



OCLC Research Survey on Equity, Diversity and Inclusion

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Photo by [Kelli Tungay](#) on [Unsplash](#)

OCLC Research

Scaling and accelerating library learning and innovation.



OCCLC Research Library Partnership

The OCLC Research Library Partnership provides a unique **transnational** collaborative **network of peers** to address **common issues** as well as the opportunity to **engage directly** with OCLC Research

The OCLC Research Library Partnership



Equity, Diversity and Inclusion

OCLC Distinguished Seminar Series



Char Booth

Open access through the perspective of information privilege...who you are dictates what you see



Kimberly Christen

Library & archive practices are neutral and non-biased, presents a framework for ethical engagements & reciprocal practices through culturally responsive tools & engagements



Trevor A. Dawes

Reviews the work of the ALA Task Force for Equity, Diversity, and Inclusion

Survey details

Work undertaken by Karen
Smith-Yoshimura

September – October 2017



Full results of the OCLC
Research EDI survey and
more at...

[oclc/edi](https://oclc.org/edi)



Equity

“Equity” **takes difference into account** to ensure a **fair process** and, ultimately, a **fair outcome**. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, **underrepresented or marginalized** in many organizations and institutions. Equity, therefore, means **increasing diversity by ameliorating conditions** of disadvantaged groups.



Diversity

“Diversity” can be defined as the sum of the ways that people are **both alike and different**. When we **recognize, value, and embrace diversity**, we are recognizing, valuing, and embracing the **uniqueness of each individual**.



Inclusion

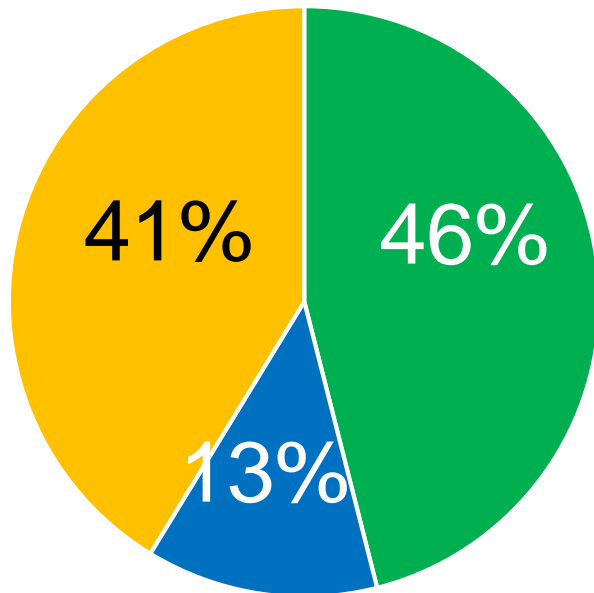
“Inclusion” means an environment in which **all individuals** are treated **fairly and respectfully**; are **valued** for their distinctive skills, experiences, and perspectives; have **equal access to resources and opportunities**; and can **contribute fully** to the organization’s success.

Survey results

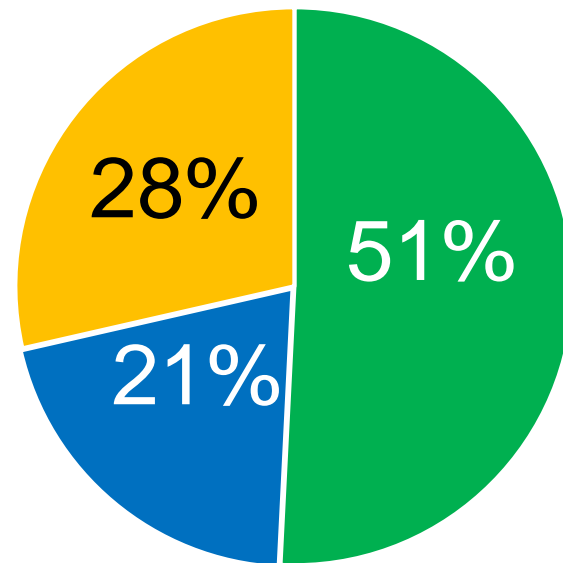
63 Partners (42% response rate)

USA:	36
UK:	13
Australia:	6
Canada	3
Germany:	1
Hong Kong:	1
Italy:	1
Japan:	1
Netherlands:	1

EDI committee or
Working group?



