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
o Posted public statements or created action plans in support of antiracism or Black Lives Matter
o Provide programming, events, or space for EDI
o Serve on campus committee(s) focused on EDI
o Support staff participation in professional development for EDI
o Support textbook affordability initiatives (i.e., OER, textbooks on reserve)
o Use data from campus and/or library assessments of climate as it relates to EDI
o 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)
   o Action plans for recruiting underrepresented groups
   o Analyzing the number of applicants, finalists, and hires from underrepresented groups
   o Conducting blind review of resumes and other application materials
   o Including an explicit EDI statement in job postings
   o Offering higher salaries to reflect supply/demand imbalance for hires from underrepresented groups
   o Offering implicit bias and/or cultural competency training for library staff
   o Offering residency or fellowship program(s)
   o Posting the position to a diverse range of audiences
   o Providing formal mentorship programs for new hires
   o Requiring candidates to demonstrate support for EDI initiatives in their job applications
   o Rewriting position descriptions to encourage a broader pool of applicants
   o Training search committees on best practices for inclusive searches
   o Other, Please specify: [BLANK]
   o 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?
   o Action plans for retaining employees from underrepresented groups
   o Formal mentorship programs for new hires
   o Fostering an inclusive workplace culture
   o Working to dismantle systemic racism in our organization
   o Other, Please specify: [BLANK]
   o No intentional efforts have been made to retain staff from underrepresented groups