Sowing Seeds of Diversity and Inclusion in the Midwest

Tobie Matava  
*Iowa State University*, tmatava@iastate.edu

Harrison W. Inefuku  
*Iowa State University*, hinefuku@iastate.edu

Follow this and additional works at: [http://lib.dr.iastate.edu/digirep_conf](http://lib.dr.iastate.edu/digirep_conf)

Part of the *Library and Information Science Commons*

**Recommended Citation**  
[http://lib.dr.iastate.edu/digirep_conf/20](http://lib.dr.iastate.edu/digirep_conf/20)
Sowing Seeds of Diversity and Inclusion in the Midwest

Abstract
Iowa State University is located in the middle of a state whose population is 92% White. The university’s demographics are similarly homogenous, with 71–86% of students, faculty and staff identifying as White. Our poster highlights steps taken and programs implemented to reinvigorate a library diversity committee at a predominantly White institution. Information will be provided on efforts to diversify staff, increase cultural competency, and combat racism and identity-based prejudice of all kinds.

Disciplines
Library and Information Science

This poster is available at Iowa State University Digital Repository: http://lib.dr.iastate.edu/digirep_conf/20
Sowing Seeds of Diversity and Inclusion in the Midwest

Tobie Matava and Harrison W. Inefuku, Iowa State University Library

IOWA STATE UNIVERSITY is located in the middle of a state whose population is 89% White, non-Hispanic. The university’s demographics are similarly homogenous, with 71–86% of students, faculty and staff identifying as White. The University Library, led by the library’s Committee on Diversity and Inclusion, has begun to take steps to diversify the workforce, increase cultural competency, and combat racism and identity-based prejudice of all kinds.

Library staff demographics (June 2016)

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

—Iowa State University Library Diversity Statement for Position Descriptions and Job Postings

Progress since 2015
To date, the University Library accomplished the following:
• Established a books and media display to celebrate different population groups
• Introduced a new diversity statement to be included in all position descriptions and job postings
• Hired two librarians from underrepresented groups: Petrina Jackson, head of Special Collections and University Archives, and Rachel Seale, outreach and education archivist
• Three librarians are attending the National Diversity in Libraries Conference, at least two librarians are attending ARL’s Fall Forum on Diversity and Inclusion

Next steps
In the coming academic year, the diversity committee intends to systematize its efforts through the development of a diversity plan for the library.

Diversity plan: Potential goals and tactics
1. Recruitment and Hiring
   a. Diversity residency program
   b. Actively recruitment of librarians from underrepresented groups
   c. Sponsorship of ARL Leadership Forum, NDLC, other opportunities
   d. Include cultural competency as a preferred qualification
2. Staff Development and Retention
   a. Provide opportunities for cultural competency training
   b. Recognize and reward efforts to promote diversity and inclusion
3. Community Outreach and Engagement
   a. Support campus diversity programming and initiatives
   b. Engage with area schools to support information literacy, increase educational opportunities, and promote librarianship as a profession
   c. Community Outreach and Engagement Librarian

Acknowledgements
Dean of the Library: Beth McNeil
Committee on Diversity and Inclusion: Harrison W. Inefuku (chair), Kimberly Anderson, Hilary Deike, Jacob Eddy, Rebecca Jackson, Tobie Matava, Hilary Seo, Erin Thomas
This poster is available online at http://lib.dr.iastate.edu/digirep_conf/20/.