



# Kraemer Family Library

UNIVERSITY OF COLORADO **COLORADO SPRINGS**

## 2020-2023 Equity, Diversity, and Inclusion Plan

### 1. Kraemer Family Library Equity, Diversity, and Inclusion Statement

A core strategy of the UCCS 2030 Strategic Plan is related to equity, diversity, and inclusion: foster a community of learning, engagement, and inclusive belonging (<https://www.uccs.edu/strategicplan/>).

In accordance with this strategy, the Kraemer Family Library commits to promoting awareness of and sensitivity to human differences and to addressing current inequities. We recognize that contributions made by people from diverse backgrounds benefit the personal, academic, and professional growth of all members of the UCCS community.

The Library also recognizes its unique role in helping promote equity, diversity, and inclusion by acquiring resources that strengthen the University's efforts to promote learning and education in the areas of diversity and multicultural studies. The Library's collection must reflect this commitment by supporting research and study that enhances knowledge of our pluralistic society. Additionally, the Library's programming and events should reflect the diverse nature of the UCCS community.

The Library provides the UCCS community with equitable access to all its information resources and services. Appropriate access is also provided to members of the Colorado Springs community. This access is guaranteed without regard to race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy. Diverse populations comprise a substantial percentage of the state's population. Colorado's libraries support equal access for all residents as set forth in the Library Bill of Rights of the American Library Association, Freedom to Read Statement, and related principles.

### 2. Management of Diversity

The Dean of Kraemer Family Library is responsible for the overall development and implementation of the library's equity, diversity, and inclusion plan. The Dean shall appoint an Equity, Diversity, and Inclusion Team to oversee implementation of this Diversity Plan and to recommend ongoing activities and strategies to the library.

### 3. Definitions

Note: The definitions of equity, diversity, and inclusion were adopted by the American Library Association in 2017.

**Equity**— Equity is different from formal equality. Formal equality implies sameness. Equity, on the other hand, assumes difference and takes difference into account to ensure a fair process and a fair (or equitable) outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. The effects of that exclusion often linger systemically within organizational policies, practices, and procedures. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups.

**Diversity**— Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those attributes or characteristics that are external. However, diversity goes beyond the external to internal characteristics that we choose to define as ‘invisible’ diversity. Invisible diversity includes those characteristics and attributes that are not readily seen. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.

**Inclusion**— Inclusion means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization’s success.

**Cultural competency**—Cultural competency is a set of congruent individual and institutional behaviors, attitudes, practices, and policies that creates an inclusive environment and experience for members of diverse communities and social identities. Cultural competency is based on integrating the awareness, knowledge-base, and learned skills needed to educate, work with, and serve people from diverse backgrounds and social identities effectively and sensitively. Becoming culturally competent in our everyday interactions and institutional practices will enable the university to best serve its diverse constituencies, including groups that have been historically marginalized or excluded from higher education.

### 4. Approach

The Library pledges to be an active partner in advancing equity, diversity, and inclusion at UCCS through the following goals and action items:

#### **Diversity of Library Faculty and Staff**

**Goal 1**—*Recruit and retain faculty, staff, and student employees from various backgrounds to increase the diversity of Kraemer Family Library employees.*

#### Continuing Initiatives:

1. Incorporate EEO, CU system, and UCCS Human Resources guidelines and adopt innovative practices into the procedures for recruiting and advertising for position vacancies.

New Initiatives:

2. Promote Librarianship as a career, especially among our students from backgrounds underrepresented in professional librarianship, through attendance at career fairs and internship events and by introducing our student workers to higher level tasks that embody professional librarianship.
3. Develop and offer mentoring programs to all new library employees; recruit mentors from across campus and the CU system libraries so that the pool is representative of a variety of lived experiences.
4. Provide regular HR training for all staff on hiring practices
5. Create a list of standard questions on equity, diversity, and inclusion for interviews.
6. Standardize language regarding equity, diversity, and inclusion for job advertisements.

**Goal 2**—*Contribute to campus efforts to recruit and retain a more diverse student body.*

Continuing Initiative:

1. Provide an atmosphere that is welcoming and inclusive.
2. Follow procedures to ensure continuation of displays and exhibits celebrating the diversity of the UCCS community.

