

University of Southern California

From the Selected Works of Win Shih

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Diversity equality inclusive initiatives in UCC & USC

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Diversity Equality Inclusive Initiatives in UCC & USC



International Networking Librarian Program Overview

As there is an 8 hour time difference between Cork, Ireland and California, USA we have mostly used email to discuss INLP prompts, respond to what was discussed in the respective emails for collections & service and to identify a poster topic which arose from our discussions. As we created the poster we used two targeted Zoom chats to develop section points and to finalise the design.

Overview of Institution

Originally founded in 1845 as 'Queen's College Cork,' University College Cork is the only Irish university to receive the *Sunday Times* University of the Year award five times since its inception in 2002 and was named the World's First Green University Campus. Female students were first admitted in 1885 & in 1910 UCC was the first university to appoint a female professor in Ireland & the UK. For 2020-21 UCC enrolled 14,559 undergraduate & 5,983 postgraduate students.

UCC Library, a member of the Irish Consortium of National & University Libraries, comprises a main library with c.17,000 m2 over 5 floors & a health sciences branch library. UCC Library offers a diverse range of study & research environments including a Creative Zone, Exhibition Area, Virtual Reality Lounge & Library Studio. Collection strengths encompass Irish language manuscripts; the typographic & design collection of Elizabeth Friedlander, the photographic collection of John Minihan and letters of the short story writer Frank O'Connor. UCC Library has 64 staff members, 700,000 print books, 315,000 eBooks, 440 databases, 1000+ linear metres of archives & 10,000 open access items from the University community.

Located in Los Angeles, the University of Southern California was founded in 1880 and is a leading private research university located in Los Angeles — a global center for arts, technology and international business. USC is home to the College of Letters, Arts & Sciences, and 21 exceptional academic schools and units. For FY 2021-22, USC enrolled 19,500 undergraduate and 26,500 graduate students. The university is the largest private sector employer in the city of Los Angeles, responsible for \$8 billion annually in economic activity in the region.

USC is a member of the Association of Research Libraries, has 23 libraries and information centers including Doheny Memorial Library, the Health Sciences Library and USC Digital Library. It has an operating budget of c.\$42 million. Collection strengths include Collections Convergence Initiative: The Holocaust, genocide and exile studies; the history of Los Angeles and Southern California; LGBTQ history and culture; East Asian languages & cultures and Asian American history in the US;; and cinema, music and the production of popular cultures. For FY 2021-22, the Libraries holds a collection of 6.5M volumes, 2.1M eBooks, 3,000+ e-resources, and 275 staff.

UCC identifies 8 unifying values in supporting mission, guiding & underpinning its actions & processes.



**Parent
Organisation
Culture**



USC identifies 6 unifying values in supporting mission, guiding behavior, and shaping its culture.

Library Awareness & Activities

UCC & UCC Library DEI initiatives in the last three years:

- University
 - Established an Equality, Diversity and Inclusion Unit (2017)
 - University of Sanctuary and has awarded Sanctuary Scholarships (2018)
 - Key initiatives: Athena SWAN, GENOVATE's Gender Equality Action Plan, LGBT staff network, Frank McGrath Equality Award as part of University Recognition Awards
 - 23% of UCC's undergraduate intake are mature students, students with disabilities and non-traditional college-goers.
 - 17% of the student population and 30% of the staff are from overseas.
- University Human Resources
 - Statement on diversity included in every candidate job pack.
 - EDI Training sessions open to all: Bystander Intervention, Unconscious Bias, Trans Awareness, and Race Sensitivity Workshops.
 - Specific EDI policies including for gender and people with disabilities.
- Library
 - Identifying gaps in UDC type of material and collection format to better reflect modern Ireland.
 - Collaborating with University Disability Support Service: acquisition of SensusAccess software to convert files from one file type to another.
 - Using Universal Design for Learning principles: all images have ALT-text, all videos have a transcript and all slides are provided in an accessible format.
- Research Guides
 - Bibliotherapy Research Guide: books for therapeutic purposes ranging from anger, bereavement to social anxiety and illness.
 - Attic Press Archival Collection: Generated & collected by Róisín Conroy, co-founder & publisher of Attic Press & an activist in the Irish Women's movement.
- Events: Library participation on social media for Pride month using items from the archival collections.
- Collection Discovery: Enhancing and updating subject headings of the collection.

The USC Libraries DEI initiatives in the last three years:

- Committees:
 - Culture Committee, chaired by the Dean, to improve the library's culture and make our organization more aspirational
 - Diversity Equity and Inclusion Committee, chaired by DEI Library Liaison, to create a more equitable and inclusive organization and coordinate and lead DEI-related efforts across the library; conducted a library-wide survey
- Human Resources:
 - Created a DEI Committee liaison
 - Require a diversity statement by job applicants; include a standard question on diversity in job interview session
 - DEI Committee Liaison, de facto member of the search committee of librarian positions.
- Resources: Diversity training; Library Management Skills Institute, Working Together; Diversity and Inclusion Resource Guide for staff members.
- Research Guides:
 - Anti-Racist Pedagogy
 - Diversity, Equity & Inclusion
 - LGBTQIA+ Health and Cultural Competency
 - Veterans Services @USC
- Events:
 - Libraries-sponsored Pride month events website.
 - Host events on USC Diversity, Equity and Inclusion Week: Women architects and a wiki-thon; BIPOC representation in Wikipedia & an edit-a-thon; Use of terminology - words matter.
 - Graphic medicine for DEI and social justice.
 - Representational syllabi for inclusive learning.
- Collection / Discovery: Research project on enhancing subject heading of LGBTQ collection at ONE Archives.

Lessons Learned from UCC & USC

Participating in the ILPN program amid a pandemic is a particularly rewarding and unique experience. Through our conversation we:

- Learned about each other's position, library, institution, research interest, career path and aspirations, library profession and organisations in our region
- Discussed how the pandemic has impacted and continues to impact our work and life both personally and professionally in our regions
- Explored professional development, funding and future collaborative opportunities
- Collaborated in the poster project
- Shared institutional and personal efforts in promoting diversity, equity, and inclusion for the university, library, access, collection development and services
- Learned about the strategies in promoting the use, discoverability, and accessibility of library's archives and special collections
- Will continue to network post-International Networking Librarian Program.



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