

2018

ISU Library Annual Report on Diversity and Inclusion, FY2018

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Recommended Citation

Vega García, Susan A., "ISU Library Annual Report on Diversity and Inclusion, FY2018" (2018). *Library Reports*. 17.

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Abstract

The Iowa State University Library strives to be inclusive in our collections, services, programming, policies, procedures, and environment. This report provides an overview of the library's major diversity, equity, and inclusion (DEI) initiatives in FY18 and details the achievements of library staff individually and collectively in contributing to the Library's efforts to advance DEI through collection development; instruction; outreach and programming; professional development; research and scholarship; and professional and institutional service.

Disciplines

Library and Information Science

Iowa State University

University Library

Annual Report on Diversity and Inclusion

The Iowa State University Library strives to be inclusive in our collections, services, programming, policies, procedures, and environment. This report provides an overview of the library's major diversity, equity, and inclusion (DEI) initiatives in FY18 and details the achievements of library staff individually and collectively in contributing to the Library's efforts to advance DEI through collection development; instruction; outreach and programming; professional development; research and scholarship; and professional and institutional service.

Overview

University Library staff are involved in work that contributes positively to diversity, equity, inclusion, and social justice efforts at Iowa State. This work includes many daily responsibilities and activities such as processing DEI book orders from acquisitions through payment; welcoming students and patrons to our physical and online library spaces; striving toward principles of equal access and universal design in our web materials; checking out books to patrons and upholding their freedom to read what they wish without fear of discrimination or disclosure; working to describe and create bias-free metadata for our digital collections; seeking out, acquiring, and preserving marginalized voices for inclusion in our physical and online collections and archives; serving on committees that work with DEI issues, and teaching the campus community the importance of evaluating materials to identify potential bias. These are a few examples of the ongoing DEI contributions that Library staff are involved in daily and that may not always be recognized. In addition to acknowledging this strong foundation of good work, this report highlights a number of DEI initiatives, achievements, and special project outcomes by Library staff in FY18.

Library Staff Programming

In FY18, the Library provided and hosted a number of DEI workshops, open discussion forums, and training opportunities for Library staff to become more conversant with DEI issues.

Principles of Community, Dec. 19, 2017

In December 2017, **Dean Beth McNeil** led a library-wide discussion on ISU's Principles of Community. Goals of this session were to begin open discussions on the six principles and to demonstrate to Library staff the important role that libraries and all staff play in fostering respectful and open-minded inquiry. This session included small table discussions on specific questions, as well as plus-delta feedback from participants to indicate areas of strength and areas needing improvement, both for the Library and for themselves as individuals, using the "post-it votes" method. Approximately 95 library staff attended this session. In addition, **Greg Davis**, the Library's Assessment coordinator, distributed an online survey several days afterward to assess the effectiveness of the session and to solicit suggested next steps. An average of 63% of respondents indicated they felt the session was effective in getting conversations started. Of the Principles, respondents rated themselves, their departments, and the Library as a whole as **least strong** in the area of **Richness of Diversity**. Ratings for the Principles of **Expression of Ideas** and **Freedom from Discrimination** also indicated that respondents saw these as areas in which they, their departments, and the Library as a whole were least strong, though somewhat better than Richness of Diversity. These are compelling data that indicate the need for the Library to provide and encourage continued training and cultural competency development opportunities for Library staff in the area of

understanding diversity, equity, and inclusion. As one step toward keeping the Principles in mind, **Monica Gillen**, the Library's Communication Specialist, framed posters of the individual principles and **Justin Nolting** helped to mount these in prominent public spaces in Parks Library, the College of Design Reading Room, and the Vet Med Library.

Cultural Proficiency Training & Workshop, Jan. 23-25, 2018

In January 2018, the University Library invited DeEtta Jones, of DJA Consulting and formerly with the Association of Research Libraries, to visit the Library. On Jan. 23, she gave one presentation to all Library staff on the topic of "Cultural Proficiency: Building on ISU's Principles of Community," from 2:30-4 pm. She also met with administrators, and consulted with the Library's Diversity & Inclusion committee. On Jan. 24 and 25, she led a 2-day workshop for the Library Management Team and other library supervisors on the topic of "Cultural Proficiency for Library Leaders." Approximately 45 library staff attended the all-staff meeting, and 40 library management staff and leaders participated in the rigorous 2-day workshop.

