2021 ACRL Plan for Excellence Implementation Report
Submitted July 22, 2021 by Jenny McBurney, ARLD Chair, jmcburne@umn.edu

Strategic Area: Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
   ● As part of our Annual Business Meeting at the Minnesota Library Association’s virtual 2020 conference, ARLD hosted 5 Lightning Talks to highlight the research and work of our colleagues. Topics included librarian-faculty partnerships, database quirks, information literacy instruction strategies for business undergraduates, service changes due to COVID, and supporting psychology graduate students’ work on their dissertations.

Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
   ● Our annual ARLD Day conference included a breakout session about a small college’s effort to archive their campus community’s experiences during the COVID-19 pandemic.

Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
   ● Our annual ARLD Day conference included numerous sessions relating to equity, access, diversity, and inclusion in higher education. Three that are not reported under a different objective in this report include: 1) a roundtable about abolitionist librarianship, 2) a breakout session about IDEA (Inclusion, Diversity, Equity, and Accessibility) Sparks, which are short, low barrier, conversation starters on inclusion, diversity, equity, or accessibility topics that are meant to create community and “spark” dialogue about critical issues as they apply to our work in academic libraries and the greater community, and 3) a breakout session about one university’s experience analyzing their book collection to determine gaps in diversity and inclusiveness and improve their collection.

Strategic Area: Student Learning
Goal: Advance equitable and inclusive pedagogical practices and environments for libraries to support student learning.

Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
   ● ARLD presented our 2021 Academic Innovators Award to Dawn Wing, Assistant Professor, Graphic Artist, and Reference Librarian at Metropolitan State University for her work amplifying marginalized and diverse voices in the library and in the local
community. Dawn’s work incorporating graphic novels, graphic narratives, comics, and zines into the library and the classroom is both important and impactful. This past year Dawn also organized several Zoom library events including, "Characters Who Look Like Me," "Literary CelebrAsians" with Ed Bok Lee and Mainhia Moua, and "Paper Party! Making Zines." As stated in one of Dawn’s nomination letters, “Dawn's work is innovative because it has brought people together and supported continued, deep learning throughout the difficult circumstances of the pandemic." And as another of Dawn's nominators shared, "Her work is interdisciplinary, intersectional, multimedia, and pushes against some of the traditional boundaries of what is considered scholarly/academic work. Most importantly, Dawn helps people find and express their own voices in a time when doing so is more important than ever."

- Our annual ARLD Day conference included a breakout session about utilizing diversity and corporate social responsibility research data resources, and another breakout session about using picture books to engage college students in critical thinking on topics like diversity, inclusion, gender identity, social justice, and anti-racism.

Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

Strategic Area: Research and Scholarly Environment
Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
- ARLD hosts a conference (ARLD Day) that allows academic librarians the chance to learn about new research, stay updated on trends in the field, and to network with colleagues. ARLD Day 2021 was held virtually on April 30, and 115 academic librarians or LIS students attended. In addition to several breakout sessions and roundtables, which are noted in other relevant sections of this report, our keynote speaker, Nicola Andrews, Instruction/First-Year Experience Librarian at the University of San Francisco, presented No More Pipelines: Indigenous Knowledge and LIS. In her presentation, Andrews explored ways in which historical trauma surfaces within libraries, and highlighted the tricky balancing act Indigenous library workers undertake as practitioners who are accountable to their Indigenous home communities, and their colonized workplaces. Using a range of industry research, observation, and Indigenous research methodologies, Andrews gave an overview of how Indigenous peoples and their knowledges are situated throughout the library and information science (LIS) landscape, and how we need to look beyond recruitment pipelines for sustainable answers to underrepresentation in the profession.

Objective 2. Enhance members’ capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.
- Our annual ARLD Day conference included a roundtable session about intellectual freedom and academic freedom, as well as a breakout session panel on how the
increase of online learning during the COVID-19 pandemic has shown the value of open educational resources.

