The Iowa State University Library strives to be inclusive in our collections, services, programming, policies, procedures, and environment. This report provides an overview of the library’s major diversity and inclusion initiatives in 2016 and details efforts library faculty and staff have made in contributing to the library’s efforts to advance diversity and inclusion through collections development; instruction, outreach and programming; professional development; research and scholarship; and professional and institutional service.

Overview

Over the past year, the University Library Committee on Diversity has aimed to lay the groundwork for sustainable diversity and inclusion initiatives in the library. These efforts took two primary forms: the drafting of a diversity and inclusion plan, which coincides with the library’s efforts to draft a strategic plan. The plan outlines strategies and actions in three primary goal areas: outreach and engagement; staff development and retention; and recruitment and hiring. The plan should be completed early in the 2017 calendar year.

In October, the University Library invited Mark Puente, Director of Diversity and Leadership Programs for the Association of Research Libraries, to visit Parks Library. During his day-long visit, he gave two presentations on the topic of “Diversity and Inclusion in academic libraries,” had lunch with the diversity committee and discussed “Best practices from ARL libraries,” and met with the Library Management Team to discuss “Creating environments that center the needs of people from historically marginalized groups.” Mark’s all-staff presentations attracted approximately 50 library staff. Also in attendance were Dr. Reginald Steward, Vice President for Diversity and Inclusion, Nicci Port, Project Director for Diversity and Inclusion, and several librarians from Ames Public Library. Mark’s presentations serve as the foundation for continuing staff development opportunities in diversity and inclusion.

In 2016, the University Library gained two librarians from underrepresented groups. Rachel Seale, Outreach Archivist, is an alumni of ARL’s Initiative to Recruit a Diverse Workforce. Petrina Jackson, Head of Special Collections and University Archives, is a 2001 Spectrum Scholar and received SAA’s Harold T. Pinkett Minority Students Award in 2002.

A subcommittee of the diversity committee (Kim Anderson, Harrison W. Inefuku (chair), Petrina Jackson, Rebecca Jackson, Hilary Seo) planned a university library residency program, aimed at attracting early career professionals from historically underrepresented populations to careers in academic and research librarianship. The three-year program responds to students’ calls for greater representation of diversity in Iowa State’s faculty and staff, and it allows the University Library to play a part in diversifying the profession. Three departments have been selected as potential home departments for the first resident: Digital Scholarship and Initiatives, Library Instruction, and Special Collections. Advertisement and recruitment for our first resident is ready to begin in January 2017.
Collections

The University Library continued to build its collections relating to diversity identity groups. Significant additions to the library’s general collections include backsets of historically black newspapers Cleveland Call & Post, Chicago Defender, and Pittsburgh Courier; and streaming videos including Cree Hunters of the Mistassini, Reel Injun, and the Docuseek2 collection. Subject librarians Susan Vega García, Tobie Matava, and Dan Coffey continue to build the general collections in their diversity-related subject areas (see Professional and Institutional Service). Megan O’Donnell and Lorrie Pellack purchase titles related to women and other underrepresented groups in science. Pellack contributed a review on one such title, Reshma Saujani’s Women Who Don’t Want to Wait in Line, to the April 13 issue of Your Library Newsletter.

Special Collections and University Archives acquired the records of the Lesbian, Gay, Bisexual, Transgender, and Ally Alliance at Iowa State University. Iowa State’s Department of World Languages and Cultures continues to enjoy one of the highest rates of faculty participation in the Iowa State University Digital Repository.

Instruction, Outreach, Programming and Services

Several librarians were engaged with providing instruction, outreach, programming and services to and about diverse identity groups, in the library and across campus.

Tobie Matava helped to recruit speakers, fundraise, and organize Iowa State’s 8th annual Remembrance Day event in February. This year’s event, “Who Speaks for Islam? Documentary and Discussion,” featuring Miriam Amer, Sal Syed, Arnesa Buljusmic-Kustura and James Broucek, was successful and attended by over 300 Iowa State and Ames community members.

Over the summer, Megan O’Donnell spoke about the library and our services to blind and low-vision students in a tour arranged by the City of Ames for the Iowa Department for the Blind.

Eric Schares continues to provide outreach in partnership with the College of Engineering’s diversity office. In October, Eric gave presentations to their Men of Color Collective, which supports African American engineering students, and their Sophomore Success Seminar.

Susan Vega García provide formal course instruction to University Studies (U ST) courses for McNair and NCORE Scholars and international undergraduate students, U.S. Latino/a Studies Program (US LS) 211: Introduction to U.S. Latino/a Studies, and American Indian Studies (AM IN) 210: Introduction to American Indian Studies. Susan also worked with Elizabeth Martinez Podolsky from Colegas, Iowa State’s Hispanic and Latino Faculty Staff Association, to organize a Latino library book exhibit (September/October). In November, Susan created a book exhibit for Indigenous Heritage Month.

