

## **University of Arkansas Libraries Diversity Goals**

**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.
- Establish membership from the Libraries 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, Library diversity program survey with administrative group and Library Directors

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

**Library Actions:**

- Continue support of Diversity Collection Fund
- Continue to encourage Library participation in campus diversity-related programs
- Support curriculum with existing Library materials- databases, periodicals, books, etc as displays corresponding to assignments
- Continue to monitor diversity-related discussion lists for program planning ideas, and resource selection recommendations
- Investigate partnerships with other departments to coordinate co-curricular programs
- Highlight selected resources related to diversity on Library's diversity webpage and the Diversity Library Guide

**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 Equal Opportunity and Compliance 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
- Serve as library representative for available positions at local and national professional conferences (e.g., National Joint Conference for Librarians of Color, ALA Spectrum Scholars Institute, etc.)

**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

**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., *Quiddity*, the *Arkansas Newswire*, and the Library diversity Web site)
- 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 diversity-related community events in which the Libraries can participate and co-sponsor

[JBB on behalf of the Library Diversity Committee 10/1/12]