Bad Feminist Library Book Discussion Series, March 1-Apr. 12, 2018

In Spring 2018, members of the Library's Committee on Diversity & Inclusion designed a small-group book discussion series for Library staff, choosing the book *Bad Feminist* by noted culture critic Roxane Gay. This collection of essays focuses on intersectional issues of race, feminism, gender, sexuality, media studies, and becoming an ally. Led by committee members **Susan Vega García, Erin Thomas, and Hilary Deike**, 18 other Library staff participated in the discussion series: **Rachael Acheson, Lori Bousson, Jason Carpenter, Greg Davis, Shaina Destine, Lindsey Hillgartner, Harrison Inefuku, Jasmine Kirby, Heather Lewin, Scott Marron, Megan O'Donnell, Kathy Parsons, Lorrie Pellack, Kris Stacy-Bates, Rachel Seale, Cara Stone, Wesley Teal, and Jill Vasquez**. The intended learning goals of this series were to engage participants in discussions on race, sexuality, gender, and related issues through Gay's essays, and to further the Library's DEI and cultural competency development opportunities. This discussion series featured weekly assigned readings and questions, a facilitated weekly discussion, and a [companion Library Guide](#) with discussion ground rules, schedule, assignments, and a syllabus with additional readings for those wishing to learn more about specific topics touched on in the weekly discussions. The Guide was designed not only for current participants but also for information and potential use by others now and in the future. The series was based on the model the Diversity & Inclusion Committee developed for its previous book discussion in Spring 2017 of the *Black Panther* comic book by Ta-Nehisi Coates. An assessment survey distributed after the end of the *Bad Feminist* series found high levels of agreement on the effectiveness of the series' facilitated structure, and a high level of interest in participating in future library programs similar to this one.

Student Accessibility Services Staff & Kurzweil, March 4, 2018

As a follow-up to the installation of Kurzweil software on all Parks Library public computers, a project led by **Lisa Smith, Susan Vega García, Kim Goodmanson, and Chris Sweet**, both director Steve Moats and Lori Mickel of Student Accessibility Services were invited to speak to public services library staff to demonstrate Kurzweil software, and to share information about the broader services their staff provide to students with disabilities. Approximately 30 library staff attended this session.

Green Dot Training, March 23, 2018

The Library invited Jazzmine Brooks, ISU Student Wellness staff member and coordinator of their Green Dot program, to deliver two active-learning sessions to library staff on recognizing and deterring power-

based personal violence and to develop bystander intervention strategies as well as promoting an inclusive culture of wellness and safety for the ISU community. Approximately 50 library staff attended these sessions.

Campus Conversations

In addition, the Library hosted many of the Campus Conversations sessions coordinated by ISU's Division of Diversity & Inclusion for the campus community. A number of library staff participated in these well-attended conversations, along with many other attendees from across the University.

Additional Program Support

The University Library supports University events, student organization activities, and national DEI organizations and conferences through funding, memberships, and providing resources and publicity. Examples from FY18 include the following:

ISU Lectures Series: The Library provided funding for the following University lectures:

- Harriet A. Washington, History of Medical Experiments on Black Americans, Sept. 2017
- Tarana Burke, "Me Too" Movement, March 2018
- Winona LaDuke, Food Security and Environmental Justice, March 2018
- Roxane Gay, Bad Feminist, April 2018
- Lynsey Addario, Photojournalist – Witness to Human Cost of War, Oct. 2017
- Bryan Stevenson, Race & Justice in America, Jan. 2018

Honoraria for John Lufkin & Mark Heggen, WWI Exhibit and Reception/Lecture, University Library Special Collections & University Archives (SCUA)

