UCI Libraries Diversity, Equity, Inclusion, & Accessibility Action Plan

Plans and Progress
Last revision: 12/06/2022

"The Libraries value…UCI's diversity and principles of community, which we uphold, incorporate, and exemplify in our actions." – from the UCI Libraries' Strategic Plan

We seek to uphold these values and enhance the Libraries contributions to anti-racism, diversity, equity, inclusion, belonging, and accessibility at UCI.

The Libraries have articulated a Diversity Commitment and Plan, including general goals, and we have established a standing Diversity Team that has contributed to advancing this plan for a number of years. However, we recognize the importance of continued proactive engagement, planning, and action with specific near-term goals. This Action Plan is a flexible, living, and growing document that will continue to be developed and revised as we make progress and identify new goals.

Below are four themes where we have established specific goals:

Investing in Organizational Initiatives to Advance Diversity, Equity, Inclusion, & Accessibility
While advancing DEI is an important role for all UCI Libraries' employees, we recognize that relying solely on a distributed responsibility is less likely to lead to real, meaningful organizational change than a combination of broad responsibility by all employees and focused attention for specific roles. Therefore, we are articulating explicit responsibilities and investing resources to enhance support for DEI engagement throughout the organization.

We recognize that all members of the Libraries and UCI community have responsibilities for advancing UCI's goal of inclusive excellence, and that many individuals and groups are engaged in valuable work in this area. The intent of organizational investments is to increase organizational capacity and bandwidth for sustained engagement in DEIA work. It is not meant to change or replace existing engagement by individuals and groups across the Libraries, nor to relieve them of their responsibilities.

Specific actions include:
- Articulating roles and responsibilities for DEIA throughout the Libraries' organization
  - We have added both general and specific Diversity, Equity, and Inclusion in the position profiles for all three AULs.
  - We will disseminate a clear outline of complementary responsibilities and expectations for advancing DEIA for different individuals and groups across the Libraries' organization.
- We have expanded the criteria for the Libraries' Innovation Grant program and High Priority Initiatives Professional Development Fund to explicitly support DEIA projects and professional development and will explore opportunities for increasing bandwidth for targeted engagement by librarians and staff in DEIA projects and initiatives.
- We are finalizing plans to add DEIA expertise in the Libraries through the following two recruitments:

- An externally facing **Director of Library Diversity, Equity, Inclusion, and Accessibility (DLDEIA)** in Public Services to serve as a strategic advisor throughout the Libraries on DEIA issues.
- An internally facing **Training & Organizational Development Coordinator** in Library Human Resources to enhance our positive, equitable, and inclusive culture (pending approval from Position Management Review Committee).

- As we prepare to update the Libraries' Strategic Plan in alignment with the upcoming refreshed campus strategic plan, we have collected library-wide feedback on suggestions for highlighting and emphasizing DEIA in our Mission and Values statements. This will be used as background for the soon-to-be-formed Strategic Planning Committee as they rewrite the Mission and Values statements
- We charged a Diversity, Equity, Inclusion, & Accessibility Planning Advisory Team to lay the groundwork for success for the DLDEIA and Training & Organizational Development positions, including developing suggestions for potential initial projects for both positions (realizing that whoever we hire into these positions will want input into establishing priorities upon arrival) and suggestions for work to be done by the Libraries' organization and employees while we recruit for these positions. The group has fulfilled its charge, and the Final Report was used as a springboard for a DEIA Librarywide Community Discussion. The feedback from the discussion will be summarized and shared librarywide and will be used in upcoming strategic planning.

Building Cultural Awareness and Cultural Competencies

UCI is a [Minority Serving Institution](#) (AANAPISI, HSI) that is committed to serving [First Gen](#) students, and fostering social mobility and "[Advancing the American Dream](#)." The Libraries are in full alignment with the campus in advancing UCI's [Commitment to Excellence through Diversity](#) by creating a learning community grounded in knowledge, open inquiry, dialogue, respect, and inclusion. UCI attracts students, faculty, and staff from all different backgrounds across the nation and around the world. Providing effective support for the diverse UCI Community requires active efforts to build cultural awareness and cultural competencies.

Specific actions include:
- Identifying and offering cultural competency and other training opportunities for library leadership and other library employees.
- Allocating funds to facilitate librarian/staff engagement in individual DEIA related opportunities.
- Supporting the Libraries' Diversity Team as they establish programming goals for the upcoming year and beyond.

Providing Inclusive Spaces and Programs

All members of the UCI community should feel like they belong when they enter physical and virtual library spaces. We should proactively signal that they are welcome, safe, and in the right place, regardless of their background or experience with academic libraries.

