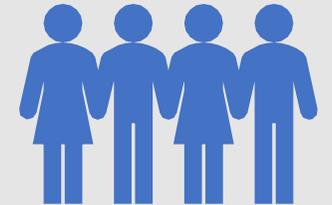# Diversity, Equity and Inclusion Taskforce – Report

April 2021 – Deans meeting

Taskforce - charge

Charge for ASERL DEI Task Forces
Identify *successful* national and international models, strategies and resources for recruiting and retaining a diverse and talented workforce; share this information with ASERL; and discuss how to implement these models and strategies in ASERL libraries.

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There will be two task forces. Each task force will have between 5-8 volunteers.

- The first task force will identify *successful* best practices, frameworks and models for recruitment of diverse, talented individuals. (**recruitment**)

- The second task force will identify *successful* models, frameworks and/or best practices designed to create healthy workplace cultures that benefit everyone working in the organization. (**retention**)

Timeframe
The timeframe for this work is late August 2020 – late August 2022. The minimum service commitment for each task force is one year, with an option for a second year.

Task Force Members

- Started out with 24 members

- 6 have officially resigned

- Others have not showed up to fully participate or contribute to the effort.

Engaged Taskforce Members

Kristine Shrauger, co-chair	Ven Basco
Glen Samuels, co-chair	Twanna Hodge
Adam Clemons, co-chair	Amanda McLellan
Adrienne Graham, co-chair	Amanda Pellerin
Kineret Ben-Knaan, co-chair	Kimberly Sheldon
Kelsa Bartley, co-chair	Michelle Brannen
Karen Manning	Megan Palmer
Colise Hunt	Erin Carrillo

SUCCESSFUL STRATEGIES:

RECRUITMENT

Action plans for recruiting underrepresented groups

American Alliance of Museums [Non-Profit]	Examples of Actions:
	• Remove name, address, colleges, and dates from CV/Resumes. Search committees must evaluate resumes without gender/name and education information. Must examine experiences without bias. • Search Committee reviews their personal bias as a group, so they are aware of the issues going into the search committee. • Took a hard look at job descriptions and asked questions like: "does this really require a museum degree?"
Tech Star; Atlanta Tech Village; Lever [Tech Start-Ups] **Reports:** http://diversity.techstars.com/download https://atlantatechvillage.com/programs/pre-accelerator-program/ https://www.lever.co/diversity-and-inclusion	• Recruit students from different types of colleges and universities (e.g., community, historically black, cultural, and women's vs. elite. • Tech companies are partnering with colleges and universities to design courses and offer training for the tech workforce. • Seek unlikely partners; Connect with organizations that represent diverse, inclusive. • Artificial Intelligence (AI) is successfully being used by Human Resources in recruiting. • Allow marketing department vs. Human Resources to spearhead recruiting (content marketing and more creativity in strategies).

SUCCESSFUL STRATEGIES

RETENTION

action plans for retaining employees from underrepresented groups

United Way [Non-Profit]	Works with community partners focusing on diversity, equity, and Inclusion by addressing factors that impede progress for historically marginalized populations. UW focuses on improving education, income, and health resources, creating more equitable communities. • Works with its partners by cultivating leadership through developing learning opportunities, training resources, and tools. • The success of the program is measured through the data gathered from community engagement and awareness building. The United Way uses policy and advocacy to reinforce its vision and purpose. The resources gathered through fundraising and grants are allocated for diversity and equity positions, diverse hires, and diversity and equity training.
Samsara [Tech Start-Ups] **Report:** https://www.samsara.com/diversity	**Examples of Actions:** • The company dedicated a page on their website to diversity and culture. • The company created training and learning opportunities centered on enabling growth and ensuring all employees feel valued, respected, and supported.

SUCCESSFUL STRATEGIES

RETENTION

action plans for retaining employees from underrepresented groups

Microsoft [For-Profit]	Microsoft collaborated closely with The Neuroleadership Institute and the NYU Center for Diversity, Inclusion, and Belonging to introduce allyship and develop a curriculum grounded in neuroscience and explicitly designed for Microsoft's distinct culture anchored by a growth mindset.
Reports: **2020:** https://query.prod.cms.rt.microsoft.com/cms/api/am/binary/RE4H2f8 **2019:** https://query.prod.cms.rt.microsoft.com/cms/api/am/binary/RE4aqv1	Allyship's learning path has given Microsoft employees a shared language and understanding of what to expect from each other. Microsoft has shared its learning resources so that others can create inclusive environments. *Inclusion and Allyship* - Introduction to Allyship module can be reviewed through the following link: https://mslearningcontent.microsoft.com/IntroductionToAllyshipAtWork/story.html
	<u>Diversity and Inclusion by Numbers</u>
	Examples of statistics and metrics that are being tracked at Microsoft:
	• Representation statistics at every career stage—not only at recruitment and early in career • Employees with disabilities statistics • Equal pay data metrics • Inclusion Index: assessing Microsoft's inclusive culture through surveys

