Diversity, Inclusion and Belonging Council started informally in 2017, formally charged in 2018
Purpose: Providing leadership in diversity, equity and inclusion at Cornell University Library
Building on library and university priorities

2018/2019 ACCOMPLISHMENTS
- Formed Council and researched diversity initiatives at other universities
- Helped formulate and accomplish Towards New Destinations yearly university diversity goals
- Helped pilot values and vision process
- Established relationships with larger Cornell diversity structures
- Held diversity events:
  - Equity & empowerment reading group
  - Bystander intervention training
  - Co-sponsored universal design and accessibility speaker & workshop on power of diverse teams
- Created diversity guides

BACKGROUND

FORMATION

Library Strategic Priorities:
Diversity and Inclusion
The library will benefit from an expanding range of diversity and inclusion programs to develop a sense of belonging among all staff, faculty and students.

FORMATION

DIW Council
Steering Committee

PROJECT

TEAM

Charge and Structure
Diversity, Inclusion and Belonging Council Charge

Values
Diversity, Inclusion and Belonging Resource Guide: Collaborate with the library to navigate resources about diversity and inclusion for your research.

Steering Committee-charge & structure
Project Teams-based on surveys & Towards New Destination goals
- Vision
- Resource Acquisition & Creation (guides, collection development)
- Communication (internal & external)
- Staff Development

2018/2019 ACCOMPLISHMENTS
- Formed Council and researched diversity initiatives at other universities
- Helped formulate and accomplish Towards New Destinations yearly university diversity goals
- Helped pilot values and vision process
- Established relationships with larger Cornell diversity structures
- Held diversity events:
  - Equity & empowerment reading group
  - Bystander intervention training
  - Co-sponsored universal design and accessibility speaker & workshop on power of diverse teams
- Created diversity guides

ADJUSTMENTS FOR 2019/2020
- Goals and Actions for an Inclusive CUL
  - More likely to succeed
  - Can’t be implemented
  - ‘Low hanging fruit’
  - ‘Not likely to change’
  - ‘Revolutionary breakthrough’

SUGGESTIONS
- Have clear goals
- Bring in organizational development
- Don’t bite off more than you can chew and scale up
- Create small wins & focus your approach
- Recognize this is an ongoing process
- Don’t be afraid of conflict
- Dialogue, communication & transparency are critical
- Have buy-in from upper administration

FUTURE
- Values statement for CUL
- Towards New Destinations > Belonging at Cornell
- Climate surveys
- Adjustment of Structure and Goals

FURTHER INFORMATION
- Camille Andrews ca92@cornell.edu
- Selena Bryant sdb243@cornell.edu