity.

University Objective 2: Inform all university administrators that they will be held accountable for achieving the university’s diversity goals.

Library Actions:
- Discuss ADA compliance report and Library diversity program survey with administrative group and Library Directors and monitor library performance.
- Explore accountability metrics with Vice Provost for Diversity’s Faculty & Staff resource groups and ensure the library meets expectations.

University Objective 3: Continue to infuse diverse subject matter into the curriculum.

Library Actions:
- Continue support of Diversity Collections Enhancement Grant
- Continue to encourage Library participation in campus diversity-related programs
- Support curriculum with existing Library materials - databases, periodicals, books, etc.
- Continue to monitor diversity-related electronic discussion lists for program planning ideas, and resource selection recommendations
- Investigate partnership with other departments to coordinate co-curricular programs
- Highlight selected resources related to diversity on Library’s diversity webpage
- Support Ombud Office’s Living Library program

University Objective 4: Continue to focus on recruitment and retention of a diverse student body and workforce.

Library Actions:
- Expand position advertising to reach a more diverse hiring pool
  - Establish a network of library human resources personnel from libraries with diverse faculty and staff to share in recruitment and retention best practices
  - Survey library schools and target those with minority-rich student populations
  - Coordinate with the Office of Affirmative Action to review applicant demographics and advertising sources for each faculty/non-classified staff search
  - Revise the Libraries’ Recruitment and Search Committee manual to include enhancements in recruitment efforts to build more diversity in candidate pools
- Continue to look for diversity-related employee development opportunities
  - As per the Library Diversity Training Survey results, conduct at least two diversity-related employee development training sessions per year
- Include recruitment and retention of diverse Library workforce in Library Succession Plan
- Continue and expand the Library Residency Program
  - Create manual for Library Residency Program and ensure focus of the position remains on diversity
  - Collect resident rotation plans and solicit faculty support for program
  - Actively recruit for new resident to begin in Summer 2011
Serve as library representative to recruit for available positions at local and national professional conferences (e.g., National Diversity in Libraries Conference)

**University Objective 5:** Develop a more condensed and prioritized set of achievable diversity strategies related to outreach and retention of faculty, staff, and students, academic initiatives, climate/environment, development, and external audiences.

- Host at least one annual art exhibit in the Library from artists who are members of traditionally under-represented groups
- Increase visibility of the Library’s commitment to diversity by highlighting successes

**University Objective 6:** Develop and implement a communications plan that promotes the outstanding diversity efforts and outcomes at the university to the state populace.

**Library Actions:**

- Continue to promote Library diversity efforts through various media (e.g., Books and Letters, and the Library diversity website)
- Work with Library PR coordinator to communicate Library efforts to campus media outlets and relevant offices
- Communicate efforts and achievements to outlets beyond the university through local media
- Identify diverse community events in which the library can participate and co-sponsor

[JBB on behalf of the Library Diversity Committee 10/15/10]