

**DIVERSITY PLAN
UNIVERSITY LIBRARIES
2010 PROGRESS REPORT**

GOAL 1

Provide an environment that represents and encourages inclusiveness.

Strategy 1

Follow university wide goals in formulating and implementing the libraries' diversity plan.

Tactic 1: Ensure the libraries representation on the University Diversity Council.

Measure: Document representation on the council and attendance at meetings.

Result: During 2010, Glenn Anderson served as the libraries' representative to the council and either attended all the meetings or found a substitute.

Strategy 2

Incorporate diversity and multicultural perspectives into the libraries' collections in an active fashion.

Tactic 1: Continue to revise and monitor acquisitions to include materials that articulate and support diversity and multicultural perspectives. Measure: Monitor acquisitions of these materials annually. Result: In 2010 the libraries added over 100 titles related to diversity to their collections. These acquisitions included additions to our collections on history, women's studies, theater, English language and literature, special collections, and foreign languages and literatures.

Tactic 2: Maintain acquisition of university press imprints, many of which strive to foster respect for differences and encourage inclusiveness. Measure: Monitor acquisitions of these materials annually. Result: The libraries have never purchased all university press imprints, but during 2010 added most of them, including the subject areas that address diversity.

Tactic 3: Continue to build existing collections in African American history and literature and in foreign languages and literatures. Measure: Monitor acquisitions of these materials annually. Result: In history generally, the libraries lacked funding

for major acquisitions such as databases or microform collections, but focused on more attainable additions such as reference books and encyclopedia sets. In African American history, these included the *Encyclopedia of African American History, 1896 to the Present: From the Age of Segregation to the Twenty-First Century*, 5 volumes (2009) and the *African American National Biography*, 8 volumes (2008). For foreign languages and literatures, several diversity titles were added including: *Black Renaissance in Francophone African and Caribbean Literatures* (2008), *The star, the cross, and the crescent: religions and conflicts in Francophone literature from the Arab world* (2010), and *An anthology of nineteenth-century women's poetry from Spain: in English translation, with original text* (2009).

Tactic 4: Maintain support for women's studies book budget. Measure: Monitor acquisitions of these materials annually. Result: In 2010 a book budget was provided and is being maintained annually for women's studies via an endowment.

Tactic 5: Continue to build archival and manuscript collections related to African American and women's history. Measure: Monitor acquisitions of these materials annually. Result: During 2010, Special Collections & Archives acquired a number of archival and manuscript collections that concerned African American and women's history, either wholly or in part, as well as Latin American history. These included an addition to our manuscript holdings on George Washington Carver, oral history interviews with Auburn University officials that addressed the *Knight* case, oral history interviews related to Tuskegee, Alabama, oral history interviews related to the Bay of Pigs invasion, papers of Confederate refugees who went to Brazil following the Civil War, records of the League of Women Voters of Alabama, and FBI records related to the murder of Jimmie Lee Jackson.

Tactic 6: Continue to provide resources for cataloging, classifying, and providing on-line access to diversity-related resources. Measure: Monitor on-line access as provided through cataloging and classification. Result: All diversity items added to the collections were cataloged and are accessible in the online catalog. Diversity-related electronic databases such as Ethic Newswatch and GenderWatch are included in the list of library databases and are accessible to current Auburn University students, faculty and staff via username and password authentication.

Tactic 7: Encourage subject librarians, with the assistance of the libraries' specialist in communications and marketing, to publicize new library resources that support this goal. Measure: Document publicizing of diversity resources. Result: Many new library resources that support diversity and multiculturalism were publicized via the [What's New at the Auburn Libraries](#) announcements featured on the Libraries'

homepage and distributed via email. Examples of resources publicized include: the *Berkshire Encyclopedia of China*, the *Dictionary of Louisiana French*, and the *China Multi-Generational Panel Dataset, 1749-1909*.

Strategy 3

Sponsor lectures and displays in subject areas related to diversity.