Student Associations & Events Publicity: The Library provided publicity for the following events and organizations by hosting a flyer background on all public Library computers: Green Dot and Student Wellness events; Indian Student Association Dandiya Night and Festival of Color; Arab Student Association; Chinese Students and Scholars Association; Brazilian Student Organization; International Student Council; ISCORE Conference, and the African Student Association

Student-Led Table Displays: The Library provided resources, tables, and space for the following student-led events: Out of Darkness Walk, Dec. 2017; Women's & Gender Studies: National Human Trafficking & Slavery Awareness Month, Jan. 2018; International Students and Scholars, Jan. 2018; Iranian Student & Scholar Association, March 2018; and National Farm Workers Awareness Week, March 2018

National DEI Organizations & Conferences: The Library provided funding for the following national DEI initiatives and conferences:

- **ACRL Diversity Alliance membership** – national leadership group for the development and promotion of Residency Librarian programs
- **ARL/ACRL Symposium for Strategic Leadership in Diversity, Equity & Inclusion**, March 2018
- **ACRL Rare Book and Manuscripts Section (ACRL RBMS) 54th annual Conference** - sponsored equity and inclusion programming, June 2018

Library Facilities & Services

In FY18, the Library planned and implemented a number of changes to enhance accessibility and inclusion in the Parks Library building.

Restroom renovations: In May 2018, construction began on an ambitious two-summer project to expand and renovate the restrooms in Parks Library. This project will result in the creation of five new single stall restrooms that will be gender inclusive, ADA compliant, and family friendly. In addition, the complete renovation will also create fully ADA compliant men's and women's restrooms on the Lower Level, Floor 1, Floor 2, and Floor 3, with Floor 4 having a fully ADA compliant women's restroom. The single stall gender inclusive ADA compliant restrooms will be available for use in August 2018.

Lactation room: The Library is one of several campus sites that has created dedicated space for a lactation room. Restroom renovations mentioned earlier will cause relocation of the lactation room, which the Library will capitalize on by designing a new and improved lactation room, beginning in May 2018. The Library aspires not only to have a comfortable, private, and clean space with its own sink, but to have the most welcoming lactation room on campus for nursing mothers. The new lactation room will be available for use in FY19.

Accessibility Resources room: Formerly known as the Disability Resources room, this dedicated space for accessibility hardware and software underwent multiple renovations, beginning in March 2017. **Lisa Smith, Susan Vega García, Kim Goodmanson, and Chris Sweet** collaborated on upgrades to assistive technology equipment and software in this room and on implementation of Kurzweil software on all public computers throughout the library. Computers in the Accessibility Resources room were updated, discontinued software trials were removed, noise-isolating headphones were added, an outdated magnifier reader was replaced with a Merlin LCD Magnifier, and outdated scanners were replaced with scanners designed to eliminate both spine shadow and text distortion, producing higher-quality and easier-to-read digital copy. In May 2018, the Accessibility Resources room was relocated (due to the restroom renovations project) to a larger and more comfortable space located nearby on the same floor. **Tom Finestead, Justin Nolting,** and others provided relocation assistance, as well as facilitated the order of a height adjustable table for increasing ease of use of the large Merlin LCD Magnifier. Improvements to both the room and its resources will continue in FY19.

In addition, other major improvements to the Library's accessibility efforts in FY18 include the following:

- **HathiTrust Print Disability Access program:** In Fall 2017, the Library became a full partner in this important program. HathiTrust is a digital collection of more than 15 million full-text books, journals, and other material, some of which is copyrighted and thus available only to the library that contributed those specific digital files. The HathiTrust Print Disability Access aims to provide access to all HathiTrust materials to patrons with print disabilities. Susan Vega García and Dawn Mick collaborated on implementing this campus-wide program to ensure HathiTrust content access for ISU community members with print disabilities. [More information on this program and documentation are available online.](#)
- **Accessibility of Course Reserve PDF materials:** In Summer 2017, Jill Vasquez led an effort for ensuring that all newly scanned documents for Course Reserves be accessible for patrons using assistive technologies. She and Library student employee Noah Beeck devised the workflow, created documentation, and successfully implemented production of fully accessible pdfs in Fall

2017. Since then, all new pdfs created by Course Reserves staff for online course use are fully accessible, and this process is now that unit's standard practice.

