NDLC'16

National Diversity in Libraries Conference

Contents

Dear NDLC Participant,

On behalf of the Association of Research Libraries (ARL) and the UCLA Library, welcome to the 2016 National Diversity in Libraries Conference! We are delighted you are here, and we have put together a thought-provoking, enlightening set of programs and panels that will give you, as members of the library community, new ideas, techniques, and strategies to build diversity in our profession and in our roles as providers of collections, services, and spaces.

The theme of this year's conference is "Bridges to Inclusion." As we are all painfully aware, society has a long way to go to achieve diversity, equity, and inclusion for all people. Over the next few days, as you attend this year's NDLC sessions, I hope you will renew your commitment to "build equity, for all" (the mission of UCLA's Diversity, Equity, and Inclusion Office) and think about how, when you return home, you will be able to help your organizations grow and develop. This is a challenge for us all, but by working together as a library community, we can be role models for others.

Have a great time while you are here in Los Angeles! Meet new people and forge new friendships, learn a lot, take time to think and reflect, and help us all build a more inclusive environment!

Sincerely,

Mark Puente
Director of Diversity and
 Leadership Programs
Association of Research Libraries

Ginny Steel
University Librarian
UCLA Library

Opening Keynote:

Lakota Harden

Lakota Harden (Minnecoujou/Yankton Lakota and HoChunk) is an orator, activist, community organizer, workshop facilitator, radio host, and poet. She conducts trainings nationwide for adults who work with youth, across lines of gender, race, and age, to stop violence. As part of these projects, Harden conducts workshops on unlearning racism, sexism and other social oppressions. Her recent activism spans a range of issues, including solidarity efforts for the Idle No More movement, the South Dakota's Indigenous Women's Network (IWN): Lakota Traditional Birthing Project, and work with OYATE, a Native organization working to see that the lives and histories of Native peoples are portrayed honestly through books. Harden is currently a host on the weekly radio program Bay Native Circle on Pacifica radio station KPFA in the San Francisco Bay Area.

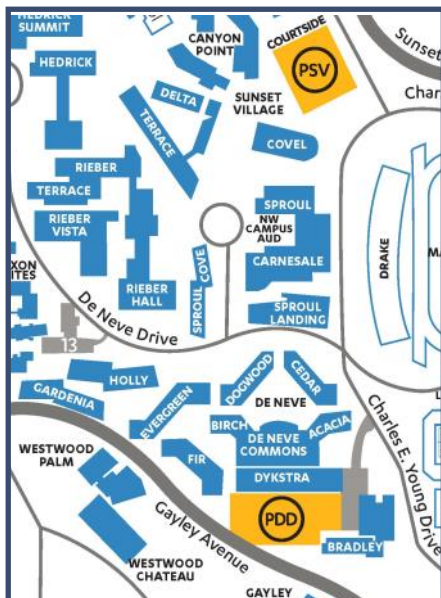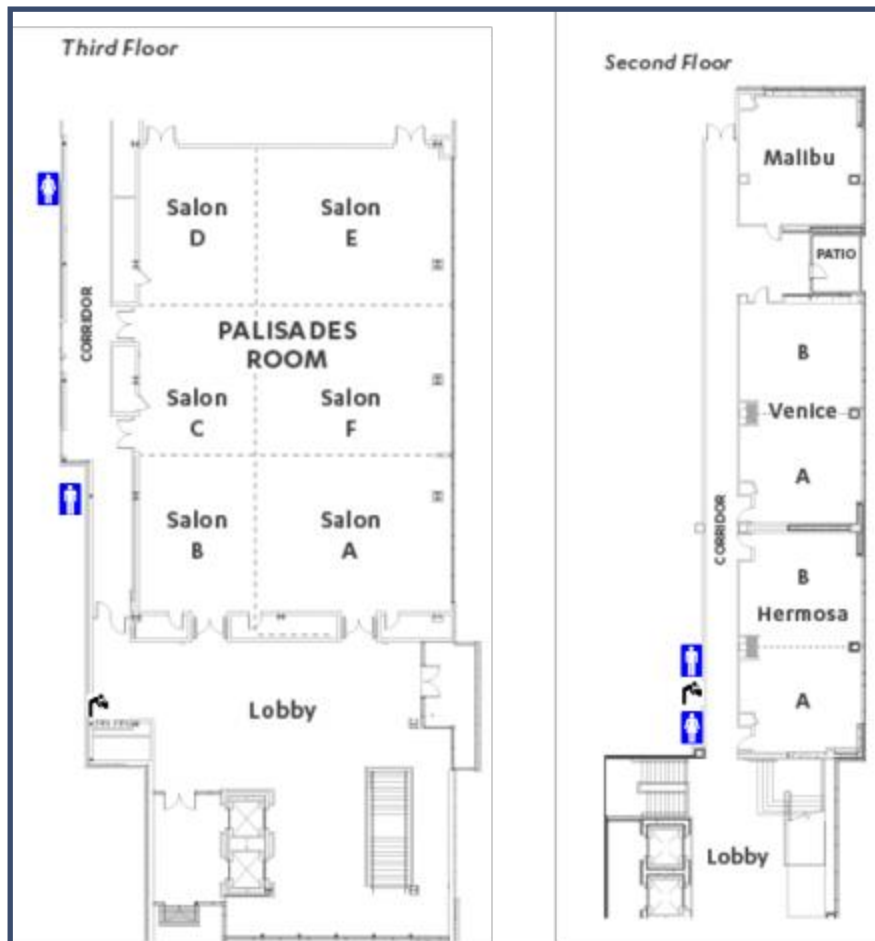## Closing Keynote: Chris Bourg and April Hathcock

Chris Bourg is the Director of Libraries at Massachusetts Institute of Technology (MIT), where she also has oversight of the MIT Press. Prior to assuming her role at MIT, she worked for 12 years in the Stanford University Libraries, most recently as the Associate University Librarian for Public Services. Chris is keenly interested in issues of diversity and inclusion in higher education; and in the role libraries play in advancing social justice and democracy. She is currently serving as Chair of the Committee on Diversity and Inclusion of the Association of Research Libraries and has written and spoken extensively on diversity, inclusion, and leadership. Chris has a PhD in Sociology from Stanford University and spent ten years as an active duty U.S. Army officer, including three years on the faculty at the United States Military Academy at West Point.

April Hathcock is the Scholarly Communications Librarian at New York University, where she educates the campus community on issues of ownership, access, and rights in the research lifecycle. Before entering librarianship, she practiced intellectual property and antitrust law for a global private firm. Her research interests include intellectual property and marginalized communities and diversity and inclusion in librarianship.

Carnesale Commons Meeting Rooms

GENDER-INCLUSIVE FACILITIES

The University of California is strongly committed to creating and sustaining a campus environment that supports and values all members of our community, including visitors. UC aims to implement best practices for gender inclusive facilities.

A map of gender-inclusive restrooms at UCLA can be found at www.lgbt.ucla.edu/Trans-At-UCLA

The nearest gender-inclusive restroom to Carnesale Commons that is open to visitors is in Covel Commons, Room B11.

Schedule Overview

Wednesday, August 10

8:15 AM - 4:00 PM		Pre-Conference
		Charles E. Young Research Library
4:30 PM - 5:30 PM	**CH**	Caught in the Crossfire:
		A Conversation on Libraries and Communities in Distress
		(See description p. 16.)
		Charles E. Young Research Library
5:30 PM - 7:30 PM		Open House
		Powell Library

KEY TO TRACKS

PR Programming, Outreach, and Advocacy   **PE** Personnel, Management, and Organization

CH Challenging Topics   **CO** Collections and Access

Buses will be available to shuttle conference attendees to and from the following events around UCLA. Volunteers will be at each stop to guide attendees.

- Wednesday evening Open House: Buses will run between Carnesale Commons and the bus stop nearest Powell Library.
- Thursday evening Reception: Buses will run between Carnesale Commons and the bus stop nearest Charles E. Young Research Library.

Have questions? Need assistance?

Look for a conference volunteer (in a blue t-shirt) or stop by the conference information desk in the Palisades Lobby.

Thursday, August 11

9:00 AM - 10:15 AM	**Welcome**

Welcome
- **Jade Alburo, NDLC '16 Chair**
- Ginny Steel, University Librarian, UCLA

Opening Keynote
- *Speaker Introduction:* Jody Gray, Director, ALA Office for Diversity, Literacy and Outreach
- *Keynote Address:* Lakota Harden, Keynote Address

DeNeve Plaza Auditorium

11:00 AM - 12:15 PM   Concurrent Programs
(See descriptions pp. 16-19.)

CH **"Let Us Work Together"**
Academic Libraries and Social Justice on Campus
Palisades CF

CH Assessing Needs and Creating Spaces for Transgender Individuals (shared session)

1. Where is the Restroom? Creating Inclusive Spaces for Transgender Individuals
2. Say My Name: Transgender Acceptance Across Campus
3. Library Diversification and Transgender Bodies: A Metaspatial Approach

Palisades D

PE Being the Bridge: Exploring the Roles, Challenges, and Future Directions of Diversity Committees in Libraries
Palisades E

PE Identity at Play: Exploring Race and Ethnicity in Academic Libraries and Beyond
Hermosa

PR Services and Studies to Support First-Generation College Students
Venice A

KEY TO TRACKS

PR Programming, Outreach, and Advocacy

PE Personnel, Management, and Organization

CH Challenging Topics

CO Collections and Access

Thursday, August 11 (cont.)

11:00 AM - 12:15 PM (cont.)	CO	**Building Diverse and Inclusive Collections Using Assessment and Data Visualization (shared session)** 1. Representing the Un/der-represented: Using Data Visualization to Explore Diversity and Inclusion for Academic Library Collections 2. Inclusion Through Collection Building: A Study of Foreign Language Collections Usage by International Students, Faculty and Staff *Venice B*
	PR	**Discovering and Accommodating the Needs of Target Communities in Academic Libraries** *Malibu*
12:15 PM - 1:45 PM		**Lunch (on your own)** Not on the meal plan? Lunch tickets may be purchased at Covel Commons front desk. *Covel Dining Hall*
1:45 PM - 3:00 PM		**Poster Sessions I** (See descriptions on pp. 41-48.) *Palisades AB*
1:45 PM - 3:00 PM		**Concurrent Programs** (See descriptions on pp. 20-22.)
	PE	**Recruiting and Retaining a Diverse Workforce: Challenges and Opportunities** *Palisades CF*
	PE	**Diversity Inquiry - Bridging the Divide Between Diversity Survey Results and Actionable Understanding** *Palisades D*
	CO	**The Structure of Accessible Content: Building a Bridge to Understanding** *Palisades E*
	CO	**Seeing Yourself in the Library and Creating Communities with Special Collections: Outreach and Inclusion with Latino, Latin American, and African American Programming and Instruction** *Hermosa*

Schedule Overview

Thursday, August 11 (cont.)

1:45 PM - 3:00 PM (cont.)

`PE` Exploring Identity and Culture in Libraries Using Practitioner Inquiry and Cultural Humility (shared session)
1. Discerning Our Diverse Selves: Practitioner Inquiry for Library Praxis
2. Mastering Competencies or Practicing Humility: Contemplating Culture in Libraries

Venice B

`PR` Memories of Migration
Malibu

3:15 PM - 4:30 PM

Concurrent Programs
(See descriptions pp. 23-26.)

`CH` Macro Impact of Microaggression: Exploring Microaggressions in Librarianship
Palisades CF

`PE` Beyond the Word: Exploring Diversity in Academic Library Residencies
Palisades D

`PR` Community Outreach and Collaboration in Academic Libraries
Palisades E

`PR` Academic Libraries Spearheading Diversity and Cultural Initiatives on University Campuses
Hermosa

`PR` Cultural Aspects and Perspectives in Health Sciences Library Services
Venice A

`CO` Cataloging for Diversity: Limits in Standards and Patron Discovery (shared session)
1. #subjective subject headings
2. Faster Access or Perfect Metadata? The Balance in Indexing and Cataloging Oral Histories

Venice B

`PR` Public Library Use and Information Needs of Homeless in Oklahoma
Malibu

Thursday, August 11 (cont.)

