REDUCING INEQUITY THROUGH INCLUSION: the Leader’s Role

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Connect

Connect with your university or community
✓ Map library priorities back to the university
✓ Engage with the university diversity committee
✓ Work with student groups and government
✓ Include librarians and staff on university committees and activities

Actions

✓ Find your library’s unique path through constant and varied strategies
✓ Leaders must be champions
✓ Employees develop shared values and statements
✓ Periodic review of values and statements
✓ Hire diverse students
✓ Hire diverse librarians and staff
✓ Seek diversity in advisory groups
✓ Develop diversity goals and metrics
✓ Participate in regional and national diversity efforts
✓ Celebrate global holidays
✓ Provide diverse programming
✓ Host diverse speakers and authors
✓ Host diverse film and documentary series
✓ Provide professional and leadership development
✓ Provide diverse images within library facilities
✓ Highlight diverse collections
✓ Promote library diverse scholarship
✓ Examine facilities to be welcoming to all
✓ Partner with community agencies
✓ Create hiring practices that support diversity
✓ Evaluate retention strategies
✓ Include diversity goals in annual evaluations
✓ Network with peer institutions and programs
✓ Book readings for library leadership
✓ Book readings for library employees
✓ Host book discussions in the library
✓ Assess efforts

Educate

✓ Build awareness of inclusiveness
✓ Create a learning environment
✓ Orient new employees
✓ Refresh and update all employees
✓ Create a framework that leads to action
✓ Employee surveys such as climate and morale surveys
✓ Ensure library employees have an understanding of university goals
✓ Create an understanding of how diversity improves library collections, services, and engagement
✓ Create an understanding of the global future facing today’s students
✓ Assess and reassess employee awareness and actions
✓ Understand how organizational structures and patterns contribute to inclusiveness

What are your ideas?

What has worked for your library?
What strategies have been productive?
What strategies have not been as productive?
What should libraries be doing more of?

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Remember

You can be:
– a champion
– a model
– courageous
– an ally
– a listener

You can –
– ask questions
– be direct
– confront
– be open
– engage
– be respectful
– be inclusive