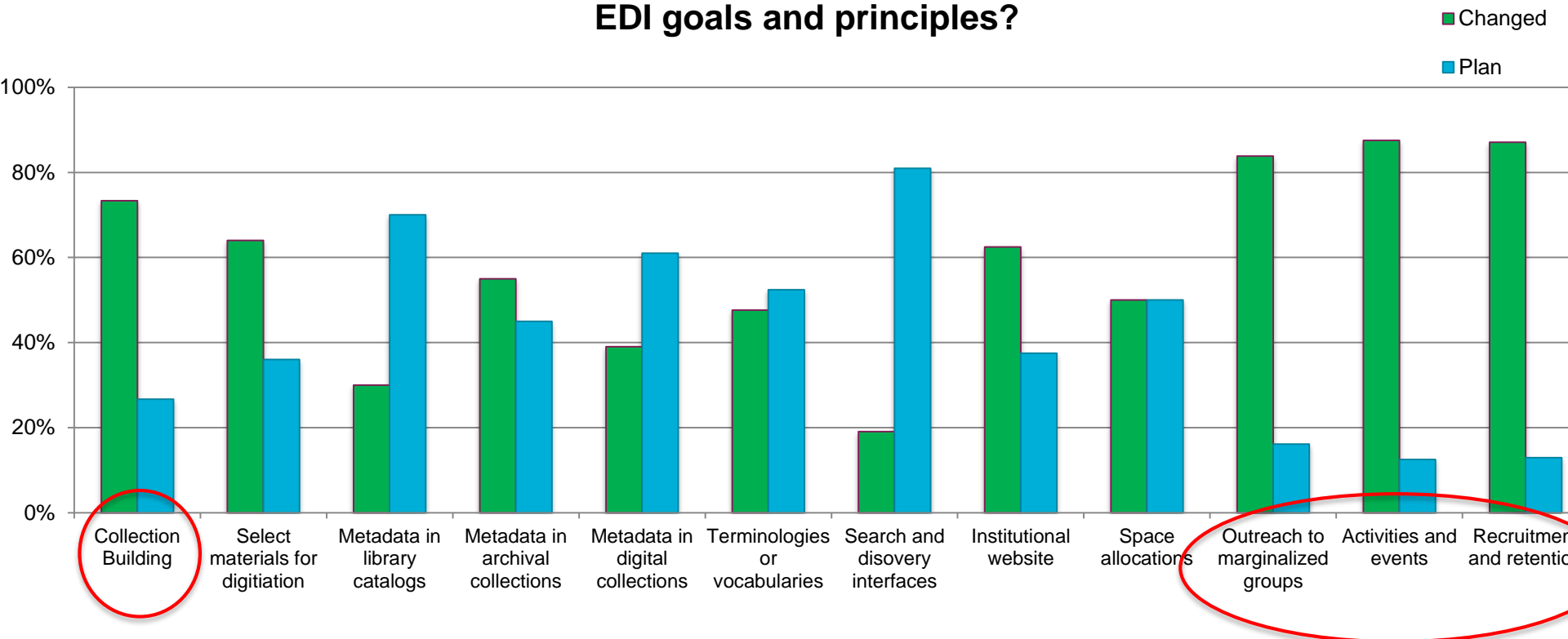
Using EDI
principles to
inform practices