Specific actions include:
- Establishing a working group led by the Head of Access & Operations to review the Libraries' procedures for responding to incidents in the context of the new [UC Community Safety Plan](#).
- We have charged a Task Force with recommending changes to enhance inclusiveness and accessibility in library spaces, including physical changes to improve accessibility, ways to ensure students feel physically safe and comfortable, and ways to enhance a sense of belonging for

patrons through the use library signage, digital presence, social media, and displays. In consultation with campus experts, the Task Force is also considering options for acknowledging the Tongva and Acjachemen peoples on whose ancestral land the Libraries are located.

Enhancing Collections and Description

Traditional library collections and description practices in the United States have historical biases that have not always been respectful or inclusive of our broader communities and stakeholders. We aim to confront these traditions by:

- Consciously building and promoting collections that support a diversity of perspectives and differing types of knowledge and ways of knowing.
- Increasing the discoverability of DEI resources.
- Engaging in professional initiatives to implement more inclusive cataloging and description principles for library resources.
- Continuing our focus on Community Centered Archives and on collecting and preserving the stories and histories of underrepresented and historically excluded groups on-campus and across the region.
- Creating physical and virtual displays and exhibits that highlight individuals and communities from diverse backgrounds and that put a spotlight on the contributions to the campus, community, and broader scholarly dialogue of BIPOC and other faculty, staff, and students from underrepresented and historically excluded groups.

Specific actions include:

- Launched an ongoing marketing campaign to promote our diverse resources.
- Conducted a diversity audit of the current collection where we looked at titles published between 2019-2021 in seven different subjects (Asian American Studies, Indigenous Studies, etc.) that we did not currently own and purchased approximately 250 new titles to add to the collection.
- Holistically review our GOBI Core Profile (provider of books to academic libraries) to add additional DEI criteria and DEI publishers.
- Add DEI language to our Collections Guideline.
- Create procedures for subject librarians on how to improve diversity and inclusion in our collections in a few specific areas such as CA Native Americans Tribes and Environmental Justice.
- Supporting UCI and UC-wide efforts to remove harmful metadata from UC Library Search through initiatives to replace the LCSH subject headings that use offensive terms with more appropriate terms.
- Increase the availability of accessibility information in bibliographic records.
- Establish a CMS departmental DEIA standing committee to discuss DEIA issues as they relate to cataloging & metadata work and to propose changes to practices to align our work with DEIA best practices in cataloging & metadata.
- Explore the use of eScholarship for publishing ethnic studies Open Educational Resources.
- Advancing various Special Collections and Archives projects to support the collection and preservation of stories and histories from underrepresented and historically excluded groups. Examples include: UCI Black Alumni Chapter oral history project, Records of Resistance and Resilience in Orange County, Community-Centered Archives grants, Stories from the Sea oral history project; LGBTQ Center Orange County oral history project; capturing stories from Pacific Islander and Cambodian communities via their foodways; Asian American and Pacific Islander

Communities in a Time of Pandemic; UCI PrisonPandemic project; Archiving Pandemic Histories student archives initiative, etc.
- Special Collections Archival description audit and reparative description initiative.

Developing Inclusive Instruction and Consultation Services

We aim to anchor the library's teaching and consultation programs in anti-oppressive and student-centered practices that go beyond traditional "show and tell" library instruction models and that critically examine our approaches to ensure that we are not unintentionally upholding oppressive power structures through our teaching methods and presentation of library resources. We aim to transform library instruction by:
- Centering our teaching and consultations practices in critical pedagogy and racial justice.
- Understanding that "neutral" or "objective" approaches to instruction and consultation uphold existing power structures.
- Framing "information literacy" to recognize that academic and historical discourse have traditionally underrepresented, maligned, or silenced certain voices while privileging others.
- Promoting research methodologies that are rooted in anti-oppressive approaches.
- Promoting approaches that are attentive to the experiences and perspectives of non-dominant or marginalized groups and resisting "deficit" models of instruction or intervention.

Specific actions include:
- Continue to hold regular Community of Teaching Practice sessions to develop anti-oppressive pedagogical approaches. This includes Anti-Racist Pedagogy Reading Group sessions, practical Skill Share sessions, and more open-ended discussion sessions.
- Recommend that individual instructors, when preparing for an instruction or consultation session, review the examples they use through the lens of diversity and inclusiveness. Explore forming a small discussion group to consider these issues.
- Develop assessment strategies for learning objects and guides (e.g., Libguides, tutorials) through the lens of accessibility and inclusion.
- Review heavily used LibGuides (Databases to Get you Started/39C) to see if we currently include examples that could be updated through the lens of diversity and inclusiveness.
- Contribute to ARL Research Library Impact Framework project addressing the question of how the libraries' special collections support teaching, learning, and research, specifically to incorporate more inclusive histories into primary source instruction and assessing the affective response of students "seeing themselves" represented in archives.
- Conduct Digital Scholarship Services Outreach Audit to identify new, potentially underrepresented or historically excluded, audiences to which we can promote DSS services and provide research support.