

# The Texas Library Association Diversity Action Plan Annotated Bibliography

## Resources Used by the Diversity Task Force

### **American Library Association Staff Diversity and Inclusion Plan**

[http://www.ala.org/offices/sites/ala.org.offices/files/content/diversity/ALA\\_Diversity\\_Action\\_and\\_Inclusion\\_Plan.pdf](http://www.ala.org/offices/sites/ala.org.offices/files/content/diversity/ALA_Diversity_Action_and_Inclusion_Plan.pdf)

ALA's Diversity and Inclusion Plan describes the Association's mission and commitment to diversity, as well as a diversity vision toward which the Association is working. The plan outlines seven goals as follows: ensure that ALA maintains a welcoming and safe environment for all staff; encourage diversity efforts at the highest level of leadership; recruit and retain an excellent and diverse workforce at all levels of the organization; provide models for the profession in the development and implementation of diversity initiatives and training programs; make available continued learning, personal and professional leadership opportunities and development training to staff at every level; incorporate diverse views and voices in every aspect of our work; and promote and sustain a harassment free, barrier free, open communication work environment. The plan includes a timetable for each action item with a target implementation date.

### **American Library Association: Strategic Planning for Diversity**

<http://www.ala.org/advocacy/diversity/workplace/diversityplanning>

This resource is intended to provide a collection of materials for diversity planning. ALA's Office for Diversity describes six elements essential for a successful diversity plan, including a definition of diversity; an assessment of need or justification for the plan; a mission or vision for the diversity of the organization; a statement of priorities or goals; a delegation of responsibilities towards achievement of the plan; and a statement of accountability. This resource offers advice in building support and provides several definitions of diversity for use in planning. Environmental scanning is described and resources are provided to help tackle the process. There are also six links to other diversity plans, two diversity tool kits, and helpful descriptions of the essential elements as defined by ALA.

### **Association of College and Research Libraries, Diversity Standards: Cultural Competency for Academic Libraries (2012)**

<http://www.ala.org/acrl/standards/diversity>

ACRL's diversity standards are derived from the assertion that "diversity is an essential component of any civilized society", "a moral imperative", and "a global necessity". The Standards define seven key terms used throughout, including culture, globalization, and multiculturalism. There are eleven standards discussed in great detail, which are as follows: cultural awareness of self and others; cross-cultural knowledge and skills; organization and professional values; development of collections, programs, and services; service delivery; language diversity; workforce diversity; organizational dynamics; cross-cultural leadership; professional education and continuous learning; and research.

## **Texas Library Association Strategic Plan 2015**

<http://www.txla.org/strategic-plan>

TLA's current strategic plan, adopted in 2012, describes the Association's mission to empower library personnel to develop library excellence for the people of Texas with the ultimate goal that each and every Texan will recognize the value of libraries. The plan consists of five strategic initiatives, as follows: TLA and its members will convincingly demonstrate the value of libraries; TLA will develop an online dashboard which reflects the evolving nature of potential and current TLA members and highlights critical issues; TLA will build a diversity action plan to develop a diverse leadership and membership; TLA will forge new relationships and strengthen existing ones to benefit libraries; TLA will provide online tools for members to participate in Association business and events.

### Diversity Action Plans and Statements

#### **Recommended by ALA**

##### **University of Tennessee Libraries Diversity Committee Mission Statement**

<http://www.lib.utk.edu/diversity/>

##### **University of Oregon Libraries Library Diversity Plan**

[http://libweb.uoregon.edu/index/cms-filesystem-action?file=diversity/library\\_diversity\\_plan.pdf](http://libweb.uoregon.edu/index/cms-filesystem-action?file=diversity/library_diversity_plan.pdf)

##### **Rutgers University Library Diversity Plan**

[http://www.libraries.rutgers.edu/rul/about/diversity/RUL\\_diversity\\_plan\\_09-10.pdf](http://www.libraries.rutgers.edu/rul/about/diversity/RUL_diversity_plan_09-10.pdf)

