# Comprehensive Report of the Diversity Committee for 2012-2016

Executive Summary:
The Diversity Committee, charged with administering the diversity plan has made progress towards many of the action items in the plan. The plan has a three-year life cycle that was extended another year to accommodate the new drafting of ACRL Diversity Standards. The plan will be updated during the academic year 2016/2017.

Thanks to all current and former members of the Diversity Committee for their help with implementing the diversity plan. Thanks also to everyone in the library for their help on implementing specific action items related to their areas of work or interest.

This summary features action items that were completed, are underway, or ongoing.

## Fully Completed:

* **Action Item 3.2.1** Designate a library professional to serve as liaison to Disability Services for Students.
* **Action Item 3.2.2** Designate a library professional to serve as liaison to [TRIO Student Support Services](http://www.umt.edu/triosss/) (TRIO).
* **Action Item 3.3.1** Develop and post an accessibility policy.
* **Goal 4.1** Create and maintain spaces that reflect the diversity inherent in Montana, and particularly in Montana’s twelve tribes.
* **Action Item 4.1.2** Incorporate design elements, such as displays, artwork, maps, and photos into the group study rooms to reflect University and state diversity, (for example, complete tribal representation, 25th Infantry at Fort Missoula, Jeannette Rankin, LGBT history at UM, ecological flora/fauna, etc.).
* **Action Item 4.1.3** Highlight regional and historical linguistic diversity in signage by creating select trilingual signs in English, Salish, and perhaps Kootenai.
* **Action Item 4.1.4** Commission two murals, one depicting the word “library” (or the closest approximation of it) in Montana Native languages and the other depicting the word “library” in other foreign languages.
* **Action Item 4.2.2** Work with Archives & Special Collections to choose, print, mount, and display permanently archival photographs representing diversity at UM.
* **Action Item 4.3.3** Add changing tables to at least one women's and one men's restroom.
* **Action Item 4.3.8** Design and designate one group study room as a family friendly space.
* **Action Item 5.1.3** Create and maintain a diversity webpage within the Library website that includes links to the University of Montana Diversity Plan, the Mansfield Library Diversity Plan, the Mansfield Library Core Principles, the UM Diversity Page, the University of Montana’s EO/AA webpage on reporting discrimination and other diversity related documents.

## Partially Completed (often reflecting action items with an annual focus):

* **Action Item 2.1.1** Host an annual evening of storytelling and drumming in the Library or on the Mansfield Mall.
* **Action Item 2.2.1** Partner with another office or unit to annually host a speaker on diversity.
* **Action Item 2.2.2** Partner with American Indian Student Services (AISS), Disability Services for Students (DSS) and Foreign Student and Scholar Services (FSSS) for an annual library open house, with refreshments and meet & greet possibilities.
* **Action Item 6.2.3** Host an annual or biennial diversity training/workshop.
* **Action Item 7.2.3** Conduct an external diversity survey and embed findings into service planning and future iterations of the diversity plan.

## Underway:

* **Goal 1.1** Continue to develop balanced and accessible collections.
* **Action Item 1.1.1** Implement eAccessibility clause for vendors.
* **Action Item 3.2.3** Develop a plan to reach out to non-traditional students.
* **Action Item 4.2.4** Provide space for UM Nationality Clubs, Student Groups, and other campus entities to highlight their cultures.
* **Action Item 4.3.1** Normalize accessible design throughout the library facility.

## Ongoing:

* **Action Item 2.1.2** Develop annual displays and related blog posts around the International Culture and Food Festival and the Kyi Yo Powwow.
* **Goal 2.2** Collaborate with campus partners to support diversity.
* **Action Item 3.1.3** Incorporate diverse research into library instruction by introducing resources or materials beyond that of traditional, mainstream academic sources.
* **Goal 3.2** Engage in outreach efforts to diverse groups.
* **Action Item 3.3.2** Review library services from the point-of-view of accessibility and facilitate public relations targeting the array of services that provide accommodations.
* **Action Item 4.2.3** Continue to annually collect and display Day of Dialogue posters.
* **Action Item 6.1.1** Include a statement of library commitment to diversity and cultural competency in faculty and professional job descriptions and postings. Include the ability to work with a diverse population and/or cultural competency as qualifications for all jobs.
* **Action Item 6.1.2** Provide faculty and professional job candidates a copy of the Essential Understandings Regarding Montana Indians developed by the Montana Office of Public Instruction as well as Montana Board of Regents of Higher Education Policy 1902-Minority Achievement.
* **Action Item 6.1.3** Advertise open faculty and professional positions to diverse publications and listservs.
* **Action Item 6.1.5** Highlight the Library’s commitment to diversity in recruitment efforts.
* **Action Item 6.1.6** Provide information and education on issues of diversity and cultural competency to library search committees.
* **Action Item 6.2.1** Provide diversity training to student employees.
* **Action Item 6.2.2** Provide all employees a copy of the Essential Understandings Regarding Montana Indians developed by the Montana Office of Public Instruction.
* **Action Item 6.2.4** Encourage staff to participate in diversity workshops or training, both on and off campus, and provide release time when possible.