I. Diversity Mission/Vision Statement

The Library continues to support the following two goals specified in the University Library: In Pursuit of Our Strategic Vision 2005-2010.

**Learning & Teaching and Research Goals**

“Ensure that library collections and programs support university goals in such areas as diversity, multiculturalism, globalization, interdisciplinary studies, and experiential learning.”

“Continue to strengthen and broaden library collections and programs that support university research in diversity, multiculturalism, and globalization.”

During 2007, the Library continued its systematic collection programs in the areas of African American Studies, American Indian Studies, Asian American Studies, LGBT Studies, Latino/a Studies, and Women's Studies. To expand the diversity, multi-culturism, and globalization of its collections, the Library purchased and/or continued a number of pivotal resources, which are listed in the appendix.

**Human Resources Goal**

“Maintain a well-trained, knowledgeable, diverse, and service-oriented staff (library faculty, professional/scientific staff, merit staff, and student assistants) and a positive work environment essential to the successful operation of the library.”

One means of pursuing this goal is through the on-going work of the Library Diversity Committee. This is a long-standing library committee, which includes six members representative of faculty, P&S staff and merit staff. The committee is active and meets on a monthly basis. The Library Committee on Diversity works with the Dean of the Library to develop and promote a diverse work force within the ISU Library. The creation and maintenance of a total community that is multicultural, multiracial, multinational as well as respectful of the dignity of all persons is essential to the educational mission of this library.

The Library Diversity Committee's charge includes:

- To inform and educate Library personnel concerning diversity issues.
- To maintain a focus on equal employment opportunity and affirmative action within the Library.
- To help create a work environment in which all personnel are able to develop to the fullest extent of their potential.
- To review with selection committees the recruitment process in relation to members of protected classes for professional positions, and to serve as a resource for all hiring
II. Response to Diversity Statistics

The Library’s percentage of tenured and tenure eligible minority faculty has remained around 11% for the past five years. Its percentage of tenured and tenure eligible female faculty has remained around 66% for the past five years. The Library’s percentage of minority faculty (18.4%), while steady, is lower than the university percentage and its percentage of female faculty is considerably higher than the university percentage (34.2%).

III. Diversity Efforts

GOAL 1- Institutional Commitment

An essential aspect of creating a welcoming environment begins with first impressions. All library applicants who are interviewed are welcomed and respected throughout the entire interview process and we place a high value on adhering to the university’s expectations for recruitment. Faculty search committee has an active role in the search process as well as the Diversity Committee, which provides all faculty and P&S search committee chairs with a diversity packet containing information regarding appropriate interview questions and diversity initiatives. At the conclusion of the formal interview for faculty and P&S candidates, a member of the Diversity Committee meets with each candidate, and asks key questions regarding the interview process. During the past year we have not received any negative responses regarding inappropriate questions or behaviors. Moreover, we have received extremely positive feedback from external candidates regarding the professionalism shown during interviews.

An important part of creating a welcoming environment for all library faculty and staff is our Library Staff Association. The mission of this organization states, “The Library Staff Association (LSA) is a non-profit social organization, which promotes and enhances the well being of Iowa State University library staff.” Bi-annual meetings are held as well as various social events throughout the year. Events include potlucks, summer picnic, and various break activities. The LSA Council ensures all staff are welcomed at each event. These events and other library sponsored events make staff value the work environment at the University Library.

GOAL 2- Curriculum and Pedagogy and GOAL 3- Research and Scholarship

The University Library, in collaboration with the ISUCard Office, ensures that all visiting faculty and scholars have the same access to library collections and services as ISU faculty. This includes remote access to all licensed electronic content (e-journals and e-books, online indexes and abstracts, etc.) and interlibrary loan. As previously mentioned the collections program continues to expand the diversity, multiculturalism and globalization of our collection. A detailed list showing the diversity of our collection is included the appendix.

GOAL 4- Increase the Representation of Underrepresented Populations

The Library continues to uphold the following goal as specified in the University Library: In Pursuit of Our Strategic Vision 2005-2010 – “Ensure recruitment of a qualified, diverse, and service-oriented staff”. All faculty and some of our P&S positions are advertised nationally to recruit the most qualified, diverse candidates.

From the public perspective, the University Library offers a variety of services for patrons with either temporary or permanent disabilities, and works closely with staff in the university’s Disability Resources Center to continuously improve these services. Iowa State students, faculty and staff are encouraged to contact the Library's Microforms Center at (515) 294-8436 for information on access and services available. Full-time staff are available to assist users Monday through
Friday, 8:00 a.m.-4:00 p.m.; at all other times, student employees are trained to provide assistance and referral. The e-Library provides a complete overview of all disability-related equipment and services provided by the Library (www.lib.iastate.edu/services1/other/disab.html).

