

# Diversity, Equity, and Inclusion: 2021-22 Progress Report

## Wyndham Robertson Library

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

**Goal:** Incorporate search advocates (to the extent available) and voluntarily reported demographic data from candidates (if possible) into our searches.

**Report:** We conducted two searches in 2021-22, incorporating best practices from the Oregon State Search Advocate program. University Librarian Luke Vilelle, who led the Digital Pedagogy & Scholarship Librarian search committee, participated in HU hiring workshops led by Search Advocate program director Anne Gillies. Rebecca Seipp, who led the Circulation Coordinator search, became an Equity Fellow / Search Advocate by participating in the full program training.

Though neither search committee included a designated Search Advocate, the training enabled Luke and Rebecca to both integrate important aspects of Search Advocate recommendations into our searches. Notable changes included the adoption of a criteria matrix for evaluating candidates; redesigning interview questions to focus on candidates' past experiences; and sharing questions with candidates in advance of the interview.

We remain unable to include voluntarily reported candidate demographic data into our searches, as Hollins HR continues to trial this process with teaching faculty searches only.

### **Presidential Focus Area: Enhanced professional development for all.**

**Goal:** Continue to utilize a Teams group for EDI discussions, and also dedicate time in staff meetings to discuss potential actions. In the Teams group, we will share thoughts, ideas, and links to content. In staff meetings, we will dedicate time for contributing and discussing potential actions based on our learning and reflection.

**Report:** The Teams group dedicated to EDI discussions was quiet in 2021-22, with no conversations after October 2021.

**Goal:** Participate as widely as possible in university-wide workshops on diversity, equity, and inclusion, particularly in support of the work of Hollins' new Vice President for Diversity, Equity, and Inclusion.

**Report:** The library staff again had a 100% participation rate in Hollins' Leading Equity, Diversity, and Justice Conference. The library sponsored a conference guest speaker, Dr. Samantha Rosenthal from Roanoke College, who presented "Living Queer History in the Roanoke Valley." Librarian James Miller also presented and facilitated a panel dialogue titled, "Open Educational Resources: a tool for equity and access."

Staff also participated in a variety of workshops at all levels, from events on the Hollins campus (e.g., anti-racist syllabi development) to events for larger consortial groups (e.g., VIVA's Anti-Racism Webinar series).

**Goal:** Review and enhance our staff and student assistant training and onboarding materials so we can better recognize and avoid micro-aggressions, and ensure all members of our community feel like they belong in our library.

**Report:** Rebecca Seipp reviewed and re-wrote our onboarding process for full-time staff, with a focus on surfacing some of the unwritten norms of working in our library and at Hollins. The new onboarding documents are being put to immediate use in 22-23, with the addition of new staff members to the library.

### **Presidential Focus Area: Providing an inclusive academic experience.**

**Goal:** Raise awareness of our zine collection, which is a key component of our effort to bring more diverse voices into our collection.

**Report:** Maryke Barber created a zine exhibit, located at the library entrance for part of the fall semester.

**Goal:** Dedicate collection development funds to the new office of the Vice President for Diversity, Equity and Inclusion, for the purchase of new materials for the library collection.

**Report:** The library offered \$2,000 to the VP for DEI for collection development in 21-22, but the office did not have time to recommend materials. We will offer the same option again in 22-23.

**Goal:** Conduct a micro-assessment project to analyze the diversity/inclusivity of one aspect of our collection.

**Report:** Luke Vilelle worked with intern Natalia Sarram to conduct an intersectional diversity audit of the HQs. We used the Big 8 socially constructed identities (race, ethnicity, sexual orientation, gender, age, ability, religion, social-economic status, and nationality) to categorize each book, and examined three randomly sampled books from each shelf (the 4th, 9th, and 14th book on the shelf). In sum, 324 books, and their catalog records, were assessed. We found that identities related to gender, sexual orientation, and race appeared most frequently within the collection; appearing least frequently were identities related to disability and religion/spiritual practices. As we examined points of intersection, the absence of certain intersections in the HQ classification made us curious: for example, we did not see sexual orientation studied in connection with socioeconomic status or disability. We continue to analyze the data. We hope to share our findings through publication, and to use the findings to help fill diversity gaps in the collection (where possible -- we also recognize we may find a general lack of literature examining certain intersectional identities).

