

Survey responses: **“What activities does your library offer for librarians/staff to foster improved diversity in your programs/services, collections, and work environment? Please summarize briefly.”**

- Our Library Diversity Council puts together many events to support diversity and works with the university to obtain certificates and safe zone areas. We have also begun developing relationships with areas to form collections on diversity topics and specializations.
- The library offers workshops in cooperation with Office of Institutional Equity. Most recent workshop was provided last month for library administrative council members; the topic was unconscious bias in hiring decisions.
- We do not have specific programming, training, or workshops on diversity at this time, although we have been discussing what such activities might look like for us. We do informally discuss diversity in collections, exhibits, and our programs/services as a regular part of our work in those areas.
- Maintain a Diversity Task Force to assist librarians/staff to focus on achieving the goals of the University of Georgia Libraries' Diversity Plan.
- Require all librarians and staff to take a Nondiscrimination & Anti-Harassment Policy Class offered by the University's Training & Development Center (New hires must complete this requirement within six months of hire date.).
- Arrange for two to three diversity and inclusion classes to be offered onsite every year, such as Micro-Aggressions, Diversity Beyond the Numbers, and Improving Services and Accessibility to Patrons With Disabilities.
- Maintain Diversity at the Libraries webpage to promote diversity and inclusion events within the University Libraries and throughout campus.
- MSU Libraries' Diversity Website located at <http://library.msstate.edu/diversity> and gives diversity-related information for library personnel; university faculty, staff, and students; and community. Also have Diversity Committee meetings and diversity-related programs.
- In collaboration with the Office of Opportunity Development & Diversity Education, we increase the awareness by providing quarterly diversity training opportunities. This quarter, for example, we provided training on Managing Diversity in the Workplace (Unconscious Bias) and AA/EEO Educational Briefing (Sexual misconduct, Title IX and AA/EEO Laws) for faculty and staff.
- Recruit through organizations/in publications aimed at diverse audiences, including American Indian Library Association, Asian Pacific American Library Association, Black Caucus-ALA, Chinese American Library Association and Diversity HigherEdJobs
- Professional development workshops and webinars
- We have a diversity committee that organizes trainings and workshops - including on unconscious bias, LGBT, working with different faiths, working with people with disabilities and the like.

- We also conducted ClimateQUAL to better understand and improve the atmosphere for diversity within the Libraries. We have since held multiple town hall meetings and led a comprehensive review of the survey results.
- Our library is a partner in the Library Diversity Alliance, along with WVU, American University, and University of Iowa
- Our recruitment is focused on soliciting candidates from underrepresented and minority groups and in administering fair and equitable searches.
- Our special and area studies collections department often organizes speakers and workshops that spark conversations around issues of diversity.
- Committee is just underway and has not initiated any activities.
- Diversity Committee sponsors programs
- University HR does workshops
- Library administration encourages librarians/staff to design programs/services, maintain collections, and support a work environment that embraces the University's Creed: a shared belief system founded on mutual respect and inclusiveness. Special Collections staff have been involved in several committees which have planned events or set up programs regarding addressing the issues of diversity on campus. Staff have had the ability to foster improved diversity in programs through the construction of exhibits, many of ours have a diversity component.
- We have two diversity residency programs - one for a new MLS to come and work for 2 years with us and one for our existing staff members to be able to get an MLS and move into a faculty position. We host/sponsor several diversity-related events in the libraries each year such as the African-American Read In and a Day of the Dead celebration. We also have several endowment funds we use to build diversity-related collections.
- Encourage participation in workshops, programs offered by the Office of Diversity and Inclusion for all librarians and staff. Also Diversity Week events for students as well as diversity activities all library employees.
- Support a number of campus events, such as the Lavender graduation for LGBTQ students, co-sponsor a float in the annual Pride parade, and offer several public programs and lectures on diversity issues
- nothing specific
- Workshops/events in the Library with speakers from campus units such as Office of Accessibility Resources
- Support to attend campus workshops (SafeZone, Intercultural Communications)
- Support/encouragement to participate in campus activities
- A Diversity Resident position (2-year term limited). We've now had four residents and are searching for the 5th

- We talk about diversity a lot among the leadership team. We deliberately plan programs that appeal to a diverse audience- internal and external. We need to do more to train the entire staff. I think our collections address diversity- good point.
- We have a Diversity Committee which focuses on training and helps plan exhibits that reflect diverse communities and interests. Collection management plans include diversity elements. Staff development activities regularly include speakers on diversity and training. Examples of our diverse programs/services include Human Library, Humans of Greenville exhibition, Veterans Writing Workshop, African American Life in Eastern North Carolina exhibit and event
- The library has begun a more active engagement in diversity issues on campus in the past six months. We have created a diversity-focused Libguide, have had displays in the main library of new books on this topic, and are working with our colleagues in Student Affairs on supporting diverse students more effectively. For example, we are working with a group of undergrads to support first-generation students with needed resources (a textbook exchange) and we've been exploring the creation of gender-neutral restrooms with campus facilities to meet the needs of students, staff, or faculty who prefer such spaces.
- We support the research of several librarians in the area and they travel and bring back information. We schedule several diversity focused library wide events each year. Usually speakers or workshops. Our mentoring and training programs include a diversity component.
- Developing an internship program
- Forging a relationship with an HBCU

Survey responses: **“If your library supports other campus diversity initiatives, please briefly summarize those activities here.”**

- We send a representative to the Campus Diversity Townhall meetings. These meetings are where students, faculty, and administrators come together to work on improving campus diversity.
- The Libraries’ Human Resources Manager is a member of the University’s Diversity Advisory Council, serves on the DAC Subcommittee for Mandatory Diversity Training, and attends the University System of Georgia’s annual Diversity Summit.
- Librarians and staff members assist in organizing and attend the University’s annual Freedom Breakfast honoring Dr. Martin Luther King.
- The Libraries’ University Press has a new series, Morehouse College Martin Luther King Jr. Collection, in partnership with Morehouse College that will publish new interpretations of MLK's work and thought in short, teachable, accessible scholarly editions.
- The Libraries’ participates in orientations for the following programs: Summer Bridge (Graduate School program for incoming students from historically underrepresented groups), International Students, and Osher Lifelong Learning Institute.

