

The seal of the University of Delaware is visible in the background on the left side. It features a circular design with a central shield containing the words 'GRAMM', 'PHIOL', 'RHETOR', 'ETHICA' on the left and 'METAPH', 'LOGICA', 'MATHEM', 'PHYSICA' on the right. Below the shield is a banner with the word 'SOL'. The outer ring of the seal contains the text 'UNIVERSITY OF DELAWARE' and the year '1743' at the bottom.

New Roles for Engagement: Diversity, Community, and Libraries

Trevor A. Dawes

Vice Provost for Libraries and Museums

University of Delaware

@tadawes

ALCTS Exchange

16 May 2017



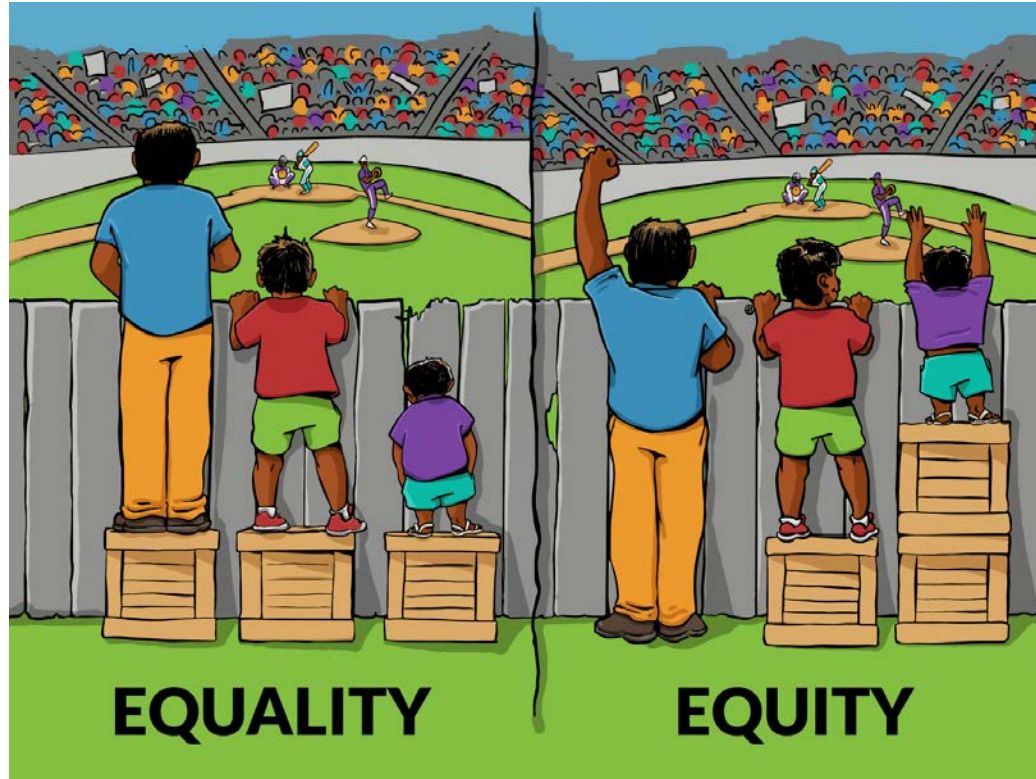
Poll

- Of the session participants today, how many of you are from:
 - Public Libraries
 - Academic Libraries
 - Special (including Medical, Law, Corporate) Libraries
 - School Libraries
 - Other?

Equity

Equity assumes difference and takes difference into account to ensure a fair process and, ultimately, a fair (or equitable) outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. The effects of that exclusion often linger systemically within organizational policies, practices and procedures. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups.

Equality vs Equity



Diversity

Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those things we cannot change and are external. However, diversity goes beyond this to what we call 'invisible' diversity. Invisible diversity includes those attributes that are not readily seen. So, when we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.

Inclusion

Inclusion means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success.

