FY13 Annual Report for the Libraries’ Committee on the Promotion of Diversity and Inclusion
Submitted by Camille Torres and Ann Marie Willer, co-chairs
September 2013

Overview

The Libraries’ Committee on the Promotion of Diversity and Inclusion (CPDI) had its first meeting in January 2011, and this is its first annual report. FY13 was a significant year: the committee appointed five new members and two new co-chairs, and we participated in the Libraries’ administration of ClimateQUAL. The ClimateQUAL survey results will guide what the committee and other library units (for example, Library Council) will do to improve the climate within the organization.

The co-chairs of CPDI serve on MIT’s Council for Staff Diversity and Inclusion (CSDI), which links the Libraries with broader initiatives on campus. CSDI also provides a forum for campus units to share best practices, and we are proud that the Libraries’ CPDI has been highlighted as a successful model of a department-level diversity committee. CPDI’s Michelle Baildon is a co-lead of MIT’s Asian Pacific American Employee Resource Group, which provides yet another link between CPDI and diversity initiatives on campus.

Programs and Events

CPDI hosted eight events during FY13. The events were well attended and addressed a variety of diversity and inclusion topics that ranged from how to understand our own implicit biases to serving patrons on the autism spectrum. The committee also worked with the Libraries’ assessment team to facilitate and publicize the ClimateQUAL survey, which was administered in November 2012, and to interpret the results. The chart below lists CPDI’s FY13 programs and events.

<table>
<thead>
<tr>
<th>Programs and events</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Inclusive Leadership: Creating and Sustaining Competitive Teams</strong></td>
<td>October 24, 2012</td>
</tr>
<tr>
<td>Workshop by CSW Global</td>
<td></td>
</tr>
<tr>
<td>Event Coordinators: Co-sponsor with 7 other MIT departments; Ann Marie Willer was CPDI’s liaison</td>
<td></td>
</tr>
<tr>
<td><strong>All-Staff Presentation: ClimateQUAL</strong></td>
<td>November 1 and November 2, 2012</td>
</tr>
<tr>
<td>2 presentations</td>
<td></td>
</tr>
<tr>
<td>Event Coordinators: Michelle Baildon, Kate Gyllensvard, and Ann Marie Willer</td>
<td></td>
</tr>
<tr>
<td><strong>Serving Patrons on the Autism Spectrum</strong></td>
<td>January 8 and January 17, 2013</td>
</tr>
<tr>
<td>Presentation by Nina Davis-Millis with follow-up discussion at a brownbag lunch</td>
<td></td>
</tr>
<tr>
<td>Event Coordinators: Olimpia Caceres-Brown and Joe Hankins</td>
<td></td>
</tr>
<tr>
<td><strong>Project Implicit</strong></td>
<td>May 9 and May 10, 2013</td>
</tr>
<tr>
<td>2 discussion sessions following an invitation to take online tests measuring implicit bias</td>
<td></td>
</tr>
<tr>
<td>Event Coordinators: Olimpia Caceres-Brown and Camille Torres</td>
<td></td>
</tr>
</tbody>
</table>
Disabilities Services Awareness
Panel presentation by Kathleen Monagle, Associate Dean, Student Disability Services; Mary Ziegler, IT Manager, Accessibility and Usability; Kathleen Cahill, Adaptive Technology Consultant, and Greg Padilla, Access Services Associate, Hayden Library
Event Coordinators: Kate Gyllensvard and Georgiana McReynolds

June 26, 2013

Continuing Education for Committee Members

During FY13, members of CPDI participated in continuing education opportunities in order to learn about programming options, to create ties within the MIT and larger academic community, and to generally strengthen the work of the committee. The chart below lists the continuing education opportunities in which CPDI members participated during FY13.

<table>
<thead>
<tr>
<th>Program</th>
<th>Date</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Border Crossing: Citizenship, Race, and Gender: Symposium</td>
<td>October 12-13, 2012</td>
<td>Michelle Baildon and Ann Marie Willer</td>
</tr>
<tr>
<td>sponsored by MIT Women and Gender Studies, MIT Committee on</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Race and Diversity, and others</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disability 101: Presentation at MIT Lincoln Lab by Gregg</td>
<td>October 31, 2012</td>
<td>Olimpia Caceres-Brown and Ann Marie Willer</td>
</tr>
<tr>
<td>Ames of the Massachusetts Rehabilitation Commission</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Institute Diversity Summit</td>
<td>January 30, 2013</td>
<td>Committee members</td>
</tr>
<tr>
<td>Diversity Plans for Academic Libraries: 4-week asynchronous</td>
<td>January 2013</td>
<td>Kate Gyllensvard, Michelle Baildon, and Olimpia</td>
</tr>
<tr>
<td>online class offered by the Library Juice Academy</td>
<td></td>
<td>Caceres-Brown</td>
</tr>
</tbody>
</table>

Changes

As CPDI has become a more mature and established Libraries’ committee, its members have made a few changes to facilitate the group’s effectiveness:

- **Align terms with fiscal year**: Committee terms originally ran from January – December. We found it difficult to integrate new committee members due to standing meetings being discouraged during the January staff review period, so we have changed terms to follow the fiscal year and run July – June. To accomplish this we have extended current members’ terms by 6 months.

- **Increase the number of committee members to 10**: When we appointed new members in January 2013, we opted to increase the number of members from 8 to 10. We hoped that having more members would allow us to work on more than one project at a time and would
also bring more diverse perspectives and skill sets to the committee. We have realized these benefits, and we intend to continue with a committee roster of 10 members.

- **Reinstate co-chair position:** CPDI originally had two co-chairs; however, after they stepped down in 2012, a single Chair was appointed. The Chair has opted to reinstate the co-chair arrangement in order to share the work of leading the committee and to provide continuity of leadership as members rotate off the committee. (This has not been formalized, but perhaps co-chairs could have staggered terms in the future.)

- **Update the committee’s charge:** The original charge for CPDI refers to the Strategic Initiatives Librarian and the Human Resources Administrator, both of whom have rotated off the committee. We have made minor edits to the charge to reflect this change and are seeking approval from the Director of Libraries for these revisions:

  The Libraries’ Committee on the Promotion of Diversity and Inclusion (CPDI), which is appointed by and reports to the Director of the MIT Libraries, is composed of library employees committed to promoting an understanding and valuing of diversity and inclusion within the MIT Libraries. Its purpose is to create and maintain a welcoming and respectful environment for all library employees and patrons. The CPDI has an ongoing, active role in 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. The CPDI will work to establish, prioritize, and fulfill goals that increase the diversity and inclusiveness of our workforce and service environment.

**Focus for FY14**

During FY14 CPDI will launch a “climate improvement series” characterized by programming and activities that will help improve the day-to-day work life for employees of the MIT Libraries. Our first event is a purely social gathering scheduled for September 18. We are also communicating with the SHASS diversity group in hopes of organizing a shared event to follow up on our separate “Project Implicit” programs.

CPDI is committed to responding to the ClimateQUAL results from FY13. While most of the results from ClimateQUAL were neutral or positive, the committee recognizes that improvements can be made in areas that relate to our charge, specifically race and ethnicity, gender, and sexual orientation. Without an obvious focal point, however, it is difficult to identify an appropriate course of action. The CPDI co-chairs sought advice from HR’s Judith Stein on how to best gather employee input on programs and initiatives that they would find most useful and effective. With her assistance CPDI will facilitate discussion sessions during fall 2013 and will use the feedback to shape our programming for the remainder of FY14.