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

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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.alala.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 let's 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 “silhouette”/comfort zone
- Treat all patrons equally
- Good/quality service is key
DIVERSITY  LOVE  GENDER
CULTURE  HERITAGE  MULTICULTURAL
ACCEPTANCE  UNITY  BELIEFS  INCLUSION
EMBRACE  COMMUNITY  UNIQUE
HARMONY  ETHNICITY  SOCIETY
PERSPECTIVE  STATUS  LANGUAGE
HUMANITY  ORIENTATION
RESPECT  EQUALITY
RELIGION  RACE
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?