Social Justice

- Social justice refers to the ability of all people to fully benefit from social and economic progress and to participate equally in democratic societies.
 - Chris Bourg



College Library

[Spaces at College Library](#) > Reflection Space

Reflection Space

An alcove in the northwest corner of Room 2191 serves as College Library's designated reflection space. The space is intended for brief retreats from studying and users are encouraged to relax, take a moment and clear their minds.

Guidelines for using the space include:

- more than one person may use this space at a time
- turn off electronic devices
- remember that this alcove is located in a quiet room; be considerate of others
- know that this space is not intended for sleeping or studying

Created in 2014 as a pilot project by the College Library Improvement Committee (CLIC), the space has proved popular with students on campus. In surveying users, a number of respondents mentioned how much they appreciated a "private place to pray and meditate" without having to situate themselves "behind bookshelves" or "in between the stacks." One even suggested, "I'm glad that there is a space like this in the library; it would be nice to see it in other buildings as well."

Other campus units do provide resources to help students manage stress and promote relaxation. University Health Services (UHS) has several audio files of [relaxation exercises](#) available online. And for more entrenched anxiety, there are [stress management](#) services where students have the opportunity to meet with a health-orientated provider to review goals and develop an individual action plan. The Center for Investigating Healthy Minds, part of the Waisman Center at UW-Madison, also provides a list of sources on [cultivating well-being](#).

Center for Diversity & Inclusion

Washington University in St. Louis
Division of Student Affairs
One Brookings Drive
St. Louis, MO 63130-4899

Location & Contact

John M. Olin Library, Level 2, Suite 202
☎ 314-935-7535
✉ diversityandinclusion@wustl.edu

Hours

8:30 a.m. - 10 p.m.
Monday - Thursday

8:30 a.m. - 8:00 p.m.
Friday

Today: McKeldin

Open 24 Hours For Reading Day Campus ID Required 11pm-8am

⌚ Hours ▾

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Collection Strategies and Services

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Archives](#) >

Collection Development Diversity Statement

The Collection Development Department of the Collection Strategies and Services Division of the University of Maryland Libraries adheres to the University of Maryland Diversity Policy and upholds its guidelines and implements its initiatives as we contemplate the selection of resources and provide services that support the instruction, learning and research of all segments of our academic community. We are committed to the initiatives of the Libraries' Diversity Advisory Committee.

Defining diversity takes on multiple dimensions and expands as we grow in our understanding of its complexity. "It is not just based on visible characteristics and demographics; it is about diversity of thought, diversity in approach, and diversity in ideas." (1) Harris. (8/21/2014) In order to provide excellent services and resources, it is imperative that we fully comprehend the many facets and dimensions of diversity. In the university community "education is about intellectual diversity." (2) (A.Hudson-Ward). (8/8/2014).

As we address issues of strategic thinking and planning, *values-based diversity* has become a critical component. We not only look at the traditional dimensions but we need to add value to the differences as advocated for a healthy multi-generational workplace. Communication styles differ as well as technology familiarity and how we interact with its application in exploration of resources and services.

If we want to ensure our future, then our profession has to reflect and protect the rights of all people in order to bring about change in our diverse communities. Collection strategies and services serve as the foundation for learning and give the information seeker tools to do whatever is of excellence. It must be a community service whether it is for students, faculty and staff or for the greater good of our communities, cities, states and nation.

In our selection process to support academic course offerings, resources must reflect the many facets and dimensions of diversity. From ethnicity, race, age, attitudes, behaviors, sexual orientation and culture to fiscal planning, resources and communication, they all count in how we interact. To say that one is color blind or unbiased would not be truthful but the goal should be to work on our abilities to be open, receptive and transparent.

BEINECKE RARE BOOK & MANUSCRIPT LIBRARY

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Diversity of the Beinecke's
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New Exhibitions Showcase the Diversity of the Beinecke's Collections



Library News

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Three exhibitions opening Friday, Jan. 16, at the Beinecke Rare Book & Manuscript Library highlight the diversity and richness of the library's collections, exploring Yale's remarkable collection of pre-modern Japanese manuscripts, the underground art scene in 1980s East Germany, and the integration of American theatrical productions.

