

UNIVERSITY OF MINNESOTA

LIBRARIES

Diversity is Everybody's Everyday Work

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Grounding Assumptions

- The work of equity and diversity is about creating community, which involves building trust through careful listening, respectful disagreement and taking risk
- We are all doing the best we can
- Growth and learning can be uncomfortable; remember it's ok to make mistakes - we all do
- Individual and organizations can - and do - grow and change, but it doesn't happen overnight

Grounding Assumptions

- We always need to practice self awareness: Think about when you're speaking up; Think about when you're not speaking up
- This work is everyone's responsibility; every person is capable of making equity and diversity a core value in their life
- There are no "quick fixes," and we don't have to fix everything
- It's ok to take care of ourselves; practice forgiveness and letting go, so you can sustain yourself in this work

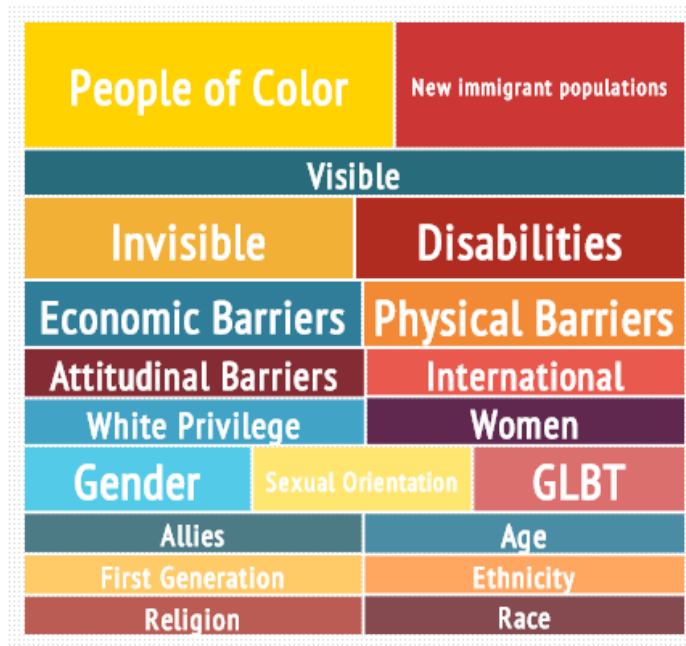
Adapted from Jamie Washington, Washington Consulting Group

Pair/Share

- What do you hope to get out of today's session?
- What inspired you to attend?

Defining Diversity

Social Justice



Diversity Committee

- Membership

- Reflect the populations you serve
- Balance of interest and influence

- Leadership

Development

- Chair writes feedback for performance reviews
- Members do lots of professional development

Diversity Collaborative Charge

The Diversity Outreach Collaborative will provide **leadership** and **guidance** throughout the University Libraries (UL) by encouraging **awareness** about and **discussions** of diversity. Specifically, the collaborative will focus on diversity issues with regard to **UL climate, services to patrons, and campus outreach.** This collaborative will act as an **advisory group** to the Diversity Outreach Librarian.

Intentional Planning

- What is the need?
- Who are the key stakeholders? Who are key collaborators?
- What planning does the committee need to do?
- What are the Inputs and Outputs?
- Assessment
- Not a checklist -- Everyone's Everyday Work

Develop Educational Programs for Staff



Encourage Collaboration

- Libraries are part of the local community
- Libraries are part of the University community
- Libraries are part of the global community

Develop Leadership at All Levels

- Use a Social Justice framework
- Work of the committee: Goal setting, action plan
- Staff education and professional development
- Leadership opportunities for staff: Diversity Salons, etc.
- Communication is key

Next Steps

What are next steps you're thinking about for your organization? How can we help you make them happen?

- **Who are the key people** in your unit? How can you make sure that they support this work?
- **Resources & Capacity:** Knowing you will likely not have as many resources as you need, what can you still accomplish with what you are given? How can you increase your capacity through partnerships and creativity?
- **Metrics:** How do you know when you're successful? What are the best ways to assess your work? What, exactly, are you assessing?
- **Sustainability:** How can you ensure this work continues beyond the efforts of the group/committee?