



Approved by Deans' Diversity Equality and Inclusion Committee (18 March 2019)

Approved by ASERL Board of Directors (15 April 2019)

Approved by ASERL Membership (31 May 2019)

## Analysis of ASERL Environmental Scan of DEI Activities Recommendations for Future Activities Winter 2018-19

**SUMMARY:** In December 2018, ASERL asked its member libraries to provide examples of successful programming they have implemented, and for suggestions on how ASERL could assist those efforts. We received responses from 28 of ASERL's 38 member libraries (74%). The results are grouped into the following categories:

- 1) Training / Skill-building for current staff – Externally provided
- 2) Training / Skill-building for current staff – Internally provided
- 3) Opportunities to improve how we recruit / retain new staff, now & into the future
- 4) Environmental changes to support DEI
- 5) Collections, services, and spaces that reflect diverse communities' needs & interests
- 6) Program Assessment
- 7) Local Programs, Exhibits, Events, Partnerships

Overall, we recommend ASERL organize and develop supports for communities of practice relevant to diversity, equity, awareness and inclusion. Supports could include listservs, discussion meetings at conferences, targeted trainings (webinars and in-person), and other activities determined by needs assessments and reflecting institutional goals. Some of these Interest Groups might include:

- HR
- Organizational development and staff development personnel
- Library diversity officers and other administrators, and
- Librarians and other professionals who engage with external stakeholders
- Library diversity committees
- Other affinity groups

In a few categories, we recommend developing resource lists and other ways to compile and share information.

**RECOMMENDED ACTIVITIES.** Listed in priority order, based on ASERL member needs.

- 1) **Opportunities to improve how we recruit / retain new staff, now & into the future**

ASSOCIATION OF SOUTHEASTERN RESEARCH LIBRARIES

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Atlanta, GA 30322-1006

Telephone: 404-727-0137 | Web: [www.aserl.org](http://www.aserl.org)

- Develop interest groups / communities of practice to guide development of webinars that highlight interesting recruitment & retention activities & approaches used within ASERL libs
  - Promote / publicize upcoming residency opportunities across ASERL
- 2) **Training / skill building for current staff – EXTERNALLY PROVIDED**
- Develop a Resource List for reputable external training providers
  - Develop interest groups / communities of practice to guide development of webinars that highlight interesting training activities & approaches used within ASERL libs
  - Develop Resource List of skills / expertise available within ASERL
  - Develop interest groups / communities of practice to guide development of webinars that highlight interesting training activities & approaches used within ASERL libs
  - Develop interest groups / communities of practices within ASERL
- 3) **Training / skill building for current staff – INTERNALLY PROVIDED**
- Develop Resource List of skills / expertise available within ASERL
  - Develop interest groups / communities of practice to guide development of webinars that highlight interesting training activities & approaches used within ASERL libs
- 4) **Enhance collections, services, and spaces that reflect diverse communities’ needs & interests**
- Support activities to ensure resources are accessible to diverse communities of users
  - Develop interest groups / communities of practice to guide development of webinars that highlight interesting collections, services, and spaces within ASERL libs
- 5) **Foster environmental changes to support DEI**
- Develop interest groups / communities of practice to guide development of webinars that highlight interesting activities & approaches used within ASERL libs
  - Support other professional development & networking opportunities for staff at ASERL libs working on DEI activities
- 6) **Program Assessment**
- Compile a list over time of various programming that can guide libraries to a ‘gold standard’ of DEI activities
  - Develop interest groups / communities of practice to guide development of webinars that highlight interesting assessment activities & approaches used within ASERL libs
- 7) **Share Information about Local Programs, Exhibits, Events, Partnerships**
- Develop interest groups / communities of practice to guide development of webinars that highlight interesting activities & approaches used within ASERL libs

## **Appendix 1 – DEI Service Providers Recommended by ASERL Libraries**

(in alphabetical order)

### **ACRL Diversity Alliance**

<http://www.ala.org/acrl/issues/diversityalliance>

Recommended by: U-Tennessee, University of Florida, LSU, U-Louisville, Emory Univ, Wake Forest Univ, UNC Greensboro

### **ACRL International Perspectives on Academic and Research Libraries**

<http://www.ala.org/acrl/aboutacrl/directoryofleadership/discussiongroups/acr-dgiparl>

Recommended by: University of Florida

### **ACRL Personnel Administrators & Staff Development Discussion Group**

<http://www.ala.org/acrl/aboutacrl/directoryofleadership/discussiongroups/acr-dgpersonnel>

Recommended by: University of Florida

### **ACRL Residency Interest Group**

<https://acrl.ala.org/residency/>

Recommended by: UNC Greensboro

### **ACRL Spectrum Scholar Mentor Committee**

<http://www.ala.org/acrl/membership/mentoring/joseymentoring/mentorprogram>

Recommended by: Tulane

### **AILA / American Indian Library Assoc**

<https://ailanet.org/>

Recommended by: UNC Greensboro

### **ALA Spectrum Scholars program**

<http://www.ala.org/advocacy/spectrum>

Recommended by: East Carolina Univ

### **APALA / Asian/Pacific American Librarians Assoc**

<http://www.apalaweb.org/>

Recommended by: UNC Greensboro

**ARL** (Diversity Initiatives, IDEAL conference)

<https://www.arl.org/focus-areas/diversity-equity-and-inclusion#.XFhIrlw3mUk>

Recommended by: Clemson, Wake Forest Univ, FSU, Auburn Univ, Emory Univ, U-South Carolina, U-Miami