Objective 3. Increase ACRL’s efforts to influence and advocate for more open and equitable dissemination policies and practices.

Strategic Area: New Roles and Changing Landscapes
Goal: The academic and research library workforce effectively fosters change in academic libraries and higher education environments.

Objective 1. Deepen ACRL’s advocacy and support for the full range of the academic library workforce.
- Our annual ARLD Day conference included a breakout session about fashion archives that was presented by an LIS student; we were excited to encourage student participation in our conference.

Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
- Our annual ARLD Day conference included a breakout session about navigating new roles and methods of outreach during the COVID-19 pandemic, and another breakout session about vocation and resiliency narratives in librarianship.

Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
- As part of our speaker agreement for our ALRD Day Conference keynote, registration was free for indigenous conference attendees. We hope that this effort encouraged more indigenous people’s participation in the conference than would otherwise have occurred.

Strategic Area: Core Commitment to Equity, Diversity, and Inclusion

Objective 23. Equity, Diversity, and Inclusion (EDI) Initiatives (Examples: EDI webinars or forums, work completed by an EDI subcommittee or group, recruitment/outreach to underrepresented groups, etc.)
- ARLD partnered with the Instruction Round Table (IRT), and the Twin Cities Archives Round Table (TCART) to create and facilitate a 3-part workshop in March 2021 called “Unpacking White Supremacy in Academic Libraries.” This series explored the history and present-day manifestations of white supremacy in academic libraries with the goal of encouraging action on individual, institutional, and professional levels to interrupt it and dismantle it. The series involved pre-readings, presentations, discussions and activities, and participants were encouraged to attend all three workshop dates in order to delve more deeply into these topics than a typical diversity book club. The planning group also held a followup Anti-Racist Action Plan Check-in session three months later, and also presented a followup roundtable session at our annual ARLD Day conference.
Strategic Area: Enabling Programs and Services

Objective 24. Education (Do not include professional development if listed elsewhere on form.)

- In partnership with Minitex, the University of Minnesota Libraries Diversity, Equity, and Inclusion Leadership Committee, Metropolitan State University, St. Catherine University Library, and St. Catherine University Library School, ARLD hosted a live virtual screening of *Change the Subject* and a Q&A with Tina Gross, a librarian who is interviewed in the film. *Change the Subject* shares the story of a group of college students, who from their first days at Dartmouth College, were committed to advancing and promoting the rights and dignity of undocumented peoples. In partnership with staff at Dartmouth, these students – now alumni – produced a film to capture their singular effort at confronting an instance of anti-immigrant sentiment in their library catalog. Their advocacy took them all the way from Baker-Berry Library to the halls of Congress, showing how an instance of campus activism entered the national spotlight, and how a cataloging term became a flashpoint in the immigration debate on Capitol Hill.

Objective 25. Publications (Examples: newsletter, peer-reviewed articles, white papers, books, blogs. Social media should go under member engagement.)

Objective 26. Advocacy (Examples: legislative liaisons, National Library Legislative Day activities, etc.)

- ARLD’s legislative liaison participated in the planning of legislative forums to help members articulate their legislative priorities to local representatives on Library Legislative Day and has advocated for academic library priorities in our state association’s legislative platform. Along with the director of Minitex, she also co-presented a roundtable at our annual ARLD Day conference on advocacy issues for academic library workers, including the impact of federal immigration policy on students on our campuses, and how broadband access impacts the ability to work and study at home.

Objective 27. Member engagement (Examples: promotion, recruitment, social events, social media)

- At our state association’s annual conference, we hosted our ARLD Annual Business Meeting to communicate with our members.
- Our social event this year was a Trivia contest at our state association’s annual conference, which ARLD co-hosted with the Public Library Division.
- ARLD regularly updates members with information through email blasts, updates in the MLA RoundUp, information on the MLA site, and posts to our Facebook and Twitter accounts.