GOAL 5- Inter-group and Intra-group Relations

Library Faculty and P&S staff serve on various University Committees with diversity-related missions:

- Committee on Disabilities (Kris Larson, Library Representative)
- Faculty Senate Committee on Women and Minorities (Tanya Zanish-Belcher, chair)
- University Diversity Committee Chairs (Chris Hauge & Lisa Grzywacz, co-committee chairs)
- University Committee on Women (Rita Marinko, faculty representative)
- Sri Lankan Student Association (Pali Kuruppu, faculty advisor)
- YWCA Board (Tanya Zanish-Belcher, current president)

IV. Best Practices/Final Comments

Training/Development

The Library Diversity Committee continues to focus on offering valuable training regarding diversity topics to Library faculty and staff. Throughout the academic year the committee invites various speakers to the Library and provides information to staff regarding diversity related events on campus. FY2008 events hosted at the Library or attended by Library faculty and staff include:

- “Communication and Thinking Styles” - presented by ISU Extension in the Library in April
- “Stigma Busters: Dispelling Myths About Mental Illness” - part of Disability Awareness Month on campus in October
- “Communication Workshop” - presented by ISU Extension at the Library in November
- ISCORE- several Library staff attended the campus conference in March
- International Students & Scholars Information Session- presented at the Library in April

Service Excellence

The University Library continues to strive to provide exceptional public services through our physical and virtual services. During the past year we completed a major renovation project that features a more accessible Help & Information Desk (replacing the former Reference Desk) as well as a variety of additional computer work stations in our new Learning Connections Center. Another service that is particularly helpful to those users with disabilities is the option of instant messaging with a reference librarian.

Over the past year, we continued to invest in disability work station equipment and software. In collaboration with Student Disabilities Resources and with ITS staff, the Library installed a **second disabilities workstation** in Room 188A adjacent to the Learning Connections Center in Parks Library. An Epson scanner and HP Deskjet 660C are locally available for use with this new workstation. A photocopier located in the main Learning Connections Center, Room 130, is networked to this workstation as well, so additional printing is available using this method. This multimedia workstation also supports Kurzweil scan/read software and a DECTalk PC speech synthesizer. During the last year, the Library has also installed the **read-only version of the Kurzweil software on eight additional workstations** in Reserve and Media Resources (Room 2 in Parks Library) for public use.
Print and Online Resources Available at the University Library

- Anthropology of Iraq
- Biographical Encyclopedia of Islamic Philosophy
- Encyclopedia of Women and Islamic Cultures
- Asian Englishes
- Political Islam: Critical Concepts
- TransForming gender: transgender practices of identity, intimacy and care
- The new politics of masculinity: men, power and resistance
- Encyclopedia of gay and lesbian popular culture
- Gender, sex and the shaping of modern Europe
- Out in psychology: lesbian, gay, bisexual, trans, and queer perspectives
- Interrogating post feminism: gender and the politics of popular culture
- Global empowerment of women: responses to globalization and politicized religion
- Psychology of women: handbook of issues and theories
- We lived to tell: political prison memoirs of Iranian women
- Global trafficking in women and children
- Global perspectives on gender equality: reversing the gaze
- Agenda setting, the UN, and NGOs: gender violence and reproductive rights
- Unpacking globalization: markets, gender, and work
- Domestic violence: the five big questions
- Sport, rhetoric, and gender: historical perspectives and media representations
- Race and Racism: the development of modern racism in America
- Encyclopedia of American Jewish history
- Issues in environmental science and technology
- Nanotechnology: consequences for human health and the environment
- Learning race and ethnicity: youth and digital media
- Unequal under law: race in the war on drugs
- Asian American women and men: labor, laws, and love
- Contemporary Asian America: a multidisciplinary reader
- Encyclopedia of Asian American artists
- Encyclopedia of Asian-American literature
- American Indian nonfiction: an anthology of writings, 1760s-1930s
- American Indian wars: a chronology of confrontations
- Encyclopedia of American Indian literature
- The Praeger handbook on contemporary issues in Native America
- Atlas of African-American history
- Beyond Black: biracial identity in America
- Black American military leaders: a biographical dictionary
- Black feminism in contemporary drama
- Black scholars on the line: race, social science, and American thought
- The African American child: development and challenges
Media Resources Available in the University Library

- New faces on Main Street: a review of immigration in the U.S. at the dawn of the 21st century
- The color of fear
- The lemon grove incident
- States of unbelonging: a film
- Global warming: the signs and the science
- Bury my heart at wounded knee
- Thanatos Rx: the death penalty debate in America
- Acquiring the human language: playing the language game
- Field of genes
- The future of food
- Store wars
- God grew tired of us
- I have never forgotten you
- Shoah
- Al Jazeera: voice of Arabia
- Teaching English through songs and games
- Game over: gender, race & violence in video games
- Life: the story so far
- The Philadelphia story: the globalized economy affects American jobs
- The Seattle syndrome
- King corn: a film
- Planet Earth
- Postville: when cultures collide