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Iowa State University Library 2014 Annual Affirmative Action Progress and Diversity Report

Iowa State University Library

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Building and Promoting Diversity and Multicultural Collections

General Collections

The University Library continues to develop its collections supporting diversity, multiculturalism and globalization, with subject librarians assigned to diversity-related areas, including African and African American Studies; American Indian Studies; Asian American Studies; Diversity; Latino/a Studies; LGBT Studies; Religious Studies; Women's and Gender Studies; and World Languages and Cultures.

Significant additions to the library's general and media collections include:

- American Revolutionary: The Evolution of Grace Lee Boggs (film)
- Journal of Bisexuality (journal)
- Latino-Hispanic American Experience: Arte Público Hispanic Historical Collection, Series 1 (database)—*Digitized version of the nationally renowned "Recovering the U.S. Hispanic Literary Heritage Project," an archival and rediscovery project for preserving US Latino history and culture.*
- Latino-Hispanic American Experience: Leaders, Writers, and Thinkers, Series 2 (database)—*Digitized version of the "Arte Público Hispanic Historical Collection," focusing on prominent Latino civil rights leaders, women writers, religious thinkers, and other historic US Latino leaders.*
- LGBT Thought and Culture (database)
- Media Education Foundation (streaming media)—*Educational documentaries on gender, race, and politics.*
- Middle Sexes: Redefining He and She (film)
- People of a Feather (film with public performance rights)—*Documentary of the Inuit and the environmental challenges faced due to hydroelectric dams interfering with traditional ways of life. Requested by American Indian Studies faculty for American Indian Studies Movie Night.*
- Winter in the Blood (streaming rights)—*Streaming video version of James Welch's well-known novel, used heavily in American Indian Studies courses.*
- Women Make Movies (streaming video)—*Fourteen high usage titles, including a number of feminist films with race and ethnic studies topics.*
- Your Day is My Night (film)

Special Collections

The library's Special Collections Department identifies, selects, preserves, and provides access to rare and unique research materials that support major research areas of the university. In March 2014, the Special Collections Department acquired the letters of Carrie Chapman Catt, women's suffragist and Iowa State alumna, and correspondence between her family and friends. Other diversity-related acquisitions include a photograph of Jack Trice as a child and the records of Iowa State's LGBTQA Alliance.

Digital Collections (<http://www.add.lib.iastate.edu/preserv/cdm/digital.html>)

The library makes materials from its general and special collections available online through its Digital Collections. A selection of Mary Newbury Adams materials concerning women's suffrage, improving education for women, and other women's rights issues, was digitized and added to the Digital Collections for Women's History Month.

Digital Repository @ Iowa State University (<http://lib.dr.iastate.edu>)

Digital Repository @ Iowa State University provides free, public access to the research and scholarship of Iowa State's faculty, students and staff. It also serves as a publishing venue for journals and conference proceedings. The *Journal of Critical Thought and Praxis*, a graduate student-run journal covering social justice and education, is the first peer-reviewed journal published through the repository.

LibGuides (<http://instr.iastate.libguides.com/>)

Library staff in the Reference and Instruction Division create Library Guides (LibGuides) to assist students and faculty in locating information resources provided by the library. LibGuides have been created in several subjects related to diversity, including:

- African and African American Studies Research Guide
- American Indian Studies Research Guide
- Asian American Studies Research Guide
- Chinese Research Guide
- French Research Guide
- German Research Guide
- Latino Studies Research Guide
- Online Encyclopedias—Diversity Studies
- Religion Research Guide
- Russian Research Guide
- Spanish Research Guide
- World Languages and Cultures Research Guide
- Women and Gender Studies Research Guide

Providing Diversity Programming and Services for Faculty, Staff, Students and the Public Year-round

Library staff in the Reference & Instruction Division continue to be involved in teaching library research/course-related instruction sessions to students enrolled in a number of diversity-related courses, including classes in race and ethnic studies areas; ISU's ISCORE Program; Women's and Gender Studies; and World Languages and Cultures.

