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Iowa State University Library 2015 Annual Affirmative Action Progress and Diversity Report

Iowa State University Library

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2015 Annual Affirmative Action Progress and Diversity Report
November 2014–October 2015

Description of changes or modifications to vision or mission statements

In 2015, the University Library adopted a new strategic plan, containing new vision and mission statements. This effort was a grassroots effort—the committee, led by Jonathan Sturm, advisor to the interim dean, included faculty and staff from every division in the library and in all classification levels.

The new mission, vision and values statements are (with portions explicitly addressing diversity concerns in *italics*):

Mission

Iowa State University Library advances the university's academic excellence and land-grant mission by collecting and preserving world knowledge for its faculty, staff, students and community; by teaching the information literacy skills that enable researchers at all levels to identify, access and use high-quality information; and by actively participating in the creation, sharing, and application of knowledge, research and creative activity, to energize and empower its users toward creating a vital future for the state of Iowa and the world.

Vision

The library, as the intellectual heart of Iowa State University, will be an open and engaging space that includes excellent information resources, unique and vibrant print and digital collections. Library staff will make the collections as accessible and open as possible to support lifelong learning and the pursuit, creation, sharing, and application of knowledge.

Core Values

The staff of the Iowa State University Library

- recognizes the user as the focus of all our services
- provides services that exceed user expectations
- teaches and promotes information literacy as central to education and research
- collects and preserves knowledge and research—past, present and future for all generations
- serves as a home for institutional memory
- *provides collections and spaces that are both physically and virtually accessible*
- *fosters a vibrant and inclusive culture that honors diversity* and intellectual freedom
- maintains a positive, collaborative, and forward-thinking work environment
- nurtures leadership and professional development opportunities at all staffing levels
- protects the privacy and security of our users and staff and their data
- holds itself accountable individually and collectively in its daily work and in its future planning for the success of the library

Diversity-related concerns are also explicitly addressed in a couple of the plan's strategic priorities, including:

1. A Superior User Experience

Goal 1: Responsive and anticipatory resources and services—Anticipate the diverse needs of

our users. Respect and responds to each user's request.

Objective 2: Assess and improve the library's accessibility and support for users with special needs.

2. A Superior Staff Experience

Goal 2: Healthy Culture— Create a workplace culture that invites collaboration, innovation, and continuous growth, in line with the university's strategy to foster a culture and work environment that rewards faculty and staff for their contributions, supports a balance between work and life, and inspires individuals to work together to achieve at the highest level of their abilities.

Objective 6: Support, and encourage a diversity of backgrounds and perspectives by creating an environment where each person can feel safe and accepted.

The University Library approved a new diversity statement, drafted by the University Library Committee on Diversity. The statement was revised to reflect a more active role in encouraging diversity in the library and across campus:

A diverse community, steeped in openness and collegial respect, is essential to the success of academic libraries. The Iowa State University Library affirms the University's commitment to foster an environment of inclusion that moves beyond simple tolerance to recognizing the richness in individual identities of all people. The Library celebrates and advances diversity by establishing and cultivating:

- An equitable, accessible and welcoming learning environment;
- Collections, services, and programs that reflect a variety of perspectives and lived experiences; and
- An organization that attracts and retains a diverse workforce.

Through these principles, the Library fosters a vibrant and inclusive culture that honors diversity as a core value.

Diversity Collections and Programming

- **Kimberly Anderson**, Digital Archivist, has created a diverse experiences subject guide for Special Collections and University Archives.
<http://www.add.lib.iastate.edu/spcl/collections/diversity.html>.
- **Tobie Matava**, subject librarian for LGBT Studies, has focused on filling collection gaps for more diverse gender and identity communities. She has also created a new Library Guide for LGBT Studies: <http://instr.iastate.libguides.com/LGBT>. She has also reviewed all materials related to LGBT Studies that were kept in closed storage facilities for transfer to the library's General Collection so students who may be hesitant to request a title from the Circulation Desk will have access without needing to talk to a staff person.
- **Tobie Matava** has met with LGBT Student Services to review their in-house library and advise them on space concerns. She will be working with them to either transfer some materials to the library's collections, or advise them of duplications.
- **Tobie Matava** and **Susan Vega García** continue to do course-related instruction library research sessions for Iowa State courses, many of which include online course guides that are developed and made available to students for the duration of the semester. Some representative courses from Fall 2015 include ANTHR 333/533: Asian American Material Cultures, HIST 225: Intro to Asian American Studies, HIST/WS 386: US Women's History, U ST 301: McNair—Orientation &

Introduction to Academic Research, U ST 321: NCORE—Construction of Race & Ethnicity in the US, WS 401/501: Contemporary Feminist Theories. Tobie and Susan also do a number of in-depth research consultations with faculty, staff and students on various race and ethnic studies topics for projects ranging from class papers, to grants projects, to masters theses and dissertations.

