UPDATE FROM THE LIBRARIES' COMMITTEE FOR THE PROMOTION OF DIVERSITY AND INCLUSION (CPDI)

CAMILLE TORRES & ANN MARIE WILLER, CO-CHAIRS

MIT Libraries All Staff Presentation November 13 & 15, 2013

History of CPDI

- Established in December 2010
- Committee charge:
  - promote understanding and valuing of diversity
  - create and maintain a welcoming environment
  - perform climate assessment
  - increase awareness and sensitivity
  - recommend policies and practices that embed diversity and inclusion into staff programs, library services and activities

CPDI website
libguides.mit.edu/diversity
CPDI’s Role Within MIT

<table>
<thead>
<tr>
<th>“a diverse campus community”</th>
<th>MIT Mission statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;I will lead MIT to continue to make significant contributions in the area of race and diversity, equity and inclusion.&quot;</td>
<td>President Reif’s inaugural address</td>
</tr>
<tr>
<td>“…committed to promoting an understanding and valuing of diversity and inclusion within the MIT Libraries.”</td>
<td>MIT Libraries’ Committee on the Promotion of Diversity &amp; Inclusion (CPDI) charge</td>
</tr>
</tbody>
</table>

Campus Initiatives

- MIT Council on Staff Diversity and Inclusion (CSDI)
  - Institute Diversity Summit

- Institute Community and Equity Officer (ICEO): Ed Bertschinger
  - Office hours in 8-219 (OneCommunity Room), 8:30-9:30am on Tuesdays

- Employee Resource Groups:
  - [http://hrweb.mit.edu/diversity/ergs/current](http://hrweb.mit.edu/diversity/ergs/current)
  - African, Black, American, Caribbean @ MIT (ABAC@MIT)
  - Asian Pacific American
  - Latino
  - Lesbian, Bisexual, Gay, Transgender (LBGT)

Inventing Our Future
[http://diversity.mit.edu/](http://diversity.mit.edu/)
CPDI Updates

- Committee size, co-chairs, charge
  - [http://libguides.mit.edu/diversity](http://libguides.mit.edu/diversity)

- Current CPDI members include:
  - Michelle Baildon
  - Olimpia Caceres-Brown
  - Mark Clemente
  - Nina Davis-Millis
  - Kate Gyllensvard
  - Joe Hankins
  - Georgiana McReynolds
  - Greg Padilla
  - Camille Torres (co-chair)
  - Ann Marie Willer (co-chair)

- Contact us at: cpdi-lib@mit.edu

CPDI Programming

- Since December 2010 CPDI has hosted 12 different programming initiatives

- Diversity in programming

- Welcome to everyone

- Some highlights…
CPDI Programming Highlights

- Project Implicit
  - Unconscious bias test
  - Discussion sessions

ClimateQUAL – Overview

wikis.mit.edu/confluence/display/LABI/ClimateQual

- Executive summary
- Summary of comments
- May 2013 All-Staff presentation
ClimateQUAL – Results

Mean Scores for MIT Libraries Respondents

- Sexual Orientation Diversity: 6.82
- Gender Diversity: 6.64
- Racial Diversity: 6.54
- Sexual Orientation Diversity: 6.82
- Climate for Innovation: 5.78
- Climate for Continual Learning: 5.44
- Benefits of Teamwork: 5.92
- Climate for Customer Service: 5.57
- Climate for Psychological Safety: 5.10

ClimateQUAL – Ethnicity

<table>
<thead>
<tr>
<th>Category</th>
<th>White</th>
<th>Other*</th>
<th>All Else*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standardized Procedures</td>
<td>5.40</td>
<td>4.26</td>
<td>4.00</td>
</tr>
<tr>
<td>Valuing Diversity</td>
<td>5.70</td>
<td>4.37</td>
<td>4.38</td>
</tr>
<tr>
<td>Racial Diversity</td>
<td>6.54</td>
<td>5.18</td>
<td>4.97</td>
</tr>
<tr>
<td>Gender Diversity</td>
<td>6.64</td>
<td>5.23</td>
<td>5.44</td>
</tr>
<tr>
<td>Sexual Orientation Diversity</td>
<td>6.82</td>
<td>5.84</td>
<td>6.22</td>
</tr>
<tr>
<td>Climate for Innovation</td>
<td>5.78</td>
<td>4.75</td>
<td>4.75</td>
</tr>
<tr>
<td>Climate for Continual Learning</td>
<td>5.44</td>
<td>4.42</td>
<td>4.53</td>
</tr>
<tr>
<td>Benefits of Teamwork</td>
<td>5.92</td>
<td>4.96</td>
<td>5.41</td>
</tr>
<tr>
<td>Climate for Customer Service</td>
<td>5.57</td>
<td>4.14</td>
<td>4.39</td>
</tr>
<tr>
<td>Climate for Psychological Safety</td>
<td>5.10</td>
<td>3.84</td>
<td>3.89</td>
</tr>
</tbody>
</table>

* All Else refers to those who identified with a specific non-white race. *Other* was a specific option.

A mean score above 5 suggests a positive perception
Scores between 4.5 and 5 suggest limited agreement
Scores between 3.5 and 4.5 suggest a neutral perception
CPDI ClimateQUAL – Feedback

- October 2013 Discussion Sessions
- Online survey (closes Friday!)
  http://www.surveygizmo.com/s3/1413187/CPDI-Discussion-Sessions-survey

New Programming

- CPDI Social Event – Wednesday, Nov. 20
  - 14E-304
  - 2:00-3:00 PM

- Ideas from CPDI Discussion Sessions
  - Discussions and hearing personal stories
  - Hiring procedures
  - Bring in speakers and trainers outside of MIT
D&I and Your Department

- What is one thing your department can do in regards to valuing diversity and making everyone feel included?

D&I and You

- What is one thing you can do in regards to valuing diversity and making everyone feel included?