



WILLIAM & MARY

LIBRARIES

Diversity Initiatives at William & Mary Libraries

ASERL Fall 2017 Membership Meeting

Presented by Carrie Cooper; clcooper@wm.edu

1. William & Mary Libraries Diversity Statement and Link to Diversity Plan:

Our Commitment to Diversity and Inclusion

We, at William & Mary Libraries, are committed to fostering an environment where diversity, inclusion and equity are viewed as fundamental to our mission and integral to our service model on campus and in the broader community. We believe an environment that is open and welcoming to all patrons is crucial to fulfilling the research, teaching and service mission of the University. We strive to create a climate of belonging, which we believe promotes self-agency, participation, collaboration and innovation.

To read more about W & M Libraries Diversity plan, click [here](#).

2. The Mosaic Program- a strategy to build the pipeline for underrepresented populations in libraries and archives. We engage students before they graduate from William & Mary.

Budget for the W&M Libraries Mosaic Program:

Mosaic Program Specification	Dollars Allocated	Explanation/Formula	Brief Notes
Mosaic Interns	\$9,000	4 summer interns x \$2250	Undergraduate students; \$10 per hour/20 hours per week; assigned a mentor based on interests; plus free research housing and \$100 week food stipend
Mosaic Fellows	\$69,000	2 year long fellows x \$34,500	Recent WM graduates; \$20 per hour/29 hours per week; not to exceed 1400 hours in a year
Total Budget	\$78,000		

Description of Program and Call for Mosaic Applicants: <https://libraries.wm.edu/mosaic>

3. For all professional searches, we invite all applicants to answer this question: *“In one paragraph, please answer how you would promote and enhance diversity and inclusion as part of William & Mary Libraries. “*

News: W&M Libraries launches Mosaic program

Posted: May 4, 2017

William & Mary Libraries is pleased to announce the launch of the Mosaic Program for W&M post-baccalaureate and undergraduate students.

Funded entirely by private dollars, the Mosaic Program provides valuable, paid library work experience to students looking to pursue library careers. Developed in response to the newly adopted W&M Libraries Diversity Plan, this program has been designed to provide the support and opportunities needed to encourage, develop and grow future librarians, archivists and library professionals.

The Libraries received an overwhelming response to the program, and the selection process was very competitive. The following students have been selected to be our inaugural Mosaic interns and fellows:

Summer 2017 undergraduate interns:

- **Azana Carr '20:** Azana is a member of WMSURE, a program designed to support W&M students who are members of underrepresented groups, and specifically cited librarian Natasha McFarland's involvement in the program as sparking her interest in a library career. A storytelling major, Azana will be assisting the library's oral historian on developing our oral history program at Swem Library.
- **Isabelle Rodriguez '19:** Last year Izzy took a course on Cuba film and culture taught by the library's Media Services Director Troy Davis and Professor Ann Marie Stock. Even since, she has wanted to work on the library's budding Cuba Film Project. Her fluency in Spanish will be a great asset to this project. She will be working with fellow Kyle McQuillan on the effort.
- **Olivia Jameson '19:** This school year Olivia worked in the Department of Classical Studies' library, taking inventory and cataloging. She loves her work so much that she has decided to pursue library science/archival studies as her career. She will be working with our digitization and cataloging team.
- **Alea Al-Aghbari '18:** Alea is a member of our new W&M Libraries Student Ambassadors group. A double major in marketing and international relations, she is interested in library administration and marketing. She will be assisting the library's External Relations department with social media, writing projects and event planning.

Fall 2017-Spring 2018 fellows:

- **Mallory Walker '17:** Mallory will graduate this month with a bachelor's degree in film and media studies. She spent the spring semester working in Swem Library's Reeder Media Center. Most recently she assisted the digitization of analog materials in the Robert Gates Collection. As a fellow she will be working in the library's Special Collections Research Center on digital archives.
- **Kyle McQuillan '17:** Kyle immediately jumped out to us as a perfect match for our Cuba film project. Kyle is graduating this month with a bachelor's degree in Hispanic Studies. She is fluent in Spanish and has experience in translating and interpreting. Last year, Kyle took the Cuba film and culture course, and as part of her class project, she built an online database of the library's Cuban film posters. We are excited to welcome her aboard to help lead the Cuba film project.