

## 2016 NATIONAL DIVERSITY IN LIBRARIES CONFERENCE

### PROGRAMS (preliminary list)

*This list of programs is not complete. A complete list will be posted soon.*

#### **Academic Libraries Spearheading Diversity and Cultural Initiatives on University Campuses**

Susan M. Banoun, Associate Senior Librarian / Head, Electronic Resources Department, University of Cincinnati

Don Jason, Assistant Librarian, Health Sciences Informationist, University of Cincinnati

Thura Mack, Coordinator for Community Learning Services and Diversity Programs, University of Tennessee

Kenya Flash, Assistant Professor Diversity Resident, University of Tennessee

Essraa Nawar, Coordinator of Development and Chair of the Arts, Exhibits and Events Committee, Leatherby Libraries, Chapman University

Raymond Pun, First Year Student Success Librarian, California State University, Fresno

Tiewei (Lucy) Liu, Metadata and Catalog Librarian, California State University, Fresno

Hiromi Kubo, Public Services Librarian, California State University, Fresno

Arturo Mendoza, Library Services Specialist, California State University, Fresno

*These 4 Academic Libraries will showcase successful diversity and cultural programs and outreach initiatives. Having these programs and initiatives postures our libraries as intellectual, social, and cultural environments as well as safe welcoming spaces for students and faculty. The presenters will share their best recipes for programming success.*

Format: Lightning Round

Track: Programming, Outreach, and Advocacy

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#### **ARL Diversity Fellows around the Fireplace: The Stats, Lived Experiences, and Lessons Learned**

Joanna Chen Cham, Los Angeles as Subject, Resident Archivist, University of Southern California

Genevia Chamblee-Smith, Library Assistant, Cooley, LLP

Mario Macias, Librarian, Pierce College

Jakilah Mason, Library Associate, Gwinnett County Public Library

Christian Minter, Education Coordinator, National Network of Libraries of Medicine, MidContinental Region

Hanni Nabahe, ARL/SAA Mosaic Fellow, University of Arizona Libraries

Chimene Tucker, Journalism and LGBT Studies Librarian, University of Southern California

*In this roundtable, current and former fellows from each of the Association of Research Libraries' diversity initiatives will share how their ARL fellowships impacted their educational and professional experiences and offer insights and recommendations as to what program aspects were most effective for those seeking to design and improve upon their own diversity-recruiting efforts. Peer mentoring examples will also be discussed as an ongoing resource among alumni Diversity Scholars to help with career advancement.*

Format: Roundtable

Track: Personnel, Management, and Organization

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### **Being the Bridge: Exploring the Roles, Challenges, and Future Directions of Diversity Committees in Libraries**

Don P. Jason III, Clinical Informationist, University of Cincinnati Libraries

Rose L. Chou, Budget Coordinator, American University Library

Jennifer Garrett, Research Librarian for Management, Education and Social Sciences, North Carolina State University Libraries

Angela E. Weaver, Head, Art and Drama Libraries, University of Washington Libraries

Ann Marie Willer, Preservation Librarian, Massachusetts Institute of Technology

*This roundtable will facilitate a conversation centered on diversity committees in libraries. Five speakers will share their experiences building, sustaining and reinventing diversity committees at their respective institutions. This session hopes to be a springboard for dialogue. It will foster a free flow of information amongst the speakers and participants. This roundtable seeks to empower librarians and to create a network of collective wisdom and continued sharing that extends beyond the NDLC.*

Format: Roundtable

Track: Personnel, Management, and Organization

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### **Bridge Over Troubled Waters: Contesting Oppression and Building Cultural Competence and Empathy in LIS Spaces**

Dr. Nicole A. Cooke, Assistant Professor, The Graduate School of Library and Information Science, University of Illinois

Dr. Robin F. Kurz, Assistant Professor, The School of Library and Information Management, Emporia State University

*With the heightened focus on diversity and inclusion in LIS spaces and other segments of U.S. society, difficult conversations, and often confrontation around racism and other forms of oppression, have increased in libraries, classrooms, and other physical and virtual settings. Two LIS educators / librarians will facilitate this roundtable discussion on informing practice through different identities, intersectionalities, and privileges, and contesting microaggressions and other forms of silencing through empathy and cultural competence.*

