

The University Library as an Incubator for Multicultural Engagement

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Five Year Diversity Strategic Plan

The Libraries' Diversity Committee created a 2014-2019 strategic diversity and inclusion plan based around six goals:

- Goal #1: Create and sustain a welcoming, supportive and inclusive campus climate.
- Goal #2: Develop programming and outreach for the Libraries and the community in support of diversity.
- Goal #3: Support diversity in the UNCG curriculum that represents the diversity of the UNCG experience.
- Goal #4: Create a library environment that reflects diversity.
- Goal #5: Prepare UNCG students to live and work in diverse global world.
- Goal #6: Develop and execute a comprehensive Diversity and Inclusive Communication Plan

Two Year Plan Update: 2014-2016

Completed action items since 2 year update:

- Creation & implementation of 2015 & 2017 Diversity Expo events (Goal 1, 2, 4, 5)
 - Partnered with multiple departments across campus: Office of Intercultural Engagement
- Maintained and increased multilingual signs and bookmarks in reference area (Goal 1, 4)
- Library faculty "Safe Zone Training" increased participation (Goal 4)
- Developed collection featuring YA & Graphic novels focused on diverse, multicultural authors, artists, and storylines. (Goal 2, 3)
 - Collaborated with Freshman Seminar Graphic Novel Class
- University Archives presented "pop up exhibits" on African American Alumni and Neo Black Society student group (Goal 2)
- Collaboration between libraries and campus initiatives on student retention



University Libraries Celebrate Spirit Day by wearing purple



Multilingual Welcome signs at reference & information services

Library Diversity & Global Engagement Exposition

The first Diversity & Global Engagement Expo was created and implemented in January 2015. The 2nd Expo took place in the reading room of the main campus library in February 2017. Created a chance students to promote their groups to other students and learn about University and library departments. Cultural food and treats, performance by student steel drum ensemble and a panel of faculty and staff was held after group presentations.

A survey sent showed positive feedback on the representation of diverse student and campus organizations and level of student excitement.

Major findings:

- Increased awareness of multicultural student groups and University departments and programs
- Generated interested in the library and the diverse, inclusive services offered
- All stated they would participate again



Diversity Residency Program

Designed as a two-year, post MLS graduate residency for first time professionals from ethnically underrepresented groups.

- 1st (2008-2010) Jason Alston served on the Executive Board of the Black Caucus of ALA during his residency. He went on to receive his PhD at the University of South Carolina. He is the Information Literacy Librarian at Coastal Carolina University.
- 2nd (2010-2012) LaTasha Velez presented at three doctoral recruitment hosted by ALA Office for Diversity. She is a PhD candidate and teaching assistant at the University of Illinois-Urbana Champaign.
- 3rd (2012-2014) Nataly Blas the web editor for ACRL Residency Interest Group and was a 2014 ALA Emerging Leader. She is the Business Librarian at Loyola Marymount University.
- 4th (2014-2016) Orolando Duffus co-created an interest group in Entrepreneurship at UNCG and was awarded the 2016 IFLA Congress Fellowship and presented at the 2016 IFLA conference. He is the Business Librarian at University of Houston.
- 5th (2016-2018) Jenay Solomon has been active in teaching information literacy to undergraduates, working with Open Educational Resource initiatives and E-Resources. Next year she will be working with a team of instruction librarians and Enrollment management on cross campus student retention initiatives.



Jason Alston, Nataly Blas, and LaTasha Velez at 2012 Joint Librarians of Color conference

Awards & Grants

- Gerald Holmes, University Libraries' Diversity Coordinator, received the 2015 UNC Chapel Hill Harvey E. Beech Outstanding Alumni Award, the 2014 ALA Achievement in Library Diversity Research award, and the BCALA Distinguished Service award.
- David Gwynn, Library Digital Projects Coordinator and Diversity Committee member received a University seed grant for the North Carolina Runaway Slave Project that provides access to runaway slave advertisements (more than 2300 items).
- University Libraries and LIS (Library & Information Studies program) partnered to receive three IMLS grants to host the Academic and Cultural Enhancement Scholars (ACE) program which provides tuition, a stipend, and professional development support to graduate LIS students from underrepresented populations.
- Partnered with the local YMCA and received an IMLS grant to work on a history digitization outreach project that serves at-risk youth.

Diversity Development and Resources

Faculty/Staff developments:

- Microaggression staff discussions
- Diversity celebration: Staff opportunities to assist Diversity Committee in identifying new action items
- Attend LGBTQ Safe-Zone workshops
- Attend local Racial Equity Institute workshops

Online Resources:

- Libraries' Diversity and Inclusion Blog
- Diversity Resources info webpage
- Diversity and Multicultural LibGuides

Diversity LibGuides	Views: March 2016-17
Women & Gender Studies	1619
Interlink Resources for International Students	1478
African & African American Diaspora Studies	1110
Language, Literatures, and Cultures	859
International & Global Studies	669
Multicultural Resource Center	109