



# **Diversity, Inclusion, Equity, and Social Justice**

Strategy and mission in the modern  
academic library (association)

Association of Southeastern Research  
Libraries May 3, 2016

Mark A. Puente, Director of Diversity and Leadership Programs  
Association of Research Libraries

# Current ARL Diversity and Inclusion Programs

- Leadership and Career Development Program (LCDP) *1997*
- Initiative to Recruit a Diverse Workforce (IRDW) *2000*
- Career Enhancement Program (CEP) *2008*
- ARL/Music Library Association (MLA) Diversity and Inclusion Initiative (DII) *2011*
- ARL/Society of American Archivists (SAA) Mosaic Program *2013*

# Current ARL Diversity and Inclusion Programs

- Task Force on Library Services to Patrons with Print Disabilities and Universal Design
- National Diversity in Libraries Conference (NDLC), Los Angeles, CA—August 10-13, 2016
- ClimateQUAL
- ARL Career Resources Website
  - Job Announcements
- Diversity Publications
- Leadership Symposium

# Changing priorities? (ARL Strategic Framework 2015+)

Work being led by ARL Diversity and Inclusion Committee

- Develop shared vocabulary for discussing D & I within the Committee and within the entire membership
- Develop a plan for integrating D & I topics into all ARL programming and as a lens through which to evaluate ARL projects and initiatives
- Develop process and incentives for members to share diversity and inclusion activities with each other and with the broader community
- Review all existing D & I programs and make recommendations for content, structure, and funding

# New and developing programs

- 2016 ARL Forum (September 29, 2016)
  - Libraries and Archives as agents of social justice
- D & I Institutes (3 layers)
  - D, I, and SJ for executive leadership
  - D, I, and SJ for library and campus leaders
  - Train the trainer for leadership in D, I, and SJ
- National forum for libraries, archives, and museums (University of Miami)
- Post-doctoral fellowship program (or other domain experts)
- Human resources symposium
- Staff development or recruitment focused on paraprofessionals

# **Diversity Programming within ASERL: An Environmental Scan**

April 2016

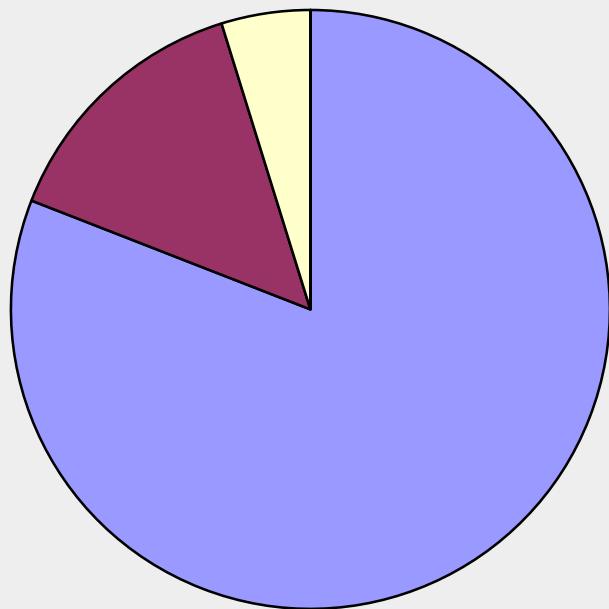
*21 of 38 ASERL members responded (55%)*



# Does your INSTITUTION/UNIVERSITY have a Chief Diversity Officer, or similar university-wide post focused on diversity/equity/inclusion issues?