4:45 PM - 6:00 PM   Concurrent Programs
(See descriptions pp. 26-29.)

PR   We Need Diverse Books Everywhere: Addressing Diversity Across Multiple Spaces
Palisades CF

PE   Library Associations Working for Diversity (shared session)
1. ACRL Diversity Standards Revisited: Intersectional Approach to Cultural Competency
2. We Shall Not Give Up the Fight: Lessons Learned by the ALA Task Force on Equity, Diversity, and Inclusion
Palisades D

PR   Wikipedia: A Bridge from Basic Markup to the Research Cycle
Palisades E

PE   Leading by Example: A Look at Successful LIS Diversity Initiatives
Hermosa

PR   Diversity and Outreach Through Music and Art (shared session)
1. Cultural Diversity Through Music: The World Music Center at UCLA
2. Out of Context: Library Outreach Through Instructional Art Installations
Venice A

CO   Making the Invisible Visible: Diversity Dialogue and Multicultural Awareness Through Digital Projects
Venice B

PR   Educating the Educators: Proactive Approaches to the Inclusive Classroom
Malibu

7:00 PM   Reception
Sponsored by OCLC
Charles E. Young Research Library

SCHEDULE OVERVIEW

Friday, August 12

9:00 AM - 10:15 AM

Concurrent Programs
(See descriptions pp. 30-32.)

PR Strategies for Creating Diverse Programming and Spaces in Research Libraries
Palisades CF

CO Are We Doing Enough?: Four Stories of Diversity in Library Collections
Palisades D

PE Library Diversity and Anti-Oppression Training: From Awareness to Action
Palisades E

CO Latino Digital Archives Group
Hermosa

PE Creating a Sustainable Plan for Diversity and Inclusion
Venice A

PR Promoting Academic Success Among Student Veterans Through Libraries
Venice B

CH Bridge Over Troubled Waters: Contesting Oppression and Building Cultural Competence and Empathy in LIS Spaces
Malibu

10:30 AM - 11:45 AM

Poster Sessions II
(See descriptions pp. 49-56.)

10:30 AM - 11:45 AM

Concurrent Programs
(See descriptions pp. 32-34.)

CH Maybe We're the Problem: Bias, Blindspots, and the Politics of Experience
Palisades CF

PR From 'My Block' to 'Born on the Rez': A Linguistic Analysis of Lyrics by 2PAC, Frank Waln, Litefoot, Nataanii Means, and Night Shield
Palisades D

Friday, August 12 (cont.)

10:30 AM - 11:45 AM (cont.)	**PE**	Diversity Standards in Action: How Do We Practice and Value Cultural Competencies? *Palisades E*
	PE	What We Do Matters: KU Libraries and Social Justice *Hermosa*
	CO	Telling Different Stories: Evaluating the Impact of Archives on Communities *Venice B*
	PR	Improving Access to Services and Information for People with Disabilities in Libraries and in Archives *Malibu*
11:45 AM - 1:15 PM		Lunch (on your own) Not on the meal plan? Lunch tickets may be purchased at Covel Commons front desk. *Covel Dining Hall*
1:15 PM - 2:30 PM		Concurrent Programs (See descriptions pp. 34-37.)
	PE	Scaling Up: The Next Level of Diversity and Inclusion Training (shared session) 1. Diversity Immersion Institute: Teaching Library Students About Diverse Populations 2. "Serving Diverse Populations": A Diversity, Inclusion, and Service Workshop Model for Library Student Assistants *Palisades CF*
	PE	ARL Diversity Fellows Around the Fireplace: The Stats, Lived Experiences, and Lessons Learned *Palisades D*
	CO	Electronic Accessibility: Barriers and Bridges (shared session) 1. Conducting the Electronic Accessibility Audit: How One Academic Library Identified Barriers for Patrons with Disabilities 2. Bridges to Inclusion: Database Accessibility with a Screen Reader *Palisades E*

Friday, August 12 (cont.)

1:15 PM - 2:30 PM (cont.)

`PE` Why We Stay: The Motivation of Veteran Underrepresented Minority Academic Librarians
Hermosa

`PR` Manejando Su Éxito: Bringing Driver's Education to Undocumented Residents
Venice A

`PR` Making Space for Diversity: Inclusiveness in Library Makerspaces
Venice B

`CO` Missing in the Archives: Uncovering Underrepresented Voices
Malibu

2:45 PM - 4:00 PM

Concurrent Programs
(See descriptions pp. 37-40.)

`PE` Turning Commitment into Action: Creating a Successful Diversity Plan for Your Library
Palisades CF

`PR` The Library as a Connector: Creating Collaborative Outreach Opportunities for Diverse Student Populations
Palisades D

`PE` Grow Your Community: An Exploration of Peer Mentoring for People of Color
Palisades E

`PR` Information Literacy Through Different Lenses (shared session)
1. Visualizing #blacklivesmatter: Exploring Critical Visual Literacy through Instagram
2. Information Literacy Through Personal Narrative: Women's Studies and the Human Library
Hermosa

`PR` Going Native and Bridging Borders: Culturally-Based Literacy and Cultural Programs Serving Native Americans and Latino/as
Venice A

Schedule Overview

Friday, August 12 (cont.)

2:45 PM - 4:00 PM (cont.)

PR Do We Walk the Walk, or Just Talk the Talk? Library Practices Around Intersectional Needs
Venice B

PR Scholarly Communication as a Tool for Social Justice and Diversity
Palisades D

4:30 PM - 5:45 PM

Closing Keynote
- *Speaker Introduction*: Sharon Farb, Associate University Librarian, UCLA
- *Keynote Address*: Chris Bourg and April Hathcock
    Bridges & Intersections: Traversing Whiteness in Libraries

Conference Closing
- Mark Puente, Director of Diversity and Leadership Programs, Association of Research Libraries

DeNeve Plaza Auditorium

Saturday, August 13

9:00 AM - 5:00 PM

Excursion to the Getty Center
(advance registration required)

UCLA TOBACCO-FREE INITIATIVE

UCLA is a tobacco-free campus. Use of all tobacco products, including but not limited to cigarettes, cigars, pipes, smokeless tobacco and electronic cigarettes, is not permitted on any part of the UCLA campus — indoors or out. For more information, visit http://healthy.ucla.edu/pod/breathe_well.

CODE OF CONDUCT

NDLC 2016 is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, national origin, or religion. We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any conference venue, including talks, workshops, receptions, Twitter and other online media. (See note below on possible exceptions relating to program content.) Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organizers.

Harassment includes, but is not limited to:
- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, national origin, or religion (or lack thereof)
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording (See Photography Policy below.)
- Sustained disruption of talks or other events
- Inappropriate or unwelcome physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior

Note on Sensitive Program Content
Some discussion related to sensitive issues may be appropriate given the topic of the conference. Discussion or images related to sex, discriminatory language, or similar is welcome if it meets all of the following criteria: (a) it is necessary to the topic of discussion and no alternative exists, (b) it is presented in a respectful manner, especially towards people of color, women, and LGBTQIA people, (c) attendees are warned in advance in the program and respectfully given ample warning and opportunity to leave beforehand. This exception specifically does not allow use of gratuitous sexual images as attention-getting devices or unnecessary examples.

Photography Policy
The word photo below means any photographed likeness of an individual, including, but not limited to, photos and videos.

Three colors of badge holders are provided to conference participants. Blue means it is okay for photographers to take pictures of you. Yellow means photographers should ask permission. Red means photos are not okay. All attendees, organizers, volunteers, sponsors, and speakers will have these badge holders available to them. If no badge holder is visible, yellow will be assumed.

Any attendee, organizer, volunteer, sponsor, or speaker who takes photos is asked to abide by this policy. Please do not take photos of anyone wearing a red badge holder. Ask permission to take a photo of anyone wearing a yellow badge holder. Do not publish identifiable photos of people wearing red badge holders or those wearing yellow badge holders from whom you did not receive permission. Please follow the same rules for speakers when they are speaking. If their badge holder is visible, please abide by the preference expressed. If not visible, assume that pictures are not ok unless you've asked them. Note: Harassing photography or recording is not acceptable in any circumstances.

Enforcement
Participants asked to stop any harassing behavior are expected to comply immediately.

Speakers, presenters, and exhibitors are also subject to the code of conduct.

If a participant engages in harassing behavior, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expelling the offender from the conference with no refund.

Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

Conference participants are expected to respect this policy at all event venues and event-related social activities.

Reporting

Harassment and other code of conduct violations reduce the value of our event for everyone. If you are being harassed, notice that someone else is being harassed, if someone makes you or anyone else feel unsafe or unwelcome, or if you have any other concerns, please contact a member of conference staff as soon as possible. Conference staff can be identified by their staff badges. You can make a report either personally or anonymously.

Anonymous Report

You can make an anonymous report at ndlc.info/report. We can't follow up on an anonymous report with you directly, but we will fully investigate it and take whatever action possible to prevent a recurrence.

Personal Report

You can make a personal report by:

- Calling or messaging this phone number: 310-893-9813. This phone number will be continuously monitored for the duration of the event.
- Contacting a staff member, identified by staff badges.

When taking a personal report, our staff will ensure you are safe and cannot be overheard. They may involve other event staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

Our team will be happy to help you contact hotel/venue security, local law enforcement, and local support services; provide escorts; or otherwise assist you to feel safe for the duration of the event. We value your attendance.

Resources
ndlc@library.ucla.edu   310-893-9813

UCLA Police Department
Emergency: 911 • Non-emergency: 310-825-1491 • Anonymous reporting line 310-794-5824

Rape Treatment Center at Santa Monica-UCLA Medical Center
Medical and counseling services available 24 hours a day for sexual assault survivors.
Call 424-259-6700 or visit www.rapetreatmentcenter.org.

Hospital - Emergency
Ronald Reagan UCLA Medical Center
757 Westwood Plaza, Los Angeles • Emergency Department: 310-825-2111

Urgent Care
Brentview Medical Urgent Care
11611 San Vicente Boulevard, Los Angeles 90049 • Phone: 310-820-0013
Monday-Friday: 8am-8pm • Saturday-Sunday: 9am-4pm

Crisis Counseling
Didi Hirsch Mental Health Services
Short-term crisis counseling and crisis intervention. Open to anyone. Cost is based on ability to pay.
4760 South Sepulveda Boulevard, Culver City 90230 • Phone: 310-390-6612

UCLA Community Service Officers (CSOs)
CSO escorts are available free of charge to walk with students, faculty, staff, or visitors 365 days a year from dusk until 1 a.m. between campus buildings, local living areas, or Westwood Village within the approximate boundaries of Sunset Boulevard to the north, Hilgard to the east, Wilshire to the South, and Veteran to the West. Call 310-794-WALK (310-794-9255) 15 minutes before you need to leave to request a CSO escort.

Taxi Services
Beverly Hills Cab Company: 800-273-6611 • L.A. Yellow Cab: 424-222-2222

This policy can be found online at http://ndlc.info/Conduct.

This anti-harassment policy is based on the example policy from the Geek Feminism wiki, created by the Ada Initiative and other volunteers.

Program Sessions

`CH` Caught in the Crossfire: A Conversation on Libraries and Communities in Distress

Presenters:
- Amelia Gibson, Assistant Professor, School of Information and Library Science, University of North Carolina at Chapel Hill
- Renate Chancellor, Assistant Professor and PreLaw Advisor, Department of Library and Information Science, Catholic University of America
- Nicole Cooke, Assistant Professor, The iSchool at the University of Illinois at Urbana-Champaign
- Sarah Dahlen, Assistant Professor, Master of Library and Information Science Program, St. Catherine University
- Shari Lee, Assistant Professor, Division of Library and Information Science, St. John's University
- Yasmeen Shorish, Data Services Coordinator and Associate Professor, James Madison University

In this town hall, facilitators will share brief comments regarding the role of libraries in times of crises, including ideas such as the need to integrate critical approaches into LIS education and programming; the need for strong community partnerships; strategies for self-care; legal considerations regarding protest and free speech; and how LIS education may play a role in preparing future LIS professionals. We also wish to interrogate the idea of the library as a place of neutrality, a phrase that we have seen made by public librarians on social media. The remaining time will be spent facilitating a town hall discussion strategizing action steps.

