

**Auburn University Libraries**  
**Strategic Diversity Plan**  
**2011-12 to 2013-14**

**Library Resources and Services**

***Mission:** To provide resources and services that include resources about diversity and multiculturalism to support the teaching, research, and outreach needs of faculty, staff, and students.*

**Lecture Series Initiatives**

***Mission:** To provide an intellectual and cultural climate that recognizes and incorporates diversity and multiculturalism.*

***Definition of Diversity:***

*Diversity at Auburn University encompasses the whole of human experience and includes such human qualities as race, gender, ethnicity, physical ability, nationality, age, religion, sexual orientation, economic status and veteran status. These and other socially and historically important attributes reflect the complexity of our increasingly diverse student body, local community and national population.*

*Auburn University recognizes and values the considerable educational benefits emanating from diversity as we prepare our students for life and leadership in a multicultural world. Students who interact with and learn about people from a variety of backgrounds are more apt to understand, appreciate and excel in the community they inhabit. In this context, diversity is aligned with Auburn University's land grant mission of providing its students with a superior education in service to the needs of Alabama, the nation and the world.*

**Goal 1:** Provide an environment that fosters diversity and multicultural perspectives through the libraries' collections and public programs.

**Strategy 1:** Incorporate diversity and multicultural perspectives into the libraries' collections.

**Tactic 1:** Acquire library materials that support teaching, research, and outreach in areas related to diversity and multicultural perspectives.

**Measure:** Monitor acquisitions.

**Tactic 2:** Provide access to these materials through the libraries' website, the on-line catalog, circulation services, and an environment conducive to study.

**Measure:** Monitor on-line access and circulation statistics.

**Tactic 3:** Publicize library materials related to this goal through appropriate media.

**Measure:** Document publicity.

**Strategy 2:** Incorporate diversity and multicultural perspectives into the libraries' public programs.

**Tactic 1:** Sponsor public programs that demonstrate and encourage teaching, research, and outreach in areas related to diversity and multicultural perspectives.

**Measure:** Program schedules.

**Tactic 2:** Promote these programs through appropriate media and partnership with other campus units.

**Measure:** Document publicity.

**Tactic 3:** Provide access to selected public programs through Auburn University's Digital Library.

**Measure:** Incorporate lectures into the Digital Library.

**Goal 2:** To foster diverse candidate pools for available positions in the Auburn University Libraries.

**Strategy 1:** Develop and implement recruitment and retention strategies for staff, faculty, and students from underrepresented groups.

**Tactic 1:** Participate in ALA and ARL Diversity Programs, including the Dr. E.J. Josey Spectrum Scholar Mentor Program, the Initiative to Recruit a Diverse Workforce, the Career Enhancement Program, and the Leadership & Career Development Program.

**Measure:** Participation tracked. Program participants surveyed regarding experiences.

**Tactic 2:** Incorporate best practices from the literature and from other successful programs into the Library Residency Program.

**Measure:** Library Residency Program planned and implemented.

**Tactic 3:** Provide positive experiences for student workers through informal mentoring.

**Measure:** Student employees anonymously surveyed regarding experiences.

**Tactic 4:** Provide additional advancement opportunities for library staff.

**Measure:** Track employees promoted. Track participation in training and educational programs.

**Tactic 5:** Emphasize importance of civility in the workplace and foster positive working relationships to create an environment that promotes diversity.

**Measure:** Conduct ClimQual survey to gauge diversity environment.

**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, through the Human Relations Specialist and those who teach the Career Ladder courses in the Libraries, that multicultural and diversity perspectives are represented and respected within training, including outside of Career Ladder courses as well. Staff should receive encouragement to earn the M.L.I.S. degree via distance education. If possible, this encouragement might include at least some financial support and flex-time or release time.

**Measure:** Annual review of career ladder courses and other training

**Tactic 2:** Encourage attendance by Libraries faculty and staff in Lecture Series initiatives (described above). Library faculty is also encouraged to engage in publishing and research relating to topics relating to diversity.

**Measure:** Document ways in which Libraries faculty and staff were encouraged to attend, Track Participation

**Strategy 2:** Participate in University training programs for faculty and staff related to diversity. The Libraries will also create in-house publicity about University training programs available to staff and faculty relating to diversity.

**Tactic 1:** Have all supervisors in the Libraries attend diversity training conducted by Human Resources, and extend it to all faculty and staff in the Libraries.

**Measure:** Training participation tracked

**Tactic 2:** Encourage Libraries faculty and staff to attend and/or present at the annual Best Practices conference sponsored by ODMA

**Measure:** Document ways in which Libraries faculty and staff were encouraged to attend; Track participation

**Goal 4:** Build and strengthen partnerships with diverse communities, businesses, and civic and community 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 professional associations and organizations in librarianship to support diversity and multiculturalism within the profession at the state, regional, and national levels.

**Measure:** Partnership developed and program(s) implemented and documented.

**Tactic 2:** Develop a partnership with one or more libraries of Historically Black Colleges and Universities to host a librarian at Auburn University.

**Measure:** Partnership developed and program(s) implemented and documented.

**Tactic 3:** Develop a partnership with one or more foreign libraries to host an international librarian at Auburn University.

**Measure:** Partnership developed and program(s) implemented and documented.

**Strategy 2:** Build and strengthen partnerships to support diversity and multiculturalism within the community of Auburn University.

**Tactic 1:** Partner with on-campus multicultural organizations and the Office of Diversity and Multicultural Affairs to support diversity and multiculturalism at Auburn University.

**Measure:** Partnership developed and program(s) implemented and documented.

**Tactic 2:** Ensure that the Libraries continue to be represented on the Diversity Council.

**Measure:** Representation on the council and attendance at meetings will be documented

**Strategy 3:** Build and strengthen partnerships to support diversity and multiculturalism within the communities of the City of Auburn, counties in the region (especially Barbour, Bullock, Lee, Macon, and Wilcox Counties), and the State of Alabama.

**Tactic 1:** Partner with minority businesses and community organizations to support diversity and multiculturalism in the City of Auburn and in external communities.

**Measure:** Partnership developed and program(s) implemented and documented.

**Goal 5:** Develop and execute a comprehensive Diversity Communication Plan.

**Strategy 1:** Through multi-media forms, promote diversity as a core value for AU Libraries.

**Tactic 1:** Continue to ensure that diversity is reflected in all of the Libraries' outlets such as web, brochures, newsletters, magazines, videos, etc.

**Measure:** Document inclusion of diversity within Library publications

**Tactic 2:** Disseminate the college diversity plan and promote it among all Library faculty and staff.

**Measure:** Diversity Plan circulated.