

Diversity and the Academic Librarian

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Diversity Librarian &
Learning Commons Librarian
Carroll University Library
Waukesha, WI

Carroll University

- Private, liberal arts university
 - Over 40 undergraduate degree programs
 - 4 graduate degree programs
 - New administration
- Waukesha, WI
 - 20 miles west of Milwaukee
 - Approximately 67,000 residents
 - City demographics (2000 Census):
 - 90% white
 - 8% Hispanic/ Latin@

Carroll Students

- Approximately 2800 FTE
- Student demographics (2008 CU Fact Book)
 - Majority in-state, many first-generation
 - 67% female, 33% male
 - 75 international students representing 33 countries
 - 25 US states represented
 - 7.4% minority enrollment

Diversity services at Carroll

- Office of Cultural Diversity
- Office of International Education
- Student organizations
- Commitment to diversity across campus
 - Revising general education curriculum
 - Internationalizing the campus

Diversity Librarian

- Position created in 2006
- To increase awareness and understanding of cultural diversity to majority students on campus
- To serve our students from diverse backgrounds more effectively
- To support Carroll's strategic plan

My background

- 2003: BA in History, minor in Women's Studies from Carroll
- 2003: Began as support staff at Carroll Library
- 2006: MLIS from UW-Milwaukee
- 2006: Began as Learning Commons Librarian and Diversity Librarian at Carroll
- 2009: Will begin doctoral program in Information Science
- Research interests:
 - Equitable access to information
 - Information poverty
 - Queer theory and gender studies
 - Gender and sexual fluidity

Job description

Provide focused support for the delivery of library services and resources to diverse populations across campus

- Reach out and make connections
 - Student orgs
 - Cultural Diversity Office
 - Faculty and staff
 - Website presence
 - Attendance at events
- Word of mouth
- Create a culture

Job description

Develop and maintain a collection of materials related to diversity issues and minority groups including African American, Hispanic, Native cultures, women, the physically challenged, and the LGBT community

- Know your mission and collection development policy
- Become familiar with the the curriculum
- Focus your development on specific groups
- Locate useful resources and reviews
 - Choice
 - Lambda Book Report
 - Stonewall Book Awards
 - Belpre Medal
 - Coretta Scott King

Job description

Collaborate with other librarians, faculty, staff, and students to provide research and instructional services on issues regarding diversity

- Information literacy sessions
 - [Liaison program](#)
- Faculty consultations
- One on one research assistance
- Subject guides
 - http://piocat.cc.edu/screens/subject_bisexual.html
- Know your collection

Job description

Work with those offices, academic programs, and student groups that support education across all cultural and ethnic groups on campus and develop library outreach programs for minority students and organizations

- Office of Cultural Diversity
- Office of International Education
- Student Affairs/Residence Life
- Learning Commons/Academic Assistance office
- Student organizations
- Departments that incorporate diversity in their programs and courses

Where to begin?

- Know the current status of your campus
 - What areas of study are offered?
 - What other services are already in place?
- Familiarize yourself with the goals and needs of your institution
 - Strategic plan and mission documents
- Understand the demographics and climate of your campus
 - Minority group representation
 - Active student organizations
 - Climate regarding issues of diversity and multiculturalism

Next steps...

- Educate yourself
 - Read, watch, discuss
- Go to the source
 - Talk to students – student orgs, specific majors
 - Other librarians in this type of position
- Gain support
 - Library director and other faculty/staff
 - Administration
- Collaborate
 - Target courses with diverse content
 - Get to know the usual suspects
 - Student orgs
 - Other campus offices

Expanding the role

- Class presentations
 - Writing Seminar with LGBT focus
 - Diversity in Business
- Student training sessions
 - Learning Assistants
 - Resident Assistants
- Advising of student organizations
 - Q&A: Queers & Allies, Questions & Answers
- International students
 - Collaboration

Further expansion...

- Gender Living Learning Community (LLC)
- Campus committees
- Consultations
- Research
- Adjunct instruction

Don't have a Diversity Librarian?

- Information literacy
- Develop your collection
- Form alliances
- Collaboration is key
- Know your campus and get involved
- Attendance is mandatory
- Knowledge is power

Contact information

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