- **Accessibility & Library Materials Guide:** Susan Vega García created an [online Guide](#) on digital library resource accessibility issues. She collaborated with Jasmine Kirby, Heather Lewin, Megan O'Donnell, and Erin Thomas to research the accessibility of the Library's various ebook platforms. The Guide includes information about the Library's streaming video platforms and availability of closed captions/searchable transcripts, and also provides the how-to steps involved in creating accessible documents, pdfs, and guides.

Library Residency Program

In FY18, the University Library began its new Residency Program and welcomed Shaina Destine as the program's first Resident Librarian. The Residency Program has been designed as a 3-year professional experience that focuses on developing relevant professional work experience, opportunities for professional development, mentoring, and exploration of other library units through rotations. The third year is dedicated toward the completion of a meaningful professional practice or research project. This three-year program allows the University Library to play an active part in diversifying the profession and mentoring new professionals. As the Library's first resident, Shaina selected Special Collections & University Archives as her chosen area of focus, completed three rotations in selected units, and successfully pursued opportunities for outreach and presentations. Among other outcomes, Shaina presented at the ISCORE Conference in March 2018. In April, Shaina informed the Library that she would be resigning from her Resident position to relocate.

In May 2018, the Library appointed Susan Vega García as Assistant Dean for Inclusion and Equity, a position that includes administrative responsibilities of the Residency Program. Prior to this hire, program administration was handled by a number of library staff. With feedback from Shaina and others, the Library will assess the Residency Program thus far and continue the program in FY19.

Personnel

Assistant Dean for Inclusion & Equity

In Spring 2018, the Library initiated an internal search for the new position of Assistant Dean for Inclusion & Equity. Associate Professor Susan Vega García was selected and began in this position on May 1, 2018. She has served for many years as the Library's ethnic studies liaison librarian, the head of the Library's Instruction Department, and more recently as the liaison librarian for Women's and Gender Studies, as well as the Library's coordinator for Accessibility Services. She has published, presented, and taught on DEI topics throughout the years. This new position includes responsibilities for administering the new Residency Program, managing the Library's mentoring program, and chairing the Library's Committee on Diversity & Inclusion. Strengthening these and other DEI initiatives will help the Library in its strategic goal to become the most welcoming and inclusive land grant library.

Collections

The University Library continued to build its collections relating to diversity identity groups. Significant additions to the library's general collections include the following:

Susan Vega García, Curtis Brundy, and Ed Goedecken developed in Feb. 2018 the following accessibility statement for inclusion in the ISU Library's primary [collection development policy](#) that governs what the University Library collects:

"We strive to acquire electronic resources that are accessible for persons with disabilities and all our communities. Toward this end, we make accessibility inquiries and testing a standard part of the selection to acquisition process. We make informed and intentional decisions, as well as communicate with vendors the ongoing need for products that are accessible to people with disabilities and all our users."

This statement articulates the importance of advocating for digital accessibility needs when considering acquisitions, and also demonstrates the Library's commitment toward enhancing inclusion at ISU.

Kim Anderson, Sonya Barron, Amy Bishop, Lori Bousson, Paloma Graciani-Picardo, Lindsey Hillgartner, and others collaborated on an important addition to the **Women in Science and Engineering (WiSE)** digital collection. A large portion of the Hortense Butler Heywood Papers ([MS 194](#), Iowa State University Special Collections and University Archives) was digitized, stabilized for scanning, and described at the item level in August 2017. Heywood was an entomologist and illustrator who specialized in dragonflies and dragonfly mouthparts. This digital addition increases the accessibility of these unique materials and further strengthens the ISU Library's WiSE collections.