Yes = 17 | No = 3 | Not sure = 1

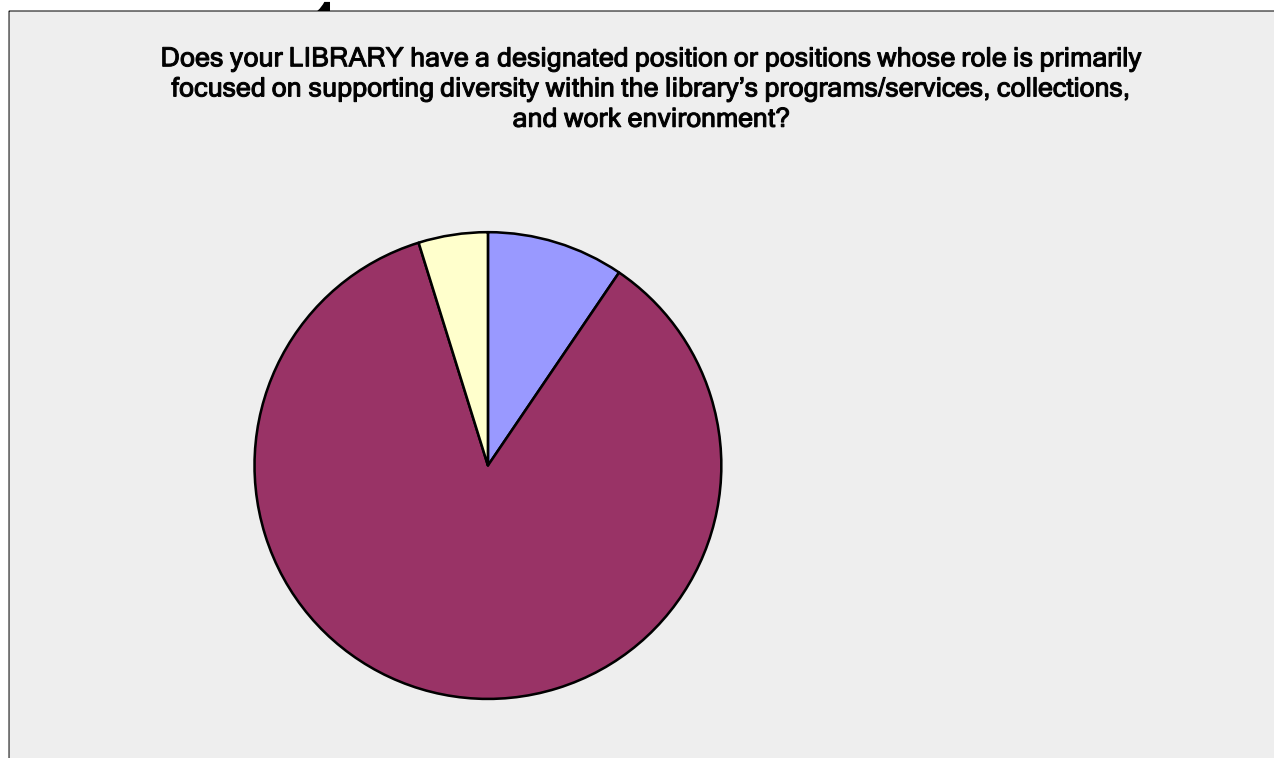
Does your INSTITUTION/UNIVERSITY have a Chief Diversity Officer, or similar university-wide post focused on diversity/equity/inclusion issues?



# Does your LIBRARY have a designated position or positions whose role is primarily focused on supporting diversity within the library's programs/services, collections, and work environment?

Yes = 2 | No = 18 | Under development =

- Associate Dean for Operations & Diversity
- In the process of establishing a committee on diversity & inclusion
- Diversity Coordinator (it is part of his responsibilities)





# Is supporting diversity an explicit part of your UNIVERSITY'S strategic plan?

Yes = 18 | No = 0 | Other = 3

## OTHER:

- And there is a separate Diversity Plan
- University strategic plan is currently under development and will be available for internal review in Fall 2016.
- University does not have a current strategic plan.

# Is supporting diversity an explicit part of your LIBRARY's strategic plan?

Yes = 18 | No = 2 | Other = 1

OTHER = Not explicitly, but the library's plan is still under development and we are in an early phase of that development.

