Rutgers University Libraries

Diversity Plan

2009-2010

The Rutgers University Libraries formed a Diversity Advisory Committee in 1995. This committee is charged with providing advice on issues of diversity. The overall goal of the library diversity program is to assure that all library personnel and library users feel welcomed, valued, and respected and to assure that library personnel, services, and collections appropriately reflect the diversity of the Rutgers community and its curriculum and research interests. In addition our overarching goal is to ensure that diversity is an integral part of the organizational culture of the Libraries. To accomplish this, the Committee provides advice to the University Librarian on programs or policies affecting staff development, recruitment, retention, public services, and collections.

In addition to the activities of the Diversity Advisory Committee the Libraries have engaged in a comprehensive diversity education effort known as Blueprint for Diversity which is focused on library personnel but is open to all interested members of the University community.

Further, the Libraries are also committed to recruiting a more diverse workforce to support the needs of our diverse user community.

Definition: The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

(http://gladstone.uoregon.edu/~asuomca/diversityinit/definition.html)

The following plan connects all these efforts to deepen and enrich the experiences and awareness of diversity at the Libraries.

This document also acknowledges and incorporates by reference the diversity principles and procedures enunciated in the Libraries’ Procedures for Filling Open or Newly Created Library Faculty Positions (http://www.libraries.rutgers.edu/rul/staff/lib_fac/pdfs/filling_fac_pos.pdf) as well as the principles and procedures set forth in Increasing Faculty Diversity: A Handbook for Deans, Department Chairs and Members of Faculty Search Committees which is available online http://www.diversityandequity.rutgers.edu/index.shtml and also in the office of Libraries Human Resources.
Rutgers University Libraries’ Diversity Plan provides the basis to foster and support a culture of diversity within the libraries’ workforce, its collections, and services to users. To expedite this plan, the University Librarian and Vice President for Information Services, the Director for Administrative Services, and the Diversity Advisory Committee along with all faculty and staff commit themselves to achieving the following goals within the stated time frames:

1. Diversity Recruitment

   **Goal:** To significantly increase diversity among Library faculty and staff

   **Implementation:** Libraries Human Resources, Search Committees

   **Within 6 months:** Review recruitment procedures to clarify Libraries’ commitment to diversity.
   - Complete review of intern/residency program to ensure its effectiveness as well as complete revised program
   - Utilize hiring opportunities as appropriate especially Target of Opportunity and Cluster Hiring.

   **Within 12 months:**
   - Establish mentoring program or discussion/support group for staff members who want to pursue a library degree
   - Develop a program for promoting the Libraries as a career destination for students by establishing mentored work opportunities
   - Utilize hiring opportunities as appropriate including Target of Opportunity and Cluster Hiring.

2. Diversity Retention

   **Goal:** Continue diversity education and programs of the Diversity Committee as a way of creating a supportive environment for a diverse staff.

   **Implementation:** Library Human Resources, Diversity Committee and Staff Development

   **Within 12 months:**
   - Expand mentoring and orientation programs for new staff
   - Enhance management development opportunities for supervisors and managers
   - Offer skills training for staff
3. Diversity and Organizational Culture

Goal: Instill the importance of diversity in all staff members at all levels so that diversity is inherent in the culture of the Libraries

Implementation: Libraries Human Resources, Staff Development, Cabinet, Diversity Committee

Within 12 months:

Offer at least 3 programs that are both instructive and engaging on diversity related issues.

Review diversity opportunities related to their areas of responsibility with each Cabinet member quarterly. Opportunities should include recruitment, retention and information and technical aspects of library services.

Goal: Create a multicultural resources website/portal (subject resources) for libraries as well as external audiences.

Implementation: Diversity committee members, librarians

Within 12 months:

Present Web pages content that will be linked via the Libraries Diversity Resources page as well as Research Resources pages.

The Committee recommends that this Diversity plan and its goals should be reviewed by Cabinet twelve months from the date of its issuance. Further, all the goals listed herein should be considered as part of the Libraries Strategic Plan and should be cross-referenced in that document.