■ Yes ■ No, but we plan to ■ No

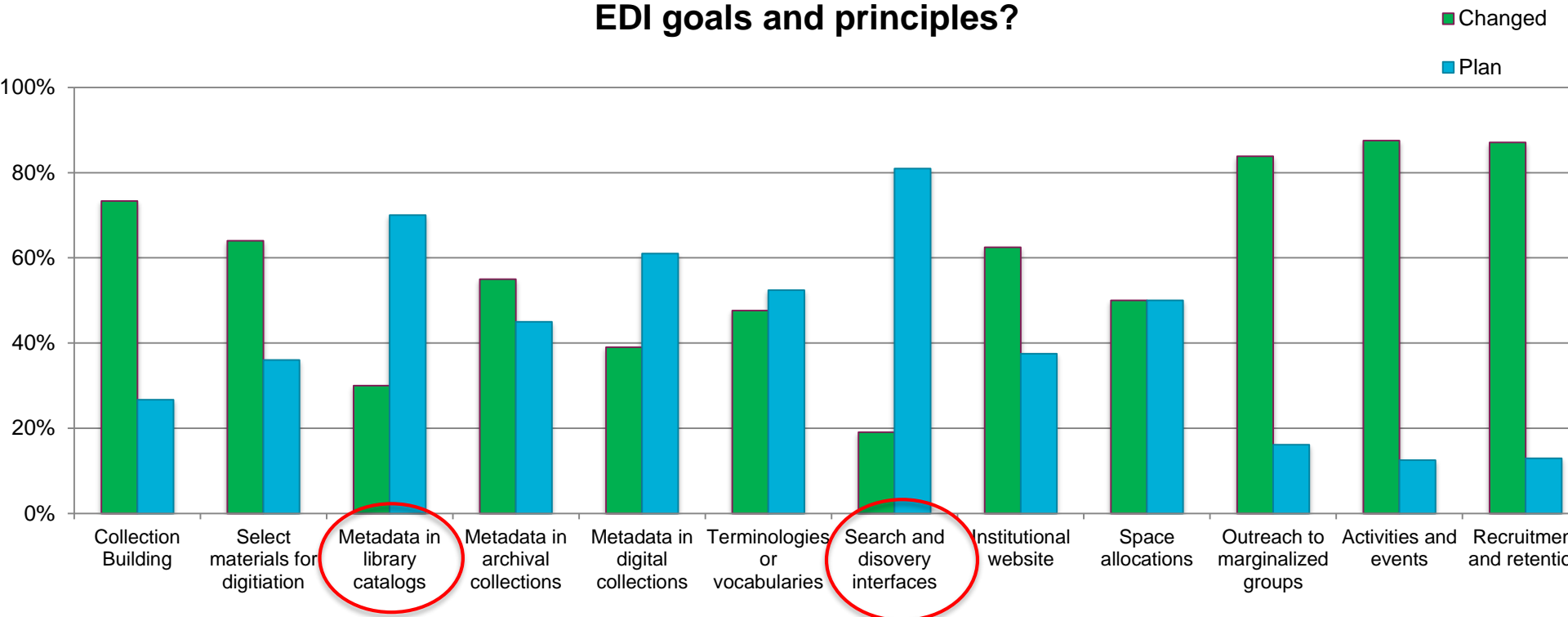
Equity, Diversity and Inclusion Survey of the OCLC Research Library Partnership

Q4 Which areas have you changed or plan to change due to your institution's EDI goals and principles?



Equity, Diversity and Inclusion Survey of the OCLC Research Library Partnership

Q4 Which areas have you changed or plan to change due to your institution's EDI goals and principles?



Most changed (ranked)

- Activities & events
- Recruitment & retention
- Outreach to marginalized communities
- Collection building
- Selection of materials for digitization
- Institutional website
- Metadata descriptions for archival materials

Most planned (ranked)

- Search and discovery interfaces
- Metadata descriptions in library catalogs
- Metadata descriptions in digital/digitized collections
- Terminologies and/or vocabularies

Tied: Space allocations

Duke University

Diversity, Equity and Inclusion Council (DivE-In) surfaces issues that need attention



Texas A&M

Three-year diversity residency for minority librarians wishing to be introduced/launched to work in Academic libraries.