# Does your library have a Diversity Plan, separate from your library's strategic plan?

YES = 6 | No = 15

# Sample Activities within ASERL

*(see also -full text)*

- Workshops / Events / Exhibits – 20
- Task Forces / Committees – 7
- Partnerships with other units (e.g., campus HR, Equity Office) - 6
- Collection Development – 5
- Webpages / LibGuides – 4
- Residency Programs – 3
- Recruitment via minority-focused channels - 2

# Have there been any events on your campus recently that have sparked discussion around diversity?

Yes = 15 | No = 0 | Not sure = 2 | Other = 4

## OTHER:

- A Muslim hate tweet caused consternation and our President stood up and said we would not support such hate.
- HB2 passed in NC has sparked intense controversy and debate about the rights of the LGBT community
- Student concerns over WPA artwork in a main university building.

# Diversity Alliance



**Diversity  
Alliance**  
for ACADEMIC LIBRARIANSHIP

[About](#) [Positions](#) [Member Schools](#) [Events](#)



## About

The Diversity Alliance Residency Program is an academic library program that seeks to provide professional mentoring and practical training to underrepresented groups in librarianship. Competitive positions are offered at each of the four member institutions for a three-year period. Residents are encouraged to apply directly to their preferred institution(s).

The program is open to any recent graduate with a Master's Degree in Library Science and an interest in a career in academic librarianship. Early-career candidates will also be considered if their professional experience is outside academic libraries.

# HistoryMakers Archival Fellowship

TheHistoryMakers. PRESENTS



INCREASING AFRICAN AMERICAN  
DIVERSITY IN ARCHIVES

12 MONTH PROGRAM    2 YEARS TRAINING    8 HOSTS    13 FELLOWS

The HistoryMakers Fellowship, Mentoring, Training and Placement Institute | [www.thehistorymakers.com](http://www.thehistorymakers.com)

In partnership with: Alabama Department of Archives & History - Anisistat Research Center - Avery Research Center (College of Charleston - Fiske Library (Fisk University)) - Maryland State Archives - Wayne Clayton Library & Museum - Seely G. Mudd Manuscript Library (Pittsburgh University) (Movie photos: our 2011 - 2012 & 2012 - 2013 fellows)



## BACKGROUND

*Increasing African American Diversity in Archives: The HistoryMakers Fellowship, Mentoring, Training and Placement Institute*

Over the past two and a half decades, various efforts have been made to address the lack of diversity in the archival profession. In 2009, The HistoryMakers, the nation's largest African American video oral history archive, received \$731,698.25 from the Institute for Museum and Library Services (IMLS) to support a unique Fellowship, Mentoring, Training and Placement Institute. The Institute was created to address the myriad of issues that still contribute to the paucity of diversity in the archival profession. Increasing African American Diversity in Archives: The HistoryMakers



### Increasing African American Diversity in Archives

In memory of Walter Hill former senior archivist for the National Archives and Records Administration, Howard University Professor, and a noted historian.



# Opportunities

## Racial Equity Institute

optimizing institutional outcomes for everyone!

[About REI](#) ▾[Services](#)[Latino Challenges Workshop](#)[Training & Caucus Schedules](#)[Resources & Links](#)[Contact](#)

### TESTIMONIAL

I attended the Anti-Racism workshop this past weekend, and it has been a most profound experience. Two days later, and I'm still trying to process all that I've learned. I don't believe I'm exaggerating when I say it was one of the best investments in my life, both personally and professionally! To those of you who did not attend, I implore you, please take advantage of the opportunity next month. It will open your eyes, touch your heart, and change your life. --Rural community organizer

[\[Read more Testimonials...\]](#)

WELCOME TO REI

## Welcome to REI

by [admin](#) • February 2, 2011

The Racial Equity Institute is an alliance of trainers and organizers who have devoted themselves to the work of anti-racist transformation. In our contemporary society, racism shapes the outcomes of all institutions. It pits entrenched patterns of power against what are often faint images of equity. The trainers and organizers of the Institute help individuals [...]

