My name is Ann Marie Willer, and I am the Preservation Librarian at the MIT Libraries in Cambridge, Massachusetts.

I served on the Libraries’ Committee on the Promotion of Diversity and Inclusion from its founding in 2011 until 2015. For two and half years I served as chair or co-chair. Today I’d like to share our experiences with programming and influencing policy.
Prior to 2011, diversity and inclusion work in the MIT Libraries was championed by a group of our library department heads.

The founding of the Committee on the Promotion of Diversity and Inclusion (abbreviated CPDI) changed this paradigm by recruiting both administrative and support staff below the level of department head.

In subsequent years, the size of the committee has increased from 8 to 12 members.

The group is charged with creating and maintaining a welcoming and respectful environment for all library employees and patrons; performing climate assessment; increasing awareness and sensitivity among staff, and recommending policies and practices that embed diversity and inclusion into all relevant staff programs and library services and activities.
People have different learning styles, and our committee tried to be inclusive of the range of learning preferences.

We also were sensitive to the varying comfort levels that our coworkers had around social justice issues.

We tried to provide opportunities for everyone to feel safe and to learn and develop. The list on the left of this slide starts with passive learning examples and progresses to more active learning. We included purely social events in our portfolio because community building is an important part of our charge.

To be inclusive of our staff members who work evenings and weekends and those who work a part-time schedule, we followed the guidelines on the right of this slide. Scheduling more than one session of every event was the most important thing we did to maximize the number of staff members who could attend our programs. Well, providing food is always a big draw, of course!
Diversity, inclusion, and social justice are big topics, and our committee sometimes felt overwhelmed and unsure of where to focus our time and attention.

In 2012 the MIT Libraries completed ARL’s ClimateQUAL survey, and afterward CPDI received the survey results that related to diversity and inclusion. We used these results to shape our programming. We called this our "climate improvement" series, and we filled the year with educational programs about team empowerment, unconscious bias, and being an active bystander.

By 2014 we felt we had drifted too far afield from our original charge, and we refocused on race, gender, and sexual orientation.

In 2015 the Libraries added a Director of Community Support and Staff Development to its staff, and this person took responsibility for much of the programming that CPDI used to organize – you can see some examples listed on the right. The committee then had time to do some things it had never gotten around to – specifically, broaden its community-outreach efforts by curating themed book mobiles and distributing a weekly email to library staff with resources and updates.
In the area of programming, CPDI is considered a model on the MIT campus, and other departments aim to emulate our success. Our co-chairs are members of the campus-wide CSDI committee; we provide updates on our activities, successes, and failures, and these “lessons learned” help others on campus who are doing this work.

We have also been influential in policy development within the Libraries and on the campus level. CPDI has facilitated the gathering of feedback from library staff about campus initiatives such as “Achieving a respectful and caring community,” the annual All-MIT Diversity Forum, and recommendations from Black students’ organizations.

A few years ago, the MIT Libraries had several upper-administration vacancies to fill, and our committee championed the inclusion of D&I questions as part of the candidate search process. During the search for Libraries Director, the entire committee had lunch with each candidate, and we provided feedback to the provost-led search committee.

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### Policy

<table>
<thead>
<tr>
<th>Campus</th>
<th>Libraries</th>
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<tbody>
<tr>
<td>• Advancing a Respectful and Caring Community</td>
<td>• Involvement in candidate interviews and search processes</td>
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<tr>
<td>• Diversity Forum planning, presentation, and debrief</td>
<td>• Hiring procedures and search norms</td>
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<td>• Search for Libraries Director</td>
<td>• Staff directory photos</td>
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<td>• Responding to Black student organizations' recommendations</td>
<td>• Code of conduct</td>
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<td>• Discriminatory state laws</td>
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p.2 (same slide)

As a committee we've advocated for the documentation of hiring procedures and search norms within the Libraries and for the inclusion of photos of any staff member who wants to be in our online staff directory (previously this was limited to librarian “experts”). We also participated on a working group that developed a code of conduct for professional conferences and events sponsored by the MIT Libraries. Most recently, CPDI drafted a statement subsequently endorsed by the Libraries Director that addressed the discriminatory House Bill 2 in North Carolina and encouraged passage of SB735/HB1577 in Massachusetts, *Nondiscrimination Protections for Transgender People in Public Spaces*. 
More information