Format: Roundtable

Track: Challenging Topics

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### **Community Outreach and Collaboration in Academic Libraries**

Lae'l Hughes-Watkins, University Archivist, Assistant, Kent State University

Nancy Lilitana Godoy-Powell, Librarian and Archivist, Chicano/a Research Collection, Arizona State University Libraries

Rachel Leket-Mor, Associate Librarian, Religious Studies, Philosophy, Jewish Studies, Medieval and Renaissance Studies, Arizona State University Libraries

Joyce Martin, Curator and Associate Librarian, Labriola National American Indian Data Center, Arizona State University Libraries

Qian Liu, Associate Librarian, Chinese & Korean Studies Librarian, Arizona State University Libraries

*Kent State University Archivist will highlight how their Department of Special Collections and Archives' Black Campus Movement (BCM) project is helping to provide opportunities for collection development and fostering opportunities to work with faculty on integrating primary resources highlighting under-documented communities into instructional design. Arizona State University Librarians will illuminate community engagement through an examination of outreach activities within their respective unique collections; the Labriola National American Indian Data Center, the Chicano/a Research Collection, the Jewish Studies Collection, and the China Studies Collection. Participants will learn how to engage different demographics via acquisition, instructional design, exhibits, grant projects, public events, social media, web applications, and digital repositories.*

Format: Panel

Track Programming, Outreach, and Advocacy

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### **Creating a Sustainable Plan for Diversity and Inclusion: From Awareness to Action**

Cat Phan, Digital Services Librarian, University of Wisconsin-Madison

Erin Carrillo, Information Services Librarian, University of Wisconsin-Madison

Lori Mestre, Professor and Head, Undergraduate Library, University of Illinois at Urbana-Champaign

Kristyn Caragher, Graduate student, Graduate School of Library and Information Science, University of Illinois at Urbana-Champaign

*This panel presentation will describe how two University Libraries developed aspects of programming, training, and a plan to integrate diversity efforts into staffing and services. Phan and Carrillo will detail their Diversity Task Force efforts and Mestre and Caragher will share the Blackboard Collaborate modules and workshop series for anti-oppression and microaggressions training that were developed. They each will describe methodologies used, findings, recommendations, specific actions, and suggestions for determining accountability. They will also share the lessons learned, and facilitate a discussion on challenges moving forward to help library faculty and staff develop competencies to promote diversity and inclusion in our workplaces, and to move beyond awareness to action.*

Format: Panel

Track: Personnel, Management, and Organization

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### **Cultural Aspects and Perspectives in Health Sciences Library Services**

Patricia Bradley, Native and Distance Services Librarian, Health Sciences Library and Informatics Center, University of New Mexico\*

Annabelle V Nuñez, Research & Learning Librarian, University of Arizona Health Sciences Library\*

Monica Rogers, Division Head, Reference and User Support Services, Health Sciences Library and Informatics Center, University of New Mexico

Patricia Montiel-Overall, Associate Professor, University of Arizona School of Information

Verónica Reyes-Escudero, Associate Librarian/Borderlands Curator, University of Arizona Libraries

(\*In attendance)

*Understanding cultural health values and beliefs is an important aspect to integrate when delivering library services to diverse communities. This presentation will feature a discussion on the successful outreach services designed to reach Native nations in New Mexico inspired by the National Library of Medicine's Exhibit, "Native Voices." Additionally, an embedded librarian will discuss her approach to incorporate Latino cultural assets as a framework for providing health information to her clients.*

Format: Panel

Track: Programming, Outreach, and Advocacy; Personnel, Management, and Organization

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### **Discovering and Accommodating the Needs of Target Communities in Academic Libraries**

Raymundo Andrade, Programming Librarian, Loyola Marymount University

Jamie Hazlitt, Librarian for Collection Development and Evaluation, Loyola Marymount University

Lorna Dawes, Assistant Professor, University of Nebraska-Lincoln

Sally Romero, Librarian, Los Angeles Trade-Technical College

Yayo Umetsubo, Liaison Librarian for Arts and Social Sciences, Education, and Unama'ki College, Cape Breton University