Charles E. Young Research Library   *Format: Town Hall*
Main Conference Room

`CH` "Let Us Work Together": Academic Libraries and Social Justice on Campus

Presenters:
- 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.

Palisades CF   *Format: Workshop*

Program Sessions

CH Assessing Needs and Creating Spaces for Transgender Individuals (shared session)

1. Where is the Restroom? Creating Inclusive Spaces for Transgender Individuals

Presenter:
- Katie Bertel, Outreach & Engagement Librarian, SUNY Buffalo State

Restrooms have recently become a prominent battleground for trans rights and advocacy. In an effort to provide more inclusive services to traditionally marginalized members of our community, E. H. Butler Library at SUNY Buffalo State transformed previously gendered restrooms to gender neutral restrooms. This session will discuss the process behind E. H. Butler Library's trans ally initiative, and its goals to create more inclusive spaces and increase awareness of transgender issues across campus.

2. Say My Name: Transgender Acceptance Across Campus

Presenters:
- Amy Kautzman, Dean & Director, University Library, California State University, Sacramento
- Beth Lesen, Associate Vice President for Student Engagement & Support, California State University, Sacramento

Join Library Dean Amy Kautzman and Beth Lesen, Associate Vice President for Student Engagement & Support as they describe how California State University, Sacramento began a full-throated effort to embrace and improve the campus experience for their transgender students, faculty, and staff. We will walk the audience through the Task Force process and help strategize how to best communicate the message of healthy diversity in alignment with student success.

3. Library Diversification and Transgender Bodies: A Metaspatial Approach

Presenter:
- Mary Catherine Lockmiller, Graduate Student, Library and Information Science, San Jose State University

Even though many libraries are struggling to give voice to transgender experiences, the lives of most transgender people remain unassessed and undervalued. As a result, our collections, our outreach, and our facilities (or lack thereof) all come together to reinforce cultural expectations which delegitimize transgender persons. If we want our libraries to be truly inclusive, we need to reconsider the points of contact between various library spaces and the needs of transgender persons.

Palisades D   *Format: Individual Presentations*

KEY TO TRACKS

PR Programming, Outreach, and Advocacy   **PE** Personnel, Management, and Organization

CH Challenging Topics   **CO** Collections and Access

THURSDAY **11:00 AM – 12:15 PM (CONT.)**

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

Presenters:
- Don P. Jason III, Clinical Informationist, University of Cincinnati Libraries
- Rose L. Chou, Budget Coordinator, American University Library
- Meshia Anderson, Acquisitions Specialist, University of Cincinnati 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.

Palisades E   *Format: Roundtable*

PE Identity at Play: Exploring Race and Ethnicity in Academic Libraries and Beyond

Presenters:
- Juleah Swanson, Head of Acquisition Services, University of Colorado Boulder
- Azusa Tanaka, Japanese Studies Librarian, University of Washington
- Isabel Gonzalez-Smith, Undergraduate Experience Librarian, University of Illinois Chicago

Why do mentoring programs that pair Black male librarians see success? Why does a Muslim student approach a librarian wearing a hijab first at the reference desk? Can an instruction session become enriched when a librarian shares personal stories about being first-generation? This panel presentation is an immersion into racial and ethnic identity theory, applied as a framework, in order for participants to develop skills and vocabulary to articulate, recognize, and apply at their institutions.

Hermosa   *Format: Panel*

PR Services and Studies to Support First-Generation College Students

Presenters:
- Stacy Brinkman, Art & Architecture Librarian, Miami University
- Josefine Smith, Humanities Librarian, Dickinson College
- Jennifer Natale*, Academic Resident Librarian, Miami University
- Christina J. Woo, Research Librarian, University of California, Irvine
- Ernesto Hernandez Jr., Research Librarian, University of California, Irvine

First-generation (FG) college students cannot turn to their parents for information about the college experience. Where do they go instead, and what challenges do they face? The panelists, from a small, medium-size, and large institution, explore the needs and information literacy behaviors of FG students; a cross-campus study identifying differences between FG students and their non-FG peers in their information-seeking behaviors, library anxiety, and self-efficacy; and campus-wide and library efforts to support FG students.

*Not in attendance
Venice A   *Format: Panel*

Program Sessions

CO Building Diverse and Inclusive Collections Using Assessment and Data Visualization (shared session)

1. Inclusion Through Collection Building: A Study of Foreign Language Collections Usage by International Students, Faculty and Staff

Presenter:
- Andrea Malone, Foreign Languages & Ethnic Studies, University of Houston

Current trends indicate that foreign language study in academia is in continuous flux and library collections supporting those programs are in constant change as well. But are language programs the only reason to build foreign language collections? International users often feel alienated when it comes to library programs, services and collections. This study focuses on the assessment of foreign language collections to support the academic and cultural needs of international users.

2. Representing the Un/der-represented: Using Data Visualization to Explore Diversity and Inclusion for Academic Library Collections

Presenter:
- Bobby L. Smiley, Digital Scholarship and American History Librarian, Michigan State University Libraries

Without institutional knowledge, or recent collections analysis, it is difficult to get purchase and perspective on how large research-intensive academic libraries address diversity and inclusion in their existing collections. Using Michigan State University Libraries' collections as an example, this presentation examines how data visualization furnishes pictorial, quantitative ways to discern trends, identify gaps and silences, and assess collection strengths in diversity and inclusion to help inform future collection development decisions.

Venice B   *Format: Individual Presentations*

PR Discovering and Accommodating the Needs of Target Communities in Academic Libraries

Presenters:
- Raymundo Andrade, Programming Librarian, Loyola Marymount University
- Jamie Hazlitt, Librarian for Collection Development and Evaluation, Loyola Marymount University
- 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, Teaching and Outreach Librarian, Capilano University

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. 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.

Malibu   *Format: Panel/Lightning Round*

Program Sessions

PE Recruiting and Retaining a Diverse Workforce: Challenges and Opportunities

Presenters:
- 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.

Palisades CF　　　　　　　　　　　　　　　*Format: Roundtable*

PE Diversity Inquiry - Bridging the Divide Between Diversity Survey Results and Actionable Understanding

Presenters:
- Cristela Garcia-Spitz, Digital Library Development Project Manager, ClimateQUAL Implementation Team Co-Chair, UC San Diego Library
- Heather Hayashi*, Public Services Assistant, ClimateQUAL Implementation Team Member, UC San Diego Library
- Cindy Ingold, Gender Studies and Multicultural Services Librarian, University of Illinois, Urbana-Champaign
- Brian W. Keith, Associate Dean for Administrative Services & Faculty Affairs George A. Smathers Libraries, University of Florida
- Jennifer E. Knievel, Associate Professor / Director of Arts & Humanities, University of Colorado Boulder Libraries
- Michael M. Rawls, Budget and Assessment Director, Virginia Commonwealth University Libraries
- Leslie J. Reynolds*, Associate Professor / Senior Associate Dean, University of Colorado Boulder Libraries

This presentation will cover climate assessments from start to finish. Panelists from five institutions will discuss lessons learned for each step: motivations for a climate assessment, instrument selection, building trust and encouraging participation, interpreting results and communicating results, prioritizing attention areas, interventions, and outcome assessment. Presenters will address a variety of climate assessment tools including ClimateQUAL® and home-grown surveys, and an array of data visualizations, communication methods, results assessments, and diversity action plans.

*Not in attendance

Palisades D　　　　　　　　　　　　　　　*Format: Panel*

PROGRAM SESSIONS

`CO` The Structure of Accessible Content: Building a Bridge to Understanding

Presenters:
- 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.

Palisades E   *Format: Individual Presentation*

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

Presenters:
- 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.

Hermosa   *Format: Panel*

KEY TO TRACKS

`PR` Programming, Outreach, and Advocacy	`PE` Personnel, Management, and Organization
`CH` Challenging Topics	`CO` Collections and Access

Program Sessions

PE Exploring Identity and Culture in Libraries Using Practitioner Inquiry and Cultural Humility (shared session)

1.   Discerning Our Diverse Selves: Practitioner Inquiry for Library Praxis

Presenter:
- Vanessa Irvin, Assistant Professor, Library and Information Science Program, University of Hawai'i at Mānoa

An important aspect of cultural competence for library service includes a librarian's consideration for his/her own identity constructs that impact one's praxis at work. Practitioner Inquiry is a reflective process that can heighten culturally competent professional practices. This session explores ways in which practitioner inquiry opens up critical space where librarians can collaboratively explore critical questions that when reflected upon as group process, can serve as significant contribution to librarians offering culturally competent services.

2. Mastering Competencies or Practicing Humility: Contemplating Culture in Libraries

Presenters:
- David Hurley, Assistant Professor, College of the University Libraries & Learning Sciences, University of New Mexico
- Sarah Kostelecky, Assistant Professor, College of the University Libraries & Learning Sciences, University of New Mexico
- Lori Townsend, Assistant Professor, College of the University Libraries & Learning Sciences, University of New Mexico

With ethnic tension and related issues of privilege, equity and structural discrimination making news on campuses and in communities around the nation, many organizations are considering "cultural competency" programs. Yet cultural competence is itself a problematic concept. In this session, we introduce the concept of cultural humility, an alternative to cultural competence that comes from the medical fields, and explore how it differs from competence and its potential benefits to libraries of all kinds.

Venice B   *Format: Individual Presentations*

PR Memories of Migration

Presenters:
- Jessica Bell, Assistant Project Director, Santa Ana Public Library, City of Santa Ana
- Cheryl A. Eberly, Community Outreach Specialist, and Linguistic Liaison, Santa Ana Public Library, City of Santa Ana
- Dulce Saavedra, Community Outreach Specialist, Santa Ana Public Library, City of Santa Ana

Panelists will review the objectives, concepts, and benefits memory preservation programming provides for migrant communities; discuss the methods of outreach that should be employed by successor institutions and agencies; discuss the role of technology in outreach and building youth skillsets; and 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.

Malibu   *Format: Panel*

Program Sessions

`CH` Macro Impact of Microaggression: Exploring Microaggressions in Librarianship

Presenters:

- Ray Lockman, Faculty Librarian, Normandale Community College, Minneapolis Community and Technical College, Hennepin County Libraries
- Cynthia Mari Orozco, Student Services Librarian, California State University Long Beach
- Ebony Magnus, Assessment & User Experience Librarian, SAIT Polytechnic
- Simone Fujita, Liaison Librarian & Outreach Coordinator, Art Center College of Design

Microaggressions are brief, commonplace indignities that continue to affect individuals from marginalized communities. In libraries, they can occur among and between library employees and patrons. In this roundtable session, we will introduce microaggressions and their impact within the library community and discuss microactivism as a proactive response to microaggressions (and macroaggressions). This will be followed by a facilitated discussion and storytelling opportunity among participants.

Palisades CF   *Format: Roundtable*

`PE` Beyond the Word: Exploring Diversity in Academic Library Residencies

Presenters:

- Quetzalli Barrientos, Resident Librarian, American University Library
- Pamela Espinosa de los Monteros, Mary P. Key Resident Librarian: Latin American Studies, The Ohio State Libraries
- Twanna Hodge, Diversity Resident Librarian, University of Utah
- Alyse Minter, Resident Librarian for Diversity and Innovation, Towson University
- Anthony Wright de Hernandez, Resident Librarian and Diversity Outreach Librarian, Virginia Tech
- Charlotte King Mills, Branch Manager, San Diego County Library-Spring Valley
- Mark Puente, Director of Diversity and Leadership Programs, Association of Research Libraries

Academic residency programs for early career librarians have existed since 1984 to address a lack of diversity in the library profession. Despite their continuation and expansion, awareness of these programs and their structural makeup varies among library professionals. This panel will discuss and compare five new and established residency programs and the polysemous definition of diversity in the academic library.

