Appalachian State University

University Libraries
Diversity and Inclusion Plan

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Statement of Program Sustainability Updated by Committee | September 2020

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A Diversity and Inclusion Plan provides direction for collaborative diversity efforts in University Libraries. The plan is modeled from ALA's Strategic Planning for Diversity: http://www.ala.org/advocacy/diversity/workplace/diversityplanning

The following elements are offered below:

- A definition of diversity for the organization
- An assessment of need or justification for the diversity and inclusion plan
- A mission or vision for the diversity of the organization
- A statement of priorities or goals with delegation of responsibilities towards achievement of the plan
- A statement of program sustainability

A definition of diversity for the organization

Diversity is the expression of human similarities and differences, as well as the importance of a living and learning environment conducive to knowledge, respect, acceptance, empathy, global awareness, and inclusion.

An assessment of need or justification for the diversity and inclusion plan

The University Libraries are uniquely positioned to promote a diverse and inclusive environment where differences are appreciated and valued. We serve an increasingly diverse community of faculty, staff, students, and community members and play an important role in educating individuals to engage with local and global communities in working toward a sustainable future. Libraries have a role in promoting equity, diversity, and inclusion. The American Library Association lists 'Diversity' as one of its eight key action areas and sets the standard for libraries to ensure diversity is a core value in hiring, collections and services[1].

Appalachian State University identifies "Embracing Diversity of Thought, Belief and Community"[2] as the fourth of six strategic directions. We see initiatives across campus that support this strategic direction including the Quality Enhancement Plan entitled "Global

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[1] American Library Association (2015). *Mission & Priorities: Key Action Areas.* Retrieved from http://www.ala.org/aboutala/missionpriorities/keyactionareas
[2] Appalachian State University (2014). *Strategic Plan.* Retrieved from http://www.appstate.edu/about/strategic-plan/

Learning: A World of Opportunity for Appalachian Students"[3]. University enrollment data highlights that ethnic diversity of our student population has nearly doubled from Fall 2007 to Fall 2016[4]. The actions and decisions of the University take into consideration that racially diverse groups share a wider range of perspectives and information in decision-making[5] and will also be more open-minded and diligent in decisions related to issues of race.[6] Diversity leads to innovation and new ideas and is clearly a focal area for librarianship and Appalachian State University.

Now is the time to formalize our diversity and inclusion efforts in order to provide more strategic and sustained initiatives. The Libraries have supported diversity efforts through a variety of means such as the establishment of a Diversity and Inclusion Committee, programs and activities that encourage inclusion and learning about differences, striving to hire qualified diverse candidates for positions, purchasing diverse collections, supporting international librarianship, and more. A Diversity and Inclusion Plan can serve as an opportunity for building partnerships across campus and promoting and assessing the libraries' role and efforts. It can also help to ensure that we claim the benefits of diversity and inclusion for our libraries, students, faculty, and staff. As stated in the Appalachian State University Strategic Plan, "Continued assessment and planning ensures that diversity is incorporated into the fabric of the campus through its policies, administration, practice and service delivery[7]". The benefits of a library diversity plan are to provide unifying guidance to our entire library system as it relates to diversity even as individuals leave and join our organization. The infusion of diversity and inclusion can then be accomplished at all levels of our organization especially as teams, committees, and individuals establish goals and evaluate our processes and activities with an eye for continued improvement.

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[3] Appalachian State University Office of the Quality Enhancement Plan (2013, August). *Global Learning: A World of Opportunity for Appalachian Students*. Retrieved from https://qep.appstate.edu/sites/qep.appstate.edu/files/QEP-report-final_0.pdf

[4] Appalachian State University (2016). *Enrollment by Race/Ethnicity*. Retrieved from https://public.tableau.com/views/Factbook-Student-Race-Ethn_2017/AllStudents?:embed=y&:display_count=no&:showVizHome=no

[5] Phillips, K.W.,, Northcraft, G.B., & Neale, M.A. (2006). Surface-Level Diversity and Decision-Making in Groups: When Does Deep-Level Similarity Help? *Group Processes & Intergroup Relations, 9*(4), 467-482.

[6] Sommers, S.R. (2006). On Racial Diversity and Group Decision Making: Identifying Multiple Effects of Racial Composition on Jury Deliberations. *Journal of Personality & Social Psychology, 90*(4), 597-612.

[7] Appalachian State University (2014). *Strategic Plan: Four*. Retrieved from http://www.appstate.edu/about/strategic-plan/

Vision and Mission

Vision:

University Libraries will provide inclusive and equal access to resources, services, programs and spaces which promote a greater awareness of support for and promotion of a diversity of backgrounds, cultures, values, perspectives, learning experiences, and needs.

Mission:

University Libraries support and foster a respectful, tolerant and inclusive educational and social learning environment and experiences for patrons and library personnel through services, collections, teaching, learning, and technology.

A statement of priorities or goals with delegation of responsibilities towards achievement of the plan

There are four goals that include short term initiatives (within the next year) to long term initiatives (longer than a year from now).

Goal 1: Build a supportive and inclusive workplace culture.

