DIVERSITY AND INCLUSION

Report from the Libraries' Committee on the Promotion of Diversity and Inclusion

MIT Libraries All Staff Presentation
May 18-19, 2011

Institute Commitment

"... we need to make diversity work at MIT because it will make us better at what we do: broader and deeper as thinkers; more effective as collaborators; more creative as teachers; more understanding as friends; and wiser, less complacent and more self-aware as human beings."

- President Susan Hockfield
November 18, 2008
What is diversity?

Diversity spans the whole array of human characteristics that differentiate and shape us, including, but certainly not limited to, race, gender, culture, sexual orientation, disability, socioeconomic background, age, religion, and language.

- Inventing Our Future: MIT's Diversity Story
  http://diversity.mit.edu/

What is inclusion?

Inclusion describes the way MIT configures opportunity, interaction, communication, information and decision-making to utilize the potential of diversity.

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Libraries’ commitment to Diversity & Inclusion

Committee established December 2010

Committee charge:

• promote understanding and value
• create and maintain respectful environment
• perform climate assessment
• increase awareness and sensitivity
• recommend policies and practices that embed diversity and inclusion into staff programs, library services and activities

Committee on the Promotion of Diversity and Inclusion

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Committee Activities to date

- Michael Fowlin Program, “You Don’t Know Me Until You Know Me”
- March “acknowledgement” challenge
- Post-event dialogues
- Developed FY12 Action Plan

Future Plans for FY12

- Create website [September]
- Workshop on Micro-messaging [October]
- Climate Assessment Survey [February]
Your Role in Diversity & Inclusion

- GET IT
- OWN IT
- USE IT

“It’s extremely easy to get sucked into one way of viewing the world. One way of experiencing the world. A set of friends that looks just like you.”

- Robert Randolph
  Chaplain to the Institute