



AUBURN UNIVERSITY

OFFICE OF INCLUSION AND DIVERSITY

# DIVERSITY ACTION PLAN Public Version

ENHANCING INCLUSION THROUGH  
STRATEGIC COMMITMENT:  
A ROADMAP FOR INCREASED INCLUSIVE  
EXCELLENCE AT AUBURN UNIVERSITY

Prepared by

Auburn University Libraries

**TABLE OF CONTENTS**

I. Overview ..... 3

II. Planning Process Used ..... 4

III. Unit Self-Assessment ..... 4

IV. Data Analysis: Key Findings..... 5

V. Unit Diversity Action Plan ..... 6

VI. Action Planning Tables with Details and Accountabilities ..... 6

    Priority I: Develop a More Welcoming and Inclusive Atmosphere..... 6

    Priority II: Develop a More Diverse Library Community ..... 7

    Priority III: Improve the Faculty/Staff Relationship ..... 8

## I. OVERVIEW

Auburn University Libraries (AUL) consists of the main library, Ralph Brown Draughon (RBD) Library, and two branches, the Charles Cary Veterinary Medical Library and the Library of Architecture, Design, and Construction. The combined collections of the Auburn University Libraries contain over 3.2 million volumes as well as 2.6 million government documents, 2.5 million microforms, and over 148,000 maps. The Libraries receive over 35,000 current periodicals, many of which are available online. The library also provides access to over 227 electronic databases and has over 10 million archival and manuscript items. The mission of AUL is to advance the university's land grant mission through excellent services, programs, collections, and spaces that empower scholarship and learning to transform lives in the Auburn community, Alabama, and the world. The vision of the Libraries is to be an essential and valued partner that inspires learning, creativity, innovation, and scholarship.

The most recent strategic plan of the Libraries detailed the importance AUL places on diversity and inclusion in the Values section as follows:

The Auburn University Libraries values inclusion and diversity and believes that better decisions are made when a variety of perspectives are heard. The Libraries demonstrates that value by being respectful, equitable, and inclusive. We recruit and retain the very best library faculty and staff who are innovative, creative, and future-focused from diverse backgrounds.

Priorities addressed in this plan include:

- Develop a more welcoming and inclusive atmosphere.
- Develop a more diverse library community.
- Improve the faculty/staff relationship.

Priorities were developed by providing multiple opportunities for input from all library employees. After each opportunity for input, responses were analyzed and organized by theme, then returned to employees for additional comments. The final plan was approved by the Core Implementation Team (CIT) and then by the entire library.

### **Members of the Core Implementation Team**

- *Co-chairs: Arlene Brown, Adelia Grabowsky*
- *Members: Tim Dodge, Marilyn Floyd, Cedric Hall, Margherita Ligorio, Cecilia Schmitz, Bob Yerkey*

A library wide meeting was held to “kick-off” the process of creating the DAP in May 2021, then updates were provided at selected library meetings. Another library wide meeting was held in November 2021 to provide the draft plan.

## II. PLANNING PROCESS USED

- *Diversity Action Plan processes*
  - *Kick-off held via zoom on 5/13/2021 with Dr. Taffye Clayton (VP and Associate Provost for Inclusion and Diversity) and Dean of the Libraries, Dr. Shali Zhang speaking.*
  - *Climate survey sent out to all library employees on 5/14/2021.*
  - *Potential priority issues identified from survey responses.*
  - *Five listening sessions to rank 6 identified issues and ask for more information including potential solutions held via Zoom. There was a 9 am and 1 pm session on 9/10/2021 and 9/24/2021 and a 1 pm session on 10/1/2021. Sessions were open to all library employees who wished to participate.*
  - *Survey as alternative to listening sessions sent out on 10/4/2021 to all library employees.*
  - *Responses from listening sessions and alternative survey combined and presented to DAP CIT on 10/20/2021. DAP CIT decided on three priority issues to address.*