Combined, the three exhibitions present an extraordinary range of items, including materials from a 1943 integrated production of *Othello* starring Paul Robeson; works by East German underground artist and poet Sascha Anderson who was secretly in cahoots with the Stasi; and eighth-century Japanese scrolls that are among the world's earliest printed objects. These and a trove of other fascinating material will be on view in the following exhibitions:

What ARL Members Are Doing to Advance Diversity, Inclusion, and Equality

In 2015, student groups at campuses across the United States and Canada challenged their college and university administrations to address issues of institutional and systemic racism and other oppressive practices in academe. Much of this student activism occurred on campuses where libraries are members of the Association of Research Libraries (ARL), which has long held diversity and inclusion as core values embedded in the guiding principles of the Association.

In these tumultuous and transformational times, ARL affirms its commitment to supporting social justice issues within the sphere of racial/ethnic equality and across many other dimensions of human identity and expression. We recognize that libraries hold tremendous responsibility as stewards of the historical, artistic, and scientific record. We commit to marshaling our resources and developing policies that will create safe and welcoming virtual and physical spaces in support of unfettered dialogue and free exchange of ideas. These efforts will advance the collective understanding of these issues and advance progress in meaningful ways. Moreover, we acknowledge the tremendous opportunity that exists for libraries to model exemplary practice in critically examining their role in supporting systemic oppression, and working with the broader academic, research, and civic communities to dismantle those structures that lead to inequality and lack of opportunity in our world.

The Association of Research Libraries is committed to documenting voices of marginalized populations, and to creating and sustaining library and information organizations that not only are diverse and inclusive, but that fully leverage those assets to ensure intellectual and social growth and engagement for all stakeholders.

Inclusive Plans in the Library

- University of Wisconsin, Madison: Reflection Space
 - <https://www.library.wisc.edu/college/spaces/reflection-space/>
- Washington University in St. Louis: Center for Diversity and Inclusion
 - <https://diversityinclusion.wustl.edu>
- University of Maryland: Collection Development and Diversity
 - <http://www.lib.umd.edu/collections/policies/collection-development-diversity-statement>
- Yale University: Beinecke Rare Book and Manuscript Library Exhibitions
 - <http://beinecke.library.yale.edu/about/news/new-exhibitions-showcase-diversity-beinecke's-collections>
- ARL Libraries report on their activities
 - <http://www.arl.org/component/content/article/3940>

Libraries and Social Justice

- ALA Statement on Libraries, the Association, Diversity, and Inclusion:
 - <https://americanlibrariesmagazine.org/blogs/the-scoop/statement-libraries-association-diversity-inclusion/>
- Research Libraries and Archives Stand Committed to Diversity, Inclusion, Equity, Social Justice (ARL):
 - <http://www.arl.org/news/arl-news/4154-research-libraries-and-archives-stand-committed-to-diversity-inclusion-equity-social-justice#.WC9LPHeZNE5>
- APALA's President Affirms APALA's Vision:
 - <http://www.apalaweb.org/a-note-from-the-apala-president-affirming-apalas-vision/>
- ALA EDI-IWG Statement:
<http://www.ala.org/groups/equity-diversity-and-inclusion-implementation-working-group>



ALA Member Race/Ethnicity

Number of Credentialed Librarians by Characteristic, 2009-2010

| | | Total | White | African American | Asian Pacific Islander | Native American (including Alaskan) | Two or more races | Latino |
|---------------|--------|-----------------|------------------|------------------|------------------------|-------------------------------------|-------------------|-----------------|
| Total | | 118,666 | 104,392 (88%) | 6,160 (5%) | 3,260 (3%) | 185 (0.2%) | 1,008 (0.8%) | 3,661 (3%) |
| Gender | Male | 20,393 (17%) | 18,285 (90%) | 563 (3%) | 787 (4%) | 8 (0.03%) | 181 (0.8%) | 522 (2.6%) |
| | Female | 98,273 (83%) | 86,107 (88%) | 5,597 (6%) | 2,473 (3%) | 177 (0.1%) | 827 (0.8%) | 3,139 (3.2%) |

Percentages may not equal 100 due to rounding.