New Initiatives:

3. Work with UCCS student recruitment to increase positive engagement with potential students through training of tour leaders about library resources.
4. Work with MOSAIC and other ethnic and cultural organizations within UCCS to engender awareness of the benefits of using library resources.

**Goal 3**—*Maintain an ongoing awareness of and respect for diversity among our library faculty, staff, and student employees through training and engagement.*

Continuing Initiatives:

1. Encourage staff to participate in diversity workshops and cultural events hosted by UCCS and other area organizations.
2. Maintain a diversity and inclusiveness LibGuide highlighting the different resources available on the UCCS campus.

New Initiative:

3. Provide cultural competency training for all employees on an annual basis and include training opportunities as part of staff meetings throughout the year.
4. Evaluate and reward contributions to the library's diversity and inclusion plan through the voluntary establishment of specific goals as part of the employee's annual evaluation process.

**Collections and Access**

**Goal 1**—*Strengthen and enrich collections to include diverse points of view and in the area of diversity studies*

Continuing Initiative:

1. Identify and purchase materials that represent diverse points of view and the voices of diverse authors.
  - a. Utilize review tools (ex. GOBI, non-mainstream book lists, and/or small press catalogs) to purposefully seek diversity within subject areas.
  - b. Stay abreast of events both current and historical, and intentionally purchase materials that represent diverse authors, populations, and points of view.

New Initiatives:

2. Solicit collection development input from diverse constituencies.
  - a. Identify diverse campus groups (MOSAIC, Disability Services, cultural clubs, political clubs, etc.) and make annual contact to solicit suggestions for materials to acquire for the collection.
3. Actively seek out gaps in the current physical and digital collections.
  - a. Include a collection diversity question on general library user surveys to seek out blind spots.
  - b. Invite staff and student workers who shelve materials to report areas of sparseness that become apparent when shelving.
  - c. Incorporate consideration of EDI as part of the comprehensive collection assessment.

**Goal 2**—*Ensure accessibility of library's physical spaces and online resources.*

Continuing Initiatives:

1. Identify unmet needs of disabled faculty, staff, and students as pertains to the library.
  - a. Contact Disability Services annually to request feedback on current practices.

- b. Include an accommodative services question on general library user surveys to seek out blind spots.
- 2. Provide tools and services to address disabled patrons' various needs and ensure compliance with Section 508 Law and Standards.
  - a. Continue to offer logistical services for disabled patrons at Circulation and ILL (See the Goals in the Services and Outreach section of the Plan).
  - b. Maintain a V-scanner for patron use.
  - c. Annually audit all of the components of the library's web presence to ensure optimal responsiveness.
  - d. Examine all new vendor and database services for accessibility before deciding to implement them.

## Services and Outreach

**Goal 1**— *Ensure current and future library services complement and supplement the Library's and the University's diversity goals.*

### New Initiatives:

1. Continually review library services to ensure they are in accordance with the stated diversity goal and make any necessary changes.
2. Consider implementing services not currently offered to better meet the needs of our faculty, staff, and student population, with regard to diversity.
3. Sponsor diversity-related campus events through the Kraemer Endowment Programming Fund.

**Goal 2**— *Celebrate and promote diversity to UCCS faculty, staff, students, and alumni through a variety of marketing approaches.*

### Continuing Initiatives:

1. Create and promote a schedule of exhibits/events for the year that highlight and promote our diverse and inclusive collections and multiculturalism in general.
2. Promote diverse resources, collections, information technology, and services using the Library webpage campus listservs, Library newsletter, and other means as they are identified.

### New Initiative:

1. Highlight opportunities for library staff to contribute to library outreach activities.
2. Encourage library staff to attend diversity-related events, especially those sponsored by the Library, to publicly demonstrate our commitment to diversity and inclusiveness.

## **Library Instructional Program**

**Goal 1** — *Infuse diversity awareness and provide for the integration of knowledge into Library instructional activities.*

### Continuing Initiatives:

1. Create an environment that honors diversity by exploring alternative learning styles that might be more conducive to promote learning for a diverse student population.
2. Encourage teaching methods that demonstrate cultural humility and are responsive to the interests of our students, using inclusive examples when highlighting information resources.
3. Offer library instruction workshops targeted to underserved student populations.

Approved 04 June 2020

Next Review: July 2023