

University of Louisville
2008-2010 Unit Diversity Plan Template
(REVISED 11/08)

Unit: U of L Libraries

Vision Statement:

► Vision Statement:

Mission:

The University of Louisville Libraries fosters a welcoming environment inclusive in its understanding and integration of the dimensions of diversity, including, but not limited to diversity based on race and ethnicity, gender, disability, sexual orientation, age, religion, and class.

The University Libraries are charged with two fundamental goals: 1) to encourage the recruitment and hiring of employees who represent the diversity of our society, at all levels, including professional, paraprofessional, and student assistants; and 2) to use our collections and programs to enhance the understanding of the kaleidoscope of diversity.

Goals:

The specific objectives for the Libraries Diversity Task Force are to:

- Regularly monitor and update diversity plan to ensure the Libraries are in line with the diversity goals of the University
- Monitor diversity climate to determine the needs, concerns, and perceptions of Libraries faculty, staff, and students
- Use appropriate outlets to communicate and promote diversity goals and efforts
- Partner with others to provide educational, inspirational, and transformative diversity programs

Diversity Scorecard Goals: Advance diversity through the workforce, student populations, programs and training (measurements for unit scorecards.)

Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Increase enrollment, retention and graduation rates of students of color (undergraduate, graduate and professional)	Students	Partner with academic units and student groups to provide academic support to students of color	Participate in programs/events offered by the cultural center to promote library services	Increase awareness of library services and usage by international students	Outreach to cultural center began in 2008
			Provide library instruction for international students		Library orientation session offered in

			Meet with diverse student groups (such as the Porter Scholars) to create awareness of library services available	Increase in library research sessions and usage by Porter Scholars students	2008 Diversity Resident Librarian will hold introduction to the library class for Porter Scholars in fall 2009
Increase employment and retention of faculty, staff and administrators of color (full time)	Employees	Maintain or increase the number of faculty, staff, and administrators of color and underrepresented groups Work towards increasing the diversity of applicant pools Retain staff, faculty, and administrators	Promote open library positions in publications, lists, and at events that target minority applicants Request data from HR on previous applicant pools to determine diversity of applicants Provide mentoring, professional development opportunities, and reward/recognize the work of staff, faculty, and administrators Conduct a satisfaction survey of current faculty and staff of color to measure the effectiveness of retention efforts	Percentage of increase of applicants Percentage of staff and faculty of color retained Percentage of favorable results from faculty, staff, and administrators.	This is a standard and ongoing process for advertising open positions Mentoring program for tenure track faculty created in 2008. Program is ongoing. Mentoring is also a component of the diversity residency program

<p>Increase number of programs related to diversity education, networking opportunities and training.</p>	<p>Programs and Training</p>	<p>Continue to partner with other units to provide diversity training and educational programs for staff, faculty and students</p> <p>Continue to provide a welcoming and efficient space for diversity related events to be used by the University community</p>	<p>Create evaluation process to determine success of programs, and gauge interest and needs of participants</p> <p>Use evaluation data to determine future programs</p> <p>Review room reservation calendars to determine how the spaces are being used, by whom, type of events, etc. Contact a sampling to gauge satisfaction.</p> <p>Insure policies and processes for using space in the libraries are straightforward and easy to follow</p>	<p>Maintain high level of diversity programming.</p> <p>Maintain high level of use of space for diversity related events by the University community</p>	<p>Evaluation form and processes to be completed in 2009</p> <p>Diversity Task Force will conduct a review of usage data in 2009</p>
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Strategic Plan 2020 Theme: DIVERSITY, OPPORTUNITY & SOCIAL JUSTICE

University Theme: Actively welcome all to a center of learning that embraces the diversity of ideas, cultures and people

- ▶ The University Libraries strives to create a welcoming, inclusive environment for students, employees, and community that serves as a center of learning where diversity is celebrated through collections, exhibits, and programming.

Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Implement programs to assist minorities and women to become academic and university leaders					
Recruit and hire underrepresented people of color and women for leadership positions	Leadership Employees	Maintain or increase number of women and librarians of color	Advertise administrative and librarian positions in all appropriate lists for librarians from underrepresented groups Network and publicize positions at local, regional, and national library meetings	In 2008, 2 of the 4 open faculty positions were filled by women from under-represented groups, one at the management level	Efforts are ongoing, as positions become available

Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Develop a campus environment that is welcoming to all people and in which diversity, social justice and provision of academic opportunity are intrinsic values					
Incorporate principles of cultural diversity, global awareness and social justice into appropriate portions of educational curricula, research and scholarship programs and programs in civic engagement	Leadership Curriculum Employees Students	Contribute to student awareness of other cultures, global awareness, and social justice issues through programming and exhibits within the libraries	Host yearly events/exhibits that highlight diversity Sponsor yearly exhibits/events featuring African American history or authors Offer programs and exhibits that educate and create discussion around issues of social justice and global awareness	Review of program evaluations from participants	Programs offered throughout the year
Implement a review of the Americans with Disabilities Act review and prepare a unit action plan	Leadership Employees Students	Ensure Libraries are equipped to serve needs of students and employees with disabilities, with regard to physical accommodations, services, and accessibility.	Implement a review of Libraries Website to identify ways to improve accessibility for patrons with disabilities Devise a plan to make improvements	Use available software to assess Libraries web pages to determine compliance with ADA requirements	In process
Support student learning on issues of diversity, social justice, and global awareness through the library collections		Ensure library collections reflect campus diversity	Regularly monitor holdings and approval plans to ensure the Libraries are purchasing books, films, and electronic/digital resources that support areas of study at the University, and are inclusive of diversity, social justice, and global awareness The University Archives and Special Collections areas are committed to providing widespread access to diverse materials, and recently launched a digital collection of its African American oral histories	Review of collection growth data	Ongoing process

Identify ways to communicate diversity efforts to the campus community		Communicate diversity efforts to campus community Improve participation and support for diversity events and programs sponsored by the libraries	Promote diversity efforts through the Libraries diversity program page Promote Libraries events & programs through appropriate campus news organs Ensure library subject pages list and link to diversity resources and collections	Percentage of increase in program participation/support	Ongoing
Partner with other campus units to provide an inclusive, diverse, engaging, learning environment	Leadership Employees Students	Create a learning environment where students are welcomed and issues of diversity and social justice are embraced and promoted	Provide office space for the Muhammad Ali Institute for Peace and Justice Provide space for the Anne Braden Institute for Social Justice Research	Completion of areas in the libraries for these offices	Done

Increase diversity within the field of library science

Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Increase diversity within the profession including minorities from underrepresented groups					
Provide professional library experiences through internships and residencies for MLS students/recent graduates from underrepresented groups	Leadership Employees	Prepare library science students and recent graduates from underrepresented groups for careers in library science Increase diversity in the profession and the U of L Libraries	Since the inception of the program, 3 librarian interns (2 African Americans and 1 Hispanic) from underrepresented groups have graduated with MLS degrees and have been promoted to librarian positions The Libraries also hired an African American male resident for the 2006-2007 school year The libraries formalized its Diversity Residency Program to provide a 2-3 year residency for a new librarian from an underrepresented group. The search process was completed in spring of 2008.	Increase in the number of librarians from underrepresented groups in academic librarian positions Increase in the number of minorities within the profession of library science	New library resident began in summer of 2008

<p>Promote the field of librarianship to increase interest for students from underrepresented groups</p>	<p>Students</p>	<p>Increase interest in the field of library science and number of applicants to LIS programs</p>	<p>Contact minority student groups and organizations on the UofL campuses about professional opportunities in librarianship</p> <p>Contact local volunteer, community outreach, and pre-professional minority organizations about professional opportunities in librarianship</p> <p>Speak to local school groups about the profession and expose them to the field</p> <p>Provide student assistants with information about the field of library science</p>	<p>Increased awareness of library science programs, scholarships, library positions, and related information</p>	<p>Ongoing</p>
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Implement strategies to retain minority hires

Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Develop programs and initiatives that contribute to the professional growth and success of minority faculty and staff					
Provide professional development opportunities for faculty	Leadership Employees	Assist faculty in gaining skills and information needed to successfully obtain tenure	<p>Libraries Faculty Personnel Officer provides peer-sharing sessions for faculty and staff to discuss Criterion B-D. Sessions allow new and existing faculty to learn from each other and gain strategies for success in these areas.</p> <p>Libraries Faculty Personnel Officer provides orientation sessions for new librarians</p> <p>Residency restructuring committee developed general orientation program for the incoming resident</p> <p>New faculty have access to support through the mentoring program for tenure-track faculty</p>	Retention of new hires Satisfactory performance reviews	Offered as new faculty members are hired
Provide professional development opportunities for staff		Equip staff with tools for success within the libraries	Develop a supervisory skills training program for staff	Develop objectives for the training program	

Create a healthy working environment for employees where differences are appreciated, respected, and valued

Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Monitor diversity climate within the Libraries					
Be proactive in handling diversity and climate issues in order to create a healthy working environment	Leadership Employees	Conduct a diversity climate survey Collect/review informal feedback from employees on diversity and climate issues	Library wide diversity survey was conducted, results were reviewed and suggestions/recommendations discussed with Libraries administration Continue regular review of climate through formal/informal surveys and employee feedback. Conduct satisfaction survey to determine effectiveness of retention efforts	New initiatives resulting from survey results and recommendations	Diversity climate completed in 2006 Ongoing Survey on retention to be completed by spring 2010
	Students	Monitor library user surveys/comment cards for indications of service issues related to diversity			Ongoing

Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Expand diversity training opportunities for the Libraries					
Create training programs and	Leadership	Create a working environment that	Provide informal educational opportunities	Favorable response from	Diversity video series

learning opportunities for faculty, staff, and administrators	Employees	promotes respect, understanding, and appreciation of differences	such as film series, book discussions, and exhibits on diversity related issues. In response to the diversity climate survey the Libraries held a year long diversity video series for employees highlighting a film every other month on a different aspect of diversity. Facilitators from U of L and the community lead discussions after the films. Provide formal diversity training for libraries employees	employees attending films and discussion	completed. Libraries plan to offer LGBT training in 2009
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University Theme: Promote principles of diversity and social justice in educational opportunities, civic engagement and international awareness

► The Libraries encourage and promote diversity, social justice, global awareness, and civic engagement through educational exhibits and programs, outreach, and partnerships

Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Increase extracurricular learning opportunities to broaden the horizons of our students so that they understand and value people of many cultural backgrounds					
Expand service learning and community internships	Leadership Training – students	Involve classes and individual students in service learning projects that allow them the opportunity to learn about different cultures while also helping others through giving and volunteerism	Libraries sponsored 2 events in 2007 and 2008 that included student curated exhibits and charity art auctions	Review participant evaluations to determine program success	
Devise and Implement a comprehensive plan for global awareness and engagement					
Develop a strong program for international visiting students	Leadership	Partner with community groups to provide work and educational experiences for visiting students.	The University Libraries participate in the Sister Cities Montpelier Work Exchange Program . Each year 1 or 2 college students from Montpelier France come to work for one month in the University Libraries. The experience	Completion of program	Ongoing summer program

			provides cross-cultural learning for the students and cultural immersion as they live, work and socialize in the community. A small salary and living stipend is provided to the students in the program.		
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Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Participate in mission-centered social and economic justice programs					
Promote recycling, energy conservation programs and other environmentally responsible practices	Leadership	<p>Create a more sustainable environment</p> <p>Promote sustainability through provision of resources and programs for students and library users</p>	<p>Develop a plan to improve sustainability within the libraries, pending University planned energy audit</p> <p>Provide resources for students on sustainability issues</p> <p>Implement a recycling program</p> <p>Conduct a session for the Libraries on sustainable office practices</p>	Completion of plan for the libraries	<p>Resources available through Libraries website</p> <p>Recycling program developed in 2008</p> <p>Session held 2008.</p>
Develop excellence in bioethics and health care delivery disparities study and service	Leadership	Support research in the area of bioethics through library collections and programs	Kornhauser Library and Ekstrom Library are in the process of purchasing monographs in support of the new MA in Bioethics and Medical Humanities.	Continued growth of collection to support program	

Goals	Diversity Category	Strategies	Tactics/Action	Assessment / Measurement	Timeline
Partner with organizations outside the Libraries to promote diversity					
Partner with other libraries and organizations to promote diversity	Leadership Employees	Create awareness of and advocacy around diversity issues within the profession	<p>The Libraries were instrumental in efforts to bring the KLA/KSMA/SELA/ARL National Diversity in Libraries Conference to Louisville. The conference was held in October 2008</p> <p>Librarians at U of L actively participated in planning and presented on diversity and library related topics with librarians from around the country</p>	Program evaluations can be used to determine increase of awareness	Conference held in October 2008
Partner with other organizations on campus to promote diversity	Leadership Employees	Collaborate with University community to promote and further diversity efforts	Librarians serve in organizations and on committees such as CODRE, the Anne Braden Institute for Social Justice Research advisory board, and the University Diversity Chairs committee. Librarians also participate in Uof L efforts such as the Strategic Partnership Initiative and Arts & Culture Partnership Initiative.	Increased library involvement in campus diversity efforts	Ongoing

