

Creating a Social Justice Mindset: The Diversity, Inclusion, and Social Justice Task Force of the MIT Libraries' Collections Directorate

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The DISJ task force identified opportunities for **archives, technical services, preservation, scholarly communication, and collections strategy** staff to manifest the values of diversity, inclusion, and social justice in our daily work, meeting March-November 2016.



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 should be considered together, with each subsequent definition building on and sharpening the previous one.

Diversity

Inclusion

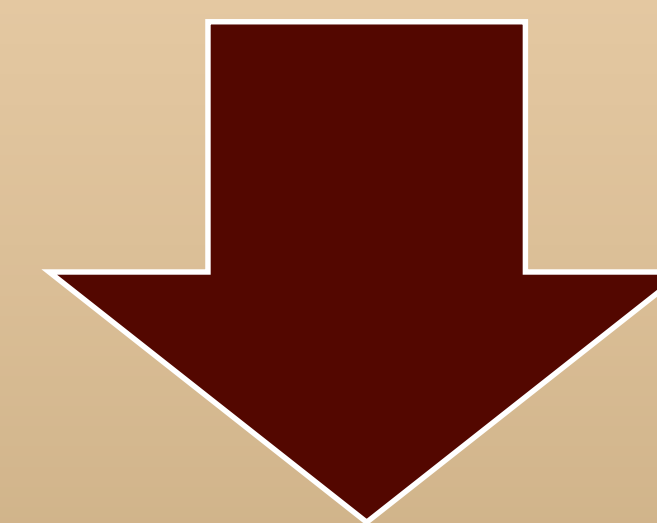
Social justice

Conceptual Framework

Academic libraries are not neutral. They're situated in (and often reproduce) systems of structural inequity and economic injustice.

Values

- Access
- Confidentiality/Privacy
- Democracy
- Diversity
- Intellectual Freedom
- Preservation
- The Public Good
- Service
- Social Responsibility



Values of
Libraries &
Archives



Structural
inequity and
economic
injustice

Contexts:

Structures of Power

- Economics: Neoliberalism, the Corporatization of Academic Libraries, and the Commercialization of Scholarly Publishing
- Systems of Social Oppression and Privilege

But the values of libraries and archives place us in opposition to systems of oppression and privilege.

Our Recommendations – Four Themes

1. The Scholarly Publishing and Academic Library Marketplace
2. Representation of Marginalized Perspectives
3. Community Inclusion & Outreach
4. Building Organizational Infrastructure for Diversity, Inclusion, and Social Justice

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The full report
(February 2017)

<http://tinyurl.com/MITLibDiv>

Zotero bibliography

<https://www.zotero.org/groups/disj>

Selected Task Force Recommendations

Acquisitions

- Leverage purchasing power to negotiate the broadest possible access for electronic resources
- Consider independent companies in lieu of major subscription agents

Archives and Special Collections

- Document student groups and social action
- Make exhibits accessible, e.g. for visually impaired persons

Cataloging

- Use alternative thesauri for subject headings
- Advocate for non-pejorative subject terms

Collection Development

- Select materials that reflect the cultural and linguistic diversity of the user community
- Recognize and include marginalized perspectives by purchasing from independent publishers

Preservation

- Respect and preserve original structures that are culturally significant or representative

Scholarly Communication

- Support publications (OA and pay-for-access) from the Global South and other regions underrepresented in scholarly publishing
- Provide workshops on the scholarly publishing system for MIT students from underrepresented groups