The Committee on Universal Inclusion

Members: Joseph Abraham, Jeanne Boyle, Adriana Cuervo, Lila Fredenburg, Melissa Gasparotto (Chair), L Melanie Miller, Kati Ritter, Jonathan Saucedo

RUL Open House Series

A rolling series of departmental open houses at RUL locations across the state co-sponsored by SAPAC and RULHR

First Open House scheduled for Dana Library during Spring Break, 2015.

Meet your colleagues and learn about their work!

Food! Presentations! Photo booth for RUL directory!

Highlights from the Draft RUL Diversity and Inclusion Plan

Collections and Access

- **Example Goal**
  Expand collection resources in areas of academic distinction and growth, while reflecting the diversity and transdisciplinary strength of the university, through careful purchases, digitization, collaborations, and consortial purchasing outreach and instruction

- **Action Item**
  Add diversity as a criterion for selection of digitization projects

- **Outcome**
  Print and digital collections have greater impact on students, faculty, and community users

Personnel Recruitment, Retention and Professional Development

- **Example Goal**
  Recruit for diversity at all levels

- **Action Item**
  Reconnect with former participants in diversity internship residency program as a potential hiring pool

- **Outcome**
  An ethnically and socially diverse workforce

- **Indicator**
  Observable increase in diverse hires

Creating an Inclusive Environment

- **Example Goal**
  Facilitate access to underserved populations

- **Action Item**
  Open unisex bathrooms in libraries on each campus to be more gender inclusive

- **Outcome**
  Increased awareness of and inclusivity for all gender non-conforming students, staff, faculty and guests

Rutgers Inclusion and Diversity Portal

The Portal, currently under development, will be a thematic, searchable collection in RUcore providing full-text open access to the intellectual contributions of Rutgers faculty statewide. Crossing disciplines, campuses, and perspectives, this service will connect faculty who are working on the same issues in diversity and inclusion in a new way and will connect students to those faculty members working on areas of interest to them. It will showcase how we engage diversity and inclusion statewide in the form of published research, and as an open access portal, will make this research available to anyone worldwide.