

Mansfield Library Diversity Plan 2017-2020

Introductory and Contextual Statement

With this diversity plan, the Mansfield Library (The Maureen and Mike Mansfield Library and the Mansfield Library at Missoula College) places itself at the nexus of the diversity interests of the University of Montana and of professional library associations, including the American Library Association (ALA), the Association of College and Research Libraries (ACRL), and the International Federation of Library Associations (IFLA).

The University of Montana has articulated a strategic commitment to diversity and has strengthened this commitment with the recent drafting and campus-wide adoption of the UM Diversity Plan[i]. The University's Diversity Action Plan[ii] details the goals the University Administration sets forth for the campus community. UM's commitment to diversity has further been codified in the Academic Strategic Plan as the Fifth Initiative, which calls for the University community "to embrace diversity and global engagement".[iii] Under this initiative, the campus community is called on to:

- Respect, welcome, encourage, and celebrate diversity
- Ensure access for American Indians and foster the preservation of their culture
- Correct inequities that exist due to historical exclusion of underrepresented populations
- Enhance international learning and research opportunities for all

In addition to the University's statements on diversity, library associations have also articulated a clear commitment to diversity. The ALA understands diversity to be "a value and a key action area for the Association"[iv] and has also implicitly endorsed concepts of diversity in its Code of Ethics and Bill of Rights.[v] The ACRL also recently issued draft standards on diversity, which were consulted in the development of this plan.[vi] The Mansfield Library endorses and supports the professional ethics and standards of these library associations.

In line with the ALA and IFLA in particular, the Library further supports the commitment of librarianship to human rights and the important relationship between the two.[vii] Both the ALA and IFLA have endorsed Article 19 of the Universal Declaration of Human Rights, which establishes "the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any

media and regardless of frontiers.”[viii] The ALA has also recognized the importance of Articles 18 and 20 in librarianship and states that the Association “is unswerving in its commitment to human rights and intellectual freedom; the two are inseparably linked and inextricably entwined.”[ix] The Mansfield Library endorses and supports the adoption of human rights principles made by these associations. We also support Article 27, paragraph 1, which establishes the right “freely to participate in the cultural life of the community,”[x] recognizing that the culture of the community is made up of various diverse cultures and further recognizing the role of the library in helping patrons understand and negotiate these diverse cultures in order to more fully participate in the communities of the University of Montana, the State of Montana, and the world.

Mansfield Library Diversity Mission

The Mansfield Library supports the University of Montana’s strong commitment to creating a vibrant and welcoming culture that expects and respects diversity. Our patron base includes the students, faculty, and staff at UM as well as community members of all backgrounds. We support diversity through our collections, institutional documents, services, instruction, and physical and virtual environments in recognition of our unique responsibility to and long history of upholding equal access, intellectual freedom, and freedom of expression.

Definition of Diversity

The Mansfield Library defines diversity in alignment with the definition presented in the Diversity Plan for the University of Montana:

“The following definition of diversity does not limit but provides a context for this Plan.

The University of Montana seeks to enhance diversity by recognizing and embracing the differences in age, ideas and perspectives, disabilities, creed, ethnicity, gender identity, gender expression, veteran status, national origin, race, religious and spiritual beliefs, sex, sexual orientation, and the socioeconomic and geographic composition of its faculty, administrative professionals, staff, and students.

In its effort to enhance diversity, the University of Montana recognizes that particular focused effort must be placed on including members of groups who have historically been subject to discrimination and are still underrepresented in the campus community.”[xi]

Note: The word “diversity” in the strategic choices, goals, and action items below encompasses all of the elements mentioned in the definition of diversity and should be read as inclusive of all diverse groups. Some strategic choices, goals, and action items reference specific groups

because the groups either represent a significant portion of the population at the University or because the University and the State of Montana have made specific commitments to serving and educating those populations (i.e., the focus on educating Native Montana students in the Montana Board of Regents of Higher Education Policy 1902-Minority Achievement).

Strategic Choice 1: The Mansfield Library supports diversity through our collections.

Goal 1.1 Continue to develop balanced and accessible collections reflective of the diversity of society as a whole.

Action Item 1.1.1 Advertise and highlight the diversity, in both content and format, of library collections.

Action Item 1.1.2 Prioritize database purchasing and licensing from vendors who include accessibility language in their licenses.

Strategic Choice 2: The Mansfield Library supports diversity through our services and programming.

Goal 2.1 Develop and enhance services that support diversity.

Action Item 2.1.1 Annually, perhaps in partnership with another office or unit, host a speaker or event related to diversity.

Action Item 2.1.2 Develop annual displays around the International Culture and Food Festival and the Kyi Yo Powwow.

