

## Library Diversity, Equity, and Inclusion Commitments

Update March 25, 2021

Commits to establishing a dedicated committee to develop, guide, and assess the library's diversity, equity, and inclusion initiatives.

*We decided that all 21 library positions would make up the committee so that we are all truly accountable. We have regularly discussed process in both regular and dedicated meetings.*

Commits to conducting inclusive searches when vacant positions arise.

*We expanded our advertising to cast a wider net – with particular attention to venues that might reach more diversity candidates.*

Commits to creating a welcoming environment for accessing information, sharing knowledge, and learning from one another.

*With COVID, it has been a struggle to be as welcoming as we'd like to be. We don't have the close interactions with students that we've been known for. We are committed to getting that close interaction back once we are able. As more of our staff begins to get vaccinated, we are sensing more optimism and less trepidation about the possibility of increasing occupancy levels, the number of seats, and the number of face-to-face interactions in the fall.*

Commits to actively collecting archival material from Stetson's historically underrepresented groups, including, but not limited to student multicultural organizations.

*We have collected oral histories of the first black students at Stetson. These were done this semester by student Chase Brown for his senior research.*

Commits to diversifying our collections, including adding resources on LBGTQIA+ rights, Women's studies, Black studies, and materials on other underrepresented groups of people.

*This is going well. Along with books by and about underrepresented people, we have purchased (\$6,000) a number of primary source databases pertaining to integration, civil rights, Martin Luther King, Jr., and the Freedom Riders. Gale.*

Commits to engaging in professional development and to cultivating cultural competencies that address diversity, equity, and inclusive practices.

*Regarding training for our staff, they are pursuing cultural competencies on their own (e.g., workshops, webinars, etc.). It is mandatory that they complete at least one workshop or webinar by the beginning of spring semester. Then, we will all come back*

*together to talk about what we've learned. We completed our first initiative for staff choosing their own continuing education focused on a topic related to diversity, equity, and/or inclusion. Conducted sharing sessions of this material – really well-received. Out of that effort, a group of library faculty and staff started up their own viewing club – starting with the Netflix documentary “Amend.” The group has been meeting to discuss the series and it has turned into a really interesting organic initiative.*