

Marquette University

e-Publications@Marquette

Library Faculty Research and Publications

Library (Raynor Memorial Libraries)

4-2018

Equity, Diversity, & Inclusion: Charting the Course for Justice & Excellence in Academic Libraries

Jean Zanoni

Marquette University, jean.zanoni@marquette.edu

Elisa Coghlan

Marquette University, elisa.coghlan@marquette.edu

Follow this and additional works at: https://epublications.marquette.edu/lib_fac

Recommended Citation

Zanoni, Jean and Coghlan, Elisa, "Equity, Diversity, & Inclusion: Charting the Course for Justice & Excellence in Academic Libraries" (2018). *Library Faculty Research and Publications*. 122.

https://epublications.marquette.edu/lib_fac/122

EQUITY, DIVERSITY, & INCLUSION

Charting the Course for Justice &
Excellence in Academic Libraries

JEAN ZANONI

ELISA COGHLAN

Marquette University Libraries

What We'll Be Talking About Today

- Introduction – background and current state of diversity in the profession
- Marquette Library's diversity initiative and activities
- Wisconsin academic libraries' diversity activities – survey results
- Discussion – successes and challenges, improving diversity in Wisconsin libraries

A Little Inspiration

That was then...



This is now.



<https://www.youtube.com/watch?v=m0sLdwx9UII>

Setting the Stage

Challenges

- **Institutional culture** often reflects the identities of its creators.
- **Imbalances of advantage** have historically favored of those who are aligned with institutional culture and identities.
- **These asymmetries of power, opportunity, and reward are often invisible** to those who identify closely with institutional culture.

Goals

- **Diversity:** Embodying a multiplicity of cultures and identities and embracing uniqueness of individual.
- **Equity:** Distributing opportunity and reward fairly among all cultures and identities; dismantling marginalization and underrepresentation.
- **Inclusion:** Establishing an environment that values and respects groups from all cultures and identities.

“

Diversity is an essential component of any civil society. It is more than a moral imperative; it is a global necessity.

”

Diversity Standards, 2012

Association of College and Research Libraries

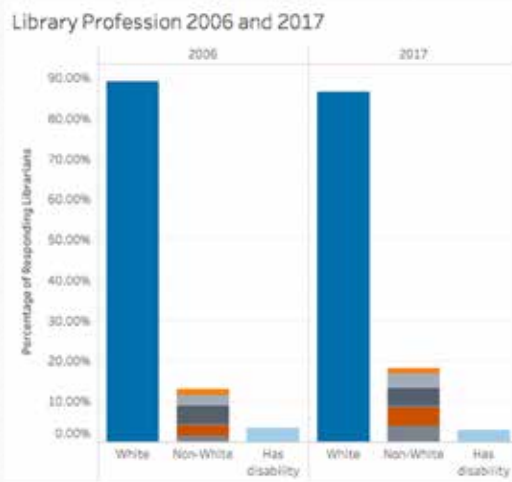
Progress Report

- **1981:** ALA Committee on Diversity
- **1990:** ACRL Diversity Committee
- **1997:** ALA Spectrum Scholars program
- **2006/7:** First ALA Diversity Counts survey
- **2012:** ACRL Diversity Standards
- **2017:** Diversity in ALA strategic plan
- **2018:** Diversity in ACRL strategic plan

Where Do We Stand? Changing Diversity of Library Profession

Statistics from the ALA Office
for Research and Statistics

- 2006 Diversity Counts survey
- 2017 Demographic Study



Where Do We Stand? Library Profession vs. US Population

Statistics from:

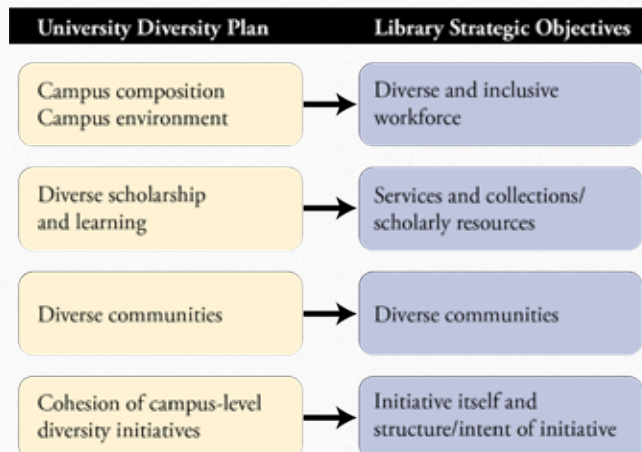
- US Census QuickFacts
- ALA Office for Research and Statistics, 2017 Demographic Study



MU Libraries' Experience – How We Got Here

Mapping Diversity Strategy

Connecting the university's diversity and inclusion plan with the library's strategic objectives



A Culture of Inclusion

- Promote and sustain a learning and workplace environment that values and engages all students, faculty, and staff.



Enhance Collections Representing Diverse Cultures

- Dedicate funds to acquire high demand diversity-related resources
- Catalog campus Multicultural Center's collection
- Enhance collection in consultation with the Center for Gender and Sexualities Studies



Strengthen Services to Students and Faculty from Diverse backgrounds

- Create and promote diversity research guides
- Provide instruction and consultations with students from Educational and Health Careers Opportunity Programs, international students, and McNair Scholars
- Celebrate ethnic history and heritage months with speakers, posters and exhibits
- Enhance partnerships with the Office of International Education and the Office of Diversity and Inclusion



Recruit and Retain a Diverse Workforce

- Advertise and promote job opportunities to diverse groups
- Facilitate search committee training on inclusive hiring practices
- Create residency program to increase underrepresented groups in academic libs
- Provide staff development and training including microaggressions workshop, presentation by Office of Diversity and Inclusion
- Administer ClimateQUAL to library staff and participate in campus climate survey
- Membership on campus diversity committees