DISCUSSION

## A crusade to defeat the legacy of highways rammed through poor neighborhoods

by [admin](#) • April 6, 2016 • [0 Comments](#)

As a child, Anthony Foxx knew he couldn't ride his bike far from home without being

RACIALEQUITYINSTITUTE.ORG

- [About REI](#)
  - [Who We Are](#)
  - [Who We've Worked With](#)
  - [Our Process](#)
  - [Our Team](#)
  - [Testimonials](#)
- [Services](#)
- [Latino Challenges Workshop](#)
- [Training & Caucus Schedules](#)
- [Resources & Links](#)
- [Contact](#)

### BLOG ARCHIVES

Select Month





# UM – Wolverine Express

About CEO

CEO Programs

News

Resources

Campus Wide  
Youth Programs

## Wolverine Express



### *About Wolverine Express*

Wolverine Express in the News

Contact

2010-2011 Visits

2011-2012 Visits

### Wolverine Express

Faculty/Staff/Students/Alumni invited to participate in high school outreach visits:

On behalf of the staff at the Center for Educational Outreach, we would like to invite your participation in the *Wolverine Express* outreach program this year!

*Wolverine Express* is a school visitation program in which a diverse group of University of Michigan faculty, staff, students & alumni assemble as a team and travel via bus to visit select high schools



# University of Michigan Libraries

- Peer Information Counseling Program (PIC)
- UM iSchool Research Experience for Master's Students (REMS)
- Undergraduate Research Opportunities Program (UROP)
- Partners in ARL Career Enhancement Program (CEP)

# Other programs

- ALA Spectrum Scholarship Program
- LAMP (UIUC)
- i3 Inclusion Institute (University of Pittsburgh School of Information Sciences)
  - Mellon funded
- University of Iowa School of Social Work
  - National Coalition Building Institute

# Challenges and Opportunities

- Pipeline programs
  - Expense and ROI
  - Metrics
  - Issues of organizational culture, climate
  - Static methodologies (MLIS pipeline)
  - Time to yield (for youth or undergraduate programs)

# Challenges and Opportunities

- Pipeline programs
  - Diversity ( R & E) in MLIS programs is on the rise
  - Opportunity to caucus
  - Involve more people from majority cultures
  - Develop leadership for diversity, inclusion, equity, and social justice issues
  - Best place to effect change
  - Retention, advancement

# Challenges and Opportunities

- Professional development/training
  - “Preaching to the choir” syndrome
  - Tendency away from substantive conversations
    - Create environments that are comfortable with discomfort
    - Embrace non-closure, non-binary thinking, paradox
    - Norms for learning (negotiate)
    - Explore historical legacies that have lead to accumulated disadvantage for people from marginalized groups
  - ~~Change to actual policy/process/practice?~~

# Challenges and Opportunities

- Take the work out of the silos
  - Make certain everyone is contributing to this work
- Engage staff at all levels of the organization
- Integrate D, I, SJ into all programs, collections, services, policies
- Free-rider mentality
- Think internally as well as externally (campus, community partnerships)
- Diversity fatigue

# Understanding what needs to be dismantled

**While prejudice is simply the unfavorable attitudes or actions against “others” “-isms” exist when such attitudes or actions are supported by law, institutional structures, and culture.**

# Challenges and Opportunities

- Professional development/training
  - Confronting and releasing shame and guilt
    - Eustress vs. distress
  - Universality of bias
  - Understanding of oppression as a systemic phenomenon
  - Elevating conversation
    - Historical record, scholarly communication, curation



# Norms for growth

- Speak your truth
- Lean into discomfort and lean into each other
- Commit to non-closure
- Embrace paradox
- Seek intentional learning, not perfection

# How can we grow together?

- Questions?
- Comments?
- Concerns?
- Ideas?

