Strategic Diversity and Inclusion Plan 2019-2020

Diversity and Inclusion Task Force

The Diversity and Inclusion Task Force was charged to create a Strategic Diversity and Inclusion Plan for the University of Arkansas Libraries. Building on the principles of inclusion and equity, the plan describes how the Libraries will deepen and enrich a culture and climate of diversity and inclusivity in support of the broader mission of the university. This plan describes how in 2019-2020 we will identify ways to offer assistance, information, and pedagogy opportunities to build equity, diversity, and inclusion at the Libraries; survey the collection to determine diversity gaps; and build on efforts to hire and retain a diverse and inclusive workforce. These goals work to support the Chancellor's Guiding Priorities 1) Building a Collaborative and Innovative Campus, and 2) Enriching Campus Diversity and Inclusion.

1) Personalized learning opportunities for faculty, staff, and students

The Diversity Committee will

- update the Diversity and Inclusion Research Guide each semester, including the list of recommended diversity book selections
- explore opportunities to promote the Diversity Collection and the diverse holdings of Special Collections.
- continue our support of the University of Arkansas Human Library
- pursue opportunities to support an additional three programs to reflect the diversity of populations, cultures, and ideas on our campus by summer 2020.

2) Opportunities for enhanced engagement with people of diverse backgrounds

- Special Collections will identify five community organizations serving minorities, those with cultural differences, and immigrant populations locally by summer 2020, and develop ideas for potential collaborations, such as outreach events or collection development.

3) Opportunities to enhance intercultural competency and diversity

- Technical Services and Special Collections will collect / arrange / describe records that document underrepresented groups (see above).
- The Diversity Committee will support a reading group for staff and faculty that focuses on intercultural competency and diversity.

4) Efforts to ensure inclusion and diversity as a universal value of the campus community through active measures

- Special Collections will contact faculty teaching classes with themes related to diversity and inclusion to integrate our collections into the curriculum.
- Special Collections will work with the Library PR Coordinator to publicize and actively promote services to support diversity and inclusion, such as our Diversity Collection, co-hosted diversity events or exhibitions throughout the Libraries.

5) Access to a network of resources to support an inclusive climate
- Special Collections will explore potential involvement in community-based archives, and offer a fellowship or paid internship to assist with community archiving initiative.
- Web Services will improve accessibility issues in the research guides site to correct WCAG 2.1 Level A errors and provide training on web accessibility to all library staff who create web content.
- The Librarian-in-Residence will work with the Government Document Librarian to create a Research Guide highlighting diverse government documents and materials by 2020.
- The Diversity Committee will review the collections to determine diversity gaps and create collection policy to include more diversity and inclusion materials by 2021.

6) **Efforts to ensure the unit’s space reflects a commitment to inclusion and diversity**
- The Libraries and the Diversity Committee will be mindful of access to spaces when requiring training and travel.
- The Diversity Committee will provide training on how to run meetings that are fair, including sharing discussion points and an agenda prior to meetings so more voices are heard.
- The Libraries will make providing ADA compliant workspaces, assistive technologies, and public spaces a priority for 2020, and consider how we can improve or develop services that are accessible to all.
- The Diversity Committee will also consider what diversity components could be added to the new employee welcome and orientations, such as a possible module or an introduction to a member of the Diversity Committee to highlight our goals in changing the culture of the University Libraries.
- The Diversity Committee will complete a review and assessment of our adherence to the Association of College and Research Libraries’ Diversity Standards.

7) **Commitment to establish and maintain professional practices and conduct reflective of an inclusive University of Arkansas community**
- HR and the Diversity Committee will promote the [Diversity Certificate Program](#) to all levels of employees (including the work study and hourly level), and encourage current employees who have started the program to complete the certificate by summer of 2020.
- HR will encourage all employees to attend at least one cultural/diversity-related program to be chosen by the employee.
- HR will provide service animal training by summer 2020 to ensure all staff and faculty are familiar with these accessibility policies.
- HR will explore some more opportunities to promote leadership training and team-building exercises within the library, and continue some of the existing programming we have offered to staff and faculty.