Palisades D   *Format: Panel*

THURSDAY   **3:15 PM – 4:30 PM (CONT.)**

PR Community Outreach and Collaboration in Academic Libraries

Presenters:
- Lae'l Hughes-Watkins, University Archivist, Assistant Professor, Kent State University
- Nancy Liliana 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

The 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.

Palisades E   *Format: Panel*

PR Academic Libraries Spearheading Diversity and Cultural Initiatives on University Campuses

Presenters:
- 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 four 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.

Hermosa   *Format: Lightning Round*

Program Sessions

PR Cultural Aspects and Perspectives in Health Sciences Library Services

Presenters:

- 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

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.

*Not in attendance

Venice A   *Format: Panel*

CO Cataloging for Diversity: Limits in Standards and Patron Discovery (shared session)

1. #subjective subject headings

Presenter:

- Sara Howard, Reference Librarian, Wesleyan University

The problematic nature of cataloging standards is nothing new to those interested in diversity in libraries and information sciences. In 2008, a call to the profession was sent out about ways to both constructively critique and teach the problematic catalog, but how has the field responded? (Roberto & Berman). Building on this work, the presenter will both examine and propose ways to teach the problematic catalog under a radical lens focusing on student inclusion in the conversation.

2. Faster Access or Perfect Metadata? The Balance in Indexing and Cataloging Oral Histories

Presenters:

- Summer Espinoza, Digital Collections Manager, Go for Broke National Education Center
- Linh Gavin Do, Associate Archivist, Go For Broke National Education Center
- Erin Sato, Assistant Archivist, Go For Broke National Education Center

Go For Broke National Education Center (GFBNEC) is building a mixed-media digital archive of Japanese American military service. The project is utilizing the Oral History Metadata Synchronizer (OHMS) to index oral histories at the segment level and more traditional cataloging at the item level. Tension exists between rich indexing and dissemination with use of the OHMS application and Omeka web-publishing server. The presentation will discuss these conceptual issues such as metadata migration and storage, keyword and subject thesauri development and utilization, tags, automated and manual processes and workflow processes.

Venice B   *Format: Individual Presentations*

PROGRAM SESSIONS

PR Public Library Use and Information Needs of Homeless in Oklahoma

Presenters:
- Nicole Umayam, MLIS candidate, University of Oklahoma
- Allison Campbell, MLIS candidate, University of Oklahoma

Qualitative research on the information behavior and information needs of homeless patrons can improve the services that public libraries offer, especially when designed to address local needs. This paper presents the results of a statewide survey of homeless individuals in Oklahoma pertaining to reasons for using—or not using—public libraries, ways to increase ease of library use, information and service needs of homeless patrons, and sources of crisis information for homeless patrons.

Malibu   *Format: Individual Presentations*

THURSDAY   **4:45 PM – 6:00 PM**

PR We Need Diverse Books Everywhere: Addressing Diversity Across Multiple Spaces

Presenters:
- Sarah Park Dahlen, Assistant Professor, Master of Library and Information Science Program, St. Catherine University
- Robin F. Kurz, Assistant Professor, School of Library and Information Management, Emporia State University
- Lessa K. Pelayo-Lozada, Young Readers Librarian, Palos Verdes Library District
- Candice Mack, Senior Librarian, Systemwide Teen Services, Los Angeles Public Library; Immediate Past President, Young Adult Library Services Association

Youth-focused LIS educators, librarians, and authors will facilitate this roundtable to address how everyone can harness the power of the WNDB movement toward more inclusive literature, curriculum, programming, and partnerships. After the facilitators share their own work within the field, participants will share successful ideas and lessons learned from challenging experiences and brainstorm creative ways we might make progress with the WNDB movement in the future in and across our various spaces and communities.

Palisades CF   *Format: Roundtable*

PE Library Associations Working for Diversity (shared session)

1. ACRL Diversity Standards Revisited: Intersectional Approach to Cultural Competency

Presenters:
- 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.

PROGRAM SESSIONS

PE Library Associations Working for Diversity (shared session) (cont.)

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

Presenters:
- 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.

Palisades D   *Format: Panel*

PR Wikipedia: A Bridge from Basic Markup to the Research Cycle

Presenters:
- Lia Friedman, Learning Services Director, UC San Diego
- Gayatri Singh, Reference & Information Services Coordinator, and Librarian for Communication, UC San Diego
- Cynthia Mari Orozco, Student Services Librarian, California State University Long Beach
- Annie Pho, Inquiry and Instruction Librarian for Peer-to-Peer Services and Public Programming, UCLA

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.

Palisades E   *Format: Workshop*

KEY TO TRACKS

PR Programming, Outreach, and Advocacy   **PE** Personnel, Management, and Organization

CH Challenging Topics   **CO** Collections and Access

Program Sessions

PE Leading by Example: A Look at Successful LIS Diversity Initiatives

Presenters:
- Julie Mason, Science Reference Librarian, University of California Riverside
- Judy Lee, Rivera Reference & Instruction Librarian, University of California Riverside
- Sara Howard, Reference Librarian, Wesleyan University
- Gina Macaluso, Assistant Professor, University of Arizona School of Information
- Yamila El-Khayat, Assistant Librarian, University of Arizona Health Sciences Library
- Maurita Baldock, Assistant Librarian, University of Arizona Libraries Special Collections
- Verónica Reyes-Escudero, Associate Librarian, University of Arizona Libraries Special Collections
- Amber Mathewson, Deputy Director, Pima County Public Library
- Charlene Maxey-Harris, Associate Professor of Libraries and Research and Information Services Chair, University of Nebraska-Lincoln
- Toni Anaya, Associate Professor of Libraries and Instruction Coordinator, University of Nebraska-Lincoln

Since 2001 initiatives aiming to increase the number of librarians from ethnically/culturally underrepresented groups flourished as libraries raced to meet the diverse needs of their users. National programs such as Knowledge River and Spectrum, and University of California Santa Barbara's innovative and then controversial Library Fellowship program, and regional programs such as University of California Riverside's Inland Empire LEADS (Librarians Educated to Advance Diversity & Service), aim to shape the future of librarianship and libraries. This program will present research on these programs, discuss the long term impact they had on the face of the profession and how developing partnerships play a vital role in their success.

Hermosa   *Format: Panel*

PR Diversity and Outreach Through Music and Art (shared session)

1. Cultural Diversity Through Music: The World Music Center at UCLA

Presenters:
- Maureen Russell, Head of Cataloging and Archivist, UCLA Ethnomusicology Archive
- Aaron Bittel, Head of Digital Projects and Archivist, UCLA Ethnomusicology Archive
- Helen Rees, Professor, Ethnomusicology, and Director of the World Music Center at UCLA

The World Music Center at UCLA was created to bring together the Ethnomusicology Archive, the World Musical Instrument Collection, and UCLA Ethnomusicology Publications. The Center provides a unique resource for scholarship, teaching, cultural programming, and community outreach related to the traditional and popular musics of the world. This presentation details two recent and ongoing Center projects that add to the cultural diversity of instruction and musical opportunities for the entire campus and surrounding community.

2. Out of Context: Library Outreach Through Instructional Art Installations

Presenter:
- Melanie Chu, Outreach Librarian, California State University San Marcos

The Context Library Series at California State University San Marcos (CSUSM) confronts conventional notions of library outreach and programming with experiential, instructional exhibits as visual and cultural representations of the curriculum. Each exhibit provides meaningful opportunities for situated and self-directed student learning, exemplifying the inherent role of a library as an active learning laboratory. This presentation will share insights from the series' 25 exhibits, with a focus on the role of art exhibits in facilitating campus conversations on cultural diversity.

Venice A   *Format: Individual Presentations*

Program Sessions

`CO` Making the Invisible Visible: Diversity Dialogue and Multicultural Awareness Through Digital Projects

Presenters:
- 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

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.

*Not in attendance

Venice B   *Format: Panel*

`PR` Educating the Educators: Proactive Approaches to the Inclusive Classroom

Presenters:
- 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 two 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.

*Not in attendance

Malibu   *Format: Panel*

Program Sessions

FRIDAY   **9:00 AM – 10:15 AM**

PR Strategies for Creating Diverse Programming and Spaces in Research Libraries

Presenters:
- Marian Fragola, Director of Program Planning and Outreach, NCSU Libraries
- Lauren Di Monte, NCSU Libraries Fellow, NCSU Libraries
- Josephine McRobbie, NCSU Libraries Fellow

This strengths-based workshop will help participants develop inclusive spaces and diverse programming. Drawing on three case studies, NCSU librarians will share approaches for identifying and solving problems of access and representation. We will split into small groups to discuss participants' campus and library climates, and workshop ideas to take back to their institutions. Participants will leave with strategies for creating sustainable and inclusive programming, spaces, and content for research libraries of all sizes.

Palisades CF   *Format: Workshop*

CO Are We Doing Enough?: Four Stories of Diversity in Library Collections

Presenters:
- Eugenia Beh, Electronic Resources Librarian, MIT
- Jade Alburo, Librarian for Southeast Asian and Pacific Islands Studies, UCLA
- Paolo Gujilde, Coordinator of Collection Development, Georgia Southern University
- Rachel Keiko Stark, Manager, Library Services, Kaiser Permanente Napa/Solano County

Do your collections reflect the diversity of your constituents? Are you equipped to meet the diverse needs of future users? In light of budgetary and spatial challenges, diversity in collections may not be a priority for most libraries. Yet, changing demographics practically ensures that there will be an increase in the demand for diverse materials. See how librarians from three different types of academic institutions and one medical library have been dealing (or not) with this issue.

Palisades D   *Format: Panel*

PE Library Diversity and Anti-Oppression Training: From Awareness to Action

Presenters:
- Lori Mestre, Professor and Head, Undergraduate Library, University of Illinois at Urbana-Champaign
- Kristyn Caragher, Graduate Assistant (Center for Innovation in Teaching and Learning), University of Illinois at Urbana-Champaign

The University of Illinois Libraries have gradually increased interest, involvement, and proactive energy in helping library faculty, staff, and patrons gain awareness of the impact of microaggressions and white privilege. This presentation will describe our methodologies and the self-paced training series that was developed in Blackboard to help library faculty and staff get more immersed in critical issues to address racial justice in our workplaces, and to move beyond awareness to action.

Palisades E   *Format: Panel*

Program Sessions

CO Latino Digital Archives Group

Presenters:

- 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, 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.

Hermosa   *Format: Roundtable*

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

Presenters:

- Cat Phan, Digital Services Librarian, University of Wisconsin-Madison
- Erin Carrillo, Information Services Librarian, University of Wisconsin-Madison

The University of Wisconsin-Madison General Library System (GLS) created a Diversity Task Force to develop a sustainable plan to integrate diversity efforts in staffing and services. The Task Force defined diversity and inclusion for the GLS and determined where we are on our path to becoming an inclusive organization. Based on the findings, we made recommendations, including specific actions and accountability. We will share the lessons learned, and facilitate a discussion on challenges moving forward.

Venice A   *Format: Panel*

PR Promoting Academic Success Among Student Veterans Through Libraries

Presenters:

- 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 on a survey of academic libraries to determine 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.

Venice B   *Format: Panel*

PROGRAM SESSIONS

FRIDAY   **9:00 AM - 10:15 AM (CONT.)**

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

Presenters:
- 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.