Unit: U of L Libraries _____

Year: 2008-2009

Diversity Activities Report List (Required Annually)

Activity	Date	Number of people attending	Diversity Category What unit diversity initiative was this activity addressing? (i.e., employees, students, climate, curriculum, training, & education)	How successful was this activity in addressing this initiative?	Will you continue to offer this activity?
Libraries sponsored the Kentucky Women's Book Festival with the Women's Center and the President's Office, providing space for the actual event and volunteers for the planning committee as well as the event itself.	February 2008	400	Education for faculty, staff, students, community	Successful	Yearly event, likely Libraries will participate again
Afghanistan Photography Exhibit (student exhibit)	January 2008	Exhibit open to all in library	Education for students, faculty, staff, and community	Successful	One time event
Forever Free exhibit	February 2008	Exhibit open to all in library	Education for students, faculty, staff, community	Successful	One time exhibit/event
Biofuels Exhibit for National Engineers Week	March 2008	Exhibit open to library visitors	Education for students, faculty, staff, community	Successful	Theme changes, but National Engineers Week exhibit is annual
Rare Books/Special Collections presentation at Liberty High School	March 2008	65	Student education/outreach	Successful	Yes
<i>The Memory Keeper's Daughter</i> Book Discussion w/Mary Karen Powers	March 2008	13	Education, faculty, staff, students		One time event
Launch of African American Oral History Collection (Digital Collections)	March 2008	Online collection-unlimited audience	Education for faculty, staff, students, community/general public	Successful	Yes

Reflections: Jazz in Louisville- an exhibit, jazz performance, reception, and student art auction to benefit Instrumental Partners	April 2008		Education for students, staff, faculty; curriculum		One time event, but similar events possible
Banned Books Week	September 2008	Open to all in Library	Education, students, faculty, staff		Yearly event
Archivist provided consultation to Western Branch of the Louisville Free Public Library on preservation of their African American History Collection	September 2008	3	Community education and outreach	Successful	Yes, if asked to assist again
El Dia De Los Muertos- Day of the Dead exhibit	October 2008	Open to all in Ekstrom Library	Education for students, faculty, and staff	Successful	Yearly event
LGBT Pride Week exhibit of materials from the Williams Nichols Library and Archive for Lesbian, Gay, Bisexual and Transgender Studies	October 2008	Open to all in Ekstrom Library	Education, for students, faculty, staff	Successful	Similar exhibits possible
KLA/KSMA/SELA/ARL National Diversity in Libraries Conference- U of L Libraries were heavily involved with planning and also contributed by volunteering and presenting sessions on diversity & libraries during the conference. Individual sessions are listed below.	October 2008	Approximately 900	Education for employees, community & profession	Successful	If offered again, Libraries will likely participate
An Uncommon Learning Space			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
Copyright in the Library Painless Solutions for the Moderately Squeamish			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
Documenting Diversity in			See above section on		

Louisville			KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
Health Information Outreach at U of L			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
International Students in Academic Libraries Designing User Services for the Global Campus			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
Library 2.0, Social Networking, and You			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
Librarians as Trail Guides: Pathways to the Workforce and Postsecondary Education			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
The Black Experience in Library School			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
The Ethical Implications of Library Instruction in a Multicultural Society			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
The Impact of an Automated Storage and Retrieval System on Patron Services			See above section on KLA/KSMA/SELA/ARL National Diversity in Libraries Conference		
Director of OLT and Outreach librarian collaborated with the Crane House, the Asian Institute, Inc. to migrate the organization's library collection over to a web-based searchable catalog system.	2008		Community education/outreach	Successful	Additional projects are planned for 2009.
Archivist presented on sources at U of L for African American Genealogy Workshop, sponsored by Farmington Historic Plantation & Louisville Free Public Library	October 2008	50	Community education and outreach	Successful	One time event
African American Read- in & African American History exhibit.	February 2009	Open exhibit and read-in held in Ekstrom Lobby	Education for faculty, staff, students	Successful	Another event/exhibit is likely

2009 Book in Common Kickoff & Exhibit for <i>The Devil's Highway</i> by Luis Urrea	March 2009	Open exhibit and kick-off event held in Ekstrom Lobby	Education for faculty, staff, students	Successful	
Kentucky Women's Book Festival	May 2009	TBD	Education for faculty, staff, students, community		
Changing the Face of Medicine: Celebrating American Women Physicians	August 2009	TBD	Education for faculty, staff, students		
World Refugee Day (in planning stage)	2009	TBD	Education for faculty, staff, students		