

Strategy 7: DIVERSITY

Ensure that all the University Libraries goals encompass diversity, equity, and inclusion.

GOAL: To provide materials for students, faculty and staff which includes diverse perspectives, histories, and experiences.

ACTIONS:

- Prioritize collections that support an anti-racist agenda and support for diversity, equity, and inclusion in general. This includes content representing the history and perspectives of historically oppressed groups as well as materials which meet the needs of the University as it embraces an anti-racist curriculum and research agenda.
- Utilize our archival and historical materials to better educate individuals in different cultural perspectives.
- Revise and revisit the elements of our collection's finding aids, acquisition and access policies to encourage the creation of diverse collections, particularly collections created by People of Color.
- Ensure key terminology and metadata in the catalog accurately reflects the anti-racist, non-prejudicial values of the University.
- Promote the transition to a system of scholarly communication that provides open access to scholarly outputs, such as unfettered access to scholarly information for people worldwide who would not otherwise be able to access this content.

GOAL: To provide direct outreach to the entire campus community on diversity, equity and inclusion events, classes, collections, and displays being cultivated by the University Libraries.

ACTIONS:

- Recruit a Diversity, Equity, and Inclusion (DEI) Librarian who's focus will be to increase awareness of diversity issues in the University Library through outreach, teaching and creating campus-wide events.
- Offer educational and workshop opportunities in diversity, equity, and inclusion for University Libraries faculty and staff.
- Increase outreach programs of acquiring diverse materials at the direct request of the community.
- Work with the Graduate School of Library and Informational Science to develop a Library Fellowship Program encouraging diverse populations to enter the profession.