##### **University of Minnesota Libraries Diversity Outreach Action Plan**

[http://docs.google.com/document/pub?id=1r-u3cyj04Ve6B7wytOKs\\_VWX5AkaGi9BfUOqvklVf6o&pli=1](http://docs.google.com/document/pub?id=1r-u3cyj04Ve6B7wytOKs_VWX5AkaGi9BfUOqvklVf6o&pli=1)

##### **Ocean County (NJ) Library Commission, A Diversity Plan for the Ocean County Library**

<http://theoceancountylibrary.org/about/diversity-plan.htm>

#### **Others**

##### **AALL Strategic Plan 2013-2016**

<http://www.aallnet.org/main-menu/Leadership-Governance/strategic/strategicplan-2013-2016>

##### **University of Louisville Diversity Template Plan**

<http://louisville.edu/library/diversity/plan.pdf>

##### **ARL SPEC Kit 319: Diversity Plans and Programs**

<http://www.arl.org/bm~doc/spec-319-web.pdf>

##### **University of Washington University Libraries Diversity Plan 2005**

<http://www.lib.washington.edu/about/diversity>

**University of Michigan Library Diversity Council Mission Statement**

<http://www.lib.umich.edu/library-diversity-committee>

**The University of Tennessee at Knoxville Libraries Diversity Committee Mission Statement**

<http://www.lib.utk.edu/diversity/>

**University of Oregon Libraries Library Diversity Committee Mission Statement**

<http://library.uoregon.edu/diversity/index.html>

**University of North Carolina University Libraries Diversity Statement**

<http://www.lib.unc.edu/about/diversity.html>

**Auburn University Libraries Strategic Diversity Plan**

[http://www.lib.auburn.edu/diversity/documents/LibrariesStrategicDiversityPlan\\_proposed\\_draft.pdf](http://www.lib.auburn.edu/diversity/documents/LibrariesStrategicDiversityPlan_proposed_draft.pdf)

**Drake University Cowles Library Diversity Plan**

<http://www.lib.drake.edu/core/assessment/archive/1167840919.doc>

**University of Georgia Libraries Diversity Plan 2013**

<http://www.libs.uga.edu/staff/libdiversityplan.pdf>

**Strategic Plans**

**Library of Congress Strategic Plan**

<http://www.loc.gov/about/strategicplan/strategicplan2011-2016.pdf>

**Cornell University Library Strategic Planning**

<http://www.library.cornell.edu/aboutus/inside/strategicplanning>

**Texas Tech University Libraries Strategic Plan**

[http://library.ttu.edu/about/admin/strategic\\_plan.php](http://library.ttu.edu/about/admin/strategic_plan.php)

**New York University Libraries Strategic Plan**

[http://library.nyu.edu/about/Strategic\\_Plan.pdf](http://library.nyu.edu/about/Strategic_Plan.pdf)

**University of Nevada Las Vegas Libraries Strategic Plan**

[http://www.library.unlv.edu/sites/default/files/documents/pages/strategic\\_plan11-15.pdf](http://www.library.unlv.edu/sites/default/files/documents/pages/strategic_plan11-15.pdf)

**Boston University Libraries Strategic Plan**

<http://www.bu.edu/library/about/strategic-plan/>

**Virginia Tech University Libraries Strategic Plan**

<http://www.lib.vt.edu/strategicplan/2012-2018.pdf>

**Auburn University Libraries Strategic Plan**

[http://www.lib.auburn.edu/strategicplan/2007/strategicplan2007\\_2012.php](http://www.lib.auburn.edu/strategicplan/2007/strategicplan2007_2012.php)

### **University of Illinois University Libraries Strategic Plan**

[http://www.library.illinois.edu/committee/exec/documents/2011-2012/Library Strategic Initiatives Final.pdf](http://www.library.illinois.edu/committee/exec/documents/2011-2012/Library%20Strategic%20Initiatives%20Final.pdf)

### **University of California Los Angeles Library Strategic Plan**

<http://www.library.ucla.edu/pdf/UCLA-LibraryStrategicPlan2012-19.pdf>

### **San Antonio Public Library Strategic Plan**

<http://guides.mysapl.org/strategicplan>

## Diversity in Libraries

### **Best Practices for Managing Organizational Diversity**

Kreitz, P. A. (2008). *Journal of Academic Librarianship*, 34(2), 101-120.