- **Eric Schares**, Science and Technology Librarian, is working with the Engineering Diversity, giving presentations to the College of Engineering's Sophomore Success Seminar, APEXe, and Outreach Programs.
- **Becky Jordan** and **Laura Sullivan** gave a class tour and presentation to the George Washington Carver Scholars. The student narratives the students author will be added to the Office of Multicultural Student Affairs Carver Academy Records at a later date.
- **Laura Sullivan** worked closely with the Women in Science and Engineering class (BIOL/WS 307) instructor (Dr. Diane Debinski) to coordinate a class tour and presentation. The class tour and presentations about our archival collections were done by Laura Sullivan, **Becky Jordan**, **Amy Bishop**, and **Whitney Olthoff**. After the class visit, department staff assisted students using our collections for a class assignment.
- **Susan Vega García**, subject librarian for American Indian Studies, purchased a number of American Studies videos requested by faculty in the American Indian Studies program, including American Holocaust—When It's All Over I'll Still Be Indian, The Lesser Blessed, Return of the Red Lake Walleye / Ogaag bii azhe giiewewag, Rhymes for Young Ghouls, Skins, The Thick Dark Fog and Winter in the Blood.
- **Research and Instruction Services Division** included "Encourage Safe Zone training for R&I staff" in its fiscal year 2015 operational plan. Seven faculty and staff members in the division have completed Safe Zone training to date.
- The **Digital Repository** has added new repository pages to increase access to research and scholarship of faculty and students affiliated with Iowa State's ethnic studies programs: African and African American Studies, American Indian Studies, Asian American Studies and U.S. Latino/a Studies.
- The **Distance Learning Committee** sponsored two virtual film festivals held by Kanopy—both made hundreds of streaming films and documentaries available to the Iowa State University community. The Virtual Film Festival, also co-sponsored by the Charleston Conference, included strong coverage of race and ethnic studies, social class, gender studies, disability and differently abled, religious diversity, and other diversity issues. A similar virtual film festival was held in February for Black History Month. These virtual film festivals were widely advertised to the Iowa State community. The Black History Month Film Festival, in particular, was promoted with a focus on faculty and staff in Iowa State's race and ethnic studies programs.
- **Special Collections and University Archives** has received a number of collection donations and transfers related to diversity, including additions to the Office of Multicultural Student Affairs Carver Academy Records, League of Women Voters of Ames Records and the Sally J. Pederson Papers. The documentary *I Will: The Jack Trice Story* was also given to the department.
- The **University Library Committee on Diversity** organized "Books to Watch Out For," a display of graphic novels by Alison Bechdel to coincide with Pride Week and Bechdel's lecture on campus in April. In February, two student groups organized book displays in the library.
- The **University Library Committee on Diversity** developed new diversity webpages for the Library's website, including information on diversity-related collections and diversity-related

research conducted by University Library faculty and staff. <http://www.lib.iastate.edu/about-library/policies/library-diversity>.

Changes and Modifications in Recruitment and Retention Strategies

The University Library advertises job opening to various University/School websites per the search committee. Our ads get pulled onto other sites beyond our control. We always advertise Librarian positions in the Chronicle for Higher Education and Workforce Development, sometimes the *Des Moines Register*.

University Library Equity Advisor Hilary Seo provides training to all search committees on best hiring practices and developing a diverse applicant pool. Topics covered include unconscious bias and questions that can and cannot be asked during interviews. Training is required for searches at all levels, including P&S and Merit. Over the past year, Hilary provided five training sessions with a total of 23 attendees.

In October, the University Library and the Office of Equal Opportunity approved a new diversity statement to appear in all job postings and new and revised position descriptions for the library. The statement reads:

ISU students, staff, and faculty strive to overcome historical and divisive biases in our society. Library staff must embrace an environment of inclusion that moves beyond simple tolerance to recognizing the richness in individual identities of people, and diverse perspectives.

Research Initiated, Continued and Completed

Names in **bold** indicate library faculty and staff.

Research initiated or in progress

- **Harrison W. Inefuku** has started research for a conference presentation and journal article on racial and ethnic diversity in the archival profession in the Midwest.
- **Harrison W. Inefuku** and **Kimberly Anderson** are utilizing Critical Race, Postcolonial and Poststructural Theories to analyze archives and archival practice.
- **Harrison W. Inefuku** and Charlotte Roh (University of Massachusetts Amherst) have submitted a book chapter, "Agents of diversity and social justice: Librarians and scholarly communication."
- **Beth McNeil** is in the early stages of a study of the leadership development experiences of academic library leaders from underrepresented racial/ethnic backgrounds.
- **Hope Mitchell** is working on an article for the *Annals of Iowa* on nineteenth century prostitution reform efforts in Des Moines.
- **Kelly Thompson** has an article under review regarding representations of gender in name authority records.

