

# University of Washington Libraries Preliminary Summary Report on Diversity Efforts

January 2004

## Appraisal of Diversity Efforts

### 1. How is diversity an active part of your unit?

Diversity within the University of Washington Libraries is most visible when visitors enter a library and are confronted with banners painted with "Welcome" in many different languages (as they did at the Odegaard Undergraduate Library during fall orientation) or when they see an exhibit on Chinese door gods or North Indian folk arts (recently on display at the Suzzallo Library). It's noticeable, too, to the student writing a paper for her women's studies class, when she discovers a documentary film in the Media Center that investigates the construction of Latina experience through the lives of women who have immigrated to the United States from different Latin American countries.

Diversity is noticeable when a faculty member brings her students to the library for an instruction session tailored to their assignment, a research paper that requires the investigation of primary sources. The librarian shows them how to use a database of 19<sup>th</sup> century African American newspapers, and soon brings up an article from the May 24, 1855, edition of a newspaper called *The National Era* (reprinted from *The London Weekly Chronicle* of April 28, 1855) in which Harriet Beecher Stowe describes how the death of her child and her friendship with freed slaves informed the writing of *Uncle Tom's Cabin*.

In fact, diversity within the UW Libraries is still visible, far outside the campus precincts, when a Seattle citizen visits the Seattle LGBT Community Center web page and discovers a link to the extensive list of Gay and Lesbian Organizations/Publications of the Northwest and British Columbia compiled by a UW librarian. It is also visible when a child in Los Angeles discovers, in a UW Libraries digital collection, letters from children at Camp Harmony that will add you-are-there immediacy to his report on the internment of Japanese American citizens during World War II.

Most of all, we see the Libraries' diversity when more than 40 members of 13 local tribes gather in the Allen Library for a workshop on using the University of Washington language archives to revitalize their indigenous languages. "Oh my God! That's my great grandfather," exclaims one participant as she listens to a scratchy recording made in the field by an anthropologist in the 1920s.

## **2. What are specific ways that diversity is integrated into your academic mission?**

The concept of diversity lies at the heart of every value inscribed within the Libraries mission.

The University of Washington Libraries values:

### Service

- by anticipating and meeting user needs
- by teaching and learning
- by managing and preserving our collections
- by providing reliable information, discovery methods and tools
- by making a difference in education
- by working for the public good

### Intellectual endeavor

- by fostering and protecting intellectual freedom
- by advancing free inquiry
- by encouraging lifelong learning
- by promoting fair and open access to all information
- by creating knowledge
- by providing premier collections and excellent facilities

### Creativity

- through innovation
- through risk-taking and initiative
- through leadership at all levels
- through continuous organizational learning
- through integrated user services

### Respect

- for the individual
- for all human diversity
- for privacy and confidentiality
- for the achievements and contributions of staff

### Staff excellence

- through teamwork
- through open, thoughtful, and responsive communication
- through a pleasant, safe and healthy environment

### Collegiality

- in collaboration and partnerships within the University Libraries and beyond in working with the University community

### Accountability

- by honoring our commitments
- by being institutionally and personally responsible
- by stewarding our resources

## **3. What are the ways in which you have structured your unit so that diversity is institutionalized as part of your criteria for success?**

The Libraries has institutionalized diversity as part of its criteria for success by including it as a key action area in its Strategic Plan 2002-2005. Indeed, each of the other four key areas also includes concepts relating to diversity, as in 1) The Any Time, Any Place Library seeks "to accommodate its user communities' diverse information needs, far-flung locations and different learning styles.....to...prepare its graduates for a life of learning and global citizenship;" 2) Excellence in Collections/Digital Resources [means] "we must do all we can to develop and maintain our collections at the highest level possible across all relevant subjects and across an ever broadening spectrum of formats....in response to the needs of learners and researchers;" 3) Capacity Building will allow the Libraries "to maintain its facilities as welcoming places and to

keep them equipped with effective tools for research and learning;" 4) Diversity and Organizational Culture "provide us with a competitive advantage...[and allow us] to serve our increasingly diverse communities more effectively and with more sensitivity;" and 5) Information Literacy [will] "ensure that UW graduates are information literate, able to find, select, and assess information, and therefore prepared to succeed personally and professionally in a global, knowledge-driven society."

