

## **Strategic Directions for Diversity: a Brief for the RUL Strategic Plan**

"Diversity is an integral component of human experience, and encompasses but is not limited to issues of race, ethnicity, culture, social class, national origin, gender, age, religious beliefs, sexual orientation mental ability, and physical ability.

Rutgers, The State University of New Jersey embodies the ideals of diversity and demonstrates exemplary leadership in its abiding commitment to excellence and equity in the pursuit of new knowledge and exchange of ideas."

### ***--- RU Diversity @ Rutgers Mission & Advancement of Common Purposes***

"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 Rutgers community and its curriculum and research interests."

### ***--- RUL Advisory Committee on Diversity - Charge***

The issue of Diversity is ***central*** to User services, Human Resources and Collection Development activities of the libraries and will continue to be even more so in the next 5 years. We value our differences and would like to be responsive and competent at all these levels. We would like to achieve this by offering culturally relevant and proficient programs and services to our users, employees and other stakeholders. Given the population distribution of New Jersey and Rutgers University Students, Faculty and staff, we are already in a unique position to make this RUL's vantage point or competitive advantage.

In accordance to its charge, the RUL Advisory Committee on Diversity has been working towards the broader issues of access, inclusion, diversity and cultural competence through programs such as the RUL/SCILS joint partnership to recruit Diversity Interns, multicultural programs to raise awareness amongst library employees of different cultures, and so on. Recently, the University Librarian appointed task force on faculty diversity presented its report and recommendations on increasing library faculty diversity. Further, the advisory committee on Diversity has also been involved with activities at the ALA Office of Diversity and makes presentations regularly at the ALA diversity Fair.

## **Overall Diversity Strategy**

**To continue with the efforts of developing a *climate that cultivates and values diversity* in line with the mission of Rutgers University Libraries and Rutgers, The State University of New Jersey.**

## **Strategic Initiatives**

- **Recruitment**
- **To improve recruitment, retention and promotion efforts of diverse librarian faculty and staff at RUL.** Act upon the recruitment and search committee recommendations in the report of the Task Force on Faculty Diversity. In order to provide a welcoming environment and to better understand our users, libraries should continue to be committed to promoting diversity in recruitment of faculty, staff and students. Please refer to the Task Force's report recommendations #4 -7 at [http://www.libraries.rutgers.edu/rul/staff/groups/faculty\\_diversity/reports/tf\\_faculty\\_diversity-final\\_report.pdf](http://www.libraries.rutgers.edu/rul/staff/groups/faculty_diversity/reports/tf_faculty_diversity-final_report.pdf).
- **Partnerships**
- **To continue partnering with the collection development council/teams to encourage and create a more diverse and multicultural library collection.** Participate in the reinstatement of the fund for diversity related collections.
- **To continue collaborating and creating new ways among RUL librarians and staff to work with programs or on committees together for promoting and improving services within libraries as well as the University.**
- **Programs and Services**
- **To continue creating programs and services that will enhance cultural sensitivity of library personnel (the awareness, knowledge and skills to understand and be responsive to different needs of users as well as colleagues).**
- Programs may include
  - Organizing conferences/workshops (for instance, using Diversity as a theme for State of the Libraries)
  - Creating a "Diversity Web" (for example, highlighting particular groups and their achievements -- such as showcasing minority scientists at Rutgers)
  - Sharing holiday celebrations and other information or communication that enhances the understanding of our differences through skits, short plays, and so on.
- **Assessment**
- **Examine and regularly assess Diversity related goals, programs and incentives.** Create guidelines to evaluate usefulness and effectiveness of programs and services.

Respectfully submitted,

Triveni Kuchi, Chair

December 20, 2004, reviewed March 17, 2007

On behalf of the RUL Advisory Committee on Diversity