Source: ALA Diversity Counts, 2012: <http://www.ala.org/offices/sites/ala.org.offices/files/content/diversity/diversitycounts/diversitycountstables2012.pdf>

ALA Spectrum Program

Spectrum Scholarship Program

Spectrum recruits and provides scholarships to American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino and Native Hawaiian/Other Pacific Islander students to assist individuals interested in obtaining a graduate degree and leadership positions within the profession and our organization. Our aim is to increase the number of racially and ethnically diverse professionals working as leaders in the field of library and information science to best position libraries and institutions at the core of today's culturally diverse communities.



Diversity Recruitment

The ARL Diversity Programs recruit people from underrepresented racial and ethnic groups into careers in research libraries (the **Initiative to Recruit a Diverse Workforce** and the **Career Enhancement Program**), into the field of music and performing arts librarianship (the **ARL/MLA Diversity and Inclusion Initiative**), as well as the archives and special collections professional workforce (**ARL/SAA Mosaic Program**). Additionally, ARL's **Leadership & Career Development Program** has a focus on diversity.

Diversity Program participants reflect on their experiences in *Synergy: News from ARL Diversity Programs*.

The annual **Leadership Symposium**—a component of the ARL Diversity Programs—focuses on issues related to transitioning into, and building career networks in, research libraries.

The Diversity Programs also encompass ARL's **Job/Residency/Internship Listings**.

ARL
Diversity
Initiatives

Purpose

The ACRL Diversity Alliance program unites academic libraries who share a commitment to increase the hiring pipeline of qualified, talented individuals from underrepresented racial and ethnic groups. By thinking bigger and broader, across all academic libraries, we will introduce and welcome to the job market underrepresented racial and ethnic groups with work experiences that advance academic/research libraries.

The commitment of each library leader to create one or more residency positions will increase the numbers of opportunities for professionally underrepresented racial and ethnic groups to gain the knowledge, skills and competencies to thrive in an academic context. Participation in the ACRL Diversity Alliance requires a deep commitment on the part of library leaders to open doors, share their networks, connect people at conferences, etc., to facilitate deeper understanding of the profession and prepare them to participate in the wider higher education community and for success in scholarship, professional service, and leadership. In addition to the network of library leaders, residents will have access to a cohort and/or network that allows for sharing of ideas, resources, best practices, etc.

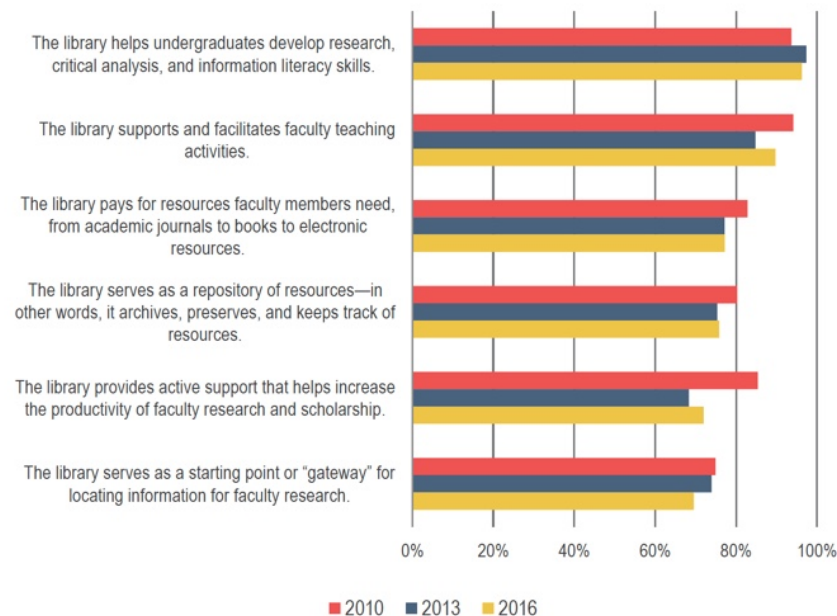


Welcome to the UD Morris Library



Role of the Library

Figure 1: How important to you is it that your college or university library provides each of the functions below or serves in the capacity listed below?
Percentage of respondents who identified each function as very important.