The following list summarizes current diversity initiatives within the UW Libraries.

## **Engagement with the University Community**

### **▪ Mount exhibits highlighting diverse cultures and achievements**

Recent exhibits have included a display on Chinese door gods; an exhibit on the rescue of Danish Jews during World War II; an exhibit on the confluence of Hindu and Islamic cultures in India; a sculpture exhibit by Iraqi sculptor, Sabah al-Dhaheer; paintings by Han Nguyen; and a multimedia display by First Nations, a Native American student organization (to name just a few).

<http://www.lib.washington.edu/about/events/>

### **▪ Partnered with a student organization to create a campus-wide book club, "Bridges," for discussion of diversity issues**

The diversity forums, open to everyone with an interest in these issues, were sponsored by the Multicultural Organization of Students Actively Involved in Change (MOSAIC) and featured discussions of books dealing with a range of diversity issues.

[http://depts.washington.edu/uweek/archives/2001.02.FEB\\_15/article10.html](http://depts.washington.edu/uweek/archives/2001.02.FEB_15/article10.html)  
[http://www.washington.edu/president/10\\_21\\_00-Diversity\\_Compact.htm](http://www.washington.edu/president/10_21_00-Diversity_Compact.htm)

### **▪ Piloting a program to take the Libraries to the students, sending librarians with laptops to assist students at the CLUE study center, which serves a highly diverse student population**

The Center for Learning and Undergraduate Enrichment (CLUE) is a late-night center designed to support all UW undergraduates, with a strong emphasis on freshmen and transfer students who are enrolled in many of the UW's crucial lower-division courses.

<http://depts.washington.edu/fyp/clue/>

### **▪ Provide access for persons with disabilities**

The Libraries provides a number of services for persons with disabilities. In addition to retrieving books and assisting with the use of electronic and other bibliographic resources, the Libraries provides wheelchair accessible study carrels and computer workstations. Adaptive technology facilities are available at the Suzzallo Library and the Odegaard Undergraduate Library.

<http://www.lib.washington.edu/about/disabled.html>

## **Engagement with the External Community**

- **Lead *Tribal Connections*, a project to provide access and training about public health information to 20 American Indian and Alaska native villages and tribes in Alaska, Arizona, Idaho, Montana, Nevada, New Mexico, Oregon and Washington.**

Working with community leaders to identify priority health information needs and to identify community resources for addressing those needs, the project aims to provide connectivity, access and training about public health information.

<http://www.tribalconnections.org/about/index.html>

- **Established and maintain *Ethnomed*, a website that connects health care providers with authoritative information about cultural beliefs and medical issues pertinent to the health care of recent immigrants.**

*Ethnomed*, a joint project of University of Washington Health Sciences Library and the Harborview Medical Center's Community House Calls Program, is a website containing medical and cultural information on immigrant and refugee groups. Although it contains information specific to groups in the Seattle area, much of the cultural and health information is of applicable elsewhere. The project started in 1994 to bridge cultural and language barriers during medical visits. The objective is to make information about culture, language, health, illness and community resources directly accessible to health care providers who see patients from different ethnic groups.

<http://www.ethnomed.org>

- **Designed a dynamic set of programs and activities to introduce disadvantaged students to the Libraries, in the *Gear Up* Summer Institute**

*Gear Up* (Gaining Early Awareness and Readiness for Undergraduate Programs) is "a program to encourage low-income, disadvantaged students across Washington to plan for and succeed in higher education." More than 1,000 students from middle schools and junior highs come to campus for a week of information, activities and fun. The University of Washington Libraries is a proud participant and offers a number of programs for the *Gear Up* students.