April 2014

Becky Jordan, from the Special Collections Department, participated in the George Washington Life and Legacy Symposium, promoting collections related to diversity and George Washington Carver. Digital Collections promoted Carver's 150th birthday on its website.

June 2014

The Library streamed the Colorado Academic Library Association Summit—Educating in a World of Diversity, featuring librarians describing diversity initiatives at their institutions.

July 2014

The Library hosted a Safe Zone 101 Training for Library faculty and staff, provided by LGBT Student Services. The Library Committee on Diversity also held listening sessions to gather staff input on the direction of the library's diversity efforts.

September 2014

The Library Committee on Diversity, with assistance from Susan Vega Garcia, partnered with Multicultural Student Services to organize a book display to celebrate Latino Heritage Month.

October 2014

The Library Committee on Diversity partnered with LGBT Student Services to organize a book display on "coming out and coming of age in the LGBT community" to commemorate Coming Out Week.

Changes or Modifications to Recruitment Strategies for Staff

All search committee members get training from the Library's Equity Advisor 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. This training applies to searches at all levels, including P&S and Merit. The library has also been bringing in more non-librarian candidates for on-campus interviews, expanding the geographic diversity of our job candidates.

Research Initiated, Continued and Completed on Diversity-related Topics

Research initiated or in progress

Kelly Thompson is conducting research on how gender identity is reflected in library cataloging.

Completed publications and presentations

- Harrison W. Inefuku, "Putting the Tiles Together: Building Diversity in the Archival Profession," *Synergy: News from the ARL Diversity Programs* 11 (2014): 4–6, http://lib.dr.iastate.edu/digirep_pubs/2/.

Library Faculty and Staff Memberships on Diversity-related Committees

In October 2014, the Library Committee on Diversity updated its charge to include a new focus on providing programming and services that celebrate and promote diversity at Iowa State University. The membership of the committee was also amended to include four appointed Library faculty and staff, with the Library's Head of Human Resources, Equity Advisor, Disability Services Coordinator and Office of Equal Opportunity Information Advisor serving in ex-officio capacities.

A number of library faculty and staff also serve on diversity-related committees, both on campus and in regional and national professional organizations. These service activities are listed below.

Library Committees and Roles

Diversity Committee

Harrison W. Inefuku (chair), Stephanie Bennett, Hilary Deike, Norma Dowell, Tobie Matava, Kathy A. Parsons, Hilary Seo, Steve Shuman, Chris Sweet

Subject Librarians for Diversity-related Areas

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

Disability Services Coordinator: Kathy A. Parsons

Equity Advisor: Hilary Seo

Office for Equal Opportunity Information Advisor: Tobie Matava

University Committees

<i>Name</i>	<i>Committee</i>	<i>Role</i>
Hilary Deike	University Committee on Diversity	University Library Representative (through September 2014)
Harrison W. Inefuku	University Committee on Diversity	University Library Representative (beginning October 2014)
Tobie Matava	Asian American Studies Advisory Committee	Member
	University Committee on Women	Member
	Women's and Gender Studies Advisory Committee	Member
Emma Molls	LGBTQA Faculty Staff Association Leadership Team	Member
Kathy A. Parsons	Student Disability Resources Office	University Library Liaison
	University Disability Committee	University Library Representative

Laura Sullivan	Archives of Women's Political Communication Internal Review Board	Member
	Women's Leadership Consortium	Member
Kelly Thompson	LGBTQA Faculty Staff Association Leadership Team	Member

Regional and National Committees

<i>Name</i>	<i>Committee</i>	<i>Role</i>
Harrison W. Inefuku	Asian/Pacific American Librarians Association, Publicity Committee	Member
	Society of American Archivists, Archivists and Archives of Color Roundtable	Webmaster
	Society of American Archivists, ARL/SAA Mosaic Program Advisory Group	Member
	Society of American Archivists, ARL/SAA Mosaic Program Selection Committee	Chair
Laura Sullivan	Midwest Archives Conference, Archie Motley Memorial Scholarship Committee	Member

Prepared by Harrison W. Inefuku (10/2014)