

Diversity, Equity and Inclusion: 2020-21 Progress Report

Wyndham Robertson Library

Presidential Focus Area: Need to increase diverse representation on campus.

Goal: Incorporate search advocates and voluntarily reported demographic data from our candidates into any search we are able to conduct.

Report: We did not conduct any searches in 2020-21, and will carry this goal forward for 2021-22.

Presidential Focus Area: Enhanced professional development for all.

Goal: Dedicate a newly created MS Teams group to our DEI work. In the Teams group, we will share thoughts, ideas, and links to content, which will serve as the basis for discussions in staff meetings. (In previous years we had shared opportunities within staff meetings; our hope is that “flipping” this content into Teams will enable deeper discussions in our meetings.)

Report: Our Anti-Racism Discussion Team drew about two dozen posts over the course of the year. Content included links to and discussions of library-specific publications and events (including resources for information literacy, collection development, and metadata); event publicity; and summaries of Leading EDJ (a Hollins-hosted conference) sessions. All full-time staff members posted at least once to the group.

We failed to carry these discussions into our staff meetings. In an attempt to more fully engage with these online resources and discussions, we will use staff meetings to issue calls for potential action items from the learning and reflection we are doing on our own time. There does not always have to be associated action items (sometimes learning and reflection are enough), but we will intentionally provide time and space to discuss.

We will continue this goal, slightly altered, into 2022. We also discussed whether a more regimented schedule would help encourage more posts and conversation, but decided not to implement at this time.

Presidential Focus Area: Providing an inclusive academic experience

Goal: Participate in any workshops designed to facilitate difficult classroom conversations

Report: Maryke Barber, our information literacy coordinator and arts liaison, and Rebecca Seipp, our humanities liaison, participated in a campus Inclusive Teaching workshop; however, that was the only opportunity provided by Hollins in 2020-21, in large part because of the pandemic and its impact on faculty availability for such sessions. For next year, we will make this goal broader, to encompass any university workshops focused on DEI issues.

Goal: Buy more zines by BIPOC authors

Report: We bought 14 zines by BIPOC authors, to add to our zine collection.

- Burnt Roti
- KH
- Hannah
- People Of Color In History
- Important indigenous people in history
- POC Solidarity
- Decolonize Travel
- Brown Queen
- Madre Tierra
- #blkgrlsworld
- Black History Month Daily Drawing
- A Bilingual Zine: Con las dos manos
- AFRO LATIN@ : A Zine about queer Identities from middle and south america in the diaspora
- The Case of the San Antonio Four & Other Legal Injustices

Because we do not currently have a librarian to do original cataloging (that open position was frozen in 2020, due to the pandemic), these materials have not yet been added to the collection. Another challenge we encountered was the difficulty in identifying an authors' racial identification.

Because we believe the zines remain an underutilized collection at Hollins, we will establish a 21-22 goal to raise awareness of the zines, particularly those by BiPOC authors, among the community and particularly faculty. We will seek both opportunities to talk about and show the zines (instruction sessions; faculty lunches; bookmobiles; etc.), and explore methods to highlight them in our discovery system (e.g., use a tag such as "BIPOC zines"). We will also prioritize getting the zines by BIPOC authors onto the shelves.

Goal: Support a black-owned bookstore by purchasing materials from them

Report: We bought 45 books, at a cost of \$880, for our Juvenile Collection, from Books and Crannies in Martinsville. We will share our work through an announcement to the Hollins community, and potentially an exhibit of the books.

We will continue this initiative as long as we have the staff to support the effort. (Purchasing titles from sources other than our normal book supplier requires additional acquisitions and cataloging/processing time). We will explore a new timeline for these orders, to better fit the availability of the bookstore owner, our liaison librarian placing the orders, and the acquisitions and copy cataloging coordinator.