Harrison W. Inefuku added presentations from Iowa's annual [Disability Awareness Summit](#) to the **ISU Digital Repository's Digital Press**. Held in Ames on Oct. 19, 2017, this conference brings together accessibility professionals, students, staff, and faculty from across Iowa's Regents institutions, private colleges, and community colleges, making the Summit the most important accessibility and higher education event in the state. The 2017 Summit was particularly noteworthy due to the distinguished keynote address by former Senator Tom Harkin, one of the main authors of the landmark Americans with Disabilities Act (ADA) of 1990. [Senator Harkin's Summit keynote address](#) is among the many presentations now available through the ISU Digital Press.

Brad Kuennen added to the University Archives records from **Margaret Sloss Women's Center** for the Womyn of Colour Conference, 2011-2017; the Archie Lou Greene papers, 1970-2013; and **ISU ADVANCE** Program records, 2002-2012. He also worked with staff from the **Center for LGBTQIA+ Student Services** to assist them in organizing their records.

Rosalinda Rowe worked on the preservation and subsequent presentation of a film interview of black author Ralph Ellison, and also preserved a film of interviews of Meskwaki artists, and of Latinx student school walkouts in the 70s. Rosalinda's work involves intentionally looking through ISU's Film and AV collections to identify records relating to marginalized groups to preserve.

Susan Vega García worked with two campus centers to help them dismantle their private libraries. In both cases, these centers wished to discontinue their private libraries for lack of use and to repurpose those spaces for other uses. In Summer 2017, she helped **ISU LGBTQ Center staff** with the deaccession of their private media library, with the outcome that 32 DVDs and five music CDs were accepted into University Library collections. In Fall 2017, she worked with **Margaret Sloss Women's Center staff** on review and deaccession of their collection of over 340 titles. One outcome from this work was that the Library's Special Collections and University Archives accepted a few rare local titles into their collections.

Susan also collaborated with **Ed Goedecken** to strengthen the Library's growing streaming video collections in the areas of DEI and social justice through the additions of various educational documentaries, including the following that were requested for classroom use by faculty in the American Indian Studies Program, Education, and the Asian American Studies Program: "Awake: A Dream from Standing Rock," "Ishi, the last Yahi," "AbUSed: The Postville Raid," "Stolen Education," "Don't Tell Anyone / No Le Digas a Nadie," "Fear and Learning at Hoover Elementary," "Briars in the Cotton Patch," "Paper Tigers," and "Proof of Loyalty: Kazuo Yamane and the Nisei Soldiers of Hawaii."

Subject Librarians for Diversity-Related Areas

- Dan Coffey (Religious Studies; World Languages and Cultures)
- Susan Vega García (African and African American Studies; American Indian Studies; Asian American Studies; U.S. Latino/a Studies; LGBT Studies; Women's and Gender Studies)

Instruction, Outreach, Programming and Services

Several librarians were engaged with providing instruction, outreach, programming and services to and about diverse identity groups, in the Library and across campus.

Course-related Instruction Sessions

Amy Bishop and Rachel Seale both worked with students in African American Studies (AF AM) 201: Introduction to African American Studies during FY18. In addition, Amy met with students in the cross-listed Biology (BIOL) / Women's Studies 307: Women in Science and Engineering course, and Rachel also worked with the cross-listed African American Studies (AF AM) / Women's and Gender Studies (WGS) 350: Women of Color in the US.

Dan Coffey provided course-related library research instruction to Spanish (SPA) 303A: Composition and Conversation.

Cara Stone taught course-related instruction sessions to the International First Year Seminar course for ISU international students, Fall 2017 and Spring 2018.

Erin Thomas and Megan O'Donnell taught a course-related research session to BIOL 307 / WS 307: Women in Science & Engineering (WiSE), September 2017.

Susan Vega García taught course-related library research sessions to University Studies (U ST) courses for McNair and NCORE/ISCORE Scholars; American Indian Studies (AM IN) 210: Introduction to American Indian Studies; English 250: Women's & Gender Studies Learning Community; U.S. Latinx Studies Program (US LS) 211: Introduction to U.S. Latinx Studies; Women's and Gender Studies (WGS) 203: Introduction to Lesbian Studies; and Women's and Gender Studies (WGS) 402 / 502: Feminist Research.