## III. UNIT SELF-ASSESSMENT

- *Strengths* – Inclusion and Diversity is included as one of six major values in the Auburn University Libraries (AUL) Strategic Plan 2019-2024. That value is reflected in all goals but especially in Goal One Student Success which seeks to assess the information needs of specific student populations in order to improve service and in Goal Five Organizational Excellence which seeks to foster a supportive, inclusive, and diverse work environment. AUL previously had a Diversity Committee and a Diversity Plan which emphasized including diverse and multicultural perspectives in the Libraries' collections, exhibits, and lectures/programs. AUL currently has both centralized collection of DEI materials and individual librarian selection of discipline-specific DEI materials. Recent acquisitions through the centralized collection include an archive of 75 newspapers published for or by African Americans from 1835 to 1956 and an archive which includes material related to civil rights and social activism in Alabama. An example of individual librarian selection is an ebook entitled *Disability as Diversity: A Guidebook for Inclusion in Medicine, Nursing, and the Health Professions*. AUL also continues to include diverse perspectives in both exhibits and lectures held at the libraries. Recent examples include the Alabama Justice Bicentennial Exhibit and the Dr. Patience Essah Africana Studies Lecture Series.
- *Opportunities for growth* – The initial climate survey revealed six areas with potential for growth including the need: (a) for a more diverse library community, (b) for improvement in faculty/staff relationships, (c) for more opportunity for advancement,

(d) to create a more welcoming and inclusive atmosphere, (e) for more/better conversations about DEI, and (f) for equity in pay and/or workload.

- *Programmatic, procedural, or policy-related barriers* – After holding listening sessions and conducting additional surveys, the CIT decided that the issues surrounding opportunity for advancement and equity in pay/workload were beyond the control of the Libraries, rather these issues must be addressed within University-wide HR policy. While the Libraries’ Administration will continue to advocate for change, those issues will not be included in this DAP. In addition, the issue of more/better conversations about DEI was folded into the other three priorities.
- *External elements that influence strategic diversity efforts* – One desire expressed is to increase the racial diversity of library faculty; however, librarianship in the United States is majority white, ([87.5% white in 2010](#)) and AUL is competing against many other R1 schools to hire academic librarians from underrepresented groups.

#### IV. DATA ANALYSIS: KEY FINDINGS

**A climate survey was sent to all library employees (N=75) on 5/14/2021. There were 59 responses to this survey.**

- Highlights of demographics (wide range indicates a wide sampling among library employees.)
- Highlights of non-text questions:
  - Information redacted in public version.
- Highlights from open ended responses. Responses were coded and analyzed to consolidate answers into top 6 potential issues to be addressed.
  - Information redacted in public version.

**Five listening sessions were held to reduce the number of issues to be addressed from 6 to 3 and to ask for more information including potential solutions.**

- Listening sessions were held via Zoom.
  - Information redacted in public version.
- Sessions were open to all library employees who wished to participate.
- One member of the CIT also attended each session and took anonymized notes of the conversation.

**A Qualtrics survey was sent on 10/4/2021 to all library employees as an alternative to the listening sessions.**

- There were 13 responses to the alternative survey.

Responses from the listening sessions and alternative survey were combined and presented to DAP CIT on 10/20/2021.

- Highlights
  - Information redacted in public version.

**V. UNIT DIVERSITY ACTION PLAN**

*This section will provide detailed information about each priority statement and the significance to the diversity, equity and inclusion strategy.*

**PRIORITY STATEMENT I**

*Develop a more welcoming and inclusive atmosphere.*

**PRIORITY STATEMENT II**

*Develop a more diverse library community.*

**PRIORITY STATEMENT III**

*Improve the faculty/staff relationship.*

**VI. ACTION PLANNING TABLES WITH DETAILS AND ACCOUNTABILITIES**

**Priority I: Develop a more welcoming and inclusive atmosphere.**

- Provide a more consistent (across faculty, staff, and A&P) onboarding experience.
- Provide training on inclusion which accommodates differing opinions, beliefs, etc.

To make significant progress toward these goals, strategies and tactics were developed. The next section of this plan illuminates the associated tactics, strategies, success measures, timelines, and lead personnel.

**Strategic Goal A:** Provide a more consistent (across faculty, staff, and A&P) onboarding experience

(note Personnel and Timeline columns redacted in Public Version)

Tactic	Measurement Plans	Detailed Actions Planned (measurable, specific)
Review written plan for onboarding.	Survey new hires on success of onboarding program.	Include meeting all employees not just those in the department.

**Strategic Goal B:** Provide training on inclusion which accommodates differing opinions, beliefs, etc.

(note Personnel and Timeline columns redacted in Public Version)

<b>Tactic</b>	<b>Measurement Plans</b>	<b>Detailed Actions Planned</b> (measurable, specific)
Provide both computer-based and in-person opportunities for training on inclusion, bias, microaggressions, reporting discrimination, etc.	1. Document number of sessions offered. 2. Track attendance	Develop libguide to list available opportunities. Ask Communication and Marketing Specialist to add DEI section to NYCU (News You Can Use) and list upcoming trainings there.