**ARL/SAA Mosaic Program**

<https://www.arl.org/focus-areas/diversity-equity-and-inclusion/arl-saa-mosaic-scholarship-program#.XFhmAVw3mUk>

Recommended by: Tulane

**BCALA / Black Caucus ALA**

<https://www.bcala.org/>

Recommended by: UNC Greensboro

**CALA / Chinese American Librarians Assoc**

<https://www.cala-web.org/>

Recommended by: UNC Greensboro

**Center for Creative Leadership**

<https://www.ccl.org/>

Recommended by: East Carolina Univ

**DeEtta Jones & Associates**

<http://www.deettajones.com/>

Recommended by: University of Florida, FSU, Clemson, Johns Hopkins Univ

**Diversity Alliance for Academic Librarianship**

<http://www.ala.org/acrl/issues/diversityalliance>

Recommended by: U-Miami

**Equal Justice Initiative**

<https://eji.org>

Recommended by: Auburn Univ

**Girls Who Code**

<https://girlswhocode.com>

Recommended by: Virginia Tech

**HBCU Library Alliance**

[hbculibraries.org](http://hbculibraries.org)

Recommended by: U-Kentucky

**JCLC / Joint Conference of Librarians of Color**

<http://www.jclcinc.org/>

Recommended by: UNC Greensboro, University of Florida

**librarians at local community colleges**

Recommended by: U-Tennessee

**Library Schools in region**

Recommended by: UNC Charlotte

**LLAMA Diversity Officers' Discussion Group**

<http://www.ala.org/llama/llama-diversity-officers-discussion-group>

Recommended by: University of Florida

**LLAMA Human Resources Community of Practice**

<http://www.ala.org/llama/communities/hr>

Recommended by: University of Florida

**LLAMA Management & Leadership Community of Practice**

<http://www.ala.org/llama/communities/organization>

Recommended by: University of Florida

**Lyrasis training workshops/videos**

<https://www.lyrasis.org/services/Pages/Classes.aspx>

Recommended by: East Carolina Univ

**Mellon Mays Undergraduate Fellowship Program**

<https://www.mmuf.org/>

Recommended by: University of Florida

**National Women's Law Center**

<https://nwlc.org>

Recommended by: Virginia Tech

**Non-Library organizations** (e.g., South Eastern Medical Group in Maryland)

Recommended by: UNC Charlotte

**Our campus Teaching & Learning Innovation unit**

Recommended by: U-Tennessee

**Racial Equity Institute**

<https://www.racialequityinstitute.com/>

Recommended by: UNC Chapel Hill, Wake Forest Univ, Duke Univ, UNC Greensboro

**REFORMA**

<https://www.reforma.org/>

Recommended by: UNC Greensboro

**Society for Diversity**

<http://www.societyfordiversity.org/>

Recommended by: FSU

**Southern Poverty Law Center**

<https://www.splcenter.org>

Recommended by: Virginia Tech

**Southerners on New Ground (SONG)**

<http://southernersonnewground.org>

Recommended by: Virginia Tech

**state library associations** (NCLA, etc.)

Recommended by: UNC Charlotte

**The Invisible Histories Project**

<https://www.invisiblehistory.org>

Recommended by: Virginia Tech

**The SafeZone Project**

<https://thesafezoneproject.com>

Recommended by: Virginia Tech

**The Trevor Project**

<https://www.thetrevorproject.org>

Recommended by: Virginia Tech

**TIAA** -- Consultants **Mary Lou Boccio & Cathy Ivey**. [Mary Lou Boccio is a Senior Director of Diversity and Inclusion for TIAA. In her role as D&I Relationship Manager for TIAA's Corporate Support and Client Services Technology Teams, she provides D&I focused consulting and development. She has implemented strategy to drive improved diverse employee representation and an inclusive culture. Mary Lou is a Diversity Practitioner certified in the Intercultural Development Inventory, IDI, and provides coaching on D&I matters to senior and middle managers. Cathy Ivey is a Director in Human Resources, Diversity and Inclusion. She's responsible for all aspects of the TIAA Employee Resource Group (ERG) program which includes building and setting the strategic direction of Employee Resource Groups; defining the roles and responsibilities associated with the program; creating the strategic framework that will govern the activities of the group; the onboarding, support, and coaching of executive sponsors, national chairs, and chapter leads; the Employee Resource Group mentoring program as well as coordinates and facilitates enterprise-wide events.]

Recommended by: GSU

**United We Dream**

<https://unitedwedream.org>

Recommended by: Virginia Tech

**We Here**

@librarieswehere

Recommended by: U-Kentucky