Monash University

Highlight indigenous places in the University including the indigenous art in the Library.

Brandeis University

Increasing documentation related to Students of Color with the intersections of learning, student life, and activism on campus



LSE

Organising and promoting
public events related to
extensive LGBT collections

Brigham Young University

Curators are working with marginalized communities to acquire materials for collections, including Hispanics and Native Americans



The background image shows a multi-story library atrium. The upper levels are filled with bookshelves, and the ground floor has a service desk and a staircase. The architecture features a prominent glass and steel structure.

Ohio State University

Acquire special collections to expand representation of historical works in EDI areas such as women, Middle Eastern, African American, Latin American comic artists; African American theatre; LGBT 20th century authors; Native American primary sources; etc.

The background of the main section is a sepia-toned historical painting. It depicts several figures in 18th-century attire. In the foreground, a man with a powdered wig is seated and looking down at a document. To his left, another man is partially visible, also looking down. In the background, other figures are standing or seated, and a classical building with columns is visible. The overall tone is historical and somber.

The Princeton & Slavery Project

An exploration of Princeton University's historical ties to the
institution of slavery

University of Delaware



Works with the local African American community and other collaborative partners to preserve and collect oral histories and digitize personal photos and materials

La Trobe University



Changed the salutation in our Library system to address people as: "Mr, Ms, Mx" to be more inclusive of different gender identities




Library of Congress

Working with native American nations to appropriately label digitized collections



University of Manitoba

A photograph of the University of Manitoba's main building, a large, ornate, light-colored stone structure with a prominent central portico supported by columns. The building has a red-tiled roof with patches of snow. A flagpole with a Canadian flag stands in front of the building. The sky is clear and blue.

Working with indigenous communities to incorporate appropriate subject headings in archival and library print and digitized collections.

Highlights in “Works in Progress Webinars”

Works in Progress Webinar

Today: Decolonizing Descriptions: Finding, Naming and Changing the Relationship between Indigenous People, Libraries and Archives
Christine Bone, Cataloguing Librarian, University of Manitoba Libraries
Sharon Farnel, Metadata Coordinator, University of Alberta Libraries
Sheila Laroque, Academic Library Resident, University of Alberta Libraries
Brett Lougheed, University Archivist and Digital Curator, University of Winnipeg Archives and Records Centre

December 5: Research Information Management and the Role of the Library
December 12: Using OCLC Work IDs for Discovery

Because what is known must be shared.®

OCLC

0:00 / 54:35

Highlights in “Works in Progress Webinars”

Diversity, Inclusion, and
Social Justice in the
MIT Libraries Collections Directorate



 **Michelle Baildon**
Collections Strategist for Arts & Humanities;
Science, Technology, & Society (STS) Librarian
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Rhonda Kauffman
Bibliographic Metadata Associate
rhonda@mit.edu 

 OCLC Research Works in Progress Webinar Series
September 19, 2017

0:03 / 57:43

Biggest institutional challenges

- Building relationships with these marginalized communities – different perspectives, needs, trust levels
- Recruiting diverse staff & retaining those we have
- More inclusive organizational structure & building shared understanding of the terms diversity, inclusion, and social justice among staff. Create a positive work climate
- Work is centered around specific initiatives, rather than understood as part of and framing for everyone's work.
- Positively address and resolve conflicts as we change to a culture where all individuals are respected
- Need more time, resources, funding

What about those “No” respondents?

Asked: What are your institution’s views on EDI efforts?

- They dovetail with our mission... there tends not to be strategies at a discrete level.
- They are necessary to encourage change in the workplace and the pool of applicants for available positions, as well as curating collections of broader appeal.
- The university has established programs, and the library participates in them. Awareness training in this area is compulsory for all staff.
- They are part and parcel of the university’s culture & ethos.
- We aspire to an inclusive approach to all we do.



Thank you!

You can find more
of our work at oclc.org/edi

Together we make breakthroughs possible.



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