Malibu   *Format: Roundtable*

FRIDAY   **10:30 AM - 11:45 AM**

CH Maybe We're the Problem: Bias, Blindspots, and the Politics of Experience

Presenters:
- Steve Whitley, Visiting Coordinator & Lecturer, Intergroup Dialogue, University of Illinois at Chicago
- Chloe Gurin-Sands, Teaching Assistant, Intergroup Dialogue, University of Illinois at Chicago

The UIC Dialogue Initiative runs courses and co-curriculars for students, faculty, and staff at UIC centered around understanding identity, power/privilege, and bias. This hands-on workshop will give participants a chance to experience dialogue and engage in some of the activities we do in the classroom. Our activities will focus on your social identities and how they carry over to your work as a librarian.

Palisades CF   *Format: Workshop*

PR From 'My Block' to 'Born on the Rez': A Linguistic Analysis of Lyrics by 2PAC, Frank Waln, Litefoot, Nataanii Means, and Night Shield

Presenters:
- Teresa Y. Neely, Ph.D., Associate Professor, College of the University Libraries & Learning Sciences
- Sarah Kostelecky (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.

Palisades D   *Format: Panel*

Program Sessions

PE Diversity Standards in Action: How Do We Practice and Value Cultural Competencies?

Presenters:
- Mario Macías, Librarian, Los Angeles Pierce College
- Melissa Cardenas-Dow, Reference & Instruction Librarian, University of California, Riverside
- Jessica Davila Greene, STEM Librarian, Team Leader, Claremont Colleges Library
- 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.

Palisades E   *Format: Panel*

PE What We Do Matters: KU Libraries and Social Justice

Presenters:
- 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.

Hermosa   *Format: Panel*

CO Telling Different Stories: Evaluating the Impact of Archives on Communities

Presenters:
- 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.

Venice B   *Format: Panel*

Program Sessions

PR Improving Access to Services and Information for People with Disabilities in Libraries and in Archives

Presenters:
- Nina Davis-Millis, Director, Community Support and Staff Development, MIT Libraries
- Noah Geraci, MLIS student / Digital Library Program assistant, UCLA
- Rachel Keiko Stark, Manager, Library Services, Kaiser Permanente Napa/Solano County

This session will discuss the challenges and opportunities for libraries and archives to provide services and meet the information needs of community members with disabilities. Experiences working with college students on the autism spectrum, a collaborative volunteer project for survivors of Traumatic Brain Injury at a public library, and patients navigating archives and records management to access their own mental health records will be presented. The panel members will provide insight on how to incorporate these communities into the services and programs offered at your institution.

Malibu *Format: Panel*

PE Scaling Up: The Next Level of Diversity and Inclusion Training (shared session)

1. Diversity Immersion Institute: Teaching Library Students About Diverse Populations

Presenters:
- 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

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 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.

*Not in attendance.

2. "Serving Diverse Populations": A Diversity, Inclusion, and Service Workshop Model for Library
Student Assistants

Presenters:
- Wanda Brown, Director of Library Services, Winston-Salem State University
- Hubert Womack, Instruction and Outreach Librarian, Wake Forest University - Z. Smith Reynolds Library

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.

Palisades CF *Format: Panel*

FRIDAY   **1:15 PM – 2:30 PM (CONT.)**

`PE` ARL Diversity Fellows Around the Fireplace: The Stats, Lived Experiences, and Lessons Learned

Presenters:
- 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
- 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

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 to those seeking to design and improve upon their own diversity recruitment efforts as to what program aspects were most effective for them. Peer mentoring examples will also be discussed as an ongoing resource among alumni Diversity Scholars to help with career advancement.

Palisades D   *Format: Panel*

`CO` Electronic Accessibility: Bridges and Barriers (shared session)

1. Conducting the Electronic Accessibility Audit: How One Academic Library Identified Barriers for Patrons with Disabilities

Presenters:
- Rebecca Marrall, Discovery Services Librarian, Western Washington University Libraries
- Nora Burmeister*, Circulation Services Professional, Usability & Design Working Group, Western Washington University Libraries

During October 2015, the Western Washington University Libraries Usability; Design Working Group conducted an electronic accessibility audit of the organization's website. The purpose of the audit was to identify existing electronic barriers that people with disabilities may encounter as they navigate the website, and to make recommendations for future improvements. Attendees of this session will gain new knowledge and receive practical resources in order to begin this conversation within their own library.

*Not in attendance.

2. Bridges to Inclusion: Database Accessibility with a Screen Reader

Presenters:
- Sue Phelps, Health Sciences and Outreach Services Librarian, Washington State University Vancouver
- Nicole Campbell, Head of Reference & Electronic Services, Washington State University Vancouver

Accessing scholarly resources can be challenging for many students but using screen readers to access information adds a layer of complexity to information seeking. This session will present the results of a usability study of database accessibility. The study participants include one group who use screen readers for their research and another group who do not use screen readers. Results will be used to advocate for equitable access for all students.

Palisades E   *Format: Individual Presentations*

Program Sessions

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

Presenters:
- 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
- Oscar Baeza, Librarian/Associate Professor, El Paso Community College

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.

Hermosa   *Format: Panel*

PR Manejando Su Éxito: Bringing Driver's Education to Undocumented Residents

Presenters:
- Beatriz Preciado, Programming Coordinator, Orange County Public Libraries
- Matthew Patsel, Branch Manager, Orange County Public Libraries

A goal of the Orange County Public Libraries is to embrace diversity, respond effectively to community needs, and ensure language inclusion. As Latinos continue to be one of the fastest growing population groups in California, Manejando Su Éxito/ Driving Your Success, supports the journey of undocumented patrons in obtaining their driver's licenses, allowing them to reach personal and professional accomplishments. The sessions provide informational and driving workshops related to the written component of the driver's license exam.

Venice A   *Format: Individual Presentations*

PR Making Space for Diversity: Inclusiveness in Library Makerspaces

Presenters:
- 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.

Venice B   *Format: Panel*

Program Sessions

CO Missing in the Archives: Uncovering Underrepresented Voices

Presenters:
- 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.

Malibu   *Format: Panel*

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

Presenters:
- 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.

Palisades CF   *Format: Workshop*

Program Sessions

PR The Library as a Connector: Creating Collaborative Outreach Opportunities for Diverse Student Populations

Presenters:
- Amanda Melilli, Head Curriculum Materials Library, UNLV
- Rosan Mitola, Outreach Librarian, UNLV
- Robin L. Gustafson, Head Access & Delivery Services, UCD
- Roberto C. Delgadillo, Research Support Services Librarian, UCD
- Cirilo Cortez, Director Strategic Chicana/o and Latina/o Retention Initiatives, UCD
- Michelle Roppeau, Ph.D., Director of Academic Services, UCD Athletics

The University Libraries at UC Davis and UNLV will share four separate outreach efforts designed to contribute to a campus goal of diversity and inclusion. The presentation will emphasize the importance of the library as not only a connector of students and resources but also a pillar of support of engagement and inclusion. Each initiative reinforces the Library's role as the academic heart of the university and a place of community. This panel presentation will review each initiative, how each promoted student engagement and inclusion, and lessons learned.

Palisades CF   *Format: Panel*

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

Presenters:
- 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.

Palisades E   *Format: Roundtable/Panel*

Program Sessions

PR Information Literacy Through Different Lenses (shared session)

1. Visualizing #blacklivesmatter: Exploring Critical Visual Literacy through Instagram

Presenters:

- 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?

2. Information Literacy Through Personal Narrative: Women's Studies and the Human Library

Presenters:
- 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.

*Not in attendance

Hermosa   *Format: Individual Presentations*

PR Going Native and Bridging Borders: Culturally-Based Literacy and Cultural Programs Serving Native Americans and Latino/as

Presenters:
- Edwin Schenk (Lakota/Ojibwa), Student, St. Catherine University
- Thomas Keeler, Student, St. Catherine University
- María Sánchez-Tucker, Manager of Special Collections and Museum Services, Pueblo City-County Library District, Pueblo, CO

This panel discussion will provide an overview of two unique programs focusing on culturally-based outcomes and outreach. Two MLIS students at St. Catherine University have undertaken a community-based research project to assess such outcomes through dramatic pedagogy among 8-10 year-old urban Native students in Minneapolis, Minnesota, identifying new and more culturally appropriate forms of literacy. An overview of Bridging Borders, a program for teen girls, and a book and mural project highlighting Latino/a history and heritage will be provided, addressing the development, challenges, and outcomes of these programs.

Venice A   *Format: Panel*

Program Sessions

PR Do We Walk the Walk, or Just Talk the Talk? Library Practices Around Intersectional Needs

Presenters:

- 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?

Venice B   *Format: Panel*

PR Scholarly Communication as a Tool for Social Justice and Diversity

Presenters:

- Charlotte Roh, Scholarly Communication Librarian, University of San Francisco
- Emily Drabinski, Coordinator of Library Instruction, Long Island University Brooklyn
- Harrison Inefuku, Digital Repository Coordinator, Iowa State University

Countless studies and personal narratives have demonstrated that cultural, racial, and gender bias influence important aspects of academia, including in traditional book and journal publishing. Scholarly communications and LIS publishing can challenge the traditional modes of publishing both in format and content. Panelists will discuss their work in this area, addressing topics like race, culture, sexuality, and gender in formats like print books, online journals, and institutional repositories.

Palisades D   *Format: Panel*

TWEETING? TAKING PHOTOS?

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- ● Blue means "Photos OK."
- ● Yellow means "Please ask first."
- ● Red means "No photos, please!"

Poster Session I

`CO` Bringing Together Black Digital History @UmbraSearch.org

Presenter:
- Sarah Carlson, Project Manager, University of Minnesota

The urgency of representing African American history as fully as possible drives Umbra: Search African American History (umbrasearch.org), a free online search tool that aggregates and makes discoverable nearly 500,000 digitized materials from over 500 US libraries, archives, and cultural heritage institutions. In aggregating these digital collections from across the country, Umbra leverages partnerships, open data platforms, and technologies to create access to a national digital collection of African American cultural history.

`PE` Building Opportunities for Inclusion: Residency Programs for Early Career Development

Presenters:
- Nataly Blas, Business Librarian, Loyola Marymount University
- Cindy Mediavilla, Project Coordinator for L.A. as Subject Residency Program, UCLA
- Katherine Donaldson, Librarian-in-Residence, Loyola Marymount University
- Rachel Deras, Paraprofessional Library Resident, Loyola Marymount University

Early librarian or prospective librarian residency programs can provide new and creative entry points into the profession. Such pathways encourage greater variation in librarian skillsets as well as diversity in age, race and ethnicity. This poster will provide a unique perspective on residency-related initiatives by discussing public library, archive, academic library, and paraprofessional residency programs. The primary focus will be on the design and implementation of these programs, as well as resident first-hand experiences.

`PR` Celebration of Diversity at the Library

Presenter:
- Annette Young, Reference Librarian, Chaffey College

On March 31, 2016, the Chaffey College Library held a celebration of diversity. The event featured a Human Library with the theme of Equity and Diversity (http://libguides.chaffey.edu/humanlibrary); an announcement and display of a new multicultural book collection, purchased in collaboration with student clubs AMAN/AWOMAN (African-American Male/Women's Network) and the Puente club; and guest lecturer, poet and local educator Romaine Washington. This poster will showcase the planning, campus collaboration, and the outcome of the event.

`PR` Checking Out the Library: Academic Library Outreach to Short-Stay International Students

Presenters:
- James Rosenzweig, Education Librarian, Eastern Washington University
- Qing Meade, Outreach & Inclusion Librarian, Eastern Washington University MidContinental Region

We are engaged with community partners in our university's short-stay international program with a Japanese university to develop outreach programming that helps these students learn about our library and all the services and resources it can offer them. We have emphasized brief, high-impact contact with students, as their stay in this country is under six months. Our poster details the strategies we used in developing our program, and the impact we've seen as a result.