Sabrina Wong, Student Engagement Librarian, SAIT Polytechnic

*Academic libraries are continuously exploring different methods on how to reach and meet the needs of not only "traditional" students but also target communities to provide a sense of diversity and inclusion.*

- *Andrade and Hazlitt will talk about a pilot project to offer basic computer classes to facilities staff at LMU.*
- *Dawes will illustrate how a Culturally Responsive pedagogy is used to teach ethical use of information in a seminar for International Students.*
- *Romero will discuss collaboration between LATTC library and their Child Development Center to facilitate lifelong learning and love for libraries.*
- *Umetsubo will share the process of creating and developing library instruction videos by incorporating indigenous students' input as part of her research project.*
- *Wong will discuss how to adapt library engagement activities for a trade school culture that values practicality, applied education, and workplace readiness.*

Format: Panel/Lightning Round

Track: Programming, Outreach, and Advocacy

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### **Diversity Standards in Action: How Do We Practice & Value Cultural Competencies?**

Mario Macías, Librarian, Los Angeles Pierce College

Melissa Cardenas-Dow, Reference & Instruction Librarian, University of California, Riverside

Jenny Yap, Librarian, Berkeley City College

Jessica Davila Greene, STEM Librarian, Team Leader, Claremont Colleges Library

Eva Rios-Alvarado, Adjunct Librarian, Mt. SAC, GCC, & ELAC

Susan C. Luévano, Anthropology, Ethnic, Women and Gender Studies Librarian, California State University Long Beach

Jayati Chaudhuri, Instruction & Reference Librarian, California State University, Los Angeles

*A panel of librarians will unpack the Diversity Standards developed by the Racial and Ethnic Diversity Committee of ACRL. How do we envision ourselves as culturally competent? How do we engage with these cultural competencies and how do we assess our endeavors through these Diversity Standards? What if our institutions or colleagues have not embraced the Standards? How are cultural competencies valued--both at the individual and/or institutional level? Join this interactive conversation modeled by the World Café method.*

Format: World Cafe method

Track: Personnel, Management, and Organization

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### **Do We Walk the Walk, or Just Talk the Talk? Library Practices around Intersectional Needs**

Melissa Villa-Nicholas, Ph.D. student, University of Illinois Urbana-Champaign, Graduate School of Library and Information Science

Jeanie Austin, Ph.D. student, University of Illinois Urbana-Champaign, Graduate School of Library and Information Science

Christina J. Woo, Research Librarian, University of California, Irvine

*This panel examines how library practices represent racial, gender, and sexual norms through core functions, including collections, instruction, and programming. The presenters analyze how libraries reproduce and resist racism and heteronormativity, and how those productions of knowledge reflect or reject the larger communities. How does your library approach immigrants'/migrants' needs? How do LGBTQ+ youth evaluate library materials specific to their experience and identity? How do you include the under-represented in your library's spaces, webpages, and publications?*

Format: Panel

Track: Programming, Outreach, and Advocacy; Collections and Access

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### **Educating the Educators: Proactive Approaches to the Inclusive Classroom**

Shannon Simpson, Student Engagement and Information Fluency Librarian, Johns Hopkins University

Macie Hall, Senior Instructional Designer, Johns Hopkins University

Paula M Smith, Associate Librarian, Penn State Abington

Dolores Rafter-Arevalo, Coordinator, Office of Global Programs, Penn State Abington

*As demographics and attention on our college campuses are finally shifting to reflect our increasingly diverse world, our classrooms must meet the needs and challenge the assumptions of both students and faculty from myriad experiences and backgrounds. This interactive and resource filled session will present approaches by 2 institutions that are working to foster proactive classroom approaches to inclusion. The Global Awareness Dialogue Project (GADP) at Penn State Abington is a faculty development initiative, aimed at increasing the collective cultural understanding and competence of the faculty while examining the changing dynamics in the classroom space. TILE: The Toolkit for Inclusive Learning Environments developed at John Hopkins University contains engaging pedagogically based classroom activities designed for faculty to help students interact more meaningfully in myriad areas of diversity, through their chosen discipline. By educating the educators, both projects present ways in which inclusivity can be thought of and integrated into the classroom in an intentional rather than reactive manner. Presenters*