See our online handout for more information and links

bit.ly/divcomm

I hope the MIT Libraries' experiences with programming and influencing policy are helpful to you in your own organizations. You’ll find more information and links to resources I’ve mentioned in my slides in our online handout. Thank you very much.
Being the Bridge:
Exploring the Roles, Challenges, and Future Directions of Diversity Committees in Libraries

Don P. Jason III, Meshia Anderson, Rose L. Chou, Angela E. Weaver, Ann Marie Willer
National Diversity in Libraries Conference, August 2016

Programming Ideas
- American University Library's Exploring Social Justice series - this was not a specific Diversity Committee's initiative, but a library-wide one:
  http://programminglibrarian.org/programs/exploring-social-justice
- UC Libraries' diversity exhibits and events for the 2015-2016 school year:
  - Bridges to Diversity and Inclusion Exhibit:
    https://libapps.libraries.uc.edu/liblog/2015/11/diversityexhibit/
  - Americans with Disabilities Act Exhibit:
    https://libapps.libraries.uc.edu/liblog/2015/11/check-out-the-ada-display/
  - Coming Together to Give Thanks Event:
    https://libapps.libraries.uc.edu/liblog/2015/11/coming-together-to-give-thanks-november-12/
  - I Have A Dream: Important Figures in Black History Exhibit:
    https://libapps.libraries.uc.edu/liblog/2016/02/29499/
  - Celebration of Excellence in Black History Event:
    https://libapps.libraries.uc.edu/liblog/2016/03/celebration-of-excellence-in-black-history/ and https://animoto.com/play/YYYiygBRepyAv4wUXUj3RwQ
- UC Libraries Goes to WorldFest:
  https://libapps.libraries.uc.edu/liblog/2016/03/worldfest/
- WorldFest Trivia Night: https://animoto.com/play/ZKYOvnb5snUMKY7PAOAESg

Programming Strategies
Present programs that are geared toward a range of learning styles and comfort levels. For example:
- Expert lecture / documentary / movie with little or no discussion, or with a follow-up discussion session on a different day
- Discussion session that focuses on pre-assigned readings, videos, or activities (I can give an example if we have space)
- Training workshops that include interaction, small group work, or experiential learning (e.g. role playing)
- Purely social events with no agenda or program

Inclusive programming strategies
- Collaborate/co-sponsor with affiliate groups on campus
• Schedule more than one session of each program to maximize the number of library staff who can attend
• Schedule programs at different times of day to include staff on as many shifts as possible
• Publicize well in advance
• Provide food

Moving Beyond Library Diversity Committees

University of Washington Diversity Requirement
https://www.washington.edu/uaa/advising/academic-planning/general-education-requirements/diversity/

The University requires all undergraduates to take a minimum of 3 credits, approved by the appropriate school or college, that focus on the sociocultural, political, and/or economic diversity of the human experience at local, regional, or global levels.

UW Center for Curriculum Transformation
http://www.washington.edu/omad/ctcenter/

University of Washington iSchool Curriculum Transformation Project: Incorporate diversity into the curriculum of all of the core classes in each degree program
Cynthia del Rosario, Diversity Programs Manager, The Information School
cyn@uw.edu
Matthew Saxton, Assistant Dean for Academics
msaxton@uw.edu

Resources & helpful links
• ACRL Diversity Standards: cultural competency for academic libraries (2012)
  http://www.ala.org/acrl/standards/diversity
• American University Library
  o Exploring Social Justice series
    http://programminglibrarian.org/programs/exploring-social-justice
• ARL ClimateQUAL survey https://www.climatequal.org/home
• MIT and MIT Libraries (links from presentation)
  o Advancing a Respectful and Caring Community http://iceoreport.mit.edu/
  o All-MIT Diversity Forum http://diversity.mit.edu/2016-all-mit-diversity-forum/
  o Black History Month book mobile
- Black student organizations' recommendations to Academic Council
  http://news.mit.edu/2015/black-student-leaders-recommendations-inclusive-1209
- Code of conduct for events sponsored by the MIT Libraries
  https://libraries.mit.edu/about/code-of-conduct/
- Libraries' Committee for the Promotion of Diversity and Inclusion: web site
  http://libguides.mit.edu/diversity and email cpdi-lib@mit.edu
- Libraries' statement opposing state laws that limit civil rights
  http://libraries.mit.edu/news/libraries-supports-civil/21945/

- University of Washington Diversity Requirement
  https://www.washington.edu/uaa/advising/academic-planning/general-education-requirements/diversity/)