Professional Development

Many library faculty and staff attended conferences, courses, workshops, and other professional development opportunities related to diversity and inclusion.

Conferences

Harrison W. Inefuku
• ARL Fall Forum 2016: Libraries and Archives as Agents of Social Justice
• National Diversity in Libraries Conference

Tobie Matava
• National Diversity in Libraries Conference

Beth McNeil
• National Diversity in Libraries Conference

Hilary Seo
• ARL Fall Forum 2016: Libraries and Archives as Agents of Social Justice

Courses
Harrison W. Inefuku
• Cultural Competence for the Academic Librarian (Library Juice Academy)

Rano Marupova
• Accessibility: Designing and Teaching Courses for All Learners (Open SUNY)

Workshops and Seminars
Linda Anderson
• Developing Digital Content for All (Engineering-LAS Online Learning)
• The ‘What’ and ‘Why’ of Accessibility (Engineering-LAS Online Learning)

Hope Craft
• Developing Digital Content for All (Engineering-LAS Online Learning)

Petrina Jackson
• Iowans and the Civil Rights Movement (African American Museum of Iowa)

Megan O’Donnell
• Online Accessibility and Universal Design at Iowa State University (Center for Excellence in Learning and Teaching)

Kathy Parsons
• The ‘What’ and ‘Why’ of Accessibility (Engineering-LAS Online Learning)
• Working One-on-One with Students (Engineering-LAS Online Learning)

Rachel Seale
• Developing Digital Content for All (Engineering-LAS Online Learning)
• The ‘What’ and ‘Why’ of Accessibility (Engineering-LAS Online Learning)
• Working One-on-One with Students (Engineering-LAS Online Learning)
Vicki Wooley

- Safe Zone Training (LGBT Student Services)

Library staff also participated in diversity-related meetings that were part of broader workshops/meetings that are regularly attended. As part of the 12+ workshop series, Cheryl Carlile, Jacob Eddy and Harrison W. Inefuku attended a session on diversity led by E. Jacob Cummings, Equal Opportunity Specialist in the Office of Equal Opportunity. Linda Anderson attended a presentation by Chad Brown, Technology Consultant for the Iowa Braille School, during a WebSIG meeting.

Research, Scholarship and Presentations

Library staff contributed to the professional discourse on diversity and inclusion through presentations and regional and national conferences and a book chapter.

- Kimberly Anderson and Harrison W. Inefuku. “Focusing the Archival Gaze: A Preliminary Definition and Model.” Presentation at the Archival Education and Research Institute, Kent, OH, United States, July 8–12, 2016.

Professional and Institutional Service

National and Regional Committees

Harrison W. Inefuku

- Asian/Pacific American Librarians Association, Scholarships and Awards Committee
- Society of American Archivists, Archivists and Archives of Color Section, Chair
- Society of American Archivists, ARL/SAA Mosaic Program Advisory Group, Member
- Society of American Archivists, ARL/SAA Mosaic Program Selection Committee, Chair
- Society of American Archivists, Diversity Committee, Member
- Society of American Archivists, Harold T. Pinkett Minority Student Award, Chair
Beth McNeil

- Association of Research Libraries, Diversity and Inclusion Committee, Member

Rachel Seale

- Society of American Archivists, Archivists and Archives of Color Section, Regional Representative for Iowa

Institutional Service

Harrison W. Inefuku

- Asian American and Pacific Islander Faculty and Staff Association, Co-Chair
- Asian American and Pacific Islander Graduate Student Association, Adviser
- Faculty and Staff Affinity Council, Member
- Vice President for Diversity and Inclusion Council, Member

Petrina Jackson

- Archives of Women’s Political Communication Advisory Board, Member
- Counter Campus Tour Committee, Member

Jody Kalvik

- Universal Design Taskforce Committee, Member

University Library Service and Roles

Committee on Diversity: Harrison W. Inefuku (chair), Kimberly Anderson, Jason Carpenter, Hilary Deike, Jacob Eddy, Rebecca Jackson, Tobie Matava, Hilary Seo, Erin Thomas, Jill Vasquez

Completed term of service: Steve Shuman

Subject Librarians for Diversity-Related Areas:

- Dan Coffey (Religious Studies; World Languages and Cultures)
- Tobie Matava (Asian American Studies; LGBT Studies; Women’s and Gender Studies)
- Susan Vega Garcia (African and African American Studies, American Indian Studies, U.S. Latino/a Studies)

Disability Services Coordinator: Jacob Eddy

Equity Advisor: Hilary Seo

Office for Equal Opportunity Information Advisor: Tobie Matava

Student Disability Services Liaison for LIB 160: Jody Kalvik

Report compiled by Harrison W. Inefuku, December 2016