

2020 Academic Library Trends Questions: Equity, Diversity, and Inclusion (EDI)

For clarification on the meaning of equity, diversity, and inclusion (EDI) or social justice please see ALA's Office for Diversity, Literacy, and Outreach Services (ODLOS):

<http://www.ala.org/aboutala/odlos-glossary-terms>

1.0 Goals

1.1 Does your library have formal, written goals for equity, diversity, and inclusion (EDI)?

Answer: Yes / No **(if no, skip to 2.0)**

1.2 What is the focus of your library's EDI goal(s)? (select all that apply)

- Accessibility
- Antiracism
- Dismantling white supremacy
- Fostering an inclusive climate for library users
- Improving workplace culture for all library staff
- Library collections
- Library communication
- Library equipment and/or technology
- Library events and/or programming
- Library instruction
- Library outreach and/or marketing
- Library space
- Recruiting a diverse workforce
- Retaining employees from underrepresented groups
- Other [Please specify]

2.0 Library Activities

2.1 Does your library do (or has it done) any of the following? (check all that apply)

- Analyze the demographics of local or campus communities for use in planning or setting goals
- Assign personal librarians as liaisons to programs devoted to underrepresented or marginalized groups
- Attend programming and/or events related to EDI
- Charge one or more library committees to focus on EDI issues/initiatives.
- Collect and preserve materials related to underrepresented and marginalized groups
- Collect materials related to teaching and/or research in EDI
- Conduct periodic antiracism audits
- Conduct periodic reviews of library space to ensure inclusive and/or representative artwork is on the walls
- Conduct periodic reviews of library space to ensure accessibility for other-abled individuals
- Incorporate EDI into library instruction
- Participate in and/or lead research related to EDI

- Posted public statements or created action plans in support of antiracism or Black Lives Matter
- Provide programming, events, or space for EDI
- Serve on campus committee(s) focused on EDI
- Support staff participation in professional development for EDI
- Support textbook affordability initiatives (i.e., OER, textbooks on reserve)
- Use data from campus and/or library assessments of climate as it relates to EDI
- Other [Please specify]

3.0 Hiring and Retention

3.1 What strategies is the library using to hire staff from underrepresented groups? (Check all that apply)

- Action plans for recruiting underrepresented groups
- Analyzing the number of applicants, finalists, and hires from underrepresented groups
- Conducting blind review of resumes and other application materials
- Including an explicit EDI statement in job postings
- Offering higher salaries to reflect supply/demand imbalance for hires from underrepresented groups
- Offering implicit bias and/or cultural competency training for library staff
- Offering residency or fellowship program(s)
- Posting the position to a diverse range of audiences
- Providing formal mentorship programs for new hires
- Requiring candidates to demonstrate support for EDI initiatives in their job applications
- Rewriting position descriptions to encourage a broader pool of applicants
- Training search committees on best practices for inclusive searches
- Other, Please specify: [BLANK]
- No specific efforts have been made to hire staff from underrepresented groups

3.2 What strategies does the library use to retain staff from underrepresented groups?

- Action plans for retaining employees from underrepresented groups
- Formal mentorship programs for new hires
- Fostering an inclusive workplace culture
- Working to dismantle systemic racism in our organization
- Other, Please specify: [BLANK]
- No intentional efforts have been made to retain staff from underrepresented groups