	<u>Other Actions:</u>
	• $150 million investment in Diversity and Inclusion efforts and programs while doubling the number of Black and African American people managers, senior individual contributors, and senior leaders in the United States within the next five years. • Strengthening communities' programs • Families & flexibility- backup childcare or eldercare support • Remote work and mental health support

SUCCESSFUL STRATEGIES

RETENTION

action plans for retaining employees from underrepresented groups

Report:	CREATE an inclusive environment by engaging diverse talent and influencing recruitment, development, advancement, and retention.
https://www.coca-colacompany.com/shared-future/diversity-and-inclusion	ARTICULATE our D&I progress through proactive communications. REGULATE and manage workplace equity and fairness. EVALUATE, CREATE and UPDATE a systemic set of tools and resources. https://www.coca-colacompany.com/shared-future/diversity-and-inclusion **Examples of Actions:** Employee Resource Groups • Business Resource Groups are voluntary employee-led teams that serve as resources related to diversity initiatives, programming, cultural heritage, idea development, business integration, and recruitment. Diversity Leadership Councils Leadership Councils are executive sponsored councils to ensure that Coca-Cola is creating an inclusive environment that supports the Global Office of Diversity, Equity, and Inclusion's strategy to engage, recruit, develop, retain and advance female and diverse talent.
Mastercard [For-Profit] **Report:** https://www.mastercard.us/en-us/vision/who-we-are/diversity-inclusion.html	**Examples of Actions:** Global Inclusion and Diversity Council Mid-Career Inclusion Elective is a Council supporting women and employees of African descent in addressing challenges they face in the workplace.

RETENTION & CULTURAL CHANGE

The New York Times's report on the company's difficult workplace culture and calls for workplace changes

TNY report was based on interviews with more than 400 Times employees over eight months.

Amber Guild, Carolyn Ryan and Anand Venkatesan

New York Times Calls for Workplace Changes in Diversity Report

*"central finding is that The Times is too often a difficult place to work for people of all backgrounds — particularly colleagues of color, and especially Black and Latino colleagues. **It calls for us to transform our culture**."*

The New York Time's work is inspiring; presenting an uncomfortable portrait and then developing a plan and actions aimed to address the Times issues.

ACRL -2020 Academic Library Trends Questions Equity, Diversity, and Inclusion (EDI) is a recent survey example that may help assess the current programs, plans, and priorities in libraries related to DEIs.

We believe that best practices and good plans will grow out from a deeper understanding of one's own workplace and culture.

A Call to Action

Building a Culture That Works for All of Us

Explore the Report

— An Introduction From Amber, Carolyn, and Anand
— Our Plan
— Putting Our Plan Into Action

For over a century and a half, The New York Times has succeeded in part by recognizing when it needed to change. This is such a moment.

Eight months ago, against the backdrop of a societal reckoning around race, we commissioned a diverse group of senior leaders from across the company to help us examine how we were falling short within our own walls, and what it would take to change. We picked this group — led by Amber Guild, Carolyn Ryan and Anand Venkatesan — because they were respected truth tellers.

Summary from Deans' DEI Committee

- Concern that participation has waned amongst taskforce members.

- Highpoints of what each subcommittee has been working on. We were at different points.
  - Lots of rejections; struggle to find time to work on this as everyone's plates are full.

- Discussed the next steps.
  - Task forces may be realigned to take on new tasks.
  - Training was brought up; taskforce does not feel adequately prepared to do training without completing an environmental scan of our institutions.
  - We also need to think about how we will transition to regional training opportunities (year 2) which may focus/structure is for down the road. (in-person / zoom)

Next Steps

REFORMAT TASKFORCE:

- Remove taskforces members who are not committed
- Format taskforce into new subcommittees
- Bring on MLIS Student Interns
- Bring on new members?

SUBCOMMITTEE TEAMS REFORMATED:

Workplace culture – Root reasons for continued resistance to diversity and inclusion. Backlash? What is the checklist? Deeper work?

- Environmental scan of libraries
- HR – search committee policies; procedures, promotion from within
- Environmental scan of DEI librarian positions

Committee must also vet models from phase 1

TRAINING

Cannot create training guides / information until we fully understand our ASERL environment

Questions for Deans

- What concerns do any Deans have regarding an environmental survey for us to move forward?

- How comfortable are the Deans with the taskforce completing an anonymous environmental survey of the libraries, HR practices, DEI librarians?

Reflection

- What does this report mean to you?
- How do you see the data that has been gathered apply at your institution?
- How will we know that future data will be useful?