Collaborating for Change: Devoting Time for Diversity Discussions for Your Library Staff

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Collaborating for Change: Devoting Time for Diversity Discussions for Your Library Staff

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Florida Library Association Annual Conference, May 2021
Speakers

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She also supports the subject areas Architecture and Communication Sciences & Disorders.

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Speakers

Sandy Avila is the Science Librarian at the UCF Libraries. She is one of many subject liaisons from the Research & Information Services Department.

Sandy handles library instruction, research consultations, and collection development to her assigned subject departments.

For more information about Sandy, visit: https://works.bepress.com/sandy-avila/
Why Us

Internal UCF Libraries’ Committee Work

Faculty Affairs Committee (FAC)

- 6 library faculty members
- Plan & coordinate monthly meetings
- Vice Chair/Mentoring Coordinator roles
Agenda

• Background
  • Definitions on Equity, Diversity & Inclusion (EDI)
  • University of Central Florida & EDI
  • UCF Libraries & EDI

• Response
  • UCF Response
  • UCF Libraries’ Response
    • Examples
    • Takeaways
Background
Diversity: being mindful of all dimensions of human differences and defining diversity in the broadest sense to mean the inclusion of all persons regardless of racial and ethnic background, nationality, gender, gender identity, sexual orientation, veteran status, religious, secular, and spiritual beliefs, ability, age, and socioeconomic status. Diversity embodies inclusiveness, mutual respect, multiple perspectives, and serves as a catalyst for change resulting in equity.

UCF Office of Diversity and Inclusion, Diversity Definitions:
Definitions

Equality: involves ensuring that every individual gets the same amount of resources (identical) regardless of the differences between them.

Equity: aims to understand the needs of each individual and distribute the resources fairly. It involves giving each individual what they need to be successful.

UCF Office of Diversity and Inclusion, Diversity Definitions:
**Definitions**

**Inclusion:** the active creation and maintenance of culture, policy, and educational and business practices which celebrate diversity and recognize its value to our mission to excel as educators, employers, and community partners.

UCF Office of Diversity and Inclusion, Diversity Definitions:
Definitions

**Allyship:** an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group.

**Anti-racist:** fighting against racism to create an equal society, committing to make unbiased choices and being antiracist in all aspects.

UCF Office of Diversity and Inclusion, Diversity Definitions:
The Office of Diversity and Inclusion (ODI) was established in 1994 to support a UCF Strategic Goal “to become more inclusive and diverse.”

**Mission**
To collaborate with the University of Central Florida community to advocate for and educate about the university’s goal of becoming more diverse and inclusive.

**Vision**
To position UCF as a center of excellence that is nationally recognized as a higher education model for our diversity and inclusion practices, policies, and culture.

https://diversity.ucf.edu/about/
What The ODI Offers

The ODI offers education, training and support services, facilitation of cross-campus collaboration, and enterprise-wide leadership to the campus and our community to build an inclusive culture for all students, faculty and staff.

The ODI offers workshops and a professional development programs for faculty, staff, and students. Some signature programs are: Leadership Empowerment Program, CREAR Futuros, and LEGACY. The Hispanic Initiatives effort leads the UCF to excel as a minority-serving institution.

https://diversity.ucf.edu/about/
Internal ODI Faculty Advisory Committee along with the following:

• Diversity and Inclusion Working Group (DIWG)
• Bias Incident Communication Group
• Community Engagement Council

The Unity Star is inspired by the solitary star that appears above the Pegasus, the University of Central Florida’s official symbol that represents the university’s motto, “Reach for the Stars.”

