Equity, Diversity, and Inclusion: efforts to bridge the gap (04/03/2021) Word Wall Contributions

During the webinar participants were asked what they were doing at their own institutions… here are the collated responses:

What are you doing at your institution to "bridge the gap"?

Looking at the book purchases and trying to ensure that students see themselves reflected in our collection.

Uni as a whole looking at the awarding gap

Similar to what others have said - reading lists audits looking at gender and ethnicity; engaging with academic colleagues to address lack of diversity in lib collections, reading groups, supporting students so that they can explore the issues themselves; lib staff training; attending wider university fora raising the issues; showcasing where we do have 'diversity' in our collections to enable conversations and gaps; supporting student projects around decolonising reading lists, collections and pedagogy; working with Student Union; doing things like Human library to raise awareness and challenge stereotypes and bias

Started conversation with the faculty I work with

Creating 'toolkits' (online guides with resources and links) to help academic decolonise the curriculum. Students and staff are able to recommend eBooks (and print books in non-COVID times) which diversify the library collection in the broadest sense. There is much more to do though.

My dept currently looking at what we can do to make our recruitment processes more inclusive. Also running an EDI survey for staff to find out what we're doing well/not so well.

Funding the acquisition of new books to support teaching of previously neglected texts and areas

Have made publicly available reading lists for Black History Month and LGBT+ month, amending our 'Recommend a book' form to include whether the book will diversify our collection.

We support care experienced students and have enhanced disability services.

Race Equality Charter

• A toolkit/online guide – compilation of resources to help staff consider representation in resource list design - links and guidance for academic staff.

• Working with students to find ways to collaborate on Library resources including suggestions and co-creation of reading lists.

• Utilising and diversifying reading lists as part of re-working of collection management policy. Library staff have created an anti-racism reading list to support the university community in utilising and diversifying reading lists. This list will contribute to us re-working of collection management policy to further support diversity and inclusion.

• Exploring smaller specialist publishers,

• Library staff regularly attend decolonisation/diversity/inclusion events, such 'Closing the BME Attainment Gap—What Libraries can Do,' held at the M25 Libraries Consortium in London. Librarians are active members of committees on decolonising the university curriculum, campus, and pedagogy.

• Marketing resources effectively, particularly the valuable resources included for the study of colonial history, empire and globalism.

• Specific budget set aside for material/books

• Membership of key EDI groups within the University and

• Liaison with academics on specific projects including the Decolonising the Curriculum module, and Fine Art reading list and zine projects.

• Building on our previous celebrations of Black History Month in collaboration with the Students Union in 2018 and 2019 (represented on our library blog here), we are working towards future events and social media campaigns.'

From a metadata perspective we have changed outdated subject headings.

Using marketing photos with diverse people.

Giving lecturers ideas on how to decolonise the reading lists. Looking for more diverse voices when buying and promoting resources

Guides highlighting, curating collections around different groups

The university has made an anti-racist statement on its website

HR now have a high priority EDI plan they are implementing

Creating a library guide highlighting resources related to EDI issues, and inviting students/staff to recommend books and other resources, and post reviews etc.

Library Staff work with academics on Reading lists and the Degree awarding gaps, as well as contributing to a wide number of EDI initiatives across the University

Encouraging students to recommend materials for library to buy that reflect their communities/culture.

Library toolkits for examining and reflecting on reading lists and collections.

Making websites and online content accessible.

We are looking at the Library collection.

Asking students to request the Library purchased e-books to diversify the reading available

The Library has a Diversity, Inclusion and Belonging page, which includes fiction books and a Suggest a Resource form so respondents can help build our collection.

We have a Liberating the Library campaign, and tag the items (both physical and online) in the 500 field. Our Liberating campaign, covers BAME, LGBTQ+ and Disability. Both fiction and non-fiction as well

At the University of Southampton libraries we are working with our community to build a collection of Diversity, Inclusion and Belonging resources https://library.soton.ac.uk/diversity which are tagged on our catalogue as DiverifyUoS. The collection covers fiction and non-fiction and we collaborate with our Student Union to feature collections, e.g. for LGBT+ History Month.

EDI Champion recently appointed

Undertaking the Race Equality Charter

Not much yet. Mostly orienting on what to do

The library has created a reading list toolkit for academic use, to assist in searching for resources

Early days so far.

Auditing our online content in terms of readability and access