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University Library Diversity Report 2013

Iowa State University Library

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In January 2013, the Library Diversity Committee, with approval from the Library's Dean's Council, implemented new internal and external diversity statements.

University Library Internal Diversity Statement

- The Iowa State University Library promotes a diverse and open environment through collegial respect, equality and engagement.
- The University Library recognizes the value of diverse perspectives in our workplace and our community.
- The University Library provides a fair and equitable environment and is dedicated to nurturing the opportunity for success through education, resources and development for staff.

University Library External Diversity Statement

- The Iowa State University Library promotes an inclusive community through tolerance, openness, and equality.
- The University Library recognizes the importance of exposure to a variety of perspectives through access to a diversity of collections and services.
- The University Library provides digital and physical resources to support and nurture a welcoming learning environment for all.

Learning and Teaching

One of the University Library's priorities is that all Iowa State students, regardless of their learning location, will enjoy productive gatherings or solitary work in a technologically advanced, safe and trusted library environment that serves as their intellectual, cultural and social center for efficient academic work and personal success.

An avenue of assisting the campus is through Library Guides. Subject Librarians have regular contact with faculty liaisons, sharing information about resources available as well as soliciting feedback and suggestions. Another means of communicating with the campus community is through our monthly *Your Library-Newsletter*. The newsletter is used to reach out to the campus community on new services, resources and other pertinent information. Lastly, our ultimate communication channel is the e-Library, which provides resources and information in support of research and scholarship.

The University Library, in collaboration with the ISUCard Office, also ensures that all visiting faculty and scholars have the same access to library collections and services as ISU faculty. This includes remote access to all licensed electronic content (e-journals and e-books, online indexes and abstracts, etc.) and interlibrary loan.

Research and Access

The University Library plan states that Iowa and global community members will enjoy welcoming access to a research library environment that may serve as an intellectual and cultural center for their efficient research and personal success.

Access for researchers, regardless of location, includes broad interdisciplinary and basic research collections with rapid and easy access to broad array of research materials. Access also includes a digital repository and

publishing infrastructure that ensures global awareness and access to Iowa State Research. An array of research support tools that provide and promote individual and institutional awareness of research success and creative impact.

To expand the diversity, multiculturalism, and globalization of its collections and services the Library has assigned Subject Librarians for specific subject areas. Subject Librarians are responsible for building the collections, providing classroom and online instruction, and in-depth research assistance to ISU faculty and students. The Library also has a wide variety of online class and research guides related to diverse classes and subject areas to assist researchers in identifying the best resource materials for their specific needs.

Regarding access, from the physical building perspective, the University Library offers a variety of services for patrons with either temporary or permanent disabilities, and works closely with staff in the university's Disability Resources Center to continuously improve these services.

Outreach and Extension

The University Library can also reach Iowa and global community members on or off campus. All members can discover and access unique and nationally important research materials held and preserved by the ISU Library.

A number of the Library Faculty and staff also serve on various University Committees with diversity-related missions as well as external committees related to diversity. We continue to encourage our faculty and staff to continue or enroll in such committees and bring related materials back to the library to help enhance our diversity efforts.

Community of Faculty and Staff

The University Library supports the retention of outstanding faculty and staff internally and externally to the library. Staff members of the library are welcomed to join our Library Staff Association (LSA) who's mission states, "The Library Staff Association (LSA) is a non-profit social organization, which promotes and enhances the well-being of Iowa State University library staff." The Library Staff Association also provides service opportunities throughout the year to support the Ames and Story County community. They regularly hold food drives and support local families in need through an annual giving tree.

Another approach of pursuing this goal is through the Library Diversity Committee. This is a long-standing library committee, which consists of six members representative of faculty, P&S staff and merit staff.

The Library Diversity Committee allows student groups to present diversity displays in a central location on the main level. The goal was to highlight material available within the Library's collection on the selected diversity related topics.

Student employees also play a valuable role in our organization. Library student employees add a significant level of diversity to our organization joining us from various countries and cultures.