<http://www.lib.washington.edu/gearup/>

<http://gearup.washington.edu/>

## **Staff and Administrative Diversity**

- **Established Diversity and Organizational Culture as a key action area of the Libraries Strategic Plan 2002-2005**

### DIVERSITY AND ORGANIZATIONAL CULTURE

Respect for all human diversity is a fundamental value of the Libraries. Staff members who appreciate different backgrounds and perspectives provide us with a competitive advantage as we approach problem solving and planning for services. This appreciation also allows us to serve our increasingly diverse communities more effectively and with more sensitivity.

In order to move towards our goal of developing a more diverse staff with greater appreciation of diversity, it is important that we understand our overall organizational culture so that we can leverage it to plan for change in ways that are congruent with our values.

Champion: Betsy Wilson, Director of University Libraries

Core Group: Diversity and Organizational Culture Task Force (Corey Murata, Chair)

<http://www.lib.washington.edu/about/StrategicPlan2002-2005.html>

- **Charged the Task Force on Diversity and Organization Culture to develop a diversity management plan for the Libraries.**

Report: Diversity in the UW Libraries: Recommendations for Strategic Action (2000)  
<http://staffweb.lib.office-of-director/diversity/report.htm>

- **Engaged DeEtta Jones, nationally known expert on diversity, to conduct interactive town hall sessions for all Libraries staff on diversity.**

Diversity and Organizational Culture Task Force  
<http://staffweb.lib.washington.edu/Diversity/>

- **Created an organizational culture survey to gather staff input on diversity issues and aspirations.**

Diversity and Organizational Climate Survey  
<http://staffweb.lib.washington.edu/Diversity/survey.html>

## **Librarian Diversity**

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- **Earmark funding to support participation in the ARL Leadership and Career Development Program, an intensive leadership experience for mid-career librarians of color.**

Since 1999, 4 mid-career librarians (Corey Murata, Judy Tsou, Angela Lee, and Linda Whang) have been selected for the nationally competitive Association of Research Libraries Leadership and Career Development Program (LCDP). LCDP is designed to increase the number of librarians from underrepresented racial and ethnic groups in positions of influence and leadership in research libraries by helping them develop the skills needed to be more competitive in the promotion process. The LCD Program consists of several components: an organizing meeting, two five-day Institutes, a mentoring relationship, research project development, three web-based courses, and a closing ceremony. The program's success is directly linked to the participation of leaders in the research library and library education communities as mentors and institute designers and faculty.

<http://www.arl.org/diversity/lcdp/index.html>

- **Established and provide the McKinstry Diversity Fellowship for MLIS (masters of library and information science) students in the UW Information School, designed to encourage and support underrepresented students who wish to pursue a career in academic librarianship and who demonstrate financial need.**

The University Libraries offers a unique fellowship to MLIS students of the Information School that combines a scholarship with a paid work experience in the University Libraries system. The successful fellow receives a scholarship and an assignment in a University Libraries unit(s) based on the recipient's interests. This one-year scholarship and job experience is designed to encourage and support underrepresented students from Native American, Hispanic American, African American and Hawaiian/Pacific Islander heritages who wish to pursue a career in academic librarianship and who demonstrate financial need.

<http://www.ischool.washington.edu/mlis/finaiduwscholarships.htm#emp>

## **Collection Development and Research**

- **Building a digital museum documenting Pacific Northwest culture and history of Olympic peninsula communities**

The Libraries, in collaboration with Educational Partnerships and Learning Technologies, received a \$450,000 grant from the Institute of Museum and Library Services to create a digital archive of Pacific Northwest cultural and historical items and to produce six online exhibitions over two years as the foundation for an online community museum. Olympic Peninsula communities and the University of Washington will work together to create a web-based museum to showcase aspects of the rich history and culture of the region.

<http://www.washington.edu/eplt/pressroom/virtualmuseum.shtml>

- **Augmented the Libraries Media Center collection with a sizeable collection of videos and DVDs produced by, directed by, or directly concerning American Indians**

A combined effort among the American Indian Studies Department, the Native Voices Program, the Media Center, and the Anthropology librarian resulted in an Allen Endowment award of \$28,445 for purchase and processing of videos and DVDs produced by, directed by, or directly concerning American Indians. The acquisition of these film and television productions has significantly enhanced the Libraries' collection. The purchase of these materials has coincided with a commitment by UW leadership and American Indian Studies faculty to position the program as one of eminence.

