

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

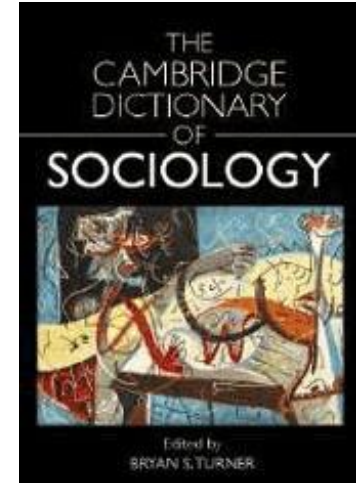
Connecting Strategic Themes at Marquette University - A Culture of Inclusion

Marquette University - A Culture of Inclusion
Foster a diverse teaching and learning environment and a culture that values, respects, welcomes and promotes a sense of belonging for members of our campus and our community.

- Attract, retain and graduate a diverse and inclusive community of students.
- Attract and retain a diverse and inclusive community of faculty and staff committed to our mission.
- Enhance opportunities for diverse and inclusive learning and scholarship.
- Foster a community culture that values, respects, welcomes, and promotes a sense of belonging.
- Engage diverse communities beyond the boundaries of our campus.

Raynor Memorial Libraries - A Culture of Inclusion
Promote and sustain a learning and workplace environment that values and engages all students, faculty and staff.

- Recruit and cultivate a diverse and inclusive workforce.
- Strengthen services and support to students and faculty from diverse backgrounds.
- Ensure representation of diverse cultures, perspectives, and ideas within library collections and scholarly resources.
- Collaborate with culturally diverse communities in metropolitan Milwaukee.



Engage subject liaisons

- ❖ Examine existing collections for biases
- ❖ Build collections with diverse perspectives
- ❖ Examine instruction activities with diversity goals
- ❖ Develop programs that reflect diversity and build inclusive participation



Create special, archival, and digital collections

- ❖ Seek diverse collections that fully tell a story
- ❖ Seek collections that may have been marginalized
- ❖ Create collections and finding/discovery resources that reflect the diversity of the community or story

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

Добро пожаловать
Hoan nghênh
வரவேற்பு
Maaya آميد

Welcome

Hoş geldiniz
Welkommen
ברוך הבא
환영합니다
Merhbe
வரவேற்பு
Selamat datang
Sannu da zuwa
Welkom
Явітыв
Boozhoо
ようこそ
Тагтай морилогтун
Mabuhay
Bienvenidos
வரவேற்பு
Bitamo
مرحب
Willkommen
Bienvenue
Murakaza neza
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Karibu



MARQUETTE UNIVERSITY GUIDING VALUES

In accordance with the Catholic, Jesuit mission and vision of Marquette University, we hold that all people and things are created to praise, reverence, and serve God in our generation and glorify and enjoy the good and the glory of the universe. We hold that all people and things are created to praise, reverence, and serve God in our generation and glorify and enjoy the good and the glory of the universe. We hold that all people and things are created to praise, reverence, and serve God in our generation and glorify and enjoy the good and the glory of the universe.

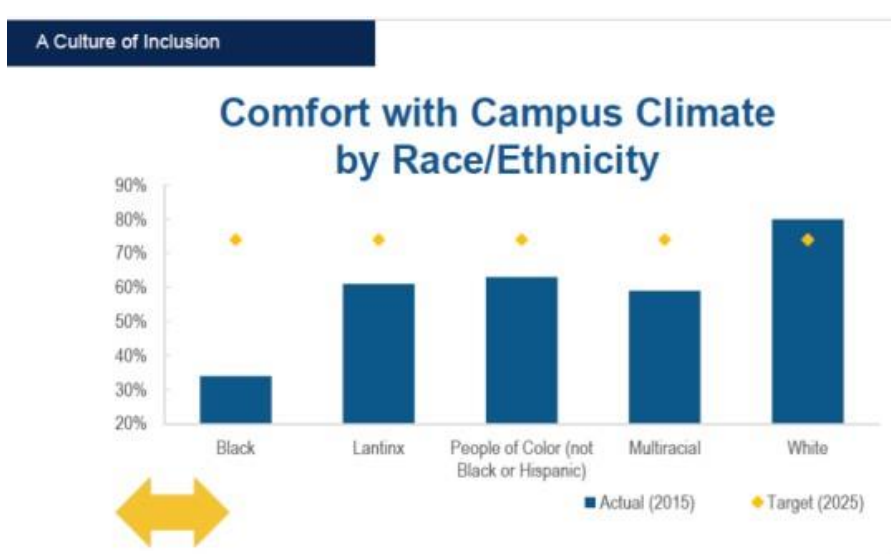
- ❖ Pledge personal and holistic development of students as our primary institutional vocation
- ❖ Pursue academic excellence and educate students who are men and women for and with others throughout the world
- ❖ Embody a spirit of interdisciplinary curiosity, research, innovation, entrepreneurship and application to change and improve ourselves, our community and our world
- ❖ Nurture an inclusive, diverse community that fosters new opportunities, partnerships, collaboration and vigorous yet respectful debate
- ❖ Live as servant leaders with a commitment to the Jesuit tradition and Catholic social teaching for all people, beliefs and faith traditions
- ❖ Create bold, ambitious plans enacted with agility, authentic accountability and a commitment to the greater good



Wording in all UNLV Libraries job postings: The successful candidate will demonstrate support for diversity, equity and inclusiveness as well as participate in maintaining a respectful, positive work environment. The University Libraries extends this commitment to diversity and equity in employment and especially welcomes applications from women, persons of color, persons with disabilities, persons of minority sexual orientation or gender identity, and others who contribute to diversification.

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?

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

Contact

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