*will share with participants their accumulated resources and how they can partner with campus stakeholders to help create inclusive learning environments.*

Format: Panel

Track: Programming, Outreach, and Advocacy

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**From “My Block” to “Born on the Rez”: A Linguistic Analysis of lyrics by 2Pac, Frank Waln, Litefoot, Nataanii Means, and Night Shield**

Teresa Y. Neely, Ph.D., Associate Professor, College of the University Libraries & Learning Sciences  
Sarah Kostecky (Zuni Pueblo), MLS, Assistant Professor, College of the University Libraries & Learning Sciences

Monica Etsitty Dorame (Navajo Nation), MPA, Library Services Coordinator, College of the University Libraries & Learning Sciences

Jorge Ricardo López-McKnight, MLS, Assistant Professor, College of the University Libraries & Learning Sciences

*The lack of consistent wide-spread media coverage of recent events in North America involving violence against Native Americans and African Americans in the U.S., led the authors to closely examine where, and by whom these events were being reported. A review of media sources revealed uneven coverage of recent tragic events. The researchers undertook a project to compare and analyze the lyrics of Native American rappers and Tupac Shakur, an African American rapper whose lyrics reflected his life experiences.*

Format: Panel

Track: Programming, Outreach, and Advocacy

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**Grow Your Community: An Exploration of Peer Mentoring for People of Color**

Annie Pho, Inquiry and Instruction Librarian, University of California - Los Angeles

Ariana Santiago, Instruction Librarian, University of Houston

Eva Rios-Alvarado, Adjunct Librarian/Professor, Mt. San Antonio College, Glendale Community College & East Los Angeles College

Mara Cabrera, Librarian I (Teen Services), Santa Monica Public Library

Nancy Olmos Head, Metadata & Content Management, Norris Medical Library - University of Southern California

Dr. Rebecca Davis, Information Services Librarian, Jennifer Ann Wilson Dental Library - University of Southern California

Sojourna Cunningham, Social Science and Assessment Librarian, University of Richmond

Tarida Anantachai, Learning Commons Librarian, Syracuse University

*We will showcase examples of grassroots approaches to creating formal and informal peer mentoring groups. Peer mentoring led by people of color is an approach to mentorship that creates safe spaces and the ability to define a professional and personal identity. We will also address the challenges and opportunities presented by such models, including their effects on early career development. Join us as we discuss perspectives in creating diversity networks for collaborative growth.*

Format: Roundtable/Panel hybrid  
Track: Personnel, Management, and Organization

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### **Information Literacy through Different Lenses**

These session features two innovative ways of teaching information literacy.

#### **Visualizing #blacklivesmatter: Exploring Critical Visual Literacy through Instagram**

Stacy R. Williams, Head, Architecture and Fine Arts Library, University of Southern California

*This paper will examine visual literacy within the context of using Instagram. Instagram provides a platform for sharing and discovering images from all over the world. Within the posted images, account holders share details about their images and add hashtags. Followers are allowed to like, discuss, and provide additional hashtags to a post. In the case of #blacklivesmatter, how can images with this hashtag provide strategies for applying visual literacy activities in library instruction sessions?*

#### **Information Literacy through Personal Narrative: Women's Studies and the Human Library**

Kara Blizzard, Public Services Librarian, University of Alberta - Augustana Campus

Nancy Goebel, Head Librarian, University of Alberta - Augustana Campus

Yvonne Becker, Associate Professor of Physical Education and Women's Studies, University of Alberta - Augustana Campus

*This presentation describes a library/faculty collaboration on an undergraduate women's studies assignment: students begin research by visiting the Augustana human library and "reading" human books who speak about firsthand experiences relating to sex, gender, and sexuality. Past topics have included eating disorders, being transgender, bisexuality, and sexual abuse. Students reflect that the assignment provides them with a unique, immersive learning experience by allowing them to engage with both oral narratives and traditional scholarly information sources.*

Format: Individual Presentations  
Track: Programming, Outreach, and Advocacy

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### **Latino Digital Archives Group**

Lillian Castillo-Speed, Head Librarian, Ethnic Studies Library, University of California, Berkeley

