

University of Rhode Island, University Libraries' Diversity Statement

The University of Rhode Island University Libraries guarantees students, scholars and staff equitable access to its resources and for employees, equal access for advancement, without regard to their race, color, creed, religion, national origin, sex, sexual orientation, ancestry, age, marital status, or handicap.

By its very nature, the University Libraries embodies the concept of diversity. Intellectual freedom and access to information, the keystones of librarianship, are the foundation for our acceptance of the full spectrum of ideas and perspectives. Diversity in our environment embraces the acceptance of a multiplicity of cultural heritages, lifestyles and worldviews. It acknowledges the elimination of discrimination and the acceptance of difference. All staff and patrons are treated with respect and dignity, regardless of status. Within the Library, diversity is both an organizational and a service imperative.

University of Rhode Island University Libraries is strongly committed to supporting diversity in its staffing, workplace environment, services, and collections. The following goals and objectives complement and support the Library's Mission. They also support the University's commitment to diversity, and the institution's Affirmative Action, Equal Opportunity Employment practices.

STAFFING GOAL:

To have a Library staff (faculty, classified, & student) that is, as a whole, diverse, particularly in terms of race and ethnicity.

Objectives:

1. Work to ensure that the diversity of the Library staff reflects the diversity of the University of Rhode Island.
2. Ensure that the diversity of the staff be a considered factor in hiring decisions for all Library staff positions.

WORKPLACE ENVIRONMENT GOAL:

To have a workplace environment that fosters mutual respect and acceptance of individual differences among all Library staff.

Objectives:

1. Encourage and provide support for educational and professional development that fosters a culture of diversity.
2. Actively increase awareness of differing cultural and religious customs.
3. Support constructive criticism and positive feedback within the workplace.

4. Foster open and mutually respectful communication that allows for differing communication styles.
5. Encourage openness and receptivity to differing opinions, ideas, and perspectives.
6. Value the diversity of skills, education, and interests represented within the Library staff.

SERVICE GOAL:

To provide excellent service to all Library patrons.

Objectives:

1. Foster a comfortable and respectful service environment.
2. Encourage all staff to listen and respond sensitively to patrons' needs.
3. Encourage flexibility and creativity in addressing patrons' needs.
4. Increase outreach to student constituencies and collaboration with other offices on campus.
5. Support ongoing staff training in the provision of quality public service.
6. Strive to make technological resources as accessible as possible through design and instruction.
7. Strive to make all Library facilities physically accessible to all patrons in accordance with the Americans with Disabilities Act (ADA) Accessibility Guidelines for Buildings and Facilities.

COLLECTIONS GOAL:

To have a collection that supports emerging and existing areas of study and interest relating to ethnic, racial, and cultural diversity.

Objectives:

1. Closely monitor and respond to curricular development and research trends in these areas.
2. Encourage staff and patrons to take an active role in developing our collections in these areas.
3. Explore ways to provide and improve funding for acquisition of these materials.
4. Seek creative ways to identify and acquire materials in these areas, recognizing that traditional avenues may prove inadequate.
5. Improve awareness of the Library's rich collections in these areas through exhibits, instruction, and other appropriate outreach efforts.