The Unity Star is an illustration of the transformative power and enhanced creativity that occurs when organizations fully utilize diverse perspectives.
Library Background

- UCF Libraries does not currently have an internal EDI committee

- Several library faculty and staff are working in this area in a variety of ways

- Founding Dean of Libraries search underway, possibility for change and further development in this area- stay tuned
EDH Related Library Staff Collaboration on Campus

Megan Haught, UCF Libraries’ Administrative Assistant II
Student Learning & Engagement
Research & Information Services

Since 2016 she has been actively involved in:

• Founding member of the Academic Affairs (formerly IT&R) Diversity Taskforce
• Former Chair of Taskforce Education Committee
• Current Co-Chair of the Diversity Speaker Series
2020-2021 Library EDI Events

Diversity Week Programing (annual events)
https://guides.ucf.edu/diversityweek
- Bookbinding @ Home
- Weaving History: Connecting Our Past to Our Present
- Open Heart, Open Mic

Other Events and Programming:
- Supporting Hispanic & Latinx Communities through Florida Libraries
- “Make No Mistake, Florida is Crucial” Sen. Lori Wilson and the Equal Rights Amendment
- Women & Academia in the Time of COVID
Library EDI Related Resources

Monthly thematic EDI displays via Featured Bookshelf
https://library.ucf.edu/news/category/featured-bookshelf/

Library Programming - WomanFest, LFBTQIA+, & History Month

Featured Bookshelf: 2021 Women’s History Month
Library EDI Related Resources Continued

Readings on Race list
https://guides.ucf.edu/reading-lists/readingsonrace

UCF Libraries Diversity and Inclusion
https://library.ucf.edu/about/departments/administration/diversity-inclusion/
UCF STARS’ EDI Related Collections

UCF’s Institutional Repository:
STARS-Showcase of Texts, Archives, Research, & Scholarship
https://stars.library.ucf.edu/

Academic Affairs Diversity Taskforce
https://stars.library.ucf.edu/aa-diversity-taskforce/

Education, Diversity, and Inclusion
https://stars.library.ucf.edu/lib-edi/

Hispanic Serving Institution
https://stars.library.ucf.edu/hsi/
Library Faculty Developed EDI Example

Diverse Families Bookshelf
https://stars.library.ucf.edu/diversefamilies/
UCF Human Resources’ Training

ABC’s of Diversity
Session Facilitator: Barbara Thompson

Session Description: “Gaining an understanding of differences and similarities is essential for effective functioning in today’s work environment. This workshop focuses on how stereotypes and biases can get in the way when creating a diverse and inclusive space for all employees.”
UCF and Library Responses
UCF Campus Climate Survey

- Campus Climate Survey
  - Viewfinder Campus Climate Surveys, LLC
  - Build an Equitable and Inclusive Environment
  - February 2020 - July 2020
    - Faculty/Administrator Survey - 15.8%
    - Staff Member Survey - 23.4%
    - Student Survey - 1.9%

UCF Campus Wide Culture and Climate Survey:
https://diversity.ucf.edu/campus-climate-survey/
## UCF Campus Climate Survey

### How Welcoming is UCF to Different Groups

**Comparison of Faculty/Administrator and Staff Member Responses**

<table>
<thead>
<tr>
<th>Group</th>
<th>Faculty/Administrators**</th>
<th>Staff Members</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>% responses</td>
<td>% responses</td>
</tr>
<tr>
<td>Caucasians/Whites</td>
<td>13</td>
<td>12</td>
</tr>
<tr>
<td>Women</td>
<td>10</td>
<td>13</td>
</tr>
<tr>
<td>First-generation students</td>
<td>17</td>
<td>19</td>
</tr>
<tr>
<td>Military veterans</td>
<td>22</td>
<td>21</td>
</tr>
<tr>
<td>Hispanics/Latinos</td>
<td>19</td>
<td>19</td>
</tr>
<tr>
<td>International students and employees</td>
<td>21</td>
<td>24</td>
</tr>
<tr>
<td>African Americans</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>People with Disabilities</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>People from the Middle East</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td>Muslims</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>Undocumented students</td>
<td>11</td>
<td>56</td>
</tr>
</tbody>
</table>

- Not applicable
- Not very/not at all welcoming
- Don't know
- Very/somewhat welcoming

**Not applicable** category was mislabeled as **Don't know** on the Faculty/Administrator survey instrument during administration.
UCF Campus Climate Survey

• Virtual Conversations with Dr. S. Kent Butler
  • Entire university community: August 13, 2020
  • Staff: August 18, 2020
  • Faculty: August 19, 2020
  • Students: September 1, 2020
COLLEGES & CAMPUS NEWS

Now Is Our Time to be Actively Anti-Racist

A note from Interim Chief Equity, Inclusion and Diversity Officer S. Kent Butler on the importance of building each other up.

