



**“Creating Inclusive Environments:
Steps To Effectively Addressing
Campus Diversity”**

David W. Young

Catalog Librarian, UNC-Pembroke

david.young@uncp.edu

(910) 521-6657

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American Library Association Stated Mission:

“To provide leadership for the development, promotion, and improvement of library and information services and the profession of librarianship **in order to enhance learning and ensure access to information for all.**”

[Source: American Library Association
website: www.ala.org]

Discussion Topics today will include:

- Why are we here?
- Share UNC Pembroke's core values and how they create a diverse and inclusive environment/atmosphere
- How do/can libraries serve a diverse college campus effectively?
- How do/can libraries serve a diverse community effectively?

So lets talk about this thing called diversity!



What does it mean to you?



Picturing Diversity



Types of diversity

- Race/ethnicity
- Gender
- Multi-Generational workforce (for example, at our UNCP library)
- Language
- Learning strategies/how patrons learn (visual, auditory, kinesthetic learners)
- Socio-economic status
- Religion
- Sexual orientation

Some Principles of Diversity

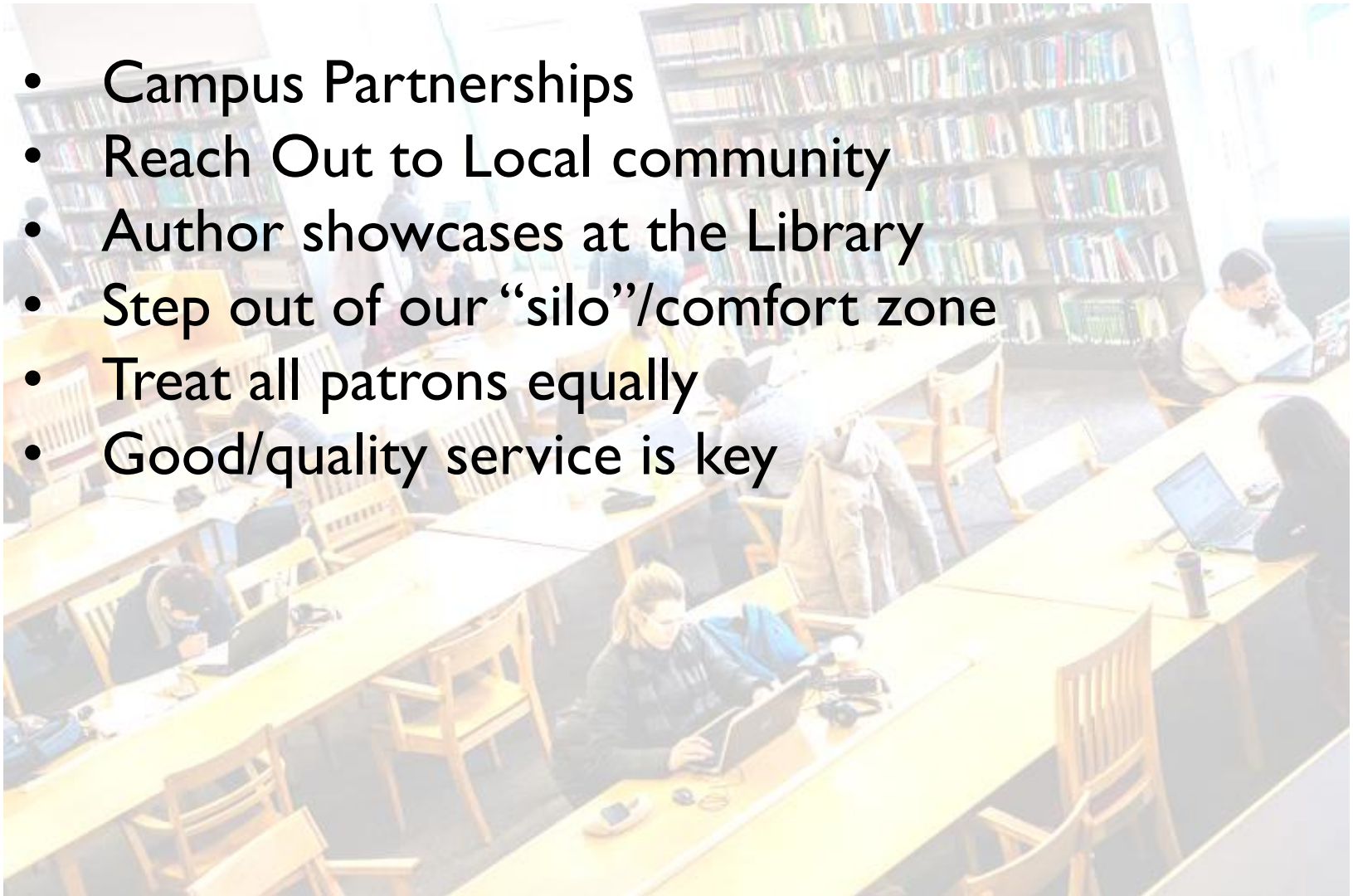
- Know Thyself (who am I?)
- Inclusion and engagement (no one should be left behind or not served)
- Everyone is responsible for it
- We can make a difference in patrons' lives/create a sense of belonging

UNCP Core Values and their relationship to inclusion and diversity

- Communication
- Collaboration
- Accountability
- Innovation
- Integrity
- Service

How can libraries serve a diverse campus community effectively?

- Campus Partnerships
- Reach Out to Local community
- Author showcases at the Library
- Step out of our “silo”/comfort zone
- Treat all patrons equally
- Good/quality service is key



DIVERSITY

LOVE **GENDER**

CULTURE **HERITAGE** **MULTICULTURAL**

ACCEPTANCE **UNITY** **BELIEFS**

EMBRACE **COMMUNITY** **INCLUSION**

HARMONY **UNIQUE** **ETHNICITY**

PERSPECTIVE **STATUS** **SOCIETY**

LANGUAGE **HUMANITY**

ORIENTATION

RESPECT **EQUALITY**

RELIGION **RACE**



NONFICTION

NONFICTION

The Library communicates a message of inclusion and diversity by co-sponsoring programs with Office for Diversity and Inclusion and Campus Departments as follows:

- Faculty Showcases
- Events Held in Library to Celebrate Black History Month
- Events Held in Library to Celebrate Native American History Month

The Library also collaborates in the local community (with Office for Diversity and Inclusion) as follows:

- Co-Hosting (with ODI) Children's Hour at R.B. Dean Elementary School (Maxton, NC)
- Co-Hosts (with ODI) Children's Hour at Pembroke Elementary School
- Local & Community Business Gatherings

So what is your library doing to serve the diverse communities of interest?



Diverse ways of saying “Thank You”



Questions?