Norma Corral, Latino Digital Archive Group, Advisory Committee Member / UCLA Librarian, Retired

Kathryn Blackmer Reyes, Librarian, San Jose State University

Richard Chabran, Adjunct Instructor, Adjunct Instructor, California State University, Los Angeles

*The Latino Digital Archive Group (LDAG) was formed to explore the establishment of a Latino digital archive to digitally preserve all aspects of U.S. Latino history. The Latino Digital Heritage Kit uses the Mukurtu CMS to engage communities in preserving their history through creating Latino digital collections. LDAG has two components: 1. facilitating heritage fairs that will provide learning opportunities and hands-on use of technology; 2. bringing together information professionals and representatives of state and national digital initiatives to lend their expertise by teaching concepts related to digital technology.*

Format: Roundtable

Track: Collections and Access

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**'Let Us Work Together': Academic Libraries and Social Justice on Campus**

Sara Arnold-Garza, Research & Instruction Librarian, Towson University

Dave Ellenwood, Reference and Instruction Librarian, University of Washington Bothell / Cascadia College

Tami Garrard, Access Services Manager, University of Washington Bothell / Cascadia College

Cindy Ingold, Gender Studies and Multicultural Services Librarian, University of Illinois Urbana-Champaign

Sofia Leung, Learning Studio Librarian, University of Kansas

Megan Watson, Reference and Instruction Librarian, University of Washington Bothell / Cascadia College

*A new wave of student activism reminds us that libraries are central to the lives of students as a place of study, socializing, rest, and engagement with conversations larger than themselves. In this workshop, we will share examples of libraries challenging and transcending a transactional model to forge solidarities with campus communities. Join us to discuss critical frameworks around ally-ship and solidarity, and to collectively develop strategies for engaging in transformative social justice work.*

Format: Workshop

Track: Programming, Outreach, and Advocacy; Challenging Topics

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**Library Associations Working for Diversity**

*This session features two presentations on what two library association groups are doing to advance diversity and inclusion.*

**ACRL Diversity Standards Revisited: Intersectional Approach to Cultural Competency**

Kenny Garcia, Reference and Instruction Librarian, California State University - Monterey Bay

Tarida Anantachai, Learning Commons Librarian, Syracuse University

Martha A. Parker, Digital Services Librarian, University of Arkansas - Fayetteville

Megan Watson, Research & Instruction/Education Librarian, University of Washington Bothell & Cascadia College

*The Association of College and Research Libraries (ACRL) Diversity Committee has taken up the task of revising the ACRL Diversity Standards for greater inclusivity. Initial feedback was gathered through a survey in the summer of 2015. This roundtable will discuss the rationale behind revising the standards, speak to the changing organizational climate in academic libraries around diversity, and share best practices on how to engage with cultural competencies at an academic library.*

Format: Roundtable

**We Shall Not Give Up the Fight: Lessons Learned by the ALA Task Force on Equity, Diversity, and Inclusion**

Melissa Cardenas-Dow, Reference & Instruction Librarian, University of California, Riverside



Trevor A. Dawes, Associate University Librarian, Washington University in St. Louis  
Martin Garnar, Dean, Kraemer Family Library, University of Colorado Colorado Springs  
Alanna Aiko Moore, Sociology, Ethnic Studies and Gender Studies Librarian, University of California, San Diego  
Mark Puente, Director of Diversity and Leadership Programs, Association of Research Libraries

*After an intensive two-year process of engagement, reflection, and discernment, the ALA Task Force on Equity, Diversity, and Inclusion made recommendations for how the world largest library association can promote and support the principles of equity, diversity, and inclusion within the association, the library profession, and the larger world. A panel of task force members will share their experiences of grappling with these issues, review their final recommendations, and give advice on crafting diversity plans.*

Format: Panel

Track: Personnel, Management, and Organization

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### **Making Space for Diversity: Inclusiveness in Library Makerspaces**

James Cheng, NCSU Libraries Fellow, North Carolina State University Libraries  
Lauren Di Monte, NCSU Libraries Fellow, North Carolina State University Libraries  
Sharona Ginsberg, Learning Technologies Librarian, SUNY Oswego  
Emily Mitchell, Webmaster Librarian, SUNY Oswego  
Madison Sullivan, NCSU Libraries Fellow, North Carolina State University Libraries

