The Modernization of Diversity in Academic Libraries

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OVERVIEW

- Why the term, *diversity*, was used
- Where *diversity* is used in academic libraries
- How *diversity* has been used in academic libraries
- Illustrate the shift from individualized, unrepresented populations to generalized, underrepresented populations
The focus of this presentation will be the term and its historical and modern context. The idealism of diversity or what diversity is expected to look like in the academic libraries will not be discussed but can be a part of the conversation.
Of all the words in the American lexicon, diversity!?!
Diversity can be an all-encompassing term (or a trigger word) for professionals and users in academic libraries.
Definitions

**diversity** noun

\[\text{di-\text{\textperiodcentered}ver-si-ty} \mid \text{də-\textbar{v}ər-sə-tē} , dī-\textbar{\textperiodcentered}\]

plural diversities

**Definition of diversity**

1: the condition of having or being composed of differing elements : **VARIETY**

especially : the inclusion of different types of people (such as people of different races or cultures) in a group or organization

2: an instance of being composed of differing elements or qualities : an instance of being **diverse**

a *diversity* of opinion
Areas of Use in Academic Libraries
Systemic Plans
Residencies
Collections
Programming & Outreach
Hiring Practices
Diversity
How Diversity is Used and Why it Matters Here
Shifts in the Term’s Use (or perception of it)

Race/Ethnicity

Abilities

Sexuality/Orientation/Religion, etc.
Provocation in Passing

How can we utilize diversity in race and ethnicity in academic libraries as a basis to ensure inclusion overall?


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