Library and Social Justice

Figure 8: How influential are each of the following in shaping your library's strategic priorities? *Percentage of respondents who indicated that each is very influential.*

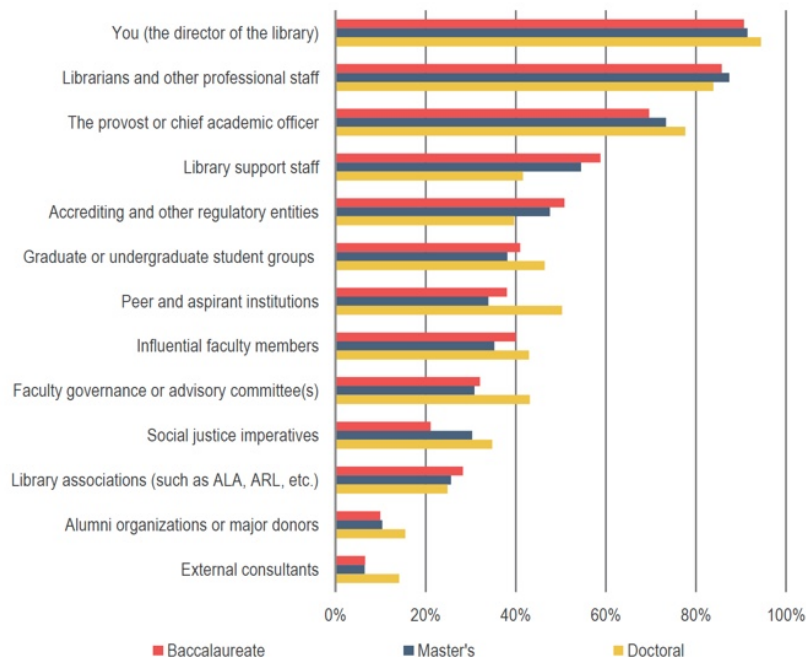


Figure 11: If you received a 10% increase in your library's budget next year in addition to the funds you already expect to receive, in which of the following areas would you allocate the money? *Percentage of respondents who selected each item.⁹*