**Goal:** Each liaison librarian will identify 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.

**Report:** We bought books in the following areas:

Maryke, to support DEI-related courses and initiatives in Theatre

- NOLLYWOOD DREAMS.
- BFE.
- LANGUAGE ARCHIVE AND OTHER PLAYS.
- UNNATURAL AND ACCIDENTAL WOMEN.
- SEVEN HOMELESS MAMMOTHS WANDER NEW ENGLAND.
- (CURIOUS CASE OF THE) WATSON INTELLIGENCE.
- REVOLUTIONISTS: A COMEDY, A QUARTET, A REVOLUTIONARY DREAM FUGUE, A TRUE STORY.
- LANGUAGE OF ANGELS.
- IMOGEN SAYS NOTHING: THE ANNOTATED LIFE OF IMOGEN OF MESSINA, LAST SIGHTED IN THE FOLIO OF WILLIAM SHAKESPEARE'S MUCH ADOE ABOUT NOTHING.
- STRAIGHT WHITE MEN / UNTITLED FEMINIST SHOW.
- FIREFLIES.
- MY HEART'S A SUITCASE (NHB MODERN PLAYS):.
- BOLD GIRLS.
- ANY PLACE BUT HERE.
- IN A WORD.
- TALKER'S TOWN/THE GIRL WHO SWAM FOREVER: TWO PLAYS.
- 'ART'.
- RED VELVET.
- EYE IS NOT SATISFIED WITH SEEING: JENNIFER PACKER
- COSMIC UNDERGROUND
- AFROFUTURISM 2.0: THE RISE OF ASTRO-BLACKNESS

James, to collect titles that examine counseling issues and/or techniques in LGBTQ and BIPOC clients, and to collect titles about environmental racism

- POISONED CITY: FLINT'S WATER AND THE AMERICAN URBAN TRAGEDY.
- BLACK SNAKE: STANDING ROCK, THE DAKOTA ACCESS PIPELINE, AND ENVIRONMENTAL JUSTICE.
- DIVERSITY, EQUITY, AND INCLUSION: STRATEGIES FOR FACILITATING CONVERSATIONS ON RACE.
- RAVEN'S HAT: FALLEN PICTURES, RISING SEQUENCES, AND OTHER MATHEMATICAL GAMES.
- LEGACY OF RACISM FOR CHILDREN: PSYCHOLOGY, LAW, AND PUBLIC POLICY
- UNAPOLOGETIC GUIDE TO BLACK MENTAL HEALTH: NAVIGATE AN UNEQUAL SYSTEM, LEARN TOOLS FOR EMOTIONAL WELLNESS, AND GET THE HELP YOU DESERVE.
- RACISM AND PSYCHIATRY: CONTEMPORARY ISSUES AND INTERVENTIONS
- BLACK INVENTORS: CRAFTING OVER 200 YEARS OF SUCCESS.
- DOCTORS BLACKWELL: HOW TWO PIONEERING SISTERS BROUGHT MEDICINE TO WOMEN AND WOMEN TO MEDICINE.
- RAISING MULTIRACIAL CHILDREN: TOOLS FOR NURTURING IDENTITY IN A RACIALIZED WORLD.

- SEED SOVEREIGNTY, FOOD SECURITY: WOMEN IN THE VANGUARD OF THE FIGHT AGAINST GMOS AND CORPORATE AGRICULTURE.
- REPARATIVE ENVIRONMENTAL JUSTICE IN A WORLD OF WOUNDS.
- ENVIRONMENTAL RACISM IN THE UNITED STATES AND CANADA: SEEKING JUSTICE AND SUSTAINABILITY.
- COUNSELING TRANSGENDER AND NON-BINARY YOUTH: THE ESSENTIAL GUIDE.
- LGBTQ CLIENTS IN THERAPY: CLINICAL ISSUES AND TREATMENT STRATEGIES.

