The University of Toledo

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July 15, 2010

Diversity Plans for Academic Libraries: Making Sure We Get There from Here

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Available at: https://works.bepress.com/gerald_natal/8/
In 2008, the University of Toledo Libraries revised its diversity plan. As part of this process, the Diversity Committee reviewed diversity plans from other libraries to identify issues commonly included in libraries’ plans. This poster reports on the results of a follow-up project of a formal content analysis of library plans. It is our hope that the results of this research will save time for those creating or revising diversity plans at their libraries.

**Methods:**

Web pages of 656 institutions were identified via the Carnegie Classification database as Level 1=“Research” and above and Level 2=“Public.” A search was made for library diversity plans (or library diversity initiatives). Not included were documents that summarized a library/University system’s thoughts about diversity, procedures for helping patrons with disabilities, information about diversity committees, etc. Libraries’ general strategic plans were also excluded. Of the 656 institutional libraries, only 24 had diversity plans published on their web sites. These plans were analyzed in two stages. First, each was reviewed by the four researchers to identify themes. Second, the identified themes were used to analyze the plans and to determine the extent to which the themes were represented in the plans.

**Results:**

**Defining Diversity**

54% of the diversity plans that we studied included a definition of diversity. Most of the plans held a typical definition (Fig. 1). One plan included student type (traditional, non-traditional, distance learning, etc.) along with the standard terminology. A few plans went beyond the standard definition of diversity to incorporate more philosophical, contemplative definitions of what diversity means to that specific library by incorporating ideals of social justice and global awareness into the language of the plan.

**Employee Development**

In most plans, library support for professional development was viewed as a means to attract and retain minority workers to the library profession (Fig. #5). A single plan mentioned diversity-related research as an important initiative toward the professional development of librarians, with the desired outcomes of “increasing librarians’ understanding of diversity through their research efforts and contribution to the overall body of research on library diversity issues.”

**Recruitment and Retention**

Recruitment and retention was present in all but one of the plans surveyed. Several plans were suggested for improving recruitment and retention of library student workers, staff and faculty (Fig. #6), along with suggestions for promoting librarianship to increase diversity within the profession. Specific wording (e.g. “philosophy,” “methods,” “best practices,” “policy” “strategies”) in 48% of the plans called for some sort of formal document to use as an outline for improving recruitment and retention. Making announcements in appropriate lists and publications was the prevailing method for advertising vacant positions in 48% of the plans). Other ideas included:

- Consulting library schools
- Network and publicize positions at local, regional, and national library meetings
- Contact minority student groups and organizations
- Contact local volunteer, community outreach, and pre-professional minority organizations
- Speak to local school groups
- Library credit course (to create interest in the profession)

**Conclusions:**

A diversity plan is a strategic tool for a library (or other institution) to guide progress on diversity initiatives. Common themes in library diversity plans include a definition of diversity, services, collections, employee development, programming, and recruitment and retention. Not surprisingly, the scope and details of library diversity plans vary a great deal as they are written for a specific library (or library system) in a specific institutional environment.