

## **University of Arkansas Libraries**

### **Diversity Goals 2008**

**University Objective 1:** *Enhance all community members' feelings of belonging to the U of A and enhance their involvement in campus activities.*

**Library Actions:**

- Review publicity materials to ensure they reflect the composition of the university community and constituents served
- Increase the visibility of the library's commitment to diversity by creating a public website for the library's diversity related activities
- Submit proposals for the *Division of Student Affairs' Diversity Initiative Grant (DIG)*
- Evaluate the physical space and signage of the Library to ensure its compliance with ADA regulations
- Conduct survey of library employees to inform diversity-related training and programming

**University Objective 2:** *Build an inclusive, affirming learning culture for all members of the U of A community.*

**Library Actions:**

- Partner with units from the Division of Student Affairs (Multicultural Center, University Ombuds, Arkansas Union, Center for Educational Access) to co-sponsor library and campus activities related to diversity
- Participate in Safe Zone dialogue with the University Ombud
- Coordinate and participate in Human Resources workshops and training opportunities
- Provide support for Committee members to complete of the U of A's Diversity Program Certificate
- Publicize both library and campus-wide workshops and training opportunities in the *Tuesday Times*
- Sponsor training sessions with Center for Educational Access
- Work with Human Resources to define measures of accountability for managers
- Create library handouts/research guides in the areas of Disability Studies, Human Sexuality Studies, and Diversity and Design/Architecture

**University Objective 3:** *Create a U of A community that includes members of diverse groups.*

**Library Actions:**

- Use language designed to attract diverse groups in position announcements
- Explore creative advertising for positions. Examples include but are not limited to:
  - Use special interest group listservs
  - Serve as a library representative for available positions at national conferences (ALA Annual and Midwinter, ACRL, SLA, etc.)
- Review existing hiring philosophy

- Ensure the success and growth of the library residency program

**University Objective 4:** *Ensure that the rich and varied perspectives of a diverse university and society are reflected in our curriculum.*

**Library Actions:**

- Make recommendations to the library selectors of appropriate titles for addition to the collection
- Highlight selected resources related to diversity
  - Link to New Books page
- Request funding for materials in support of the Office for Institutional Diversity and Education's *Diversity in the Curriculum* grant program
- Provide information to the Library Public Relations Coordinator regarding diversity-related library displays

Updated 5/6/08 [MP]