Goal 2.2 Collaborate with campus partners to support diversity.

Action Item 2.2.1 Provide outreach to American Indian Student Services (AISS), Disability Services for Students (DSS) and Foreign Student and Scholar Services (FSSS) promoting library resources and services.

Action Item 2.2.2 Provide outreach to UM International Student Association and other student groups promoting library resources and services.

Action Item 2.2.3 Annually host one Soup Wednesday with AISS.

Action Item 2.2.4 Annually collaborate with The Montana Race Project to invite Library patrons to write their 'six word essay' on race as part of DiverseU events.

Action Item 2.2.5 Collaborate with Missoula College partners to support diversity in services and programs.

Strategic Choice 3: The Mansfield Library supports diversity through our instruction and outreach.

Goal 3.1 Incorporate diverse elements and inclusive teaching practices into the library instruction program.

Action Item 3.1.1 Provide continuing education opportunities to integrate [Universal Design for Instruction](#) within the Library Instruction Program.

Action Item 3.1.2 Maintain online tutorials that are fully accessible, including the use of closed captioning.

Action Item 3.1.3 Incorporate diverse research into library instruction by introducing resources or materials beyond that of traditional, mainstream academic sources, including open educational resources.

Goal 3.2 Engage in outreach efforts to diverse groups both on campus and within the local community.

Action Item 3.2.1 Develop a plan to reach out to non-traditional students.

Action Item 3.2.2 Develop collaborations with tribal libraries, as well as public and school libraries, for both instructional and technical training, support, and assistance.

Action Item 3.2.3 Collaborate with DSS on the main and Missoula College campuses to research the needs of students related to the accessibility room.

Action Item 3.2.4 Continue to inform Foreign Student and Scholar Services and American Indian Student Services of library employment opportunities.

Action Item 3.2.5 Annually solicit feedback from the following offices on how to improve library services: American Indian Student Services, Global Engagement Office, Veteran's Education and Transition Services Office, Disability Services for Students, the Branch Center, TRiO Student Support Services, and Bridges to the Baccalaureate.

Action Item 3.2.6 Annually provide information about the library to these offices for posting on their social media feeds or in their newsletters.

Goal 3.3 Publicize the Library's diverse services.

Action Item 3.3.1 Include a statement of accommodation on all library event advertisements.

Strategic Choice 4: The Mansfield Library supports diversity in our physical environment.

Goal 4.1 Create and maintain spaces that reflect the diversity inherent in the state of Montana, particularly in Montana's twelve tribes.

Action Item 4.1.1 Create diversity in the built environment, ensuring that cultural representation and universal access are considered in all aspects of design including and especially in new construction.

Action Item 4.1.2 Ensure that the new Missoula College Library includes diverse design, including artwork, Honor Your Self Posters, tribal nation flags, and Salish language signage.

Goal 4.2 Enrich the environment of the Library through art.

Action Item 4.2.1 Provide space on concrete pillars in the learning commons for student artists to create works related to diversity, one each semester.

Action Item 4.2.2 Continue to annually collect and display DiverseU posters.

Action Item 4.2.3 Provide space for UM nationality clubs, student groups, and other campus entities to highlight their cultures.

Goal 4.3 Create and maintain a welcoming and accessible physical space.

Action Item 4.3.1 Normalize accessible design throughout the library facility.

Action Item 4.3.2 Establish a long range plan to correct the twenty four rows of inaccessible book shelves on Level 2.

Action Item 4.3.3 Insure that all public services desks are wheelchair accessible.

Action Item 4.3.4 Ensure that public computer stations, including scanning, catalog, and quick print stations, are wheelchair accessible.

Action Item 4.3.5 Ensure that all new furniture and technology purchases meet ADA requirements.

Action Item 4.3.6 Maintain accessible library aisles by routine monitoring.

Action Item 4.3.7 Maintain all accessibility equipment in the new Missoula College Library.

Action Item 4.3.8 Include accessible furniture in library study areas.

Strategic Choice 5: The Mansfield Library supports diversity in our virtual environment.

Goal 5.1 Create and maintain a website that reflects our commitment to diversity.

Action Item 5.1.1 Create and maintain a website that continues to meet campus web accessibility standards.

Action Item 5.1.2 Develop and deliver comprehensive virtual services that provide a comparable level of service to that of face-to-face.

Action Item 5.1.3 Maintain a diversity webpage within the Library website that includes links to the University of Montana Diversity Plan, the Mansfield Library Diversity Plan, the Mansfield Library Core Principles, the UM Diversity Page, the University of Montana's EO/AA webpage on reporting discrimination and other diversity related documents.

Action Item 5.1.4 Maintain the library's online guide to accessibility services.