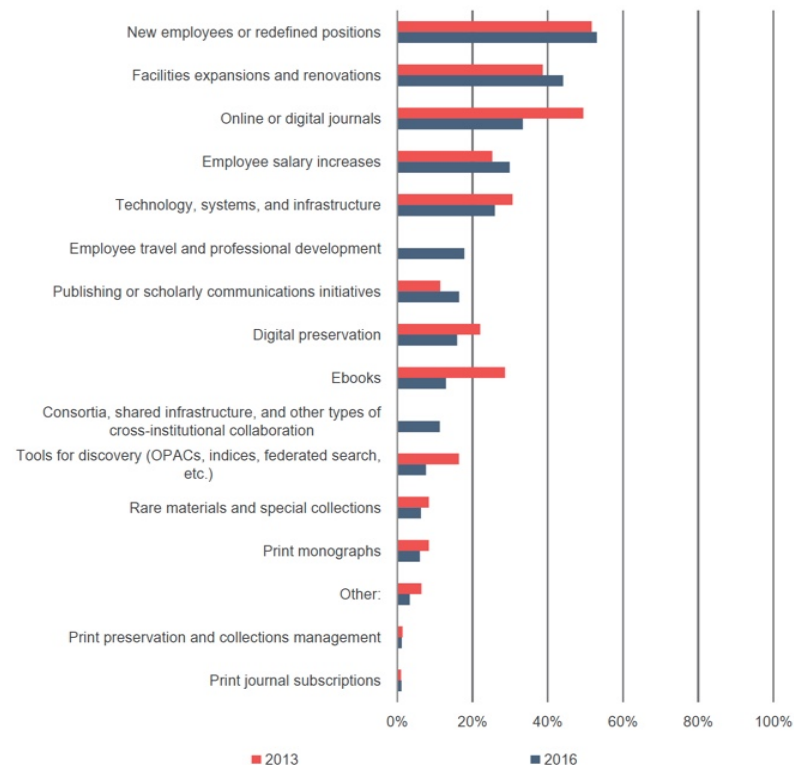


Figure 14: To the best of your knowledge, will your library add or reduce employee positions in any of the following areas over the next 5 years?¹²
Percentage of respondents who indicated that they would add employee positions in each of the following areas.

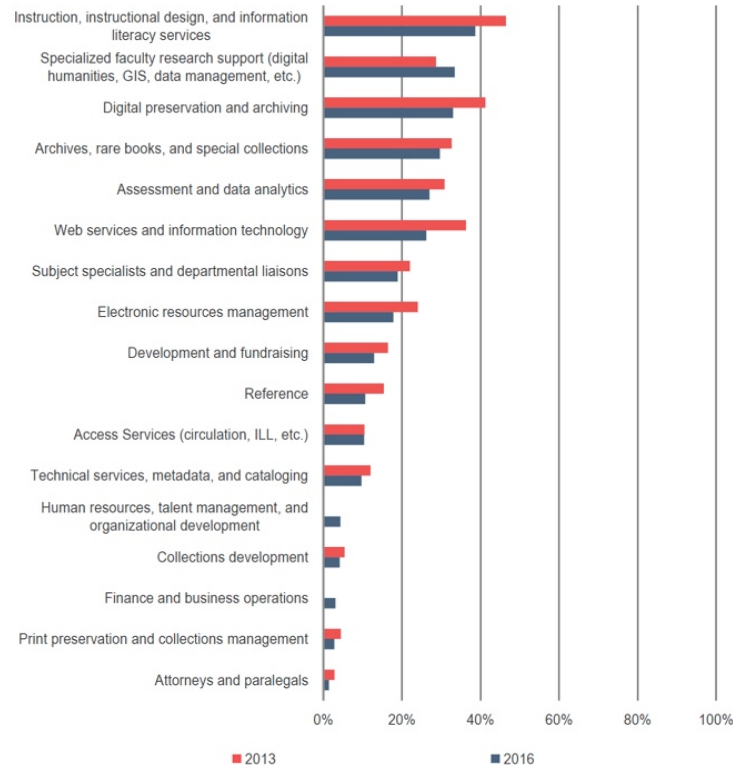
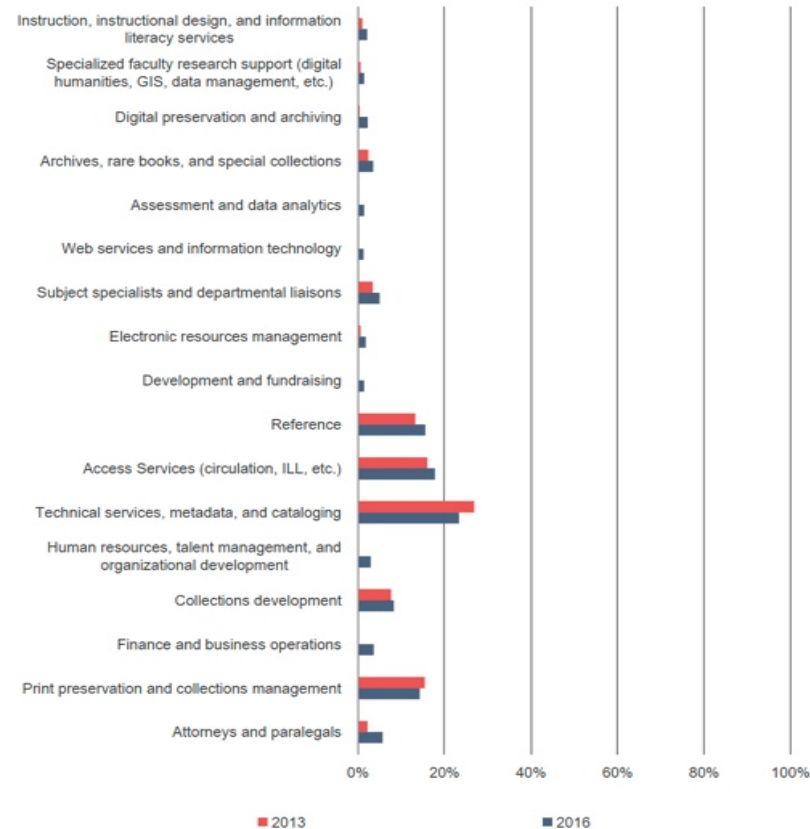