This article defines workplace diversity and discusses the role of human resources and organizational frames in fostering diversity. Kreitz identifies best practices in supporting planned and positive diversity management, including: making diversity an organizational priority; developing a strong knowledgebase about the value of diversity within the organization; developing allies beyond the library on the diversity agenda; developing, focusing, and sharing one's vision of diversity; putting that vision into practice; and committing human and fiscal resources to the diversity agenda. Additionally, Kreitz explores how academic libraries can apply diversity management best practices and provides a reading list covering a broad range of topics, including: diversity definitions and best practices; management commitment to diversity; diving cultural and organizational change; managing diverse work teams; and communication.

### **Tying Diversity to Organizational Culture**

Gabriel, R. J. (2010). *Law Library Journal*, 102(3), 507-512.

Gabriel discusses the role of organizational culture in promoting diversity, as well as ways to change organizational culture in order to promote diversity within an organization. Gabriel explains that recognition of library's culture by current employees is critical to promoting diversity and suggests that this has the potential to establish the importance of the library within a larger organization.

### **Working in a Multicultural Community: Engaging a Diverse Workforce**

Bourke, C. (2009). *Incite*, 30(4), 18-19.

Bourke discusses the different approaches needed for management, team work, and individual work when ones workforce is culturally diverse. Bourke highlights this necessity in the differences between collectivist and individualist cultures in decision making processes.

Communication becomes key when working with a culturally diverse staff. In order to encourage staff members to be more cognizant of cultural diversity, Bourke's library implemented a unique system based on the game Bingo.

### **Diversity in Librarianship: The United States Perspective**

Gulati, A. (2010). *IFLA journal*, 36(4), 288-293.

Gulati explains how the concept of diversity has been covered in the professional literature and discusses how diversity has been understood and implemented in the context of tribal community libraries, public libraries, academic libraries and school libraries, as well as the diversity statistics of library professionals. Gulati discusses such prominent issues as staffing; recruitment and retention; recruitment of students and faculty of color to library schools; and library services and organization climate. Gulati also discusses some challenges the library profession is facing, such as lack of representation of minorities among students and faculty in library schools, but makes recommendations to overcome these challenges.

### [Diversity Resources](#)

#### **Rare Books and Manuscripts Section (ACRL) Diversity Committee**

<http://www.rbms.info/committees/diversity/index.shtml>

The Committee's homepage includes an online guide for RBMS members and library professionals, consisting of a diversity toolkit, assessment tool, and a handout for distribution, as well as other resources and documents related to diversity in libraries. The RBMS Statement on Diversity and Diversity Action Plan are also published.

#### **ACRL: Racial and Ethnic Diversity Committee**

<http://www.ala.org/acrl/aboutacrl/directoryofleadership/committees/raciaethnic>

The Committee's homepage includes some reports on diversity, recommendations, and a variety of diversity resources. These resources include best practices, staff recruitment and retention resources; academic programs in multicultural and diversity studies; diversity in higher education; general diversity resources; and meta-sites on diversity.

#### **Ohio Library Council Diversity Awareness and Resources Committee**

<http://www.olc.org/diversity/>

The Committee's homepage contains many resources both for diversity in the library community and for diversity in the library organization itself. Some resources include professional development and recruitment; best practices; bibliographies; and professional reading.

#### **University of Minnesota: Diversity Resources for Academic Libraries**

<http://blog.lib.umn.edu/grayil/diversitylibraries/>

This site provides resources for those developing diversity plans or programs for academic libraries. The resources are divided into the following categories: environmental scans; definitions of diversity; committees and websites; a toolkit; and a bibliography.

### [Strategic Planning Resources](#)

#### **AALL Strategic Planning Process Timeline**

<http://www.aallnet.org/main-menu/Leadership-Governance/strategic/strategic-planning-process.pdf>

This brief timeline outlines the steps in AALL's strategic planning process by month and year, from conception to implementation.

#### **Massachusetts Library System Long Range & Strategic Planning Resources**

<http://www.masslibsystem.org/long-range-planning-resources/>

This resource contains sample long-range plans from public libraries and schools, sample surveys, and useful websites, as well as strategic planning handouts from round tables.

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