*Libraries are building makerspaces and developing making programs to broaden access to digital and physical fabrication, and to further their technological and informational literacy programs. This panel discussion will examine maker initiatives emerging from public and academic libraries, and within the broader DIY movement. Presentations will focus on how to build inclusive communities within makerspaces, how to develop programming that addresses a range of populations, and discuss strategies for fostering diversity, inclusion, and accessibility.*

Format: Panel

Track: Programming, Outreach, and Advocacy

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### **Making the Invisible Visible: Diversity, Dialogue and Multicultural Awareness through Digital Projects.**

Yemisi Dina, Associate Librarian/Head of Public Services, Osgoode Hall Law School, York University  
Norda Majekodunmi, Associate Librarian/ Head, Scott Research & Collections, York University Libraries  
Erin White, Web Systems Librarian, Virginia Commonwealth University  
Alice Campbell, Digital Outreach and Special Projects Librarian, Virginia Commonwealth University  
(cannot attend, but is a co-author)

*Librarians from the Virginia Commonwealth Libraries, United States and York University/Osgoode Hall Law School Libraries, Canada have developed digital projects to build awareness about diversity, racial discrimination, religious persecution and multicultural communities. This combined presentation discusses the unique ways digital projects help us expand the library/librarians' role in promoting widespread, meaningful dialogue, historical awareness, and preservation of indigenous knowledge to diverse audiences.*

Format: Panel

Track: Collections and Access; Programming, Outreach, and Advocacy

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### **Memories of Migration**

Jessica Bell, Assistant Project Director, Santa Ana Public Library, City of Santa Ana

José Guillermo Naranjo, Community Outreach Specialist, and Linguistic Liaison, Santa Ana Public Library, City of Santa Ana

David Prieto, Technology Services Coordinator, Santa Ana Public Library, City of Santa Ana

Dulce Saavedra, Community Outreach Specialist, Santa Ana Public Library, City of Santa Ana

*The first panelist will review the objectives, concepts, and benefits memory preservation programming provides for migrant communities. The second panelist will discuss the methods of outreach that should be employed by successor institutions and agencies. The third panelist will discuss the role of technology in outreach, and building youth skillsets. The final panelist will underscore the utilitarianism of this program in providing information to migrant communities toward navigating their migration process, and seeking change in areas where opportunities for policy improvement may exist.*

Format: Panel

Track: Programming, Outreach, and Advocacy

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### **Missing in the Archives: Uncovering Underrepresented Voices**

Eleanor Brown, Head, Special Collections Research Center, North Carolina State University

Virginia Ferris, NCSU Libraries Fellow, North Carolina State University

Julia Huddleston, Archivist, University of Utah

Twanna Hodge, Diversity Resident Librarian, University of Utah

*Archives and archivists are entrusted with preserving and providing access to the histories of communities and people, which includes documenting the diversity and changing needs of those communities and people. This session explores the challenges of locating voices of underrepresented communities in archival research, and discusses efforts to create a more inclusive record in the archives. The speakers will examine the ways in which archives can either establish or build upon past efforts for diverse holdings, using examples of case studies, oral histories, collection development policies, collaborative outreach programs, staff training and online programs.*

Format: Panel

Track: Collections and Access

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### **Promoting Academic Success among Student Veterans through Libraries**

Win Shih, Director of Integrated Library Systems, University of Southern California

Eduardo Tinoco, Business Librarian, University of Southern California

Michael Habata, Librarian, Los Angeles Pierce College

Lisa Valdez, Librarian, Los Angeles Pierce College

*Librarians from USC will report a survey of academic libraries on current services and resources offered to student veterans, as well as to assess student veterans' information needs and identify challenges and barriers of working with them. One example took place at L.A. Pierce College, where the library presented programming related to the veteran experience tied in to the college's One Book-One Campus program. This resulted in greater outreach to the campus veteran community through student curriculum and campus events.*

Format: Panel

Track: Programming, Outreach, and Advocacy

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### **Recruiting and Retaining a Diverse Workforce: Challenges and Opportunities**