# Thank you!

Mark A. Puente

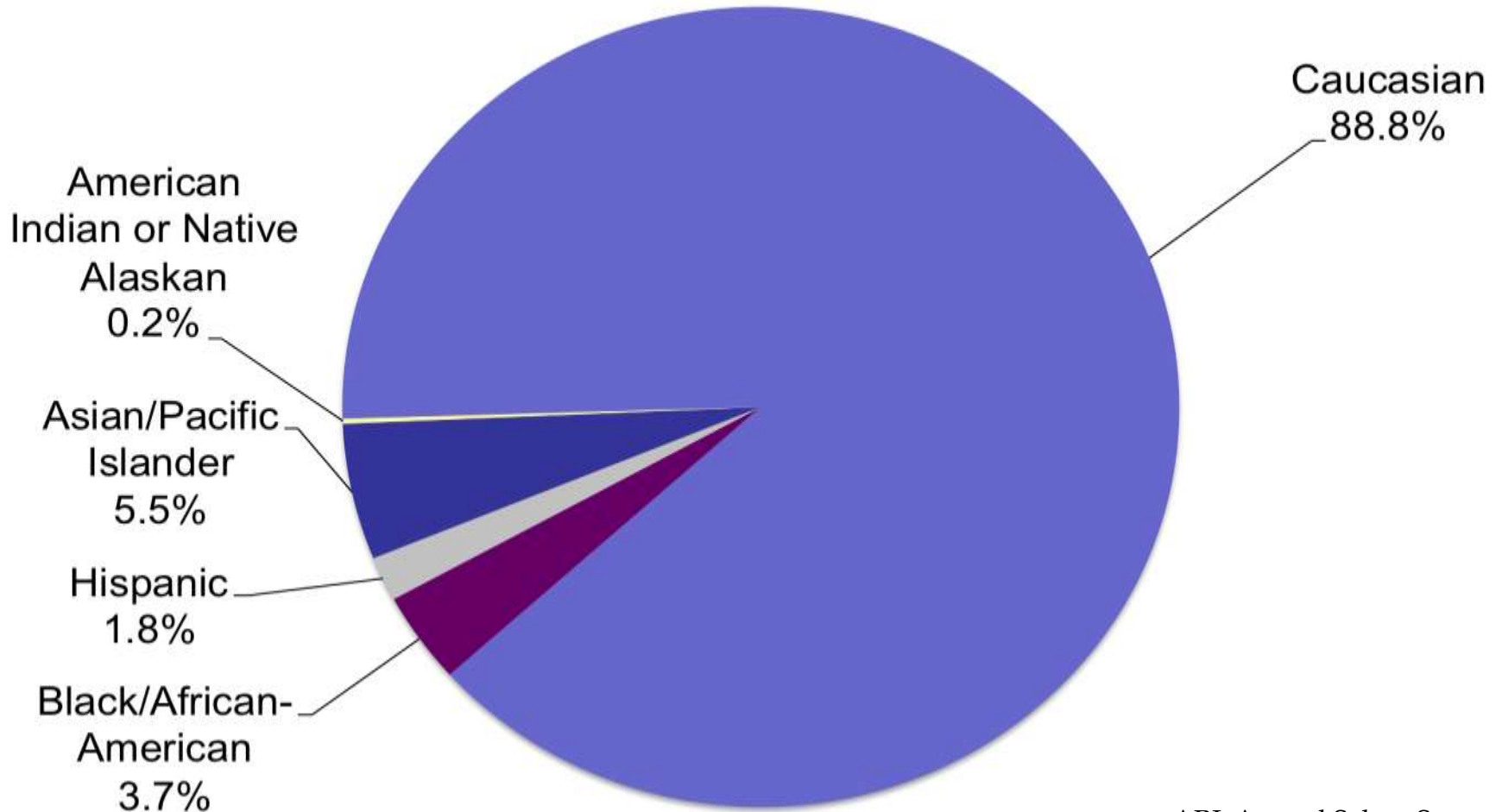
Director of Diversity and Leadership  
Programs

Association of Research Libraries

[mpuente@arl.org](mailto:mpuente@arl.org)