POSTER SESSION I

`CO` Collecting Diverse Voices in the Archives

Presenter:
- Leanna Barcelona, Graduate Assistant, University Archives, University of Illinois at Urbana-Champaign

Archives are an access point for primary sources of history, but not all voices are heard in every collection. This poster will highlight the holdings of the University Archives at the University of Illinois Urbana-Champaign. It will demonstrate how materials from minority populations in the community have been preserved through digitization and the steps taken to acquire voices from diverse student populations on campus. It will also discuss additional actions that archives should take.

`PR` Common Good and Critical Librarianship

Presenters:
- Maggie Nunley, Teaching and Learning Librarian, University of Virginia Library
- Matthew Vest, Music Inquiry and Research Librarian, UCLA Library

Common Good is an outreach initiative focused on creating discussions within the UVA community that feature concerns of equality, diversity, and social justice around student life in higher education. Through a series of different types of programs, we've been able to partner with other organizations to feature conversations in a variety of settings from panel discussions on trigger warnings to a Wikipedia edit-a-thons on black stories at the university, and gender violence.

`PE` Creating a Community of Residents: A Blueprint for Starting a Multi-University Residency Program and Ensuring Its Success

Presenters:
- Anthony Wright de Hernandez, Resident Library, Virginia Polytechnic Institute and State University
- Quetzalli Barrientos, Resident Librarian, American University

In 2014, the libraries at four Universities decided to collaborate and develop a multi-university residency program, called the Diversity Alliance. The goal was to give each university's resident(s) a broader educational experience, the opportunity to learn about the profession beyond their individual institution. With representation from each of the universities, this panel will discuss the why and how to create a similar program for any institution(s) considering forming a multi-university residency program.

KEY TO TRACKS

`PR` Programming, Outreach, and Advocacy   `PE` Personnel, Management, and Organization

`CH` Challenging Topics   `CO` Collections and Access

Poster Session I

CO Creating a Social Justice Mindset: Diversity, Inclusion, and Social Justice in the Collections Directorate of the MIT Libraries

Presenter:
- Ann Marie Willer, Preservation Librarian, MIT Libraries

When we think of social justice in academic libraries, we often imagine inclusive public services and collections in spaces for research and student learning. Yet, it's critical for social justice to permeate throughout an entire organization. The Collections Directorate of the MIT Libraries sponsored a task force to identify opportunities for archives, technical services, preservation, and collections strategy staff to promote diversity, inclusion, and social justice. This poster presents the task force's recommendations.

PR Engaging Campus Partners to Develop a Hybrid Toolkit for Student Success

Presenters:
- Simon Lee, Inquiry Librarian and Lead for Learning Technologies, UCLA
- Doug Worsham, Interim Director for Teaching and Learning Services, UCLA
- Renee Romero, Instructional Design and Technology Consultant, UCLA

UCLA Library is the hub for a cross-campus team which develops a toolkit for delivering core competencies to diverse communities of learners and researchers. The toolkit allows instructors both in and out of the library to explore new instructional approaches, meet diverse learning needs, and incorporate accessible online, hybrid, and face-to-face teaching methods. In this poster session, we will discuss methods and tips to start a similar project at your institution.

PE Facilitating Inclusive Community Engagement: The Role of Orality in Extending Quality Reference Services

Presenters:
- Vanessa Irvin, Library and Information Science Program, University of Hawai'i - Manoa
- Deborah Turner, Assistant Professor, Drexel University College of Computing & Informatics

Exhibiting stellar communication skills, social expertise, and technical know-how create quality reference service. Of these resources, social expertise—which involves possessing community-, cultural-, and self-awareness that emerges in how we talk—plays a central role in ensuring that librarians can build bridges to inclusion. This poster contributes insight into LIS research on how the nuances of oral interaction when conducting reference interviews reflect a holistic interactional excellence required to facilitate inclusive community engagement.

CO Including Marginalized Voices: Building a Collection of Dalit Resources

Presenter:
- Nisha Mody, MLIS Student, University of Illinois at Urbana-Champaign

The Hindu caste system positions Dalits, also known as untouchables, at the bottom. This inequality manifests itself into continual injustices. Dalit resources are essential because marginalized voices can be heard only if they are included. However, building such a collection is complex to develop and discover due to South Asian vernacular language differences and semantic vocabulary affecting discoverability. This poster explores the development of the South Asian Dalit collection at the University of Illinois.

Poster Session I

PE Intersectionality at the Reference Desk

Presenters:
- Rose L. Chou, Budget Coordinator, American University Library
- Annie Pho, Inquiry and Instruction Librarian for Peer-to-Peer Services and Public Programming, UCLA Library

This poster presentation shares findings from our research study on the lived experiences of women of color librarians working in public services. We used a feminist interview approach to focus on voices that have traditionally been overlooked and devalued in LIS literature. We will explore intersectionality, microaggressions, and gendered expectations in the workplace.

PR Is Your Future Employer Homophobic or Racist? Career Readiness Through Corporate Culture Research Workshops for EOP and GLBTQIIA Students

Presenter:
- Mark Bieraugel, Business Librarian, California Polytechnic State University

Graduating students need jobs, but diverse students face an additional challenge of gauging whether the organization they are interviewing with will treat them fairly and respectfully. Students need to learn how to research corporate culture to determine whether they fit into their new workplace. An academic library's business librarian collaborated with the institution's PRIDE Center and EOP staff to create and run a workshop for each to help them learn how to research corporate culture.

CH An Issue of Inclusion: Reframing the "Problem Patron"

Presenter:
- Erica K. Argyropoulos, Graduate Research Assistant, University of Oklahoma

The term "problem patron" has arisen in the library literature not only in connection with a range of actions—from the eccentric to the truly dangerous—but also to identify anyone who is simply other. If we wish to create an atmosphere that is diverse rather than discriminatory, we must move away from the language surrounding the so-called problem patron, and instead shift our focus to anticipating and defusing harmful behaviors.

PE It Is What You Call It: Intentional Diversity in Library Residency Programs

Presenters:
- Elias Tzoc, Digital Scholarship Librarian, Miami University
- Jacqueline Johnson, Archivist, Miami University
- Stacy Brinkman, Art & Architecture Librarian, Miami University
- Kwabena Sekyere, Electronic Information Services Librarian, Miami University

What happens when you remove the word "minority" from a residency program initially created to increase diversity in the profession? This poster describes the effect of such a change at a public midwestern university library, where threats of reverse discrimination litigation caused the "Minority Resident Librarian" program to be re-named as the "Academic Resident Librarian" program. The poster suggests that names matter, and that diversity must be intentional and not coincidental.

Poster Session I

PR Making the Inclusive U: Developing a Mobile App to Identify Inclusive Space on Campus through Collaboration

Presenter:
- Benjamin Rodriguez, Library Manager, UT @ Austin Libraries

This presentation will share the excitement and momentum that our library diversity group experienced by creating a mobile app to highlight renovated facilities, assist underserved people, and make our campus more inclusive. We will take the conference participants through the processes that we used to identify and prioritize underserved groups, to build cross-campus partnerships, to discover resources, and to develop the functionality and interface for our open-source mobile app called The Inclusive U.

CO Mapping Diversity in the Collection

Presenter:
- Dawn Lawson, Head, Asia Library, University of Michigan

This poster describes a less frequently surfaced form of diversity, that is, diversity as an outcome of exposing hidden research library collections. The University of Michigan Library holds a set of 19th-century Japanese maps. They cannot be exhibited readily, and the fact that they are in Japanese creates a linguistic barrier for the map librarians. The maps became exposed when a Japanese studies professor held a graduate seminar exploring digital uses of them.

PR Mine the Gap: Designing Outreach for the Underrepresented

Presenters:
- Gayatri Singh, Reference & Information Services Coordinator, and Librarian for Communication, The UC San Diego Library
- Rachel Myers, Information Services Specialist, The UC San Diego Library
- Dorthea Stewart, Programming & Outreach Specialist, The UC San Diego Library

Traditionally, academic library outreach is informational, marketing library resources to campus. On campuses with underrepresented and underserved communities, library outreach well-focused and directed becomes transformational, strengthening communities, fostering diversity through education, and highlighting the library's role in furthering the campus' commitment to diversity. This poster focuses on how the UCSD Library developed exhibits and events that focused on gaps in the campus community, and will share strategies for engaging community/campus partners, and linking outreach efforts to strategic plans.

KEY TO TRACKS

PR Programming, Outreach, and Advocacy   **PE** Personnel, Management, and Organization

CH Challenging Topics   **CO** Collections and Access

Poster Session I

PE Open Conversations about Power, Privilege and Diversity amongst Library Faculty and Staff

Presenter:
- Delphia Williams, Acquisitions Coordinator & Government Documents Librarian, California State University, Northridge Library

In Fall 2015 the Oviatt Library held a Town Hall and invited two of our faculty from the Social Work Department to facilitate a workshop on Power and Privilege. It was met with mixed reviews. Since that first Town Hall we have scheduled other events for library staff and faculty that examine the topics of power, privilege, diversity and inclusion. The purpose of these events have been to increase dialog, build alliances and foster positive, inclusive experiences between co-workers. This poster presentation will examine the successes and failures of our programming and whether this has had a positive or negative impact on the organization's climate and culture.

PR Diversity on 2 Fronts: Sterling C. Evans Library and Cushing Memorial Library & Archives

Presenters:
- Rebecca Hankins, Associate Professor/Librarian/Archivist, Texas A&M University Libraries
- Brenda White, Administrative Assistant, Marketing, Texas A&M University Libraries
- Patrick Zinn, Manager, Marketing, & Communications Director, Texas A&M University Libraries

This poster will highlight the collaboration between the Texas A&M University's library and archive to promote its collections, programming, and outreach activities that offer a model for others to imitate. The centerpiece of the discussion will be the acquisition of a significant collection, the Don Kelly Research Collection on Gay Literature and Culture, that drew support from the campus and surrounding community.

PE Promoting Diversity through Online Education: Analysis of LIS Program Enrollment Rates

Presenter:
- Elizabeth Lieutenant, MSL(I)S Candidate and Graduate Library Assistant, The Catholic University of America

Changes in higher education, technology, and the library and information science (LIS) field influence the recruitment and retention of students of color. This poster presents a longitudinal data analysis of trends in LIS program enrollment rates. Preliminary analysis indicate that students of color are more likely to enroll in LIS programs with a 100% online degree option. Additional programmatic factors are identified as potential contributors to the successful recruitment and retention of students of color.

PR Reading about Diversity: Developing and Reflecting on Inclusive Instructional Resources

Presenters:
- Ernesto Hernandez Jr, Research Librarian for Teaching, Learning, and Education, University of California, Irvine
- Samantha Godbey, Education Librarian, University of Nevada, Las Vegas
- Ariana Santiago, Instruction Librarian, University of Houston
- Kenny Garcia, Reference and Instruction Librarian, California State University - Monterey Bay
- Lindsay Davis, Reference Librarian, Merced College, Los Banos Campus

Members of the ACRL Instruction Section Instruction for Diverse Populations Committee describe their process in collaboratively revising and developing resources to support instruction librarians working with diverse populations. The panelists will share highlights from the newly updated Library Instruction for Diverse Populations Bibliography, identify gaps in the literature on instruction for diverse populations, and reflect on how these resources relate to their own institutional contexts and initiatives.

Poster Session I

PE Real Institutions, Real Talk: Reflecting on More Than a Decade of Diversity Scholar visits to ARL Libraries

Presenters:
- Ilana Stonebraker, Business Information Specialist (Assistant Professor of Library Science), Purdue University Libraries
- Ebony Magnus, Assessment & User Experience Librarian, SAIT Polytechnic
- Mark Puente, Director of Diversity and Leadership Programs, Association of Research Libraries

As part of ARL's Initiative to Recruit a Diverse Workforce scholarship program, Diversity Scholars visit an ARL library to observe firsthand the realities of academic librarianship. A panel of two librarians from hosting institutions and two IRDW alumni will reflect on the benefits and value of these site visits. Moderated by the IRDW program director, panelists will discuss programming components, and share perspectives on the impact of this program for hosting institutions and visiting scholars.