Rebecca, to collect titles focused on Black joy

- NEW DAUGHTERS OF AFRICA: AN INTERNATIONAL ANTHOLOGY OF WRITING BY WOMEN OF AFRICAN DESCENT
- MILLION AUNTIES: A NOVEL.
- IN WEST MILLS.
- IT'S NOT ALL DOWNHILL FROM HERE.
- POPISHO.
- OPEN WATER.
- MORE THAN ENOUGH: CLAIMING SPACE FOR WHO YOU ARE (NO MATTER WHAT THEY SAY).
- BLACK FUTURES
- ALL HER LITTLE SECRETS: A NOVEL.
- IN EVERY MIRROR SHE'S BLACK.
- SEVEN DAYS IN JUNE: A NOVEL.
- BLACK AND RESILIENT: 52 WEEKS OF ANTI-RACIST ACTIVITIES FOR BLACK JOY AND EMPOWERMENT.
- BADASS BLACK GIRL: QUOTES, QUESTIONS, AND AFFIRMATIONS FOR TEENS.
- LITTLE DEVIL IN AMERICA: NOTES IN PRAISE OF BLACK PERFORMANCE.

Luke, to build our collection in the area of Disability Studies (accomplished with the assistance of intern Natalia Sarram, who reviewed bibliographies of key titles in the field).

- FANTASIES OF IDENTIFICATION: DISABILITY, GENDER, RACE.
- RECOVERING BODIES: ILLNESS, DIABILITY, AND LIFE WRITING.
- DISABLED UPON ARRIVAL: EUGENICS, IMMIGRATION, AND THE CONSTRUCTION OF RACE AND DISABILITY.
- OPEN YOUR EYES: DEAF STUDIES TALKING
- DISABILITY INCARCERATED: IMPRISONMENT AND DISABILITY IN THE UNITED STATES AND CANADA.
- ENFORCING NORMALCY: DISABILITY, DEAFNESS, AND THE BODY.
- AESTHETIC NERVOUSNESS: DISABILITY AND THE CRISIS OF REPRESENTATION.
- BIOPOLITICS OF DISABILITY: NEOLIBERALISM, ABLENATIONALISM, AND PERIPHERAL EMBODIMENT.
- BODY AESTHETIC: FROM FINE ART TO BODY MODIFICATION
- REJECTED BODY: FEMINIST PHILOSOPHICAL REFLECTIONS ON DISABILITY.
- DANGEROUS DISCOURSES OF DISABILITY, SUBJECTIVITY AND SEXUALITY.
- DISABILITY BIOETHICS: MORAL BODIES, MORAL DIFFERENCE.

- DEFECTIVES IN THE LAND: DISABILITY AND IMMIGRATION IN THE AGE OF EUGENICS.
- MAD AT SCHOOL: RHETORICS OF MENTAL DISABILITY AND ACADEMIC LIFE.
- DON'T CALL ME INSPIRATIONAL: A DISABLED FEMINIST TALKS BACK.
- QUESTION OF ACCESS: DISABILITY, SPACE, MEANING.

**Goal:** Host at least one library exhibit each semester that speaks to a DEI issue.

**Report:** Maryke created multiple first-floor exhibits in 21-22 on DEI issues. Exhibits focused on transgender awareness, the African diaspora, and neurodiversity, in addition to the aforementioned zines exhibit.

**Goal:** Create a plan of action to ensure a more welcoming library space for Hollins students from historically marginalized populations. Such a plan might include art installations, dedicated exhibit spaces, affinity spaces, and/or other approaches. The details will be developed through discussions with campus community members.

**Report:** This goal, which was not accomplished in 21-22, is only going to become more important in 22-23, as the library building prepares to welcome a number of new offices. We will carry this goal over into 22-23, and transform it into a collaborative goal in which we work with the departments who will be moving into the building.