

Diversity in the University Libraries

The University Libraries are committed to creating a welcoming environment for all, respecting individual contributions to academics, providing equal access to information and resources, fostering diversity in the workplace and the campus, and promoting civility and mutual respect.



Strategic Initiatives

1 The Global Partnerships and Outreach Librarian develops strategic relationships with Global Engagement Network institution libraries, strengthens intercultural communication on campus, and serves as a resource for international students on campus.

2 The Diversity Resident Librarian Program was created in 2013 with the goal of increasing diversity in the profession and among Penn State University Libraries faculty. The second cohort is currently progressing through three-year appointments, rotating through different units of the Libraries.

3 The Assessment Department conducts regular studies of our diverse user populations. Results are used to streamline, target, and improve library services. Recently the department produced a list of scalable “best practice” recommendations for working with international students.

Programs

Human Library: Human “books,” available for check out, offer users a chance to gain new perspectives.

Dean’s Diversity Forum: Library leaders from different institutions and professional organizations present on a range of topics centered around diversity in academic libraries.

Martin Luther King Jr. Commemoration: The Libraries host film screenings, poster displays, and music performances.

Diversity Colloquium: Highlights research and programming in libraries and information science.

Online Resources

The Libraries provide access to 828 databases and 160,000 full-text electronic journals, including resources in African American studies; African studies; ethnic and race relations; geography; international film; international law; international newspapers; international business and economics; Latin America, Caribbean, and Latina/o studies; lesbian, gay, bisexual, and transgender studies; Middle East Studies; and much more.



Titles from our PressReader database

Penn State University Libraries Diversity Committee

The Diversity Committee is made up of staff and faculty from across many library locations and departments. The committee serves as an advisory body to the dean on matters related to diversity, works with the associate deans on recommending process or procedural changes, and assists in implementing the diversity-related goals of the Libraries' Strategic Plan. In addition, committee members play an integral role in faculty interviews. Each spring, the dean's office sends out a call for new members to all employees. Members serve two years on the committee.



Subcommittee Activities

When the Diversity Committee convenes at the start of the academic year, members choose to join one of three subcommittees whose work aligns with their interests. These subcommittees form the core of the Diversity Committee's activities, planning programming in support of the Libraries' mission.

Programming

Schedules a program of events for fall and spring semesters, including lectures, film screenings, diversity colloquia, and employee gatherings. The subcommittee also plans events with other units on campus, such as the LGBTQIA Center and the University-wide Martin Luther King Jr. Committee, and conducts outreach. Programming is also responsible for communications and collaborating with the Libraries' Public Relations and Marketing department.

Civility

Offers workshops, training sessions, and networking events aimed at promoting civility within the workplace. Workshops such as "Speak Up!" (modeled after a Southern Poverty Law Center program) are held to address issues related to inherent workplace power dynamics.

Collections

Focuses on highlighting diverse and lesser-known collections at Penn State and assesses the strength of our collections in different fields and to meet the needs of diverse populations at Penn State.

Highlights

Opening Doors: Contemporary African American Academic Surgeons: a traveling exhibit of the National Library of Medicine & the Reginald F. Lewis Museum of Maryland African American History and Culture

StarPower workshop for staff and faculty, exploring the use and abuse of power within an organization

CODE: Debugging the Gender Gap public documentary screening and discussion of women in technology fields

Hiring for Diversity workshop for staff and faculty, held in collaboration with Library Human Resources

www.facebook.com/uldiversity

Civility Statement

Within the University Libraries, civility comprises a conscious demonstration of mutual respect – for people, for their roles, for their knowledge and expertise. Civility requires cooperation, mindfulness, kindness, engagement, tolerance, inclusiveness, and acceptance and promotion of individual differences. It is expressed not only in the words we choose, but in our tone, demeanor, and actions. All members of the University Libraries community are responsible for, and expected to, exemplify and promote civility. To read the full version of the statement, see <https://libraries.psu.edu/about/diversity/university-libraries-civility-statement-and-guidelines>