# Williams Libraries Diversity, Equity, and Inclusion Plan

## 2021

## Diversity Statement

The mission of the Williams Libraries is to provide an intellectual forum where the world of ideas is made manifest and to inspire learning, teaching, and creativity at Williams and beyond.  The Williams Libraries is committed to improving, enhancing, and better supporting Diversity, Equity, and Inclusion (DEI) initiatives. The resources and staff of the Libraries must be diverse in order to engage with not only the College, but also communities beyond Williams. The Williams Libraries DEI plan will align with the College wide DEI goals as well as the long-term goals of the Libraries strategic plan. This strategic plan for diversity, equity, and inclusion is intended to improve workplace climate and organizational culture, support the library's recruitment and retention efforts, ensure equity in library services, and advance the library mission.

## Planning Process

Planning, including DEI planning, at the Williams Libraries is continuous and recognizes the work that is ongoing and that remains to be done. Planning involves review, at least annually, and assessment of progress and recognition of problems. Our DEI plan will be assessed in relationship to standards and guidelines endorsed by professional associations and work being undertaken by consortia, including the following associations:
- Association of College and Research Libraries (ACRL)

- American Library Association (ALA)
- Association of Research Libraries (ARL)
- Joint Council for Librarians of Color (JCLC)
- Public Libraries Association (PLA)
- Society of American Archivists (SAA)

And the following consortia

- Boston Library Consortium (BLC)
- Oberlin Group

Our DEI plan will be informed by listening to our stakeholders, the students, faculty, and staff of Williams College, with a particular emphasis on listening to those stakeholders who have been historically and remain marginalized by reason of their race, ethnicity, gender identity, sexual orientation, class, veteran or immigration status, religion, first generation college experience, or disability. To avoid over-surveying etc. we will seek opportunities to work with other units at the College to engage our stakeholders. We will hold ourselves accountable for our actions, and celebrate accomplishments.

This document is a public summary of our plan. It is coordinated with an internal working document that includes more detail of objectives and tasks within each goal. For more information about any aspect of our plan please contact Jonathan Miller, Director of Libraries, at [jm30@williams.edu](mailto:jm30@williams.edu)

# The Plan

The Libraries' strategic plan includes six goals: Engagement, Staff Investment, Collections, Technology, Beyond Willianms, and Space. The OIDEI asked that campus DEI plans focus on three facets: people, places, and operations.The Libraries' DEI plan includes those six goals grouped into those three facets. We recognize that each of our six goals relates to more than one facet.

## People

### Engagement

Take advantage of every point of engagement as an opportunity to project values of diversity, equity, and inclusion and to build DEI competencies in our staff and users.

Objectives
- Organize programs and events during cultural awareness months.
- Prioritize events, programs, and teaching that further the Libraries' DEI goals

- Create opportunities for researchers such as fellows, postdocs, visiting professors, and staff from historically marginalized communities to share their research and publications.
- Use exhibits to promote awareness of the diversity of voice and identity represented in special collections and archives and in the general collection.
- Use our social media platforms to highlight the diversity of voice and identity in our collections.
- Create opportunities for faculty and students to examine our collections as data and identify significant gaps in the representation of historically marginalized communities.
- Increase our budget for library programming and academic engagement and consider whether to create a separate budget line for DEI programming
- Report annually on the DEI impact of programming.
- Develop a Library DEI annual series for AY22-23 called "At the Intersection" to foster campus discussions and learning around questions of diversity and the world of information.
- Ensure fair and equitable compensation of guest lecturers/panelists.

## Staff Investment

Build cultural competencies among library staff by increasing diversity awareness and sensitivity, as well as enhancing diversity efforts in recruitment and retention.

Objectives
- Assess employee needs and preferences for DEI training and development and ensure appropriate DEI training for all library employees, including student employees.
- Require at least one individual employee annual goal related to diversity, inclusion, or equity in each annual review
- Ensure that DEI goals, including objectives from this plan, are integrated into departmental annual goals.
- In AY21-22 decide whether to propose a post-MLS diversity residency in Research Services as an entry to the profession with a focus on instruction and research services.
- Attract and retain greater numbers of individual employees from groups historically underrepresented in the academic library profession. Increase the diversity of applicant pools by:
  - Treating recruitment as an active process
  - Slowing down recruitment to ensure an equitable process
  - Recruiting from a stance of cultural humility
  - Promoting the importance of evaluating candidates' contributions and commitment to diversity and inclusive excellence during the recruitment process.
  - Strengthening our partnership with HR and OIDEI to shape searches

### Beyond Williams

Develop and strengthen partnerships with diverse communities, including peer libraries, colleagues in librarianship and allied professions, and residents of the local region.

Objectives
- Partner with the Center for Learning in Action to explore opportunities to do workshops with K-12 schools with diverse student bodies.
- Partner more closely with the local libraries to raise awareness of Williams Libraries availability to the community, and to encourage Williams folks to use their community library
- Build recognition for Williams Libraries through staff professional engagement in DEI-related issues at the regional and national level.

# Places

### Spaces

Enhance and sustain a climate in the Williams Libraries' facilities that values, supports, and welcomes diversity and inclusion.

Objectives
- Ensure all library facilities meet or exceed campus standards with regard to accessibility.
- Continue to invest in student art via the Student Art in Libraries Program.
- Regularly assess the user experience in Williams Libraries in enough detail to ensure we capture the experiences of historically marginalized groups on campus.
- Consult the campus community on exhibition topics they'd like to see/experience in the Libraries.

# Operations

### Collections

Promote awareness of and expand collections that center diverse groups.  Develop standards around critical and culturally inclusive cataloging.

Objectives
- Research methods to measure the diversity of our collections, and implement such measurement on a regular basis.
- Identify significant gaps in the diversity of our general collections.
- Partner with student organizations and faculty to identify books or other materials that they recommend for our collections.

- Actively identify and rectify offensive subject headings used in the catalog.
- Work with vendors to collect and understand their DEI plans and statements. Encourage them to create such plans where absent and enhance them where inadequate. Celebrate their success where possible.

## Technology

Create an inclusive and barrier-free technological environment for the Williams Libraries user community that nurtures academic success.

Objectives
- Review the libraries' web content strategy and website editorial guidelines and add language for DEI and accessibility.
- Collaborate with other departments including OIDEI and Office of Communications to better understand their DEI strategies for web content development.
- Regularly assess the user experience of Williams Libraries online presence in enough detail to ensure we capture the experiences of historically marginalized groups online.