Salisbury University Libraries Diversity & Inclusion Plan

2023-2026

This plan lays out the diversity, equity, and inclusion goals of the Libraries as a whole, guided and organized by the Libraries' Diversity & Inclusion Committee. While we acknowledge that what matters most in accomplishing our goal of creating a more inclusive, representative, and equitable space is the commitment to action of the Libraries as a whole, we hold this document as an articulation of that commitment. It serves as guidance to keep us on track and as accountability. It also provides some ballast against any changes to D&I committee membership, ensuring goals are reached regardless of who is leading. It is not a pro forma exercise, but rather a living document to which we aim to hold true throughout each academic year.

Plan 2023-2026

I. Promote awareness of and expand diversity-related collections
   A. Expand diversity of collections
      1. Trial a new health device collection
      2. Liaisons and D&I committee continue to purchase related materials with both the diversity budget and departmental funds
   B. Promote diversity through holidays and awareness months
      1. Continue and expand events/displays/social media for observation months and days
   C. Use exhibits to promote awareness of diversity-related collections and encourage donations of additional materials
      1. Focus at least one exhibit every two years primarily on a diversity-related topic
      2. Include, whenever appropriate, diversity-related aspects of topics in exhibits
   D. Partner with student organizations and faculty
      1. Expand collaboration with student organizations and faculty to identify books or other materials that they recommend from our collections or that we acquire and designate, including in the Leisure Reading Collection, and promote them as "Club Picks"
   E. Collaborate with Collection Development Team to ensure an increasing diversity of the collection

II. Improve support for diverse students, faculty, and staff
   A. Continue relationship with the Disability Resource Center
   B. Explore solutions for building-related issues
      1. How to get help while in the third-floor stacks
      2. More accessible digital map of the GAC
      3. More inclusive menstruation support in building spaces
   C. Increase awareness of SU Libraries' services
      1. D&I related resources and services
      2. Expand outreach efforts to SU staff for services available to them
   D. Investigate demand for non-English language resources (resources, staff, signage, and webpages) and implement solutions where feasible
   E. Conduct an audit of library services and spaces with regard to accessibility
   F. Continue to invest in the Walk-in Closet in collaboration with the LGBTQ+ Alliance and other campus entities

III. Promote and support diversity and inclusion among SU Libraries staff members
   A. Increase staff cultural competency
      1. Collaborate with Dean to develop a policy that encourages staff to attend community events
   B. Continue to provide at least one training/discussion session during the summer
   C. 2023: Achieve 100% staff participation among staff who have been employed for at least one year in Safe Spaces training, including student employees.
      1. If training is offered, require student employees to complete training by the end of their second semester working in the SU Libraries.
      2. Invite Safe Spaces to conduct regular trainings in the library (classroom or other location) for staff and student employees