Tactic 1: Continue to sponsor appropriate lectures and displays for Black History Month and/or Martin Luther King, Jr., Week. Measure: Maintain schedule of lectures and attendance records. Result: During 2010, the libraries hosted a King Week presentation by Wylin D. Wilson entitled "Christian Identity and Economic Justice in the Rural South" with an accompanying exhibit, recorded the lecture, and posted it on the Digital Library at <http://diglib.auburn.edu/>. During 2010, the libraries also planned two lectures for King Week 2011: Overtoun Jenda on "Diversity at Auburn" and Wayne Greenhaw on "Fighting the Devil in Dixie: How Civil Rights Activities Took on the Ku Klux Klan in Alabama." These, too, are available on the Digital Library. Approximately 40 people from inside and outside the university attended each of these lectures.

Tactic 2: Continue to sponsor appropriate lectures for Women's History Month. Measure: Maintain schedule of lectures and attendance records. Result: During 2010, the libraries sponsored a Women's History Month lecture by Giovanna Summerfield: "Images of Sicilian Women," now available on the Digital Library at http://diglib.auburn.edu. During 2010, the libraries also hosted two lectures that touched upon issues related to Muslim women: David Martin on "Photographs of Afghanistan and Pakistan before the Fighting" and Richard Penaskovic on "The Christian-Muslim Dialogue." These, too, appear in the Digital Library. In addition, during 2010, the libraries planned a 2011 lecture by Ruth Crocker, which concerned a website created based on her biography of Mrs. Russell Sage. This, too, appears in the Digital Library. Finally, during 2010, the libraries planned a 2011 lecture on Alabama women during the Civil War, which will take place in October and eventually appear in the Digital Library. Approximately 40 individuals from inside and outside the university attended each of these lectures.

Tactic 3: Continue sponsoring appropriate lectures for Latin American History Month. Measure: Maintain schedule of lectures and attendance records. Result: During 2010, the libraries planned Latin American History Month lectures for 2012 and 2013. These will consist of video-taped recollections of the Bay of Pigs invasion

and introduction into the Digital Library of manuscript holdings related to Confederate refugees who fled to Brazil following the Civil War.

Tactic 4: Strive to better promote and publicize these lectures to the community. **Measure:** Document promotion and publicizing of diversity the lectures. **Result:** The libraries partner with the Caroline Marshall Draughon Center for the Arts and Humanities to promote these lectures. The center sends individual announcements of the lectures to all those on its mailing list, the center and the libraries partner in preparing a press release on each lecture, and the libraries send electronic announcements to selected individuals and groups.

Tactic 5: Continue to record, preserve, and provide access to these lectures. **Measure:** Monitor recording, preservation, and access annually. **Result:** All of the lectures presented to date are available on the Digital Library at <http://diglib.auburn.edu/>. New lectures are added as they become available.

GOAL 2

Foster diverse candidate pools for positions in academic librarianship.

Strategy 1

Develop and implement recruitment and retention strategies for staff and faculty from underrepresented groups.

Tactic 1: Participate as appropriate in the Association of Research Libraries' Leadership and Career Development Program, designed to provide 25 early career librarians from protected groups the opportunity to enhance their leadership skills and prepare for midlevel leadership roles in the Association of Research Libraries. **Measure:** Track participation. **Result:** Auburn University Libraries maintained participation in the Association of Research Libraries' Leadership and Career Development Program in 2010. The participation includes the Dean of the Libraries serving on the selection committee and mentoring a mentee in the program.

Tactic 2: Participate in the Initiative to Recruit a Diverse Workforce along with other members of the Association of Research Libraries. **Measure:** Track student recruitment. **Result:** Student workers are encouraged to consider the profession of librarianship.

Tactic 3: Encourage library faculty to participate in the Association of College and Research Libraries' Dr. E.J. Josey Spectrum Scholar Mentor Program. Measure: Track participation. Result: No one was eligible for participation in the program in 2010.

Tactic 4: Seek funding for the libraries residency program, a one-year appointment renewable for a second year by mutual agreement, designed to introduce recent graduates from underrepresented racial and ethnic groups into academic librarianship. Measure: Secure funding and track participation. Result: A proposal for funding was submitted to the Provost, but it was turned down. However, the libraries currently have funds that could be used for a residency program. The libraries diversity committee is currently making plans regarding the form this program will take, its goals, and how to communicate this library wide.