- Archivists with the Libraries' Russell Library for Political Research and Studies co-teach a class on documenting immigration and immigrants in Georgia.
- Russell Library's Oral History and Media Unit recorded the first interview for the new Athens Oral History Project, a partnership for collecting interviews from the under-documented African-American community in Athens.
- Several library faculty and staff serve on diversity-related University committees. All employees are encouraged to attend diversity-related programs and events all across campus.
- We support professional and service activities for librarians who are involved in promoting diversity in our profession and on campus:
 - A faculty member sits on the Senate Cultural Diversity Committee (Scott Pieper)
 - Business Data Librarian Ximin Mi was a 2015 ALA Emerging Leader for her involvement in the Chinese American Librarians Association. Ximin is also co-chair of the web committee for the Asian Pacific American Librarian Association and co-chair of the CALA Handbook of Officers Committee.
 - Psychology Librarian Ida Martinez is active in campus programs involved with recruiting and opportunities for Latino students
 - Policy Studies Librarian La Loria Konata has been very involved on campus in programs supporting African American students
 - Social Sciences Data Librarian Mandy Swygart-Hobaugh, History Librarian Jill Anderson, and Special Collections Archivist Morna Gerrard have all been involved in programming, resources, and services in support of our LGBTQIA community - <http://research.library.gsu.edu/lgbtqi>
 - Denise Dimsdale works each year with the GSU Early College Program, which targets traditionally underrepresented students
- Engage with other groups across campus to support diversity causes
- The library works with the Common Reading Committee each year to incorporate resources and events that promote diverse issues related to themes from a selected text.
- The library provides space for workshops hosted by campus diversity groups including the Sara Isom Center for Women and Gender Studies and the Black Graduate and Professional Student Association.
- The Library's Department of Archives & Special Collections has and continues to be involved with campus initiatives supporting diversity. For example in conjunction with two major commemorations of the integration of the University of Mississippi, Special Collections issued a "call for archival materials," which generated a number of new donations from those involved with the integration.
- The Department held a number of exhibitions and created a number of digital collections generated from these gifts, as well as hosting exhibitions related to the 2006 dedication of the campus' Civil Rights Monument and other similar campus events. Currently the library is involved with the efforts of a working group on campus addressing the legacy of slavery at the University of Mississippi. Students and faculty have been utilizing the archival collections to document this history in preparation for programming efforts.

- Many of the Special Collections instruction sessions, for University classes as well as for outside groups, are tailored around the subject of diversity. Special Collections works with the William Winter Institute for Racial Reconciliation on various projects, as well as committing to collecting its papers.
- We recently studied collection use and user diversity (race and gender) to see if minority users were in any way under-served. The study yielded positive results (soon to be published).
- Within the past year, the University removed the state flag of MS from campus. The UM Student Chapter of the NAACP won a "Chairman Award" from the national organization for their work on this issue. Currently, we are in the midst of an initiative to reword the plaque placed in front of the Confederate soldier statue on campus. The University is making an effort to contextualizing divisive symbols of the state's Confederate history.
- The University turned a student disruption of the Laramie Project play into an opportunity to add queer studies courses into our curriculum. The University made a public proclamation supporting LGBTQ rights in Oxford (<http://www.hrc.org/press/oxford-ms-unanimously-passes-pro-lgbt-resolution>). In response to MS House Bill 1523, the University is currently planning its first L-O-U Pride Parade where librarians/staff have been asked to participate and may provide space for a town hall meeting on the HB1523 decision.
- The Library is the host for presentations from campus centers, such as the Sarah Isom Center for Women and Gender Studies as well as others. Many of these programs center around the subject of diversity. The Library also hosts symposia events, such as those from the Music of the South and the Faulkner Conference. Many of the conference discussions address issues of diversity. For example, at the 2016 Music of the South conference, there was discussion of HB1523 and its effects on cultural tourism. During the recent Common Reading Experience, the library hosted a program on the history of civil war commemoration and controversy at the university. During the recent discussion over the state flag, a member of Special Collections participated in a local NAACP forum on the subject giving a presentation on the above topic.
- We work with a number of other campus units such as our LGBT Center, Women's Center, and programs specifically designed to support our African-American and Hispanic students.
- Support programs and activities of the Office of Diversity and Inclusion as well as other groups on campus.
- nothing specific
- Librarians are involved with our QEP which is "Global Engagement"
- We have a liaison to the Multicultural Resource Center. We also catalog their materials
- A librarian has a part-time appointment in International and Global Studies
- Collaborated with faculty on several digital projects that relate to diversity (Slavery Petitions, Shoah)
- We actively support the LGBTQ community, and have a long history of purchasing collections in support of this community. We have an endowment specifically for this purpose, and we have an oral history program that captures the stories over time of our gay, lesbian, transgender community.

- We work to capture the interest of diverse candidates in our pools, which is part of an whole campus initiative.
- We partner with the WM Sure Program for first generation students. We host the meetings and a liaison/librarian attends every meeting. Many of these students represent diverse cultures.
- Safe Zone (LGBT) training, Green Zone (Veterans support) training