PE Recruiting and Retaining Diverse Library IT Talent

Presenters:
- Janet Crum, Head, Library Technology Services, Northern Arizona University
- Mark Dehmlow, Program Director, Information Technology, University of Notre Dame
- Aaron Dobbs, Scholarly Communication & Electronic Resources Librarian, Shippensburg University of Pennsylvania
- William Helman, Information Technology Librarian, Towson University
- Kelly Sattler, Head of Web Services, Michigan State University
- Erin White, Web Systems Librarian, Virginia Commonwealth University

In this poster, we present research and practices that help libraries recruit and retain employees for technology jobs. We will summarize results from a survey of library IT staff, identifying key factors that influence recruitment and retention and whether those factors are consistent across settings and demographic groups. Then, based on those factors, we will offer concrete suggestions for recruiting and retaining talented employees in library IT positions.

PR Seeking Multicultural Connections: Design Your Own Human Library

Presenters:
- Beth Malapanes, Library Faculty, Gateway Community College
- Emi Kawasaki, Library Faculty, Gateway Community College

Discover an innovative way for academic libraries to increase awareness of diversity issues, civic, responsibility, and global engagement through The Human Library. The Human Library, created by an international organization, humanlibrary.org, consists of sessions where readers are able to "check out" a "human book" who has a story to share about his/her experiences with stereotyping or prejudice. Through meaningful conversations, "readers" listen to a "book" chosen from the available catalog that addresses a personally held prejudice in order to appreciate the humanity in all people.

Poster Session I

`PE` Sowing Seeds of Diversity and Inclusion in the Midwest

Presenters:
- Tobie Matava, Social Sciences and Humanities Librarian, Iowa State University
- Harrison Inefuku, Digital Repository Coordinator. Iowa State University

Iowa State University is located in the middle of a state whose population is 92% White. The university's demographics are similarly homogenous, with 71–86% of students, faculty and staff identifying as White. Our poster highlights steps taken and programs implemented to reinvigorate a library diversity committee at a predominantly White institution. Information will be provided on efforts to diversify staff, increase cultural competency, and combat racism and identity-based prejudice of all kinds.

`PR` Tagging IN THE LIFE: Incorporating Community Voices into LGBTQ Collections

Presenters:
- Taylor Morales, Project Archivist, Margaret Herrick Library, Academy of Motion Picture Arts and Sciences

In 2015, the UCLA Film & Television Archive launched an online research portal dedicated to In the Life, television's longest running LGBTQ news program. After cataloging episodes using traditional subject headings, the Archive solicited the input of my student group, LGBTQ Library & Archive OUTReach, to suggest tags for episodes to ensure the language used in the portal reflects community language. This poster documents the groups' work on the project.

`PE` **"Why Are We Still Talking about Diversity?"** - Combating Misconceptions in an Academic Library

Presenters:
- Michael Mungin, Psychology Librarian, James Madison University
- Yasmeen Shorish, Scholarly Communication and Data Services Coordinator, James Madison University

This poster will present the assessment and intervention activities of individuals at a mid-sized academic library with respect to diversity personnel initiatives. Each year, library employees complete a survey designed to gauge satisfaction and areas for improvement. Qualitative data suggest that library staff are confused about definitions of diversity and/or lack requisite buy-in and interest in initiatives that address diversity concerns. The activities and outcomes of an intervention to address these issues will be discussed.

Missed a Poster Session?

If you were unable to attend one of the poster sessions, you can still drop in and see them. Posters will be on display in Palisades AB until 4:30 PM each day (Session I posters on Thursday, Session II posters on Friday).

Poster Session II

PR　AIDS Education Posters Translation Project

Presenters:
- Lori Birrell, Special Collections Librarian for Historical Manuscripts, University of Rochester
- Kristen Totleben, Modern Languages and Cultures Librarian, University of Rochester

Through the AIDS Education Posters Translation Project, we initiated and led the development of an experiential learning model in language classes that to date have focused on textbook-based learning. Together with language instructors, librarians facilitated student contributions to the online archives of the international AIDS Education Posters Collection. This collection documents advocacy campaigns to raise awareness of the global epidemic that affects all people, regardless of their gender, race, ethnicity, or sexual orientation.

CO　Access and the Archives: Methodological Approaches for Spanish Translation of Finding Aids

Presenters:
- Hannivett Nabahe, ARL/SAA Mosaic Fellow at Special Collections, University of Arizona Libraries. University of Arizona
- Lizeth Zepeda, Archivist & Librarian, Arizona Historical Society

This poster describes an ongoing collaboration between the Arizona Historical Society (AHS) and Special Collections, University of Arizona Libraries (UASC) to increase access for Spanish-literate users through select translation of our finding aids. Using quantitative and qualitative assessments for the identification of prospective translations, we explore how to best direct Spanish-literate researchers to materials of interest at AHS, UASC, or elsewhere.

CO　Accessing Thai Government Publications by US, Europe and Asian Libraries

Presenters:
- Tassanee Chitcharoen, Government Information Cataloger, University of Colorado Boulder

Access to government information in Thailand is significantly different in both the government structure and distribution of Thai publications. This poster looks at Thai-produced government publications that are accessible outside of Thailand. Specifically, I access the types of institutions in the United States, Europe, and Asia that hold forty-seven selected Thai government serial publications by utilizing OCLC WorldCat data. OCLC records provide descriptive bibliographic information and the location of items held by member libraries.

PE　Amplifying Indigenous Voices: Reflections on the ARL CEP fellowship

Presenters:
- Jessica Humphries, Educational Design Support Specialist, University of Victoria, University of Washington
- Nicola Andrews, Library Page, Bellingham Public Library; University of Washington

This poster explores our experiences as fellows of the Association of Research Libraries Career Enhancement Program; carrying out our internships at the University of Michigan in 2015, and the University of Washington in 2016. We reflect on the benefits of diversity initiatives, and how they have created opportunities for us to further explore and uphold indigenous knowledge systems and inclusive pedagogy. We also consider ways to increase participant success and retention in the LIS field.

Poster Session II

`CO` Analytical Cataloging of Japanese Anthologies

Presenter:
- Hikaru Nakano, Associate University Librarian and Area Studies Unit Head, University of Florida

Aozora Bunko is a Japanese literature database for public domain full-text records. The University of Florida libraries modified their approximately 5,000 Japanese language records into RDA compatible English language records, and added the MARC records to OCLC and the ILS in order to provide access and support inclusion by other academic libraries. Thus, this analytical cataloging project makes it possible to introduce more users to the Japanese anthologies in full text.

`CH` The Beginnings: Measuring Racial Microaggressions in the Medical Library Community

Presenters:
- Rebecca Davis, Information Services Librarian, Wilson Dental Library, University of Southern California
- Lynn Kysh, Clinical & Research Librarian, USC Norris Medical Library and Children's Hospital Los Angeles
- Nancy Olmos, Head, Metadata & Content Management, USC Norris Medical Library
- Annie Thompson, Director, Wilson Dental Library, Herman Ostrow School of Dentistry of USC

A recent study in the Journal of Academic Librarianship measures racial microaggression experiences in the academic library setting, however, the study does not include medical librarians as part of the population. This poster will include information about what microaggressions are, the group's research process, and our work towards developing a good tool to measure racial microaggressions among medical librarians and library staff from colleagues and the library's community of users.

`CO` Beyond Brick and Mortar: Closing Equity Gaps Through Online Information Literacy Instruction and Targeted Outreach Strategies

Presenters:
- Nathasha Alvarez, Outreach and Instruction Librarian, East Los Angeles College
- Erika Montenegro, Instruction Librarian, East Los Angeles College
- Rita Suarez, Outreach and Instruction Librarian, East Los Angeles College

Student equity is one of the most important and widely discussed issues in higher education today. Equity planning at East Los Angeles College frequently centers around expanding brick and mortar services and physical resources available on campus. The Helen Miller Bailey Library is refocusing its approach to student equity from expanding library hours and textbook collections to include improving access to physical and online library services and resources for traditionally underrepresented students.

KEY TO TRACKS

`PR` Programming, Outreach, and Advocacy   `PE` Personnel, Management, and Organization

`CH` Challenging Topics   `CO` Collections and Access

Poster Session II

FRIDAY, 10:30 AM – 11:45 AM   **PALISADES AB**

PE Beyond Diversity ARL Initiatives: Peer Mentoring

Presenters:
- Genevia Chamblee-Smith, Library Assistant, Cooley, LLP
- Christian Minter, Education Coordinator, National Network of Libraries of Medicine, MidContinental Region

Hathcock's (2015) criticism of the Association of Research Library's diversity initiatives argued that the programs focus on simply increasing numbers without addressing long-term retention. The purpose of the poster session is to highlight the benefits of peer mentoring as an ongoing resource among alumni Diversity Scholars to help with career advancement. The poster will discuss current retention rates for ARL Diversity Scholars and focus group/survey results that measure the impact of the Scholars' peer mentoring experiences.

CO Blind Spots in Your Collection: Reader Services for Blind and Visually Impaired Music Library Patrons

Presenter:
- Patrick Sifuentes, Public Services Music Librarian, Northwestern University

This poster will illustrate examples of Braille music notation, adaptable technologies, and explore the resources available to members of this community within higher education and the study of music. Advances in Braille music notation as adapted through digital technology create accessibility to music for the blind that could not have been imagined in the vision of Louis Braille.

PR Building an Environment that Embraces Diversity: GOLD at the Penn Libraries

Presenters:
- Rebecca Stuhr, Assistant Director for Liaison Services/Coordinator for Humanities Collections, University of Pennsylvania Libraries
- Manuel de la Cruz Gutierrez, Research and Knowledge Management Liaison Librarian, University of Pennsylvania Libraries

This poster will present the road map, mission, and progress of Penn Libraries' Group On Library Diversity. Through its official charge, GOLD is addressing recruitment and retention of diverse staff; building awareness through increased participation in planning, workshops, and community activities designed to draw attention to and improve the climate of diversity within the libraries; and reaching out to campus cultural centers and neighborhood schools to contribute to a learning environment in which every student thrives.

PE Challenging Institutional Culture

Presenter:
- Connie Woxland, Reference and Instruction Librarian, University of Nevada Reno

Change takes time, but issues like diversity inclusion don't have that luxury. Librarians at UNR are striving to speed that change. With assistance from veteran UNR librarians, and the Diversity Center on Campus, diversity inclusion is being brought to the forefront. See what steps you can take to change your institution's culture for the better and discuss what changes can be made now for the betterment of all.

Poster Session II

`PR` Challenging the Model Minority Stereotype with Tattoos and Oral Histories

Presenter:
- Jessea K. Ramos-Young, Inknography founder, Simmons College School of Library and Information Science

Inknography is a digital oral history collection of tattooed Asian Americans. Body modifications, especially tattoos, challenge the visual image of the "model minority" stereotype. Each interview explores balancing identities, microaggressions, perspectives in cultural representation, and understanding the inspiration behind their tattoos. The collection can teach young people of color how to handle microaggressions, encourage discussion about racism, and to remind students they are not alone in their experiences.

`PE` Competencies in Action: ACRL Standards and Library Diversity Plans

Presenter:
- Ione Damasco, Cataloger Librarian, University of Dayton

In 2012, ACRL published Diversity Standards: Cultural Competency for Academic Libraries to guide academic libraries to better serve diverse populations. How do academic library diversity plans incorporate these ACRL standards? What standards are underrepresented? This poster will show intersections between diversity plans collected from U.S. academic libraries and the standards through content analysis. Those engaged in diversity efforts will learn how to integrate these standards into their own plans to ensure inclusive learning environments.

`CO` Connecting African American Collections with Government Information Using Digital Objects

Presenter:
- Latanya N. Jenkins, Reference Librarian for Government Information and African American Studies, Temple University

As the African American Studies Librarian, it is sometimes difficult to allow students brain-friendly methods for interacting with various collections. What are effective ways to connect them with the library and other collections? As the government collections and library's collections attempt to shift from analog to digital spaces for engagement, there may be ways to allow for interaction and inspiration through digital collections and platforms. How do we promote access to diverse learners?

