

# Creating a Social Justice Mindset

The Diversity, Inclusion, and Social Justice Task  
Force of the MIT Libraries Collections Directorate

ALCTS Exchange

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# The Central Question

How do we operationalize the values of diversity, inclusion, and social justice in our daily work?

# Some Basic Facts

- Charged by Associate Director for Collections
- Eight members representing three departments
- Convened March-November 2016
- Final report released February 2017:  
<http://tinyurl.com/MITLibDiv>

# What we did

- Systematic review of areas of our directorate:  
archives, collection strategy, preservation, scholarly communication, technical services
- Set forth a conceptual framework
- Drafted definitions
- Literature review
- Sought input from colleagues

# Definitions

- **Diversity** means difference. It is the heterogeneity found in the composition of the workforce, our collections, and community.
- **Inclusion** means creating and actively sustaining an organization and community in which all can participate fully, be respected, and be treated in an equitable manner.
- **Social justice** is a commitment to recognizing, addressing, and correcting systemic power imbalances that privilege one group at the expense of another.
- The definitions above must be considered collectively, with each building on and sharpening the previous one.

# Our Recommendations – Four Themes

- The Scholarly Publishing and Academic Library Marketplace
- Representation of Marginalized Perspectives
- Community Inclusion & Outreach
- Building Organizational Infrastructure for Diversity, Inclusion, and Social Justice

# Two Sections in a Little More Depth

- The Big Picture: Some Contexts of Our Work
  - Neoliberalism, Corporatization, Commercialization
  - Systems of Oppression and Privilege
  - Values and Ethics
- Building Organizational Infrastructure for Diversity, Inclusion, and Social Justice

**Questions?**