Completed research and creative activities

- Charlotte Roh, Emily Drabinski and **Harrison W. Inefuku**. "Scholarly communication as a tool for social justice and diversity." Panel session at ACRL 2015, Portland, OR, March 25–28, 2015.
- Jesse Johnston, **Kimberly Anderson**, Michelle Caswell and Rand Jimerson. "The 'Great Society' and the archives: Fifty years of activism." Panel session at the Society of American Archivists Annual Meeting, Cleveland, OH, August 16–22, 2015.

- **Hope Mitchell.** “The Door of Hope: Farmwomen, prostitution and gender in nineteenth century Iowa.” Presentation at the Annual Meeting of the Agricultural History Society, Lexington, KY, June 3–6, 2015.
- **Hope Mitchell.** “Red light, White Chapel: The history of prostitution in Des Moines.” Presentation at the Des Moines Historical Society, Des Moines, IA, November 13, 2014.
- **Kelly Thompson.** “‘What if I break it?’: Project management for intergenerational library teams creating non-MARC metadata.” *Code4Lib Journal* 28 (2015): <http://journal.code4lib.org/articles/10395>.
- **Susan Vega García** served as a peer reviewer for Choice/ACRL Resources for College Libraries Latino Studies, Aug.–Sep. 2015. Susan’s role as a reviewer comprised item-level analysis of over 1800 entries of all Latino Studies titles in a proposed core list, review of subject taxonomy classifications, supply missing titles and authors, suggest deletions or additional coverage where warranted, and make other recommendations regarding the work.

Library Faculty and Staff Memberships on Diversity-Related committees

A number of library faculty and staff serve on diversity-related committees, both on campus and in regional and national professional organizations.

Library Committees and Roles

Diversity Committee

Harrison W. Inefuku (chair), Kimberly Anderson, Hilary Deike, Jacob Eddy, Rebecca Jackson, Tobie Matava, Erin Thomas

The following faculty and staff have completed terms of service on the committee in the past year: Stephanie Bennett, Norma Dowell, Kathy A. Parsons, Chris Sweet

Subject Librarians for Diversity-Related Areas

- Dan Coffey (Religious Studies; World Languages and Cultures)
- Tobie Matava (Asian American Studies; LGBT Studies; Women’s and Gender Studies)
- Susan Vega Garcia (African and African American Studies; American Indian Studies; Diversity; Latino/a Studies)

Appointed Roles

Library Disabilities Resources Liaison: Jacob Eddy, Kathy A. Parsons

Disability Services Coordinator: Jacob Eddy, Kathy A. Parsons

Equity Advisor: Hilary Seo

Office for Equal Opportunity Information Advisor: Tobie Matava

Student Disability Resources Liaison for LIB 160: Jody Kalvik

University Committees

<i>Name</i>	<i>Committee</i>	<i>Role</i>
Harrison W. Inefuku	Asian American and Pacific Islander Faculty and Staff Association	Co-Chair
	Faculty and Staff Affinity Council	Member
	University Committee on Diversity	Member

	Women's and Diversity Grants Program	Reviewer
Jody Kalvik	University Design Task Force	Member
Emma Molls	Vice President for Diversity and Inclusion Search Committee	Member
Kathy A. Parsons	University Committee on Disability	Member
Laura Sullivan	Women's Leadership Consortium	Member
	Carrie Chapman Catt Center for Women and Politics, Archives Internal Review	Member
Kelly Thompson	LGBTQA+ Faculty and Staff Association, Leadership Team	Member

Regional and National Organizations

<i>Name</i>	<i>Committee</i>	<i>Role</i>
Harrison W. Inefuku	Asian/Pacific American Librarians Association, Archives and Handbook Task Force	Member
	Asian/Pacific American Librarians Association, Scholarships and Awards Committee	Member
	Society of American Archivists, Archivists and Archives of Color Roundtable	Co-Chair
	Society of American Archivists, ARL/SAA Mosaic Program Advisory Group	Member
	Society of American Archivists, ARL/SAA Mosaic Program Selection Committee	Chair
	Society of American Archivists, Harold T. Pinkett Minority Student Award Subcommittee	Member
Beth McNeil	Association of Research Libraries, Diversity and Inclusion Committee	Member
Laura Sullivan	Midwest Archives Conference, Archie Motley Memorial Scholarship Committee	Member

Report compiled by Harrison W. Inefuku, October 2015