Moving From Talk to Action: What Does Successful Institutional Change Related to Equity, Diversity and Inclusion (EDI) Look Like?

Mark A. Puente, ARL
Kiyomi D. Deards, University of Nebraska-Lincoln
1. Where is the Change?
2. Strategies & Tools
3. ARL’s Future Plans
Where is the Change?

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People of Color in the USA

70%

30%
12% of Librarians in the U.S. are People of Color.
Everyone is Important
Balance of Power
ARL’s Future Plans

WORKS IN PROGRESS
Resources

White Men As Full Diversity Partners

Korn Ferry

Racial Equity Alliance
Resources

Alternate Conversations for Creating Whole-System Change Around Diversity & Inclusion

Inclusion, Diversity, and Equity: Members of the Association of Research Libraries Employee Demographics and Director Perspectives

National Day of Racial Healing
Resources

How to Work for a Boss Who Has Unrealistic Expectations

Redefining the Wellness Wheel for Academic Librarians of Color

ACRL EDI Resource Guide
Action & Assessment

Dynamic Dialogues

Co-creating MLIS Curriculum for Cultural Competence and Community-Driven Learning: Making Progress for the Future of Libraries

Diversity and Inclusion in Libraries: More Than Books on the Shelves
Action & Assessment

Challenging the Good Fit Narrative

Indiana University Libraries Diversity Strategic Plan

Interrogating Institutional Practices in Equity, Diversity, and Inclusion Lessons and Recommendations from Case Studies in Eight Art Museums