Cheryl Beredo, Kheel Center Director, Cornell University

Jade Alburo, Librarian for Southeast Asian and Pacific Islands Studies, UCLA

Tessa Dover, PhD student, Self & Social Identity Lab, University of California, Santa Barbara

April Hathcock, Scholarly Communications Librarian, New York University Libraries

Mark A. Puente, Director of Diversity and Leadership Programs, Association of Research Libraries

*This roundtable will facilitate a constructive conversation about the challenges and opportunities in our profession's attempts to recruit and retain a diverse workforce. Panelists and audience members will discuss the issues involved, successes, and shortcomings in work at organizational, inter-institutional, and national levels. Participants will have an opportunity to learn about diversity initiatives in different contexts, discuss the merits of different approaches, and develop an understanding of what a successful program might look like in their context.*

Format: Roundtable

Track: Personnel, Management, and Organization

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### **Scaling Up: The Next Level of Diversity and Inclusion Training**

Tahirah Akbar-Williams, Education and Information Studies Librarian, University of Maryland, College Park

Cynthia Sorrell Arabic & Persian Studies Librarian, Assistant Manager of Collections University of Maryland, College Park

Wanda Brown, Director of Library Services, Winston-Salem State University

Hubert Womack, Instruction and Outreach Librarian, Wake Forest University - Z. Smith Reynolds Library

*This presentation will address diversity and inclusion training on two fronts: 1) future librarians and 2) student workers.*

### **Diversity Immersion Institute: Teaching Library Students about Diverse Populations**

*The Diversity Immersion Institute is a program created at the University of Maryland, College Park to educate future librarians about diversity issues. This seven day Institute will expose future librarians to issues of diversity and inclusion via a series of activities, such as, readings, journaling, introspection, group discussions and feedback from diverse librarians of color. The purpose of this Institute is to allow individuals who have not been exposed to diverse populations a chance to explore the myriad of diversity issues they will encounter in the workforce and in life. Future librarians will also get an opportunity to*

*teach sessions with faculty of color and create and execute programs for students of color. Moreover, this program will help future librarians understand how they can become advocates of issues of diversity within their professional lives.*

**“Serving Diverse Populations”: A Diversity, Inclusion, and Service Workshop Model for Library Student Assistants**

*The Z. Smith Reynolds Library at Wake Forest University values the library as a place where everyone is welcome, and is committed to providing faculty and staff with ample opportunities for diversity and inclusion training. The ZSR Library decided to take this one step further and offer this training to our 200+ student workers. Our presentation will describe the student learning session entitled “Serving Diverse Populations” and the exercises we designed.*

Format: Panel

Track: Personnel, Management, and Organization

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**Seeing Yourself in the Library and Creating Communities with Special Collections: Outreach and Inclusion with Latino, Latin American, and African American Programming and Instruction**

Cristine Paschild, Head of Special Collections, Portland State University Library

Barbara Robinson, Librarian, Boeckmann Center for Iberian & Latin American Studies, Special Collections, USC Libraries

Felix Gutierrez, Prof. Emeritus of Journalism, USC

Liana Stepanyan, Assistant Professor (Teaching) of Spanish, USC

Tyson Gaskill, Executive Director, Communications and Events, USC Libraries

Anne-Marie Maxwell, Editor/Writer/Curator, Communications and Events, USC Libraries

*Panelists from Portland State University and University of Southern California will present examples of successful programming and outreach with Special Collections to address cultural and linguistic diversity and build community. They will offer perspectives of librarians, faculty and staff who effectively use local collections and primary resources for community engagement, events, exhibitions, publications and instruction. Drawing upon the cultural and academic centrality of the library as a way to raise visibility and foster inclusivity, the panelists will illustrate the potential for Special Collections as a hub for community connections and collaborations on campus and beyond.*

Format: Panel

Track: Collections and Access

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**The Structure of Accessible Content: Building a Bridge to Understanding**

Kelli Ham, Consumer Health and Technology Coordinator, National Network of Libraries of Medicine, Pacific Southwest Region, UCLA Biomedical Library

Patrick Burke, Coordinator, UCLA Office of Information Technology, Disabilities and Computing Program

