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

CAMILLE TORRES & ANN MARIE WILLER, CO-CHAIRS
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’s Role Within MIT

<table>
<thead>
<tr>
<th>“a diverse campus community”</th>
<th>MIT Mission statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>“I will lead MIT to continue to make significant contributions in the area of race and diversity, equity and inclusion.”</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>
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
- African, Black, American, Caribbean @ MIT (ABAC@MIT)
- Asian Pacific American
- Latino
- Lesbian, Bisexual, Gay, Transgender (LBGT)
CPDI Updates

- Committee size, co-chairs, charge
  - 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

[link] 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
Gender Diversity
Race Diversity
Interpersonal Justice
Employee Belief in Benefits of Teamwork
Leader-Member Relationship Quality
Task Engagement
Climate for Innovation
Valuing Diversity
Authentic Transformational Leadership
Customer Service
Informational Justice
Continual Learning
Organizational Commitment
Standardized Procedures
Rank Diversity
Interpersonal Conflict (reversed)
Job Satisfaction
Psychological Safety
Organizational Citizenship Behaviors
Organizational Withdrawal (reversed)
Procedural Justice
Structural Facilitation of Teamwork
Task Conflict (reversed)
Distributive Justice
Team Psychological Empowerment in the Workplace
## ClimateQUAL – Ethnicity

<table>
<thead>
<tr>
<th></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
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
What is one thing your department can do in regards to valuing diversity and making everyone feel included?
What is one thing **you** can do in regards to valuing diversity and making everyone feel included?