Figure 16: To the best of your knowledge, will your library add or reduce employee positions in any of the following areas over the next 5 years?
Percentage of respondents who indicated that they would reduce employee positions in each of the following areas.



MCLS Position

Job posting: Community Engagement Librarian

EDIT: This position has been filled.

The Midwest Collaborative for Library Services (MCLS) is looking for an energetic, creative librarian to be our new Community Engagement Librarian. This new position will coordinate MCLS' outreach, including training, marketing, and special projects as they arise. Activities include coordinating our monthly e-newsletter "MCLS News", directing marketing campaigns and other outreach efforts, and developing new training programs and workshops.

NC Live Position

Community Engagement Librarian, NC LIVE

NC LIVE is seeking to fill the position of **Community Engagement Librarian** during an exciting phase in the development of the organization. The Community Engagement Librarian will be responsible for establishing and leading the execution of a cohesive Communications, Marketing and Community Engagement program to ensure that NC LIVE remains closely aligned with the needs of its membership and that the value of NC LIVE is broadly known by librarians and the general public.

The person in this role will assess the effectiveness of NC LIVE's current communication, marketing and engagement activities and prioritize those activities that are most impactful. Additionally, this person will incorporate his/her own innovative ideas and best practices from other organizations to establish a cohesive Communications, Marketing and Community Engagement program. The Community Engagement Librarian will work with the Executive Director to determine the program strategy and will be responsible for its execution, enlisting NC LIVE staff, committee members and partners as needed to achieve its goals.

University of Delaware Library Job Ads

General Information: The University of Delaware Library is committed to student success, scholarly research and inclusive excellence. The Library is strongly committed to fostering diversity within our community. We welcome those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us to expand our capacity for diversity in the broadest sense. The Library collaborates with strategic campus partners to achieve these priorities, as well as with national professional organizations including the Association of Research Libraries, Center for Research Libraries, Coalition for Networked Information, Council on Library and Information Resources, Digital Library Federation, OCLC Research Partnership, SPARC, HathiTrust, the National Digital Stewardship Alliance, the National Network of Libraries of Medicine (NN/LM) and the ACRL Diversity Alliance. More information about the Library is available at <http://library.udel.edu/>.

Universities and Campus Compact

Campus Compact Overview

Campus Compact is a national coalition of 1,000+ colleges and universities committed to the public purposes of higher education. We build democracy through civic education and community development.

Universities and Campus Compact

We empower our students, faculty, staff, and community partners to co-create mutually respectful partnerships in pursuit of a just, equitable, and sustainable future for communities beyond the campus—nearby and around the world.

We prepare our students for lives of engaged citizenship, with the motivation and capacity to deliberate, act, and lead in pursuit of the public good.

We embrace our responsibilities as place based institutions, contributing to the health and strength of our communities—economically, socially, environmentally, educationally, and politically.

We harness the capacity of our institutions—through research, teaching, partnerships, and institutional practice—to challenge the prevailing social and economic inequalities that threaten our democratic future.