Goal: Buy unlimited access e-books whenever possible for materials related to racism/anti-racism

Report: The library spent \$4,086 on 42 unlimited or concurrent access e-books devoted to racial justice in 2020-21. A sampling of these titles is included here:

- Movement For Reproductive Justice: Empowering Women Of Color Through Social Activism.
- Mothers Of Massive Resistance: White Women And The Politics Of White Supremacy.
- White Tears/Brown Scars: How White Feminism Betrays Women Of Color.
- Black Power Afterlives : The Enduring Significance Of The Black Panther Party
- Decolonising The Camera: Photography In Racial Time.
- Wrong Complexion For Protection: How The Government Response To Disaster Endangers African American Communities.
- Mouths Of Rain: An Anthology Of Black Lesbian Thought
- Anti-Racist Writing Workshop: How To Decolonize The Creative Classroom.
- Latinx Environmentalisms: Place, Justice, And The Decolonial
- mulata Nation: Visualizing Race And Gender In Cuba
- Black and Indigenous resistance in the Americas : from multiculturalism to racist backlash : a project of the Antiracist Research and Action Network (RAIAR)
- Wicked flesh : black women, intimacy, and freedom in the Atlantic world
- The Black Republic : African Americans and the Fate of Haiti

We are proud to offer these books, with immediately accessibility, to all members of the Hollins community. During the process of doing this work, and in later discussions, we also realized that e-books may not always be the best choice for these types of materials (we also want to diversify our print collection), and that we might be able to identify even more important inclusive collection-building goals by having each liaison identify one specific goal related to an academic department(s), under the broader DEI umbrella. For 21-22, each liaison librarian will commit to a goal to diversify a particular aspect of the collection related to their departmental curricula. We will track these purchases and provide a report at the end of 21-22.

Goal: Continue to develop our anti-racist bookshelf

Report: Our anti-racist bookshelf, based originally on a guide created at William & Mary, now lists 176 titles from our collection across 11 tabs/sections of the bookshelf. The bookshelf received 646 views across 2020-21, third-most among any library-created LibGuide at Hollins.

Sections of the bookshelf, and number of titles included:

- Addressing & Talking About Racism: 6 titles
- Activism: 13
- Afro-LatinX experience: 7
- Criminal Justice / Legal Issues: 26
- Historical Trauma: 11
- Intersectional Perspectives: 12
- Lived Experiences: 30
- Racism in Education: 26
- Racism in Science: 16
- Systemic Racism: 12

- Whiteness: 17

The collection development team proposes to end the regular updating of this guide as of June 2021, and to archive it (and keep it accessible) as a reflection of the work being done in 2020-21. Individuals may choose to update a specific page within the Guide for instructional or curricular needs (for instance, if they want to use it in a class), and if they do, a widget on that page will reflect the date of the update.

The bookshelf will remain a strong foundation for anti-racist exhibits and bookmobiles, and for book recommendations.

Goal: Continue conversations with student groups across campus, particularly those representing traditionally under-represented populations.

Report: Library staff members met with six clubs in 2020-21: the Asian Student Alliance; the Black Student Association; Career Connectors (from the Career Center); the Muslim Student Association; the Sexual and Gender Alliance; and the Union des Estudiantes Latinx. Librarian Maryke Barber arranged and organized the conversations, and the library was represented by two different staff members at each meeting.

After the meetings, club member suggestions and priorities were shared with the entire library staff; also, specific librarians received suggestions about needed books (subjects/areas where students had pointed out gaps).

Based on student feedback, staff created a form for student to submit materials suggestions, and a video on how to find these online. Changes were also made to some library signs, and to the stacks location of the library's copies of the Qur'an. The library co-organized an event with a student organization, to highlight diverse books in OneSearch, and also sought to purchase additional anti-racist books.

For 2021-22, Maryke will continue to organize conversations with interested student groups, and we will also seek a way to incorporate voices from these groups more regularly into library conversations, perhaps through a once/year or once/semester invitation to participate in a library student advisory board meeting. We want to operationalize the inclusion of diverse student voices into our decision-making processes to the greatest extent possible.

Goal: Librarian Maryke Barber is serving as the co-chair of the Working Group on Slavery and its Contemporary Legacies

Report: This was less a goal than a recognition of Maryke's ongoing service to this important initiative. We do want to continue to highlight the formal service any of our staff members do to help move the university forward on DEI issues, so we will create a separate section/page of this site to recognize their service.

Presidential Focus Area: Structures to provide support and redress

Goal: Create this website to share our EDJ work on an ongoing basis.

Report: Completed, though we will continue to enhance the site to better document and share our activities.