Tactic 5: Ensure that a human resources professional serves ex-officio on all search committees to guide adherence to a diverse search process, including the posting openings in appropriate diversity outlets, and to provide diversity training to the committee members. Measure: Document human resource professional's service on search committees, including posting of openings in appropriate diversity outlets, and their provision of diversity training for search committee members. Result: The libraries' human resources coordinator served as an ex-officio member of all search committees, posted job openings in appropriate diversity outlets, and provided diversity training for the committee members. This occurred through an initial meeting with the committee that included the discussion of diversity, distribution of a search committee handbook that addresses diversity, and use of a standard list of diversity outlets for job postings.

GOAL 3

Provide and participate in a system of education and training focused on effectively managing and leveraging diversity for faculty and staff.

Strategy 1

Include multicultural and diversity perspectives in libraries training.

Tactic 1: Assure inclusion of multicultural and diversity perspectives in the libraries' career ladders courses through coordination with the human resources specialist and career ladders course instructors. Measure: Review of career ladder courses annually. Result: The former chair of the Recruitment and Diversity Committee

taught the career ladder course, *Overview of the Libraries and the Library Profession*, which includes the mission and philosophy of Auburn University Libraries. The Libraries' diversity plan is also included in that component.

Tactic 2: Encourage libraries faculty and staff attendance at the lecture series initiatives described above. **Measure:** Document ways in which the libraries encourage faculty and staff to attend and track their participation. **Result:** Dwayne Cox, Head of Special Collection and Archives, regularly encourages faculty and staff to attend the lecture series via email and face-to-face conversation. Posters advertising the lectures are also distributed throughout the Draughon Library to encourage faculty, staff, and students to attend. The libraries faculty and staff also receive the publicity regarding lectures that's distributed in university outlets such as the Auburn Daily and the AU Report. On average a significant number of attendees at the lectures are faculty and staff from the Libraries.

Strategy 2

Participate in university diversity training programs for faculty and staff.

Tactic 1: Ensure that all supervisors in the libraries attend Just Be FAIR training conducted by the Office of Human Resources and invite all faculty and staff in the libraries to attend. **Measure:** Track training participation. **Result:** All supervisors in the libraries attended Just Be FAIR training conducted by the Office of Human Resources in 2010.

Tactic 2: Encourage faculty and staff to attend the annual Best Practices Conference sponsored by the Office of Diversity and Multicultural Affairs. **Measure:** Document ways in which the libraries encourage faculty and staff to attend and track their participation. **Result:** Unfortunately no one from the Libraries was listed with attendees at the 4th Annual Diversity Best Practices conference on November 16, 2010. However, faculty and staff from the Libraries did attend the Auburn University Diversity Research Initiative Conference on March 11-12, 2010. At the conference roundtable session, there was a presentation entitled "Intersections of Gender, Class, and Race: Black Women in the Academy" for which Auburn University librarian Pambanisha King was a presenter. Increased participation from Libraries faculty and staff will be encouraged for the annual Best Practices Conference as well as related conferences.

GOAL 4

Build and strengthen partnerships with various organizations to support diversity and multiculturalism in the university and in external communities.

Strategy 1

Build and strengthen partnerships to support diversity and multiculturalism within the profession of academic librarianship.

Tactic 1: Partner with the Association of Research Libraries to support diversity at Auburn and nationally. Measure: Develop partnership and implement program(s). Result: Auburn University Libraries sends librarians to attend the Association of Research Libraries meetings. The Libraries also support the ARL diversity programs and the Dean of Libraries attends events.

GOAL 5

Develop and execute a comprehensive diversity communication plan.

Strategy 1

Promote diversity as a core value for the Auburn University Libraries through multi-media.

Tactic 1: Continue to ensure that diversity is reflected in all of the libraries' media outlets, such as the web, brochures, newsletters, magazines, and videos. Measure: Document inclusion of diversity within the libraries media outlets. Result: the Libraries administrator of Marketing and Public Relations makes every effort to reflect diversity in all of the libraries' public relations media.

Tactic 2: Disseminate the libraries diversity plan and promote it among all libraries faculty and staff. Measure: Circulate the diversity plan. Result: The Libraries' diversity plan is available in PDF format via a link on the Recruitment and Diversity Committees' page on the Libraries website at <http://www.lib.auburn.edu/diversity/>

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