**Priority II: Develop a more diverse library community.**

- Increase interest of underrepresented groups in attending library school.
- Improve recruiting of members of underrepresented groups.

To make significant progress toward these goals, strategies and tactics were developed. The next section of this plan illuminates the associated tactics, strategies, success measures, timelines, and lead personnel.

**Strategic Goal A:** Increase interest of underrepresented groups in attending library school.

(note Personnel and Timeline columns redacted in Public Version)

<b>Tactic</b>	<b>Measurement Plans</b>	<b>Detailed Actions Planned</b> (measurable, specific)
Develop and assess student leadership fellow program.	Document number of participants. Develop survey asking about understanding and/or interest in librarianship.	Create Box folder for project. Develop spreadsheet to track participation including demographic info, area of study, etc. Develop Qualtrics survey to send to each participant at end of their program.

**Strategic Goal B:** Improve recruiting of members of underrepresented groups.

(note Personnel and Timeline columns redacted in Public Version)

<b>Tactic</b>	<b>Measurement Plans</b>	<b>Detailed Actions Planned</b> (measurable, specific)
Increase recruitment efforts from underrepresented groups resources.	Report of applicant tracking.	Send job ads to HBCUs with library program. Increase list of recruitment resources to cover all underrepresented groups
Analyze job ads and interview procedures to identify wording/comments, etc. that may discourage members of underrepresented groups.	Report from review committee about issues found and changes made.	Ask for volunteers, include both faculty and staff.
Establish committee to explore benefits and challenges of an academic residency program vs. bringing in new faculty as instructors.	Report and recommendation from committee.	Ask for volunteers.
Encourage all library employees to watch search committee DEI training.	Track number of employees who watch training.	Email reminders to watch 2 times per year. Email should explain reasoning.

**Priority III: Improve the faculty/staff relationship.**

- Provide more opportunities for interaction across departments and levels.
- Develop learning opportunities for DEI Topics.
- Create a space in RBD Library for informal interactions.

To make significant progress toward these goals, strategies and tactics were developed. The next section of this plan illuminates the associated tactics, strategies, success measures, timelines, and lead personnel.

**Strategic Goal A:** Provide more opportunities for interaction across departments and levels.

(note Personnel and Timeline columns redacted in Public Version)



<b>Tactic</b>	<b>Measurement Plans</b>	<b>Detailed Actions Planned (measurable, specific)</b>
Create events committee to: (a) plan events, (b) encourage participation by all employees, (c) review existing format of meetings and events to find ways to enhance interaction and involvement.	Track attendance at events and send surveys after each to monitor overall attitudes.	Call for volunteers for committee.
Create a structure for all Library meetings/events that allow units to feel more involved with each other.	Track the number of meetings/events along with the attendance and feedback from those meetings/events.	Assess current methods of communicating meeting minutes. Assess employee representation in meetings.
Invite relevant speakers to offer teamwork-related seminars for all library employees.	Document number offered. Sign-up sheets to track number of employees participating	Work with campus DEI group, AU HR, and outside groups to identify speakers. Aim to have 1 per year.
Develop partnership between advisory groups and DEI directors to solicit and respond to faculty/staff concerns.	Document concerns raised and actions taken.	Set up meetings.

**Strategic Goal B:** Develop learning opportunities for DEI topics.

(note Personnel and Timeline columns redacted in Public Version)

<b>Tactic</b>	<b>Measurement Plans</b>	<b>Detailed Actions Planned (measurable, specific)</b>
Promote webinars, university trainings, campus professional development	Tool to measure clicks/opens.	Use weekly NYCU – add DEI section.  Use DEI libguide.

<b>Tactic</b>	<b>Measurement Plans</b>	<b>Detailed Actions Planned</b> (measurable, specific)
opportunities, and relevant articles about inclusion and diversity.		
Encourage each employee to commit to attend at least one inclusion and diversity training, webinar, or small group topic discussion each year.	Encourage employees to add DEI section to annual review. Track attendance and number of offerings shared with employees.	Provide information about opportunities through DEI section of NYCU and through DEI libguide.

**Strategic Goal C:** Create a space in RBD Library for informal interactions.

(note Personnel and Timeline columns redacted in Public Version)

<b>Tactic</b>	<b>Measurement Plans</b>	<b>Detailed Actions Planned</b> (measurable, specific)
Create a committee to (a) assess needs, (b) investigate available space and funding sources.	Report of committee with potential spaces and funding sources.	Call for volunteers. Do space assessment. Explore funding sources.