



**DRAFT**

## ASERL Diversity & Inclusion Programming

November 14, 2017

### Values Statement

*E Pluribus Unum.* Out of many, one.

When libraries tap into the wisdom of a workforce that reflects the populations we serve, we are better able to understand and meet the needs of the students, faculty, staff, alumni, and researchers we serve. ASERL members believe we must make our workplaces, collections, and services more inclusive. ASERL libraries commit to make every employee feel welcomed and motivated to work optimally in service to our communities. We affirm that we achieve more together because of our differences, not despite them. When libraries apply this pool of knowledge -- when employees are trained in team building, decision-making, problem solving, and conflict resolution -- we provide better, more interesting, innovative services to each other and to our patrons.

### ASERL's Commitment to Diversity and Inclusion

ASERL members will:

- 1) Understand and communicate the principles of diversity and inclusion in order to attract, retain, and grow the skills of employees from a variety of populations;
- 2) Allocate sufficient resources to ensure these programs can be successful and sustainable;
- 3) Seek constructive input from employees at all levels of our organizations to ensure programming is relevant and useful;
- 4) Set achievable and measurable goals, and regularly monitor and assess progress towards those goals;
- 5) Maintain transparency regarding our successes and challenges over time;
- 6) Accept responsibility for past and present actions.

### Definitions

**Diversity** is defined as the characteristics and attributes that make each one of us unique. Diversity has many dimensions, including race, gender, and physical ability. Other dimensions may include, but are not limited to, ethnicity, national origin, nationality, religion, veteran status, sexual orientation, gender identification, and age. Even more broadly, diversity includes geographic location, work experience, family status, socio-economic class, and diversity of political thought. Our goal is to leverage the varied experiences and ideas that each individual brings for the good of the organization overall.

*Adapted from <https://www.brookings.edu/about-us/diversity-and-inclusion>*

**Diversity Is The Mix and Inclusion Is Making The Mix Work.** More formally, diversity is the composition of individuals in a group. **Inclusion** is the requisite programs and organizational strategies that welcome and embrace the strengths each person brings to the mix.

*Adapted from <http://diversity.wfu.edu/home/diversity-inclusion-at-wake-forest/>*

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**Charge – ASERL Diversity & Inclusion Committee**

In early 2018, the Association of Southeastern Research Libraries will create a new standing committee focused on Diversity and Inclusion. The ASERL Diversity and Inclusion Committee (AD&IC) will create programming for member libraries to use to help increase the number of people from underrepresented groups working in our libraries; develop new programming and activities for our patrons with diverse backgrounds, needs and interests; and to build library collections that reflect the diversity of the communities we serve.

The AD&IC will periodically assess member needs, the availability of relevant programs from reputable sources, and offer activity recommendations to the ASERL Board and membership. Based on member feedback, the AD&IC will implement measurable activities to benefit the membership, assess the effectiveness of the activities, and offer suggestions for future improvements. ASERL will secure sufficient resources to support these endeavors.

**Membership**

The AD&IC will be volunteers from current ASERL Deans/Directors, led by two co-chairs with staggered two-year terms to foster continuity of leadership. The AD&IC will also include three additional at-large members serving in rotation. Members will be affirmed by the ASERL Board of Directors. The Committee will meet at least twice per year in person; additional conference calls and/or e-meetings will be conducted as desired. ASERL staff will provide support as needed.