Action Item 5.1.5 Store and disseminate all relevant diversity information to the library community through the library intranet.

Action Item 5.1.6 Tell and archive diverse stories on the library's website and social media platforms.

Strategic Choice 6: The Mansfield Library supports diversity in hiring and training.

Goal 6.1 Foster diversity in hiring.

Action Item 6.1.1 Include a statement of library commitment to diversity and cultural competency in faculty and professional job postings. Include a commitment to library values and willingness to work with a diverse population and/or cultural competency as qualifications for all jobs.

Action Item 6.1.2 Provide faculty, professional, and staff job candidates a copy of the Essential Understandings Regarding Montana Indians, developed by the Montana Office of Public Instruction; the Montana Board of Regents of Higher Education Policy 1902-Minority Achievement; and this diversity plan.

Action Item 6.1.3 Advertise open faculty, professional, and staff positions to diverse publications and listservs.

Action Item 6.1.4 Advertise student positions to diverse student groups on campus.

Action Item 6.1.5 Create, maintain, and use a list of ALA ethnic caucuses and send job announcements directly to contacts encouraging people of diverse backgrounds to apply for positions.

Action Item 6.1.6 Send job announcements to the Arizona School of Information Knowledge River encouraging students of diverse backgrounds to apply for positions.

Action Item 6.1.7 Provide information and education on diversity and cultural competency to library search committees.

Action Item 6.1.8 Include specific questions about cultural competency and diversity in all candidate interviews at all stages of the hiring process.

Action Item 6.1.9 Evaluate all job descriptions for the accuracy of physical requirements.

Action Item 6.1.10 Include specific language about diversity in all job descriptions, taking into consideration the ways in which each role supports diversity in the library, on campus, and in the community.

Goal 6.2 Train employees in diversity initiatives and cultural competency.

Action Item 6.2.1 Develop and provide diversity training, perhaps in partnership with other offices on campus, to all library employees, including student employees, once a semester.

Action Item 6.2.2 Provide safety training to all library employees, including student employees, once a semester.

Action Item 6.2.3 Provide all employees a copy of the Essential Understandings Regarding Montana Indians developed by the Montana Office of Public Instruction.

Action Item 6.2.4 Provide library employees at least one hour of paid release time per semester to participate in diversity workshops or training, including DiverseU, both on and off campus.

Action Item 6.2.5 Explore opportunities for employees to offer continuing education to, and receive continuing education from, librarians and library staff at various institutions around Montana.

Goal 6.3 Recognize library staff and faculty efforts to support diversity.

Action Item: 6.3.1 Include diversity as an aspect of staff evaluations.

Strategic Choice 7: The Mansfield Library seeks to institutionalize and assess diversity in all aspects of the Library's performance.

Goal 7.1 Institutionalize diversity within the Library.

Action Item 7.1.1 Include diversity in the Library strategic plan.

Action Item 7.1.2 Secure annual funding from library administration in support of diversity initiatives.

Goal 7.2 Assess the status of diversity initiatives, opportunities, and understanding in the Library.

Action Item 7.2.1 Conduct the ClimateQual survey to inform professional development and training offerings as well as other workplace policies, practices, and processes.

Action Item 7.2.2 Use the CampusLabs tool to analyze diversity climate data and/or create library-specific surveys to improve services and programs.

Action Item 7.2.3 Annually review this diversity plan to determine progress and direct future iterations of the diversity plan.

[i] <http://www.umt.edu/eo/diversity/diversityplan.aspx>

[ii] <http://www.umt.edu/eo/diversity/divplan.aspx>

[iii] <http://www.umt.edu/provost/asp/initiatives/default.aspx>

[iv] <http://www.ala.org/ala/aboutala/offices/diversity/index.cfm>

[v] <http://www.ala.org/ala/issuesadvocacy/proethics/codeofethics/codeethics.cfm> and <http://www.ala.org/ala/issuesadvocacy/intfreedom/librarybill/index.cfm>

[vi] <http://www.ala.org/ala/mgrps/divs/acrl/standards/>

[vii] <http://www.ifla.org/about-faife> and

<http://www.ala.org/ala/aboutala/governance/policymanual/updatedpolicymanual/tableofcontents.cfm>

[viii] <http://www.un.org/en/documents/udhr/>

[ix] American Library Association, "The Universal Right to Free Expression: An Interpretation of the Library Bill of Rights." 1990-1991 CD#18.1.

<http://www.ala.org/ala/aboutala/governance/policymanual/updatedpolicymanual/section2/53intellfreedom.cfm>

[x] <http://www.un.org/en/documents/udhr/>

[xi] "Diversity Plan: The University of Montana," <http://umt.edu/eo/diversity/diversityplan.aspx>