Short-Term Initiatives:

ACTION ITEMS	WHO IS RESPONSIBLE	Status
Encourage all faculty and staff to create at least one diversity related goal per year.	Library Administration/Coordinators	
Create a method for promoting campus wide opportunities that relate to diversity.	Diversity & Inclusion Committee	
Encourage faculty and staff to apply for the ASU, Annual Diversity Institute (Spring).	Library Administration/ Coordinators	
Create a process for nominating individuals or teams for library and/or external awards that recognize outstanding diversity related projects.	Diversity & Inclusion Committee	

Coordinate with Library Assessment Committee to explore options for assessing the diversity climate within the library	Library Administration/ Diversity & Inclusion Committee/Assessment Committee	
Include diversity in training for student employees and annually evaluate.	Student Supervisor Committee	
Develop diversity training for new faculty and staff as a part of the orientation process.	Diversity & Inclusion Committee	
Review annually library annual goals related to diversity and inclusion.	Diversity & Inclusion Committee/Administration/Coordinators	

Long-Term Initiatives:

ACTION ITEMS	WHO IS RESPONSIBLE	Status
Establish annual training on some aspect of cultural competency.	Diversity & Inclusion Committee	
Increase support for participation at off campus diversity related professional development opportunities. For example, giving a diversity related presentation, participating in diversity training, attending a diversity related conference, or international exchanges.	Diversity & Inclusion Committee - proposal to Administration	
Provide financial and/or professional support for global librarianship.	Administration/Diversity & Inclusion Committee	
Explore possibilities for librarian participation in domestic interlibrary exchanges with libraries that have larger underrepresented student populations.	Diversity & Inclusion Committee	

Goal 2: Recruit and retain a diverse workforce.

Short-Term Initiatives:

ACTION ITEMS	WHO IS RESPONSIBLE	Status
Create guidelines for search committees on best practices for recruiting a diverse workforce.	Diversity & Inclusion Committee	
Evaluate the current practices for recruiting diverse and international candidates for vacant faculty positions.	Administration/Library faculty/ DPC/Diversity & Inclusion Committee/COOLL	
Evaluate the current practices for recruiting diverse and international candidates for vacant staff positions.	Administration/ Diversity & Inclusion Committee/COOLL	
Evaluate the current practices for recruiting diverse and international candidates for vacant student positions.	Administration/Student supervisors	
Adjust search procedures to include a time in the interview process to discuss questions about living/working in Boone.	Administration/HR/ Search committees/Diversity & Inclusion Committee	

Long-Term Initiatives:

ACTION ITEMS	WHO IS RESPONSIBLE	Status
Establish a mentoring program for new diverse faculty and staff based on their needs.	DPC	
Investigate the possibility of creating a Diversity Resident or Diversity Fellow to support diverse and international individuals in librarianship.	Diversity & Inclusion Committee/Administration / Library faculty/ Coordinators	

Goal 3: Support and promote diversity in our collections and instruction.

Short-Term Initiatives:

ACTION ITEMS	WHO IS RESPONSIBLE	Status
Select materials that represent diverse perspectives, cultures, and issues.	CM Librarians/ liaisons	
Encourage faculty, students, and staff to suggest electronic and print materials that contribute to diversity.	Liaison librarians	
Create exhibits and displays that showcase items in our collection related to diversity.	CM/Special Collections/volunteers	
Ensure online tutorials are accessible by adding captions to library instruction videos.	Technology Services, LRS	
Investigate guidelines of accessibility for e-resources.	CM	
Train librarians and staff about the language options within e-resources.	E-resources Librarian	

Long-Term Initiatives:

ACTION ITEMS	WHO IS RESPONSIBLE	Status
Assess identification and retrieval of materials related to diversity (in catalog, e-resources, libguides, etc.)	RAM/Liaisons	
Ensure liaisons are aware of current and developing diverse collections.	CM	
Create a marketing campaign to promote diversity related databases and tools (ex: Mango, African American Newspapers).	Diversity & Inclusion Committee/Volunteers	
Develop best practices for instruction that include diversity and focus on universal design.	IL Librarians	

Goal 4: Create and sustain a welcoming, supportive and inclusive campus climate.

Short-Term Initiatives:

ACTION ITEMS	WHO IS RESPONSIBLE	Status
Plan events that inform students and faculty about diversity (i.e. Black History Month, read-ins, events related to support for transgender, and educational events related to various ethnic and international groups, etc.)	Diversity & Inclusion Committee/Volunteers	
Host events that share diversity knowledge.	Library-wide	
Provide a link on the library webpage to the completed Diversity and Inclusion Plan.	Diversity & Inclusion Committee/Web Librarian	
Liaise with language, culture, ethnic, and religious student clubs.	Library-wide/Diversity & Inclusion Committee	
Identify university units to collaborate with to create a campus climate that supports diversity.	Library-wide/Diversity & Inclusion Committee	
Identify diverse and non-traditional student populations who would benefit from personalized services.	Library-wide/Diversity & Inclusion Committee	
Evaluate the offering of assistive technologies in collaboration with ODS.	Technology Services	

Long-Term Initiatives:

ACTION ITEMS	WHO IS RESPONSIBLE	Status
Develop relationships with student populations/units serving diverse students (ex: Office for Disability Services).	Librarians	
Evaluate the artwork in the building as well as the process for selecting in order to ensure a diverse, inclusive collection.	Task Force (to be formed)	

Collaborate with the Art Department, Turchin Center, and faculty/staff/students.		
Create an annual process for reviewing the physical accessibility of Belk Library including accessibility guidelines to be considered for all future renovations.	Administration/Facilities Coordinator/User Experience Librarian	
Consider dedicated spaces to promote diversity, for example: international space.	Internal Building Group	

A statement of program sustainability

The Diversity and Inclusion Committee will be responsible for maintaining and assessing the effectiveness of the Diversity and Inclusion Plan. The Diversity and Inclusion Committee may communicate with Coordinators, Teams, Committees, or individuals to provide support and resources. The Diversity and Inclusion Committee will generate an annual report summarizing efforts as well as progress toward the Diversity and Inclusion Plan.