Charles Yier taught a course-related instruction session to JL MC 302: Intermediate Reporting & Writing for the Mass Media, Spring 2018, sharing with students about newspaper reporting in Kenya.

Outreach Programs & Workshops

4-H Ujima / AAPI Pre-collegiate Student Workshop: Hilary Seo, Sonya Barron, Harrison Inefuku, Petrina Jackson, Rosalinda Rowe, and Rachel Seale collaborated on developing and teaching a library outreach program for this 4-H group of college-bound African, African American, Asian American, and Pacific Islander high school students, September 2017. This library program was part of a larger outreach

and leadership development program organized by the ISU Extension & Outreach office for these students.

4-H Maize Pre-Collegiate Student Workshop: Sonya Barron, Harrison Inefuku, Rosalinda Rowe, Rachel Seale, Cara Stone, and Susan Vega García collaborated on developing and teaching a library outreach program for this 4-H group of college-bound Latino and American Indian high school students, April 2018. This library program was part of a larger outreach and leadership development program organized by the ISU Extension & Outreach office for these students.

AAUW Start Smart Salary Negotiation Workshop for Women: Cara Stone led this Feb. 2018 workshop, in collaboration with WiSE and campus Women's Center staff.

Banned Books Week Program: Dan Coffey and the Library's Library PR Committee worked with Prof. Amanda Petefish-Schrag of the Theater Department to put together a program that included a diversity-related collaboration between the Library and the Theater Department. Christine King also worked on setting up a panel at Ames Public Library.

Green Dot exhibit, reACT gallery: Cara Stone compiled a resource list on the topic of sexual assault prevention for this Dec. 2017 exhibit.

ISU Black Graduate Student Association, New Student Orientation: Susan Vega García and Lorrie Pellack represented the Library together at BGSA's first ever new student orientation program, Fall 2017.

ISU Passion Academy: Jasmine Kirby read picture books at Ames Public Library with the Black Faculty and Staff Association for African American History month. The Passion Academy "provides 6th and 7th grade students of color in Ames Middle School an opportunity to explore new career options, learn new professional skills, and connect with people within the Ames community."

ISU 4U Promise: Cara Stone assisted as a 5th Grade Visit Day Helper for this important precollegiate program.

ISU WiSE: Erin Thomas served as Library coordinator for the WiSE program's "Taking the Road Less Traveled" Conference for middle and high school girls, October 2017 and April 2018.

Library Book Exhibits for Heritage Months: Susan Vega García developed month-long library book exhibits for Latinx Heritage Month (September/October 2017), Indigenous Heritage Month (November 2017), Black History Month (February 2018), Asian American & Pacific Islander Heritage Month, working in collaboration with Harrison Inefuku (April 2018), and also Arab American Heritage Month (April 2018). These library book exhibits were part of Heritage Month activities coordinated by ISU Multicultural Student Affairs staff, with the Arab American Heritage book exhibit requested by a faculty member in World Languages and Cultures.

Visiting Veterinarians & Library Research: Jeff Alger provided visiting African veterinarians from Ethiopia, Kenya, Ghana and Tanzania with an orientation to ISU library resources and also gave them a workshop on the Mendeley bibliography management software program. The veterinarians were participants in a USDA-funded program.

Womyn of Colour Network Leadership Initiative program: Cara Stone was an invited panelist on the topic of combating impostor syndrome, held by the Sloss Women's Center.

Professional Development

Many librarians and library staff members attended conferences, workshops, and other professional development opportunities related to diversity and inclusion.

Conferences

Kim Anderson

- Society of American Archivists annual meeting (July 2017), sessions on "Pioneering a Gold Standard: An Odyssey to Digitize Helen Keller's Archive for Sighted, Hearing, Blind, and Deaf Audiences" and "Plan B: How Archivists Navigate Caregiving Responsibilities and Work/Life Balance"

Lori Bousson

- 2017 Disability Awareness Summit, Fall 2017

Hilary Deike

- Association of Research Libraries Symposium for Strategic Leadership in Diversity, Equity & Inclusion, May 2018

Jodi Hilleman

- ISU annual P&S Conference, sessions on "Communication for Connection," "Besting the Bullies Inside Your Head: Silencing the Inner Critic," "Conversational Intelligence: The Brain on Trust," and "Navigating the Roadblocks in Our Thinking."

