

Dec 22, 2016

Libraries Inclusion/Diversity statement

If your library has statement of diversity/inclusion published on your website (or blog post, etc.), would you kindly share them and add it on the list below?

If any of you is already working on a similar work, please share as well.

I plan to keep the document open as long as it's needed for future reference.

Thank you!

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Academic Library

Penn State University - <https://libraries.psu.edu/about/diversity>
University of Iowa (banner area)- <http://www.lib.uiowa.edu/>
MIT - <http://libraries.mit.edu/news/libraries-stand/23681/>
UCSD - <https://libraries.ucsd.edu/about/admin/diversity-inclusion.html>
Lawrence University - <http://www.lawrence.edu/library/about/diversity>
University of Arizona - <http://new.library.arizona.edu/about/diversity>
University of Michigan - <https://www.lib.umich.edu/diversity>

Public Library

Multnomah County - <https://multcolib.org/jobs-library/diversity-and-inclusion>

Special Library

Others

Writing a Diversity Statement

There seem to be a lot of strategies for writing personal diversity statements - perhaps they can be adapted for an institutional one?

Here's UCDavis' Guidelines for Writing a Diversity Statement

- **Commitment** to using a faculty position to be a force of enlightenment and change by opening up opportunities to students who may have never known of the intellectual and life options that abound at our university.
- **Creation** of programs that provide access and establish a pipeline in disciplines for students in traditionally underrepresented groups.
- **Enriching** the classroom environment through exposure to new perspectives on cultures, beliefs, practices, tolerance, acceptance, and a welcoming climate.
- **Exposure** to research opportunities for individuals historically excluded from disciplines on the basis of their gender or ethnic identity.
- **Leadership** in any capacity that tangibly promotes an environment where diversity is welcomed, fostered, and celebrated.
- **Mentoring** students from traditionally underrepresented groups and at-risk students to provide the guidance needed to help ensure their academic experience is a welcoming and positive one, to promote university resources when needed for retention, and to serve as transformative role models for

those who may not yet understand their real potential in an academic environment.

- **Outreach** to members of student clubs, private organizations, or community groups whose mission includes service, education, or extending opportunity to disadvantaged people.
- **Recognition** of the challenges members of society face when they are members of underrepresented groups, people of color, or women; or because of their religious, ethnic, or gender identities or orientation.
- **Service** that promotes inclusion by striving to dismantle barriers to people historically excluded from the opportunities that all have a right to enjoy.