Collaborate with Culturally Diverse Communities in Milwaukee and Beyond

- Cosponsor programming; topics include:
 - Health disparities among minority children
 - African Americans in times of war
 - March on Milwaukee 50th anniversary
 - Native American veterans
 - International poetry reading
- Host annual MLK lecture
- Participate in volunteer activities sponsored by Milwaukee schools
- Sponsor internships for urban youth and international students
- Host Ethnic Alumni Association activities

Measuring Success

54 DATA-BASES / **\$590,400**
 providing access to diversity-related research / total annual & one-time costs for diversity-related databases

390
CONTACT HOURS
 between staff & community in FY2016



Challenges

- Lack of resources – funding and staff
- Taking it for granted vs. being intentional
- Maintaining interest and enthusiasm

St. Norbert Lawrence
 Edgewood UW-Superior
 Alverno UW-Oshkosh UW-Colleges
 UW-Milwaukee UW-Green Bay
 UW-Eau Claire Marquette
 UW-Madison Northland
 Marian

DIVERSITY INITIATIVES IN WISCONSIN ACADEMIC LIBRARIES, THE SURVEY SAYS...

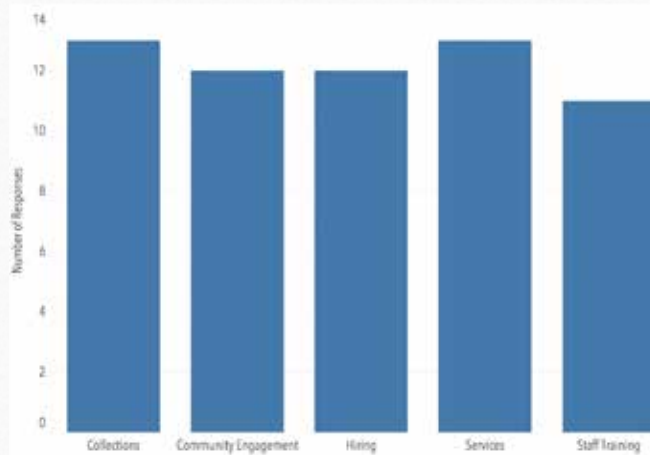
14 respondents – 6 private institution libraries and 8 libraries from UW System

Strategic Plans

Diversity, equity and inclusion is included in the strategic plan of 6 libraries

- “fostering an **engaging** environment for our **diverse community** of learners”
- “providing services and resources to **individuals of diverse background and needs**”
- “**Sensitive to personal needs**, the library staff serves **all members** of the University community.”
- “We will continue to work to ensure we provide welcoming and inclusive surroundings for all who wish to take advantage of our spaces and services. Actions meant to **hurt, alienate, or divide** this community will **not be tolerated**. We strive to create a **safe, welcoming, and inclusive** work place.”

Diversity, Equity and Inclusion Activities



Noteworthy Activities



Nametags with preferred pronouns

- **Hiring** – equity advocates on hiring committees, blinding of resumes
- **Staffing** - Info Specialist Internship for undergrads from diverse backgrounds, affinity groups, nametags with preferred pronouns, position descriptions including EDI activities
- **Committees** – Inclusive Excellence Council, staff EDI committee for training, collections, services and connecting to campus EDI initiatives
- **Training** – SAFE training for LBGTQIA issues, use of inclusive language, privilege/identity and hidden disabilities

Noteworthy Activities

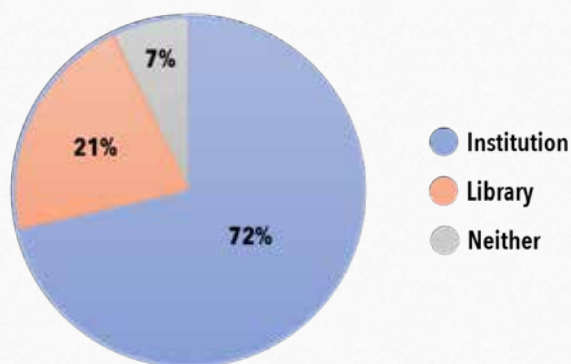


Lawrence University reflection room

- **Collections** – purchase of textbooks as equity issue, diversity audit, non-mainstream book review sources, diversity resource guides
- **Displays** – “Know more now” to address issues in news/pop culture
- **Space** – meeting space, gender neutral restrooms, reflection room with social justice and diversity collection
- **Website and marketing** – inclusive messaging, gender neutral messaging, accessibility

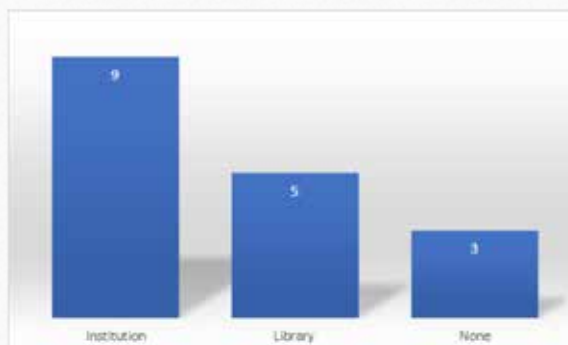
Committees/ Task Forces

Types of
diversity committees (if any)
at responding libraries



Climate Survey

Types of climate surveys
(if any) conducted at
responding libraries



Challenges

- Historically low diversity of campus and community, challenging to raise awareness and change demographics
- Small staff size with little turnover, impact on ability to make diverse hires
- Lack of resources (staff and funds) to pursue diversity initiatives

Discussion

What are the notable diversity initiatives at your library?

What are your library's greatest successes and biggest challenges?

What can we do here in Wisconsin to improve diversity?