Beth McNeil

- Racial Equity Institute, a two-day training program to understand historical factors that impact racism, diversity, and inclusion in the United States, and to better understand the challenges of eliminating disparities toward equity, Jan. 2018

Kathy Parsons

- Intercultural Communication Competencies for Access Services Staff in a Diverse and Inclusive Environment. Access Services Conference, November 17, 2017

Hilary Seo

- Association of Research Libraries Leadership Fellows program, session led by Mark Puente on implicit bias, culture and racism, April 2018

Cara Stone

- ACRL Instruction Section Teaching Methods Committee Webinar, Discussion Forum on Gendered labor and library instruction coordination, April 2018

Susan A. Vega García

- 2017 Disability Awareness Summit, Fall 2017
- Association of Research Libraries Symposium for Strategic Leadership in Diversity, Equity & Inclusion, May 2018

Charles Yier

- Association of Research Libraries Symposium for Strategic Leadership in Diversity, Equity & Inclusion,

May 2018

- Accepted into the Minnesota Institute for Early Career Librarians, Spring 2018-

ISCORE 2018: In addition, a growing number of library staff attended the ISCORE Conference in Spring 2018, including Amy Bishop, Hilary Deike, Rosalie Gartner, Harrison Inefuku, Petrina Jackson, Rosalinda Rowe, Rachel Seale, Erin Thomas, and Susan Vega García. In addition, Shaina Destine and Dean Beth McNeil presented at the conference.

Workshops

Library staff also participated in diversity and inclusion-related workshops, sessions, and relevant training sessions. These include various ISU workshops on **becoming allies** and working to increase understanding on **mental health issues**; ISU ADVANCE workshops on **gender bias and unconscious bias**; **accessibility issues** including **digital accessibility**; **First Amendment issues** and **freedom of speech**; **LGBTQIPA+** issues; **inclusive classrooms**; the **SEED training program**; **students and religion** issues; overcoming **resistance to change**; understanding **age and generational differences** in the workplace; **teaching social justice**, participating in Women's Center **Feminist Friday discussions**, completing **Title IX training**, and more.

Research, Scholarship and Presentations

Library staff contributed to the professional discourse on diversity and inclusion through articles and presentations at conferences.

Shaina V. Destine. [The HBCU Connection: A Digital Collection of Black ISU Alumni from the Early 20th Century](#). ISCORE 2018 Conference, Ames, IA, March 2, 2018.

Harrison W. Inefuku. [Globalization, Open Access, and the Democratization of Knowledge](#). *Educause Review* (2017): 62-63.

Harrison W. Inefuku with Library Publishing Coalition Ethical Framework Task Force. (2018) [An Ethical Framework for Library Publishing](#), Version 0.5. San Francisco, CA: Educopia.

Petrina Jackson. [Archiving in Color: Reflections on the History and Future of the AAC](#). *Archivists & Archives of Color Section Meeting, Society of American Archivists Annual Meeting*, Portland, OR, July 28, 2017.

Petrina Jackson. Personal and Structural State of "Inclusive" Archives. SAA Diversity Committee Open Forum, Society of American Archivists Annual Meeting, Portland, OR, July 27, 2017.

Beth McNeil & Shaina V. Destine. [Enriching the Academic and Research Library Profession through Diversity and Inclusion: The University Library's Residency Program](#). ISCORE 2018 Conference, Ames, IA, March 2, 2018.

Cara Stone & Anne Marie Gruber. [Addressing wicked problems in practical ways: Empowering ethical action in higher education and beyond](#). 3rd Biennial Cedar Valley Conference on Ethics: Ethics and Social Responsibility, Cedar Falls, IA, Sept. 2017.