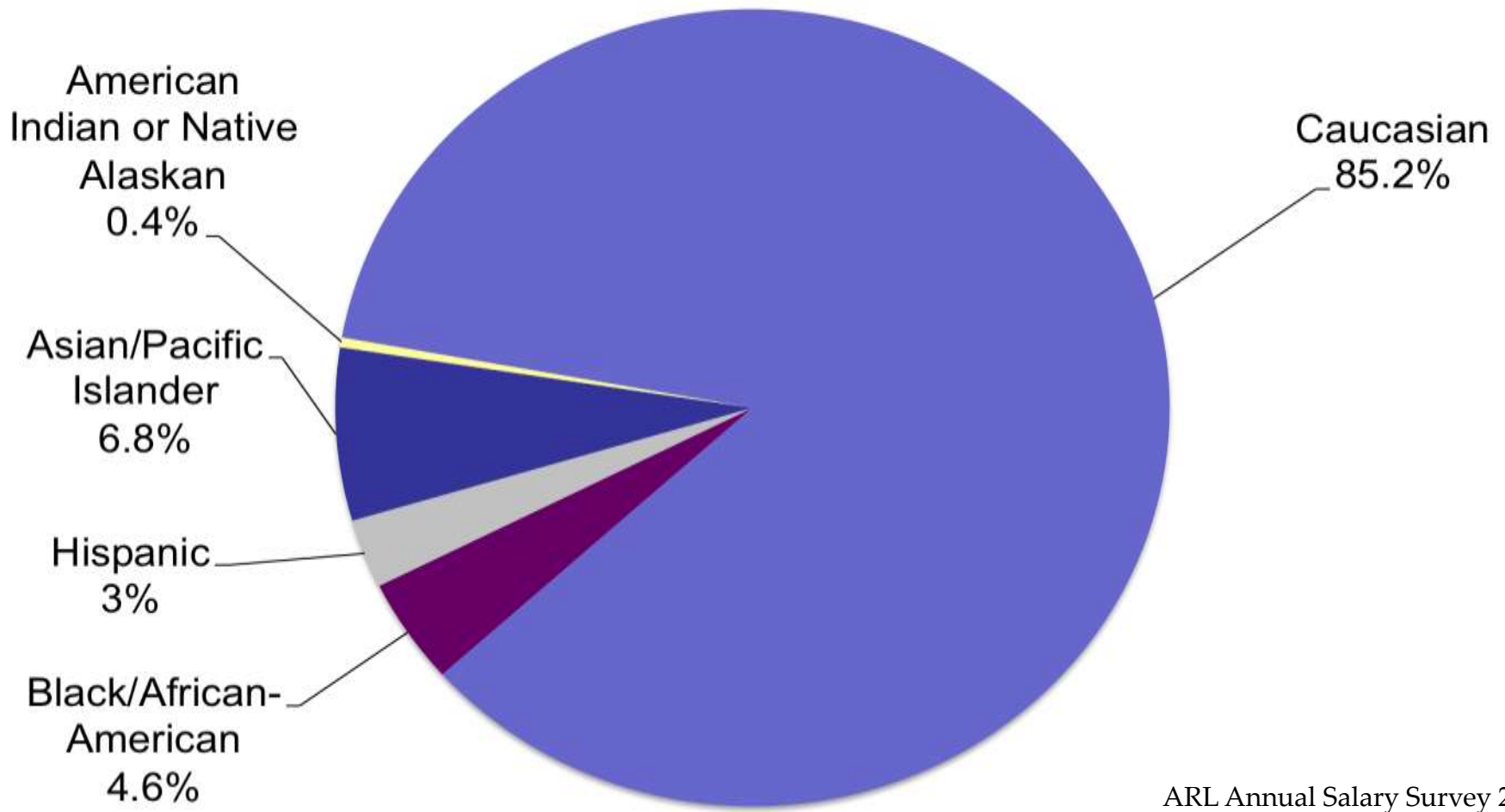
(202) 296-2296

# Ethnicity/Race in US ARL University Libraries 1998 – 1999



ARL Annual Salary Survey 1998-1999

# Ethnicity/Race in US ARL University Libraries 2014 - 2015



ARL Annual Salary Survey 2014-2015

# Change in 17 years

