Diversity Delineated, Inclusion Integrated

Or, Lessons Learned Launching an EDI Committee

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Hearing the Truth About Yourself
How We Began

Established September 2016

Number of committee members

Current committee
The Diversity and Inclusion Committee is charged with identifying programming and conducting policy reviews that will create a more welcoming and respectful environment for all library employees and patrons. It will perform climate assessments, increase awareness and sensitivity among staff, and recommend policies and practices that embed diversity and inclusion into all relevant staff programs and library services and activities.”
History (Continued)

Our defined focus: internal to ZSR Library

Committee was not a “check box”; this was organized with full Admin support
Climate Survey

Conducted during Spring of 2017

Intended to be honest look at ourselves (holding up the mirror)

Homegrown in nature

Not a pat on the back or checking a box; committee members are held accountable to ourselves as well as the library
Climate Survey (Continued)

Coordination with WFU’s Office of Diversity & Inclusion

12 questions in all

Example: “Q6 - Please elaborate on your response if you have thoughts or concerns about how well diversity is represented in the library.”

47 responses out of 54 total ZSR employees
Diverse Programming for Amplified Inclusion
The ZSR Diversity and Inclusion Committee presents Foods of Culture Potluck

Wednesday, February 8
11:30 - 1:30
Sutton-Kane Lounge

Bring a tasty dish that represents a piece of your culture and the story behind it!
The Diversity and Inclusion Committee Presents

ZSR’s ALPHABET SOUP POTLUCK

**Ingredients:** Delicious dishes that begin with your first, middle or last name. We will enjoy this succulent feast in the staff lounge on Wednesday, January 9th starting at 11:30 am. Join us for food, fun and fellowship. Calendar invite to follow.

**Nutrition Facts**
- Serving size: Have as many servings as you like
- Calories: Don’t count on January 9th wait until the 10th
- When in doubt, eat lunch only ☺

The Diversity and Inclusion Committee presents

**Friday, July 6th**
**11:30 am**
OUTSIDE! Between Luther and Babcock Halls

WE’re GRILLIN’

Look for more details in a follow-up email and invite
DEAR WHITE PEOPLE
VOLUME 2
Lunch time viewings on Tuesdays starting May 29th at 12:00
Look for the calendar invite
A NETFLIX ORIGINAL SERIES
The Diversity and Inclusion Committee presents

TED talk

TUESDAYS

Every Tuesday in March at 12:00 pm

Bring your lunch, bring a snack or just bring yourself

Calendar invites to follow
Book Discussions
Summertime Syllabus

Blogpost White Librarianship in Blackface

TED Talk Intersectionality - Kimberle Crenshaw

Short Film - Railroad Ties

Article - Want to be less racist? Move to Hawaii
Inclusion Is Not a Foregone Conclusion...
Speak Outs & Roundtables

- **Speak Outs to give everyone a voice**
  - Asked campus Office of Diversity & Inclusion staff to facilitate
  - Asked library administration to not attend one session
  - Establishing rules & framework before beginning is critical

- **Campus climate roundtable**
  - Spring 2019 semester
  - Shared timeline of campus issues/happenings & responses, facts
  - Time for open conversation to ask questions & share opinions
Free Speech & Old Dead White Dudes

- Reviewing library policies
  - Inclusive language
  - Power to shut down threatening, racist, homophobic, hateful behaviors and speech
  - Ensure staff know how to respond to protests in the library

- What images (literally) do we project?
  - Art review
  - READ posters of faculty
  - Timeline of 50 years of integration
  - Women writers of NC
Accessible & Navigable

Finding your way and actually getting there!

● Improved signage & wayfinding in building
  ○ Part of making the library a welcoming place for all
  ○ Library as a facility
  ○ TSA at ZSR

● Navigation issues in building
  ○ Staff injuries leading to temporary mobility restrictions highlighted problems
  ○ Bathroom renovations enlarged restroom stalls
  ○ Door handles switched from knobs to levers
Preach & Celebrate

● Often will be preaching to the choir...and that’s OK!
  ○ Those who are already invested need encouragement and reminders too
  ○ If the “choir” is supported, they in turn are better equipped to support others
  ○ BUT, don’t stop there

● Celebrate your successes
  ○ Sharing positive news will garner more interest
  ○ Stories, not stats
Challenges & Where to Go Next...
Diversity Fellowships

● 2 Diversity Fellowships in Summer 2018
  ○ 3 months, Visiting Assistant Librarian faculty positions
  ○ MLIS students or recent graduates

● Lessons learned
  ○ Summer is too short
  ○ Temporary housing is a headache
  ○ Supervision & mentoring is critical
  ○ We need to go back to the drawing board & critically evaluate program before offering again
Climate Survey, Round Two

New survey for the past two years

Compare results from previous one

Talking stage: homegrown again, or use an established product like ClimateQual?
Train, Train, and Train some more!

https://www.racialequityinstitute.com/

REMco Webinars

TED TV

Equity in Action Course and Interactive Workshop

Conferences

IDEAL conference