Susan A. Vega García and Rano Marupova. [Are You Out There? Challenges of Connecting with Distance Learners](#). (2017). Iowa Library Association / Association of College and Research Libraries Spring Conference, May 2017.

Charles Yier: Panel presentation on Library Residency programs at Association of Research Libraries Symposium for Strategic Leadership in Diversity, Equity & Inclusion, May 2018.

Charles Yier & Musa Wakhungu Olaka. [Libraries in the Lives of African Refugees Resettled in the State of Missouri](#), IN Academic Libraries Serving Refugees and Asylum Seekers. College & Research Libraries News Vol 68, No. 6, 2017.

Professional and Institutional Service: Library, Campus, Regional & National Committees

University Library Committee on Diversity and Inclusion: Erin Thomas (chair, 2017-18), Kim Anderson, Jason Carpenter, Hilary Deike, Hilary Seo, Susan Vega García (chair, May 2018-), Jill Vasquez. Completed term of service: Harrison Inefuku (chair, 2014-17), Jacob Eddy (2015-April 2018). This Committee lays the groundwork for sustainable diversity and inclusion initiatives in the Library. In FY18, members finalized edits to the Library's draft Diversity & Inclusion Plan, which outlines strategies and actions in the areas of outreach and engagement, recruitment and hiring, and staff development and retention. The Diversity Plan is undergoing final review for approval and will be implemented in FY19. Another project of the Committee was the *Bad Feminist* book discussion series, described earlier in this report.

Kim Anderson

- Association of Research Libraries Fellowship for Digital and Inclusive Excellence, Advisory Board

Dan Coffey

- ISU Library Public Relations Committee, Banned Books Liaison

Jody Kalvik

- ISU Universal Design Committee, Member
- ISU Library Student Accessibility Services Liaison for LIB 160

Jasmine Kirby

- American Library Association Spectrum Scholar
- ISU Black Faculty and Staff Association, Member

Harrison W. Inefuku

- ISU Asian American and Pacific Islander Faculty and Staff Association, Co-chair
- ISU Faculty and Staff Association Council, Member
- Society of American Archivists, Member
- Library Publishing Coalition Ethical Framework for Library Publishing Task Force, Member

Petrina Jackson

- ISU Black Faculty and Staff Association, Member
- Archives of Women's Political Communication Advisory Board, Member
- Archivists and Archives of Color Section of the Society for American Archivists, Member

Beth McNeil

- ARL Diversity, Equity and Inclusion Committee (DEAIC), Vice-Chair
- DEAIC liaison to the ARL Initiative to Recruit a Diverse Workforce (IRDW) Advisory Group

Rano Marupova

- Library Distance Learning Committee, (inclusion outreach), Member
- University Distance Education Task Force, (inclusion outreach), Member

Megan O'Donnell

- Midwest Data Librarian Symposium, Chair (created accommodations and accessibility planning committee position)

Rachel Seale

- ISU Asian American and Pacific Islander Faculty & Staff Association, Events/Social Networking Chair
- Society of American Archivists (SAA) Archivists & Archives of Color, Iowa Representative

Hilary Seo

- ISU Library Equity Advisor

Lisa Smith

- Inclusion@IowaState Development Team, Member

Cara Stone

- Iowa Library Association Committee for Diversity & Inclusion, Chair
- Jean Coleman Lecture Working Group member, ALA Office for Diversity, Literacy, and Outreach Services, Member

Laura Sullivan

- Oliver Wendell Holmes Travel Award (for international archival students) Committee, Member

Erin Thomas

- Midwest Data Librarian Symposium Planning Committee, Accessibility Co-coordinator

Susan A. Vega García

- ISU Committee on Disabilities, Member
- Library's Accessibility Coordinator, May 2017-present
- ISU Latino/a Studies Program Steering Committee, Member
- ISU New Student Onboarding Committee, Member
- ISU Library Distance Learning Committee, Chair

Charles A. Yier

- ISU Black Faculty and Staff Association, Member

-- Report compiled by Susan A. Vega García, May 2018