OCLC Research Survey on Equity, Diversity and Inclusion

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OCLC Research

Scaling and accelerating library learning and innovation.
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…

oc.lc/edi
“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)

<table>
<thead>
<tr>
<th>Country</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>36</td>
</tr>
<tr>
<td>UK</td>
<td>13</td>
</tr>
<tr>
<td>Australia</td>
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</tr>
<tr>
<td>Canada</td>
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<td>Germany</td>
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<tr>
<td>Hong Kong</td>
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<td>Italy</td>
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<td>Japan</td>
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<tr>
<td>Netherlands</td>
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</tbody>
</table>
EDI committee or Working group?

- Yes: 46%
- No: 41%
- No, but we plan to: 13%

Using EDI principles to inform practices

- Yes: 51%
- No: 28%
- No, but we plan to: 21%
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?
<table>
<thead>
<tr>
<th>Most changed (ranked)</th>
<th>Most planned (ranked)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Activities &amp; events</td>
<td>• Search and discovery interfaces</td>
</tr>
<tr>
<td>• Recruitment &amp; retention</td>
<td>• Metadata descriptions in library catalogs</td>
</tr>
<tr>
<td>• Outreach to marginalized communities</td>
<td>• Metadata descriptions in digital/digitized collections</td>
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<tr>
<td>• Collection building</td>
<td>• Terminologies and/or vocabularies</td>
</tr>
<tr>
<td>• Selection of materials for digitization</td>
<td></td>
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<tr>
<td>• Institutional website</td>
<td></td>
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<tr>
<td>• Metadata descriptions for archival materials</td>
<td></td>
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</tbody>
</table>

**Tied:** Space allocations
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

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Curators are working with marginalized communities to acquire materials for collections, including Hispanics and Native Americans.
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 Princeton & Slavery Project

An exploration of Princeton University’s historical ties to the institution of slavery
Works with the local African American community and other collaborative partners to preserve and collect oral histories and digitize personal photos and materials.
Changed the salutation in our Library system to address people as: "Mr, Ms, Mx" to be more inclusive of different gender identities.
Working with native American nations to appropriately label digitized collections
Working with indigenous communities to incorporate appropriate subject headings in archival and library print and digitized collections.
Highlights in “Works in Progress Webinars”

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.
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
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 oc.lc/edi

Together we make breakthroughs possible.

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