BY S. KENT BUTLER | MAY 29, 2020

May 29, 2020
Our Future Is Inclusion

So many members of our community are hurting right now, shattered by recent deaths that echo the long history of racial injustices that have plagued our country.

As I write this, I realize words are inadequate to address this pain. But I share in the horror of George Floyd’s murder and understand the pain and anger it has sparked.

What is needed now is action — a commitment from our university to not merely celebrate our diversity, but to be actively anti-racist.

Systemic racism, sexism, homophobia and other hateful ideologies seek to deny our shared humanity. They must be called out and confronted. They do not reflect the values of our UCF community.

Learning From Each Other

One way we can take immediate action is to learn from each other.

Because we cannot gather in the traditional way, this Friday from 2 to 3:30 p.m., we will host a virtual conversation about race and unity with the campus community. More information will be shared soon.

Addressing Intolerance in Our Community

At a time when so many of our community members are hurting, we are disgusted by the racist posts one of our faculty members has shared on his personal Twitter account. Many of Associate Professor Charles Negy’s online comments run completely counter to our university’s core values of diversity and inclusion, and we condemn them in the strongest terms.

Many people have shared their outrage with us today, and we want to especially thank our students for speaking out.

At all times, we uphold the principles of academic freedom, but we have a responsibility to denounce intolerance. Racism is an undeniable reality across our society, and people of color frequently experience overt and covert racism. That is why Dr. Negy’s words are not only wrong, but particularly painful.

Everyone has the right to their personal beliefs, but no university employee may mistreat or discriminate against students in their classes or in any other setting. No student should fear they will be treated differently because of others’ personal biases.
UCF Response

• Virtual Conversation About Race and Unity
  • June 5, 2020
  • Dr. S. Kent Butler, Interim Chief Equity, Inclusion and Diversity Officer
  • www.youtube.com/watch?v=wXpR77xEglU
Working Toward A More Inclusive UCF

UCF family,

I shared this email with our students earlier today, and wanted to send it to you, as well. At a time when so many are hurting, we must take care of each other and act together to change our culture and create a more equitable university and society.

At UCF, we have long been proud of our students' diversity. It is one of the qualities that continues to draw people to our university.

Since arriving at UCF last spring, I have met and heard from many of you, listening to your stories and aspirations that our campus' diversity is not just celebrated, but that inclusive excellence must be an integral part of our actions and plans for the future.

President's Student Advisory Council

That is one of the reasons I am creating a new President’s Student Advisory Council, which will be made up of 12 representatives to advise me on campus matters, first among them building a more inclusive culture at UCF. This group will be separate, but complementary, to our President’s Leadership Council in its role working with university leadership to elevate student voices.

Eight council members will be selected through their affiliation with various student coalitions on campus, including the Black Student Union, Latin American Student Association, Asian Pacific American Coalition, Pride Student Association, International Student Association, Graduate Student Association, Student Government and President’s Leadership Council.

Four additional students will be selected from a general application process open to the campus community. We are looking for representatives who are able to serve for one academic year and use their voices, skills and passion for UCF to participate in proactive discussions and work sessions that focus on identifying issues and solutions for our campus. Sessions will be held virtually so that students do not have to be on campus to participate.