*Digital content is ubiquitous, expanding information access in previously unimaginable ways. Powerful tools allow users to create and disseminate content in numerous formats, including complex documents, visually-intense presentations, and compelling multimedia. However, much of this content is inaccessible to people who have disabilities. Attend this session to see demonstrations of assistive technologies, to*

*learn about Section 508 compliance, and to learn strategies and techniques to improve accessibility and inclusion for all users of our content.*

Format: Individual Presentation

Track: Collections and Access

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### **Telling Different Stories: Evaluating the Impact of Archives on Communities**

Michelle Caswell, Assistant Professor of Archival Studies, Department of Information Studies, UCLA

Ricky Punzalan, Assistant Professor, College of Information Studies University of Maryland

Jamie A. Lee, Assistant Professor, School of Information University of Arizona

*Community archives are independent, grassroots organizations that enable members of minoritized communities to document their own histories. This panel addresses how recent changes in archival practice have impacted communities who have not previously seen themselves represented in mainstream archives. Based on their research and practice with several communities-including Indigenous, Asian American, and queer communities-the panelists will offer new and exciting ways to think about and evaluate the impact of such archival endeavors.*

Format: Panel

Track: Collections and Access

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### **Turning Commitment into Action: Creating a Successful Diversity Plan for Your Library**

Kathryn Kjaer, Head, Library Human Resources, University of California, Irvine Libraries

Sheree Baugh, Marketing & Donor Relations Assistant, University of California, Irvine Libraries

Azadeh Vosoughian, Organizational Development, Assessment, and Grants Analyst, University of California, Irvine Libraries

*This workshop will explore several aspects of developing and implementing an organizational diversity plan. The presenters will share information on existing library diversity plans as well as lessons learned from their recent planning experience at the University of California, Irvine Libraries. The workshop will include small group breakout sessions in which participants will discuss and explore issues faced by libraries that aspire to create and support a culture of diversity and inclusive excellence.*

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### **What We Do Matters: KU Libraries and Social Justice**

Sofia Leung, Learning Studio Librarian, University of Kansas

Mike Broadwell, Executive Director of Administrative Services, University of Kansas

Tami Albin, Associate Librarian, University of Kansas

Sean Barker, Program Coordinator for the Office of Scholarly Communication and Copyright, University of Kansas

*This panel of staff, faculty, and administrators from the University of Kansas Libraries, offers perspectives on meeting the challenges posed by student activists. We will discuss how our response to a town hall forum on race developed and our efforts to create a multi-faceted approach to integrating social justice*

*into our organizational structure. We will end with facilitated group discussions on how others might attempt to change their institutional cultures and consider potential challenges.*

Format: Panel

Track: Personnel, Management, and Organization

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### **Why We Stay: The Motivation of Veteran Underrepresented Minority Academic Librarians**

Antonia P. Olivas, Ed.D., Education & Sociology Librarian, California State University San Marcos

Shannon D. Jones, Director of Libraries, Medical University of South Carolina

Binh P. Le, Associate Librarian/2015-16 Administrative Fellow, The Pennsylvania State University

*For years stories of why underrepresented minorities leave the profession have dominated library literature. Panelists will discuss the challenges they have faced in the profession but also discuss their motivations to stay and seek leadership opportunities in academic libraries. These veteran librarians will discuss strategies that have worked for them and what advice they would give to others that could help increase retention numbers of underrepresented minority academic librarians.*

Format: Panel

Track: Personnel, Management, and Organization

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### **Wikipedia: A Bridge from Basic Markup to the Research Cycle**

Lia Friedman, Learning Services Director, UC San Diego

Gayatri Singh, Reference & Information Services Coordinator, and Librarian for Communication, UC San Diego

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*Wikipedia is a widely-used resource for information, but there's always room for improvement when it comes to underrepresented entry subjects, especially in academic environments. Many instructors hesitate to use Wikipedia as a trusted source, but bringing students, faculty and community members together at Wiki Edit-a-thons to understand how these pages are created and by whom (predominately white men), and then to create new pages featuring diverse or underrepresented people/subjects, is a deep dive into the research cycle. If possible, create or bring your Wikipedia log in and laptop so we can do some hands on editing. Beginners are welcome.*

Format: Workshop

Track: Programming, Outreach, and Advocacy