`PR` Creating a Multifaceted Oral History Center on a Shoestring Budget

Presenter:
- Gloria L. Rhodes, Outreach Librarian, San Diego State University Library & Information Access

San Diego State University (SDSU) Library and Information Access established an Oral History Center with seed money from SDSU President's Leadership Fund. The dedicated space is used to conduct biographical interviews from diverse participants with a connection to the San Diego region generally and SDSU specifically. This poster will focus on the short term and long term significance to SDSU and discuss ways this center and the oral histories recorded provide opportunities for campus and community collaborations.

Poster Session II

CO The Digital Library of the Caribbean (dLOC) Model: Leveraging Strong Governance for Procedural Justice to Strengthen the Community of Practice for Diversity and Inclusivity in Digital Libraries

Presenters:
- Brian W. Keith, Associate Dean for Administration & Faculty Affairs, George A. Smathers Libraries, University of Florida
- Laurie N. Taylor, Digital Scholarship Librarian, George A. Smathers Libraries, University of Florida

This poster will introduce the Digital Library of the Caribbean (dLOC; www.dloc.com), a collaborative, international digital library for resources from and about the Caribbean and circum-Caribbean, providing access and ensuring preservation for Caribbean cultural, historical, and research materials from archives, libraries, museums, and private collections. It will provide an overview of dLOC's contents, functionality, and robust governance structure for inclusivity and diversity as a unique case study and model for digital libraries.

CO Discovering the Truth in American Indian Literature

Presenter:
- Naomi Bishop, Science and Engineering Reference Librarian, University of Denver

Selecting and promoting books for readers that are written and illustrated by Native authors and illustrators should be a priority for every library from public to academic. This poster will highlight the best youth literature selected by the American Indian Library Association (AILA) Youth Literature Awards Committee for 2016 and a discussion on misrepresentations of American Indians in literature.

PE The Factors Influencing American Academic Library Directors' Approaches to Resolving Conflict during Change

Presenter:
- Zhixian Yi, Lecturer, School of Information Studies, Charles Sturt University, Australia

This study examines how American academic library directors resolve change conflict using Bolman and Deal's reframing change model as a guide, and the factors influencing the approaches used. Data were collected from an online survey and descriptive and inferential statistics were used to analyze the collected data. Results demonstrate that directors used single, dual, and multiple approaches to resolve conflict. The results are helpful to better understand directors' attitudes and behaviors, and the influencing factors.

CO "I Know It When I See It": Care and Feeding of Controversial Collections

Presenters:
- Nicholae Cline, Scholarly Services Librarian, Indiana University
- Leanne Mobley, Scholarly Technologies Librarian, Indiana University
- Erika Jenns, Scholars' Commons Programming & Outreach Librarian, Indiana University

The Indiana University Libraries system is home to a number of collections that defy standard expectations of what research collections should contain and often rub against the delicate sensibilities of patrons. Through stories and examples, this poster will contend with how collections containing sensitive subject matter are developed, maintained, and made accessible, with a special emphasis on what it means to provide access to materials that some might find offensive or even obscene.

Poster Session II

PE The Information Specialist Internship Program: Increasing LIS Diversity through Undergraduate Engagement

Presenters:
- Catherine Phan, Digital Services Librarian, University of Wisconsin-Madison
- Erin Carrillo, Information Services Librarian, University of Wisconsin-Madison

The Information Specialist Internship Program (ISIP) at the University of Wisconsin-Madison Libraries aspires to increase diversity of the library profession by providing undergraduates from historically underrepresented groups an opportunity to obtain knowledge and experience in information and library services. The internship is designed to increase awareness of information specialists, and develop a diverse learning community. This poster will describe the goals of the internship as well as the satisfactions and challenges of running the program.

PR Join the Conversation: Building Bridges to Inclusion through Discussion-Based Programming

Presenter:
- Sharon Ladenson, Gender and Communication Studies Librarian, Michigan State University Libraries

How can libraries facilitate open conversation about race, gender, and social justice in order to build bridges to inclusion? Librarians at Michigan State University (MSU) work closely with the MSU Office for Inclusion and Intercultural Initiatives to develop discussion-based programs in support of Project 60/50 (a university effort to facilitate community conversation on civil and human rights). This poster provides examples of award-winning programs and tips for collaborating effectively with campus partners to support diversity.

CO #LibrariansNeedDiverseComics

Presenters:
- Alexandria Brown, Head of Research Library, Napa County Historical Society
- Nicole Rich, Senior Serials Library Assist, Norris Medical Library, USC

Like most media, a majority of comics cater to a white cishet male audience with stories starring white cishet male heroes. Because these characters do not represent the diversity or demographics of the real world, they can alienate underrepresented socio-cultural groups, including but not limited to women, people of color, and LGBTQ+. This presentation provides recent statistics on diversity, recommendations for collection development including introductions to several award winning creators, and tips and tools to expand programming.

PE Library Leadership Development for Asian Americans: A Culture-Centered Approach

Presenters:
- Binh P. Le, Associate Librarian/2015-16 Penn State University Administrative Fellow, the Pennsylvania State University

Asian cultural traditions are deeply valued by Asians, including American-born Asians. The problem, however, is that by upholding many of the Asian cultural traditions many Asian Americans find it challenging to develop some of the essential American-centered leadership skills. Consequently, they fail to attain leadership positions in academic and research libraries. This presentation discusses ways that Asian Americans can acquire some of the essential American-centered leadership skills.

Poster Session II

PALISADES AB

`PR` Multiculturalism in Academic Libraries: Have Your Passport Ready

Presenters:
- Leila June Rod-Welch, Outreach Services Librarian & Associate Professor, Rod Library - University of Northern Iowa

This poster will highlight and share success stories about a multicultural diversity event initiated by an academic library. In celebration of International Education Week, our library organized a diversity event to educate attendees about different countries, cultures, languages, and religions in a non-threatening environment.

`PE` Public Library Boards in a Growing Cultural Context - Is there Diversity?

Presenters:
- Michael Sholinbeck, Outreach & Instruction Librarian, UC Berkeley Public Health Library
- Corliss Lee, Program Coordinator, Instruction Services Division, UC Berkeley
- Jane Rosario, Original Cataloger, Metadata Creation Unit, UC Berkeley
- Liladhar Pendse, Librarian for Central & East European, and Slavic Studies; Librarian for Armenian, Caucasus, and Central Asian Studies; Librarian for Mongolian Studies; Acting Librarian for Africana Collections; Head, International Exchange, UC Berkeley
- Crystal Miles, Public Services Assistant, The Bancroft Library, UC Berkeley
- Virginia Shih, Librarian for Southeast Asian Collections, South/Southeast Asia Library, UC Berkeley
- Lori A. Hines, Assistant Archivist, Pictorial, The Bancroft Library, UC Berkeley
- Sarah Ngo, (formerly) Document Delivery Coordinator, Public Health Library, UC Berkeley

The LAUC-B Committee on Diversity (CoD) has existed for at least 20 years; recent years saw a waning in its activities. A task force convened in 2014 to revise the CoD's charge, hoping to revitalize the group, and effect change in the diversity of professional librarians. The CoD has since sponsored several events, and reinstated a librarian/staff mentoring program. While the CoD's re-invigoration has received praise, work remains. Librarian diversity (particularly in terms of numbers from underrepresented minorities) remains low, but working toward culture change may be all the CoD can do.

`PR` Schol Comm for All! Reaching Diverse Populations with a Multipronged Scholarly Communication Outreach Strategy

Presenters:
- Vicki Gruzynski, Teaching and Learning Librarian, Worcester State University
- Jennifer Chan, Scholarly Communication Librarian, UCLA

The diverse populations that librarians serve on a college campus have different scholarly communication concerns about open access, academic publishing, author rights, and related issues. Many academic libraries expect their librarians to have some working knowledge of scholarly communication, but not all campuses have a dedicated functional specialist. Two librarians at a large research institution will demonstrate their methods for identifying and adequately addressing these issues in their campus community.

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Poster Session II

PE **"Strength in the service of vision"**: Measuring the Impact of the IE LEADS Program on Institutional Partners and Affiliates

Presenters:
- Kent LaCombe, Water Resources Librarian, UC Riverside Library
- Stephanie Milner, Reference & Instruction Librarian, UC Riverside Library

IE LEADS (Inland Empire Librarians Educated to Advance Diversity and Service) was a program at University of California Riverside from 2010 to 2014, funded by a grant from the Institute of Museum and Library Service (IMLS) Laura Bush 21st Century Librarian Program. This poster presents information on the program's impact on institutional partners and affiliates, specifically regarding how program partners and affiliates perceive the effects of their participation in the IE LEADS program.

PR Student Perceptions of Inclusion in the Library

Presenters:
- Katherine O'Clair, Agriculture & Environmental Sciences Librarian, Kennedy Library, California Polytechnic State University

In 2016, our library incorporated questions about inclusion into its annual student satisfaction survey. This poster will share the results of these survey questions and input from students on the library's efforts to be open and inclusive to all. In addition, this poster will discuss how the data gathered from this survey will be used to align with campus-wide priorities to improve inclusion.

PR Visually Impaired Access to Visual Information

Presenter:
- Nicholas Beyelia, Margaret Herrick Resident, Academy of Motion Picture Arts & Sciences Margaret Herrick Library

The Americans with Disabilities Act requires online information to be accessible to individuals with visual impairments – but how does that affect special collections libraries with resources that are heavily invested in visual representations? This project will determine if institutional records for visual resources provide enough information to meet the requirements outlined by the ADA and provide patrons who have visual impairments enough information to understand if a resource may be relevant to their needs.

CH **What's in a Name**: The Language of Personal Identity and Academics

Presenters:
- Cynthia L. Henderson, Associate Dean of Health Sciences Libraries, University of Southern California
- Casey Ann Mitchell, Metadata Librarian, Pepperdine University
- Nancy Olmos, Head, Metadata and Content Management, University of Southern California
- Dr. Rebecca Davis, Information Services Librarian, University of Southern California
- Prof. Eva Rios-Alvarado, Adjunct Librarian, Mt. SAC, GCC & ELAC
- Bredny Rodriguez, Health and Life Sciences Informationist, University of California at Los Angeles
- Christal A. Young, Reference and Instruction Librarian, University of Southern California

Our identity is part of who we are, and relates to our name, title and academic rank that place us into an organizational network. Yet, how many times has your personal or professional identification been challenged, misunderstood, or lost in translation? What happens when you have to help others understand who you are? This poster will display some of the most challenging, sometimes embarrassing, moments when assumptions go wrong.

NDLC'16

ASSOCIATION OF RESEARCH LIBRARIES

UCLA Library

NDLC'16 is presented by the Association of Research Libraries (ARL) and the UCLA Library.

The Association of Research Libraries (ARL) is a nonprofit organization of 124 research libraries at comprehensive, research institutions in the US and Canada that share similar research missions, aspirations, and achievements. The Association's importance and distinction is born from its membership and the nature of the institutions represented. Its mission and guiding principles shape these basic values that are essential elements of the Association's success:

- Open and equitable access to information is a fundamental tenet to society.
- Research libraries are active agents central to the process of the transmission and creation of knowledge.
- Research libraries have a responsibility to anticipate and prepare for the information needs of present and future users.
- Collaboration among libraries improves prospects for individual library success in fulfilling local needs.

Consistently ranked among the top academic libraries in the country, the UCLA Library drives the world-class research, groundbreaking discoveries, and innovation for which UCLA is renowned. Whether on campus or online, the UCLA Library takes the lead in preserving cultural heritage, making knowledge accessible, and building a library of the future. Under the direction of University Librarian Ginny Steel, the UCLA Library system serves students, faculty, and researchers of all disciplines.

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