- **Creating an ESL collection to meet the primary needs of non-native English speaking students at the University of Washington**

The Odegaard Undergraduate Library and Commons maintains a collection designed to meet the primary needs of non-native English speaking students at the University of Washington. The collection, which includes books and cassette tapes, is arranged by reading level and classified in Library of Congress subject arrangement. Most of the resources maintained in the collection are available for check out.

<http://www.lib.washington.edu/Ougl/esl/esl3.html>

- **Established and expanding an endowment in Spring 2000 to enhance GLBT holdings, programs, and related activities in the UW Libraries. Through additional gifts, the fund has nearly tripled in size during the intervening four years.**

The Robert Eichler and Bryan Dittmer Library Endowment for Gay and Lesbian Studies was established to create a documentary collection and record of the gay and lesbian community in the United States, and in particular, in the Pacific Northwest; to purchase, collect and preserve materials including but not limited to books, journals, manuscripts, papers, reference works and audio-visual materials; and to underwrite the costs of guest presentations and speeches, lectures, educational forums, professional groups, exhibits, publications and other related educational activities that support and promote gay and lesbian studies.

[https://secure.gifts.washington.edu/lib\\_uw/endowments/EICDIT.asp](https://secure.gifts.washington.edu/lib_uw/endowments/EICDIT.asp)

- **Created a web exhibit on the incarceration of Japanese Americans during World War II, providing enhanced access to the Libraries' unique holdings.**

The Japanese American Exhibit and Access Project is a multifaceted project to create a permanent web site which provides enhanced access to the UW Libraries holdings on the incarceration of Japanese Americans during World War II. Included in the project is a virtual exhibit focusing on the Puyallup assembly center, Camp Harmony, as well as enhanced access to archival guides and inventories of the UW Libraries Special Collections.

<http://www.lib.washington.edu/exhibits/harmony/default.htm>

- **Partnered with local historical organizations to scan and catalog 12,000 19<sup>th</sup> and 20<sup>th</sup> century images portraying people, places and events in King County's communities.**

This partnership between a major regional history museum, a major state university library, and ten smaller historical organizations has created a new model for museum, library and historical society cooperation, and for public access to collections. The result is the creation of a major primary material resource for educators, scholars, and lifelong learners that provides access to the history of a single region through a comprehensive collection of 12,000 historic images and metadata.

<http://content.lib.washington.edu/imls/kcsnapshots/index.html>

## **Climate**

- **Created an organizational culture survey to gather staff input on diversity issues and aspirations.**

Diversity and Organizational Climate Survey

<http://staffweb.lib.washington.edu/Diversity/survey.html>

- **Created Welcome banners in multiple languages at the Odegaard Undergraduate Library for Fall Orientation 2003; also launched the highly successful new tradition of folding origami cranes at OUGL for relaxation and fun.**

The UW launched a new Fall Orientation program to rejuvenate a sense of community & belonging among UW faculty, administrators, staff & current students. Fall Orientation welcomed new students to the wealth of opportunities available at UW, seeking to empower them to find their own unique paths. Departments were encouraged to develop their own welcoming traditions as part of the new focus on community.

[http://admin.urel.washington.edu/uweek/archives/issue/uweek\\_story\\_small.asp?Search=time+day&Submit=GO&id=1390](http://admin.urel.washington.edu/uweek/archives/issue/uweek_story_small.asp?Search=time+day&Submit=GO&id=1390)  
[http://admin.urel.washington.edu/uweek/archives/issue/uweek\\_story\\_small.asp?Search=time+day&id=1402&paqet=searchresults](http://admin.urel.washington.edu/uweek/archives/issue/uweek_story_small.asp?Search=time+day&id=1402&paqet=searchresults)  
<http://depts.washington.edu/fyp/fallo/>

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