August 27, 2020
UCF Library Response

Workshop for all library employees:
  • Black America Since MLK: And Still I Rise
  • August 4 and August 18, 2020

Presentation to library faculty:
  • How to be Anti-Racist and Become a Better Ally
  • September 10, 2020
Library-Wide Example
Library-Wide Example

• First considered for FAC
• Workshop on race and inclusion
• Reached out to facilitator:

• **Barbara Thompson**  
  Associate Director, Office of Diversity and Inclusion

• **Options:**  
  1. Video series, PBS documentaries  
Library-Wide Example

*Library-Wide Example*

**Black America Since MLK: And Still I Rise**

- PBS documentary series
- 4 hours of video content
- Videos provided online
  - Available through PBS
  - Purchased through Alexander Street Press*

* library support led to university-wide benefit
Library-Wide Example

*Black America Since MLK: And Still I Rise*

- Video host: Henry Louis Gates, Jr.
- Video content:
  - Civil Rights Era to 2016
  - How far have we come toward racial equality since the civil rights era?
  - What does it mean to be black today?
Library-Wide Example

Workshop with Barbara Thompson

- One hour discussions on Zoom
  - August 4 and 18, 2020
  - 10 am and 11:30 am
- Attendees
  - 32 signups (4 cancellations)
  - 28 total attendees (24% of approx. 119)
  - 13 staff (16% of approx. 80 staff)
  - 15 faculty (38% of approx. 39 faculty)
Library-Wide Example

Workshop with Barbara Thompson

• Handouts
  • Notes
  • Questions

• Discussion
  • Observations
  • Thoughts
  • Emotional reactions
  • Questions

• Zoom
  • Whole group discussion
  • Breakout rooms
Library-Wide Example
Library-Wide Example

Feedback

- Response rate: 100%
- “Do you feel that the videos helped you understand issues of diversity and inclusion?”
  - 22 definitely yes
  - 4 probably yes
  - 1 might or might not
  - 1 probably not
- “Are you interested in attending more sessions?”
  - 17 definitely yes
  - 9 probably yes
  - 1 probably not
  - 1 definitely not
Library-Wide Example

Feedback
“Select which options are true for you” (not required)

- 0  “Would prefer Zoom sessions only.”
- 2  “Would prefer watching videos only.”
- 1  “Worksheets needed to be required.”
- 7  “Worksheets not necessary.”
- 5  “Zoom was the best part.”
- 10 “The videos were the best part.”
- 1  “The worksheets were the best part.”
Library-Wide Example

Feedback
“Select which options are true for you” (not required)

• 17 “Everything was great.”
• 3 “There could be improvements.”

• 0 “This series was too time-consuming.”
• 2 “This series needed more time.”

• 12 “I felt that this series was evenly-balanced with viewpoints.”
• 3 “I felt that this series was biased.”
Library-Wide Example

Impact

• Positive feedback
• Pivot to virtual
• Providing resources
  • Alexander Street Press (perpetual access)
    • Black America Since MLK: And Still I Rise
    • Eyes on the Prize: America’s Civil Rights Years
• Films on Demand
  • The Rise and Fall of Jim Crow
Library Faculty Example
Library-Faculty Example

September Library Faculty Meeting 2020
Invited speakers from UCF’s Counseling and Psychological Services (CAPS)

Featured presentation at the request of the library, “How to be Anti-Racist and Become a Better Ally.”

Although the entire library could benefit from the presentation, the guest speakers were only addressing library faculty.
Future Plans for Library Faculty Programming

• Working to have another EDI program in 2021

• Possibility to have CAPS return with another unique program or workshop idea for a Library Faculty Meeting

• We could consider doing something different that includes a hands on workshop once we return to normal operations post pandemic
Things to Consider

Set small goals and work towards including EDI discussions on a rolling basis.

Always define key terms as many may not know what they mean or what they refer to.

Keep in mind this work is challenging and can spur emotional and deep rooted responses.

Collect data on your work (surveys, etc) and assess programs regularly, so changes over time can be evaluated.

Invite everyone to participate and get involved in program development. No one is an expert and diverse team approaches are preferred.

Find out how your employees are getting involved in EDI efforts. They might be doing things you aren’t aware of.
Thank you for watching

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