We foster an environment that consistently affirms the centrality of the public purposes of higher education by setting high expectations for members of the campus community to contribute to their achievement.

Poll:

- Is your college / university a Campus Compact member?
 - Yes
 - No
 - I don't know

Libraries and Community Engagement

Engagement roles for libraries include:

1. Connecting resources and encouraging interaction between campus and citizen scholars
2. Creating and installing exhibitions that feature the research and creative work of faculty, student and community scholars
3. Providing openly available digital repositories and online research tools to showcase campus and community research, collections and resources

Libraries and Community Engagement

ALA, Harwood Institute announce Public Innovators Lab for Libraries community engagement training opportunity

For Immediate Release
Tue, 07/07/2015



Contact:

Sarah Ostman
Communications Manager
ALA Public Programs Office
312-280-5061
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CHICAGO – The American Library Association (ALA) and The Harwood Institute for Public Innovation have announced an intensive three-day training opportunity to help libraries strengthen their role as agents of positive change in their communities.

Libraries and Community Engagement

CAMPUS & COMMUNITY HUMANITIES & SOCIETY

‘Documenting Ferguson’ free, online archive created by Washington University Libraries

Community invited to submit photos, videos, stories and other content related to protests, unrest in Ferguson

By [Diane Toroian Keaggy](#) • September 17, 2014

May 10, 2017

City of Newark Partners with UD, NAACP on Historic Preservation Project

Focus on New London Road/School Hill Community

Newark DE - In an effort to preserve the rich history associated with the area of New London Road and the School Hill community in Newark, the City has partnered with the Newark Branch of the National Association for the Advancement of Colored People (NAACP), and University of Delaware (UD) to host an event focused on collecting oral history accounts as well as scanning and documenting mementos from current and former residents with connections to the area. The event is free and open to the public and will be held on Saturday, May 20, from 1 - 5 p.m. at the George Wilson Center.

"The George Wilson Center has deep roots in this community, making it a perfect site to invite those with connections to the area to come together and share their stories," said Parks and Recreation director Joe Spadafino. "We hope some of the historical information, photos and objects we're able to collect and catalogue at this event will be displayed in the GWC for decades to come."

Individuals are encouraged to go through their possessions, photographs and documents to gather items they wish to contribute to the preservation effort. During the event, representatives and volunteers from above organizations will be collecting and preserving historic information, photographing mementos, scanning old photographs and documents, filming and recording interviews and capturing the New London Road/School Hill history.

"The University of Delaware is very pleased to be a partner in this important program to preserve the heritage of Newark's School Hill community," said Dan Rich, director of the UD Community Engagement Initiative. "The UD Library's Center for Digital Collection staff, led by Molly Olney-Zide, will be at the event to digitize the documents provided by those who lived in the community, and will add them to the open, public archive that already includes audio interviews with former residents."

- **KU Libraries**, University of Kansas

KU Libraries Community Engagement services include effective engagement with incoming and returning students; outreach to lifelong learners throughout local, state and regional communities and providing access to KU faculty, staff, student and community scholarship.

- **Exhibits**: In partnership with other cultural venues at KU and throughout our local and regional community, the exhibitions promote the scholarly and educational mission of the University, reflect the Libraries' commitment to freedom of information and cultural diversity, and stimulate academic discourse on campus.

- **KU Scholar Works**: KU's digital repository contains scholarly work created by KU faculty, staff and students, as well as material from the University Archives. KU ScholarWorks makes important research and historical items available to a wider audience and helps assure their long-term preservation.

- **William H. Hannon Library**, Loyola Marymount University (LMU)

The William H. Hannon Library at Loyola Marymount University (LMU) contributes to formative and transformative education through outreach, exhibits, and programming for the LMU community and beyond.

- **Taubman Health Sciences Library**, University of Michigan

Taubman Library serves to promote the community health by improving access to high quality health information, with an emphasis on underserved communities and the elimination of health disparities.

Other Library Engagement Activities



