Salisbury University Libraries Diversity Plan 2020-2023

While we acknowledge that what matters most in accomplishing our goal of creating a more inclusive, representative, and equitable space is the commitment to action of the Libraries as a whole, we hold this document as an articulation of that commitment. It serves as guidance to keep us on track and as accountability. It also provides some ballast against any changes to D&I committee membership, ensuring goals are reached regardless of who is leading. It is not a pro forma exercise, but rather a living document to which we aim to hold true.

I. Promote awareness of and expand diversity-related collections
   A. Expand diversity-related collections
      1. 2023: Trial and (establish, if successful) a circulating medical device collection
      2. 2021: Advise Collection Development Coordinator in policy creation
      3. Ongoing: Liaisons and D&I committee continue to purchase related materials with both the diversity budget and departmental funds
   B. Promote diversity through holidays and awareness months
      1. Ongoing: Continue and expand events/displays/social media for observation months and days
      2. 2020-21: Explore expanding these efforts into online exhibits/displays as options
   C. Use exhibits to promote awareness of diversity-related collections and encourage donations of additional materials
      1. Ongoing: Focus at least one exhibit every two years primarily on a diversity-related topic
      2. Ongoing: Include, whenever appropriate, diversity-related aspects of topics in exhibits
   D. Partner with student organizations and faculty
      1. Ongoing: Continue to work with student organizations and faculty to identify books or other materials that they recommend from our collections or that we acquire and designate, including in the Leisure Reading Collection, and promote them as "Club Picks"
      2. 2022: Proactively collaborate with other campus entities on events and speakers
      3. Remember to check on any relevant FLCs and communicate accordingly
   E. 2023: Investigate the possibility of a speaker series related to our collections and/or diversity in the local community

II. Improve support for diverse students, faculty, and staff
   A. 2021: Establish a formal connection with the Disability Resource Center
   B. Signage and communications
      1. 2021 for permanent signage & Ongoing for newly created items: Examine building signage and library communications/publications to ensure use of inclusive language.
2. 2021: Create diversity collection signage in stacks.
3. 2022: Work with Communications Committee to establish a review procedure for library publications (Library Matters, Common Privy, etc.)
C. 2021-22: Create online resource for D&I Committee activities (posters, training materials, list of materials on display during observance months, etc.)
D. 2023: Create a Human Library
E. 2023: Collaborate with LGBTQIA+ Resource Center to offer Walk-in Closet - clothes sharing event for trans and gender non-conforming community

III. Promote and support diversity and inclusion among SU Libraries staff members
A. Encourage staff to include diversity initiatives in professional development
   1. 2022: Develop standing guides that staff can refer to for current trainings
   2. 2022: Establish a procedure for supervisors to monitor and report on professional development activities.
B. 2022: Conduct a student employee training session that focuses on accessibility and inclusion and shares information and resources from DRC
C. Hold at least one workshop/webinar/seminar per semester for staff relating to diversity and inclusion issues
   1. Annually: Continue to seek outside training for SU Libraries staff.
   2. 2020: Provide training on accessibility, especially for online resources (i.e., videos, LibGuides, etc.)
D. 2022: Work with the Office of Diversity & Inclusion on establishing a collection of training materials for D&I efforts in higher education.
   1. 2022: Meet with ODI representative and establish a concrete plan for assembling and promoting this collection.
E. 2023: Achieve 100% staff participation among staff who have been employed for at least one year in Safe Spaces training, including student employees.
    1. If training is offered, require student employees to complete training by the end of their second semester working in the SU Libraries.
    2. Invite Safe Spaces to conduct regular trainings in the library